

APPENDIX 7

Summary of Recommendations in response to the Advisory Functions set out in the IRP Terms of Reference (Appendix 2)

Please see Section 8 of the main report for the rationale substantiating the recommendations set out below

- 1) **Basic Allowance-per annum.** The current basic Allowance, to which all Councillors are entitled is set at £5,210.00. This is increased annually in line with Officer pay settlements

Recommendation:

	Current	Recommendation	Financial impact per annum
Basic Allowance	£5,210.00	Increase by 5% to £5,470.50	+£12,504.00

- 2) **Special Responsibility Allowance (SRAs)-per annum.** All SRAs are paid in addition to the Basic Allowance and are increased annually in line with Officer pay settlements

Recommendations:

Post	Current	Recommendation	Financial impact per annum
Leader of Council	£14,170	Increase by 10% to £15,587.00	+£1,417
Deputy Leader	£8,925	No change	£ zero
Leader of Minority Group	£4,285	Reduce by 10% to £3,856.50	- £ 428.50
Members of Cabinet	£7,285	No change	£ zero
Chairman of Council	£5,310	No change	£ zero
Vice Chairman of Council	£1,780	No change	£ zero
Chair Overview & Scrutiny	£5,310	No change	£ zero
Vice Chair Overview & Scrutiny	£1,775	No change	£ zero
Chairs of Planning Committees	£4,000	No change	£ zero

Vice Chairs of Planning Cttees	£1,345	No change	£ zero
Chair of Audit Committee	£2,535	No change	£ zero
Chair of Governance Committee	£2,535	No change	£ zero
Chair of Licensing Committee	£2,535	No change	£ zero
Chair of Standards Committee	£2,535	No change	£ zero
<i>Total financial impact of all SRA recommendations per annum:</i>			+£988.50

3) Carers' Allowance The Carers' Allowance is currently set at the National Living Wage (£8.72 per hour, increasing to £8.91 from 1st April 2021)

Recommendations:

- That the Dependants' Carers' allowance is confirmed as reflecting at the National Living Wage for standard child care (£8.91 p/h from 1/4/21) and linked to any periodic changes affecting the NLW
- That the Dependant Adult and specialist child care allowance should be set at the Domiciliary care rate employed by West Sussex County Council (currently £20.53 p/h) and linked to any periodic changes affecting the this

There is no clear indication of the financial impact since this is subject to individual circumstances and paid against authorised claims.

4) Pension Arrangements for Councillors. The extension of a Pension scheme to Councillors was reviewed as part of the 2015 IRP process. From 1 April 2014 Councillors in England have been unable to join the Local Government Pension Scheme. The 2015 report took the view that allowances should not be regarded as remuneration, and should not therefore be pensionable. Councillors are, of course, able to make their own pension arrangements in respect of any income they may have.

Recommendation:

- That the decision of the 2015 IRP be endorsed, but that this should be reviewed again if there is a change in legislative permissions

5) Travelling and subsistence. Travel and subsistence allowances are currently linked to those available to officers and amended in line with annual review changes.

Recommendation:

- That the current arrangements, which are regarded as satisfactory by most respondents, be retained and remain in line with those claimable by officers, including annual changes as approved

There is no clear indication of the financial impact since this is subject to authorised claims.

6) *Other aspects of Members Allowances or reimbursement matters reasonably falling within the remit of the Panel*

- a) *Co-optees to Standards Committee allowance:*** Currently Independent and Parish representatives on the Standards Committee receive £1,345.00 per annum

Recommendation:

- That the present rate is retained and index linked to officer annual pay settlements

b) *HDC Councillors representing the Council on external bodies*

Currently there are no provisions for allowances or reimbursements in recognition of these appointments (See Appendix 4e for specific detail on some current roles).

Recommendations:

- An attendance allowance of £50 per meeting to be introduced for approved representative attendance on external bodies, excluding Parish Councils and meetings where an allowance is already paid by the host organisation
- Based on the frequency of meetings set out in Appendix 4e), the potential additional cost to the Council is projected as 30 attendances at £50 each – a total of £1,500.00 per annum

c) *Structured periodic increases in allowances and claimable reimbursements*

Recommendations:

- **Basic Allowance** Retain link to the annual staff pay settlements and recommended that this should continue
- **Special responsibility Allowances** Retain link to the annual staff pay settlements and recommended that this should continue
- **Co-optee and Representative roles** Introduce a link to the annual staff pay settlements

- **Carers' Allowances** Retain link to the National Living Wage, but introduce the Domiciliary Care rate used by West Sussex County Council for Dependant Adult and specialist child
- **Travel and Subsistence** Retain link to rates available to Council Officers and reflect annual settlements

7). Summary of budget implications of all recommendations set out above

All figures exclude any annual changes resulting from settlements on pay and conditions, and annual changes in external values such as the National Living Wage and Domiciliary Care rate

Category	Annual change in cost if all accepted	Comments
Basic Allowance	+£12,504	Based on 48 Councillors receiving a 5% increase
SRAs	+£988.50	Reflects a 10% increase for the Leader of the Council / 10% decrease in Leader of Minority
Carer's Allowance	Variable	Subject to claim
Travel and Subsistence payments	Variable	Subject to claim
Co-optees	Annual staff settlement increases only	
Councillor representatives on external bodies	Variable but estimated as £1,500.00	
Total financial impact, where calculable	£14,992.50	