

<b>This report is public</b>	
<b>Members' Allowances 2024/2025</b>	
<b>Committee</b>	Council
<b>Date of Committee</b>	26 February 2024
<b>Portfolio Holder presenting the report</b>	Portfolio Holder for Corporate Services, Councillor Sandy Dallimore
<b>Date Portfolio Holder agreed report</b>	15 February 2024
<b>Report of</b>	Assistant Director Law and Governance, Shiraz Sheikh

## **Purpose of report**

To determine the levels of the allowances to be paid to Members for the forthcoming 2024/2025 financial year and proposed changes to the Members Allowance Scheme following the consideration of the report of the Council's Independent Remuneration Panel (the "Panel") attached at Appendix 1.

## **1. Recommendations**

Council resolves to:

- 1.1 Consider the levels of allowances to be included in the 2024/2025 Members' Allowances Scheme, and whether the Panel's recommendations (as set out at paragraph 2.0 of this report and Appendix 1 should be adopted or modified in any way.
- 1.2 Authorise the Assistant Director Law and Governance to prepare an amended Members' Allowances Scheme, in accordance with the decisions of Council for implementation with effect from 1 April 2024.
- 1.3 Authorise the Assistant Director of Law and Governance to take all necessary action to revoke the current (2023/2024) Scheme and to publicise the revised Scheme pursuant to The Local Authorities (Member's Allowances)(England) Regulations 2003 (as amended).
- 1.4 Thank the Independent Remuneration Panel for its report and set a fee of £300 for each Panel Member for the work carried out on this review and propose the same level of fee for any reviews carried out in 2024/2025 capped at a maximum of £1200 per person, which can be funded from existing budgets.

## **2. Executive Summary**

- 2.1 The Council's Independent Remuneration Panel has met to review the current (2023/2024) Members' Allowances Scheme and its report on the recommended

levels of the allowance payments for the 2024/2025 financial year, and other proposed changes to the scheme, is attached as Appendix 1.

- 2.2 The Local Authorities (Members' Allowances (England) Regulations 2003 sets out that before an authority makes or amends its Members' Allowance Scheme, it "shall have regard to the recommendations made in relation to it by an Independent Remuneration Panel."
- 2.3 Whilst the Council has a duty to have regard to the Panel's recommendations, it is the Council's choice whether to accept the Panel's recommendations in whole or in part, or not at all, or to determine any other scheme for 2024/2025.

## Implications & Impact Assessments

Implications	Commentary			
<b>Finance</b>	Provision for an increase to Members' Allowances has been included in the draft 2024/2025 budget.  Rachel Ainsworth (FBP) 30 January 2024			
<b>Legal</b>	It is a legal requirement for the Council to consider the recommendations of the Independent Remuneration Panel before setting the level of Members' allowances.  Shiraz Sheikh, Assistant Director of Law and Governance, 30 January 2024			
<b>Risk Management</b>	There are no risks implications arising directly from this report.  Celia Prado-Teeling, Performance & Insight Team Leader, 30 January 2024			
Impact Assessments	Positive	Neutral	Negative	Commentary
<b>Equality Impact</b>		X		N/A
<b>A</b> Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?		X		N/A
<b>B</b> Will the proposed decision have an impact upon the lives of people with protected characteristics,		X		N/A

including employees and service users?				
<b>Climate &amp; Environmental Impact</b>		X		N/A
<b>ICT &amp; Digital Impact</b>		X		N/A
<b>Data Impact</b>		X		N/A
<b>Procurement &amp; subsidy</b>		X		N/A
<b>Council Priorities</b>	N/A – report submitted pursuant to statutory requirement			
<b>Human Resources</b>	N/A			
<b>Property</b>	N/A			
<b>Consultation &amp; Engagement</b>	Detailed at section 8.0 of the Panel's report, Appendix 1.			

## Supporting Information

### 3. Background

3.1 As set out in the Executive summary, paragraphs 2.1 – 2.3.

### 4. Details

#### Members' Allowances 2024/2025

4.1 Having given due consideration to the information provided to the Independent Remuneration Panel, it recommends Full Council agree the following for inclusion in the Members' Allowance Scheme 2024/2025 (NB. the Members' Allowance Scheme corresponds to the financial year rather than municipal year and the 2024/2025 Scheme will therefore cover the period 1 April 2024 – 31 March 2025)

- (a) That the Basic Allowance be increased in in line with the 2024/2025 staff pay award (percentage) when agreed, rounded up to give 12 equal payments and payment of the increase backdated to 1 April 2024.

	Current Level 2023/24	2024/2025
Basic Allowance	£4,836 pa	£4,836 pa plus staff pay award (percentage), when agreed, added and

		rounded up to give 12 equal payments
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- (b) That all Special Responsibility Allowances be increased in in line with the 2024/2025 staff pay award (percentage) when agreed, rounded up to give 12 equal payments and payment of the increase backdated to 1 April 2024.

Special Responsibility Allowance	Current Level 2023/2024	2024/2025 (All amounts listed below will have the staff pay award (percentage), when agreed, added and rounded up to give 12 equal payments)
Chairman of the Council	£4,836 pa	£4,836 pa
Leader of the Council	£15,408 pa	£15,408 pa
Deputy Leader of the Council	£9,936 pa	£9,936 pa
Executive Members holding a Portfolio	£7,188 pa	£7,188 pa
Leader of the Main Opposition Group	£3,324 pa	£3,324 pa
Chairman of Accounts, Audit and Risk Committee	£3,996 pa	£3,996 pa
Chairman of Appeals Panel	£288 SRA plus £288 per meeting to a capped limit of £1728 per annum	£288 SRA plus £288 per meeting to a capped limit of £1728 per annum
Chairman of Budget Planning Committee	£3,996 pa	£3,996 pa
Chairman of Licensing Committee	£852 pa	£852 pa
Chairman of Overview and Scrutiny Committee	£3,996 pa	£3,996 pa
Chairman of Personnel Committee	£1,428 pa	£1,428 pa
Chairman of Planning Committee	£4,788 pa	£4,788 pa
Chairman of Standards Committee	£852 pa	£852 pa

- (c) That A new Special Responsibility Allowance be introduced for Minority Opposition Group Leaders from April 1 2024, based on the following criteria:
- Group Leader of a minority opposition Group with 2 – 5 Members: 25% of the Main Opposition Group Leader SRA (if required, rounded up to 12 equal payments)

- Group Leader of a minority opposition Group with 6 or more members: 50% of the Main Opposition Group Leader SRA (if required, rounded up to 12 equal payments)

- (d) That the co-optees allowance be increased in line with the staff pay award for 2024/2025 (percentage), when agreed, and rounded up to give 12 equal payments and payment of the increase backdated to 1 April 2024.

	Current Level 2023/24	2024/2025
Co-optee Allowance	£828 pa	£828 pa plus staff pay award (percentage), when agreed, added and rounded up to give 12 equal payments

- (e) That Independent Persons allowance be increased in line with the staff pay award for 2024/2025 (percentage), when agreed, and rounded up to give 12 equal payments, and payment of the increase backdated to 1 April 2024.

	Current Level 2023/24	2024/2025
Independent Persons Allowance	£828 pa	£828 pa plus staff pay award (percentage), when agreed, added and rounded up to give 12 equal payments

- (f) That Dependents' Carers' and Childcare Allowances remain at the current level, are paid on the basis of the actual costs incurred up to the maximum hourly rate set out below and to a maximum cap of 40 hours per month, subject to production of receipts and cannot be paid to a member of the claimant's household:

	Current Level 2023/2024	Proposed level for 2024/2025
Childcare	£10 per hour	£10 per hour
Dependent Relative Care	£20 per hour	£20 per hour

- (g) That mileage remain at the current level in line with HMRC approved mileage rates, and if any adjustments are implemented by HMRC then the revised rates should be applied to Members' travel allowances effective from the date of implementation by HMRC.

	Current level 2023/2024	Proposed level for 2024/2025
Bicycles	20p per mile	20p per mile
Motorcycles	24p per mile	24p per mile
Motor Vehicles	45p per mile	45p per mile

Electric and specialised vehicles	45p per mile	45p per mile
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- (h) That there be no change to subsistence allowances payable up to the following amounts:

Subsistence	Rate 2023/2024	Proposed Rate 2024/2025
Breakfast Allowance (more than 4 hours away from the normal place of residence before 11am)	£6.02	£6.02
Lunch Allowance (more than 4 hours away from the normal place of residence including the lunchtime between 12noon and 2pm)	£8.31	£8.31
Evening Meal Allowance (more than 4 hours away from the normal place of residence ending after 7pm)	£10.29	£10.29

- (i) That Democratic Services continue to book overnight accommodation if required.
- (j) That there be no change to the list of approved duties for which claims may be made.
- (k) That Non-Executive Director allowances be increased in line with the staff pay award for 2024/205, rounded up to give 12 equal payments, and payment of the increase backdated to 1 April 2024 and costs recharged to the relevant company.

	Current Level 2023/2024	Proposed level for 2024/2025
Non-Executive Directors Graven Hill Village Holding Company Limited and Graven Hill Village Development Company Limited	£4,788	£4,788 plus staff pay award (percentage), when agreed, added and rounded up to give 12 equal payments

## 5. Alternative Options and Reasons for Rejection

- 5.1 The following alternative options have been identified and rejected for the reasons as set out below.

Option 1: To modify the Panel's recommendations. This is within the Council's discretion as the Panel recommendations are not binding. However it is not recommended as the Panel has considered and justified the recommendations that they have made

## 6 Conclusion and Reasons for Recommendations

- 6.1 The Local Government Act 2000 and the Local Authorities (Members' Allowances)(England) Regulations 2003 require local authorities to review their Allowances Schemes and to maintain and Independent Remuneration Panel to consider and make recommendations on new schemes. The report complies with that requirement.
- 6.2 Sections 7 - 16 of the Panel's report (Appendix 1) set out the rationale for the recommendations of the Panel. It is the view of the Independent Remuneration Panel that the proposals represent realistic and fair levels of allowance for 2024/2025 and recommend adoption.

## Decision Information

<b>Key Decision</b>	N/A
<b>Subject to Call in</b>	N/A
<b>If not, why not subject to call in</b>	N/A
<b>Ward(s) Affected</b>	All

## Document Information

<b>Appendices</b>	
<b>Appendix 1</b>	Appendix 1 – Report of the Independent Remuneration panel on the Review of Members' Allowances for the 2024/2025 Financial Year
<b>Background Papers</b>	None
<b>Reference Papers</b>	None

<b>Report Authors</b>	Natasha Clark, Governance and Elections Manager Matthew Swinford, Democratic and Elections Officer
<b>Report Author contact details</b>	Email: <a href="mailto:democracy@cherwell-dc.gov.uk">democracy@cherwell-dc.gov.uk</a> Tel: 01295 221534