

Horsham Independent Remuneration Panel

Report to Horsham District Council on impact of the 2023-24 local authority officers' pay award on Members' Allowances

The last full review by the Independent Remuneration Panel (IRP) of Members' Allowances was conducted in 2021. In April 2021, Full Council approved the recommendation that Members' Basic Allowance, the Special Responsibility Allowances and the Co-optees / Representatives Allowances be increased in line with the annual pay award for local authority employees.

The national pay agreement for local authority officers for 2022-23 was agreed in November 2022 but as opposed to a standard percentage increase, it was in the form of a fixed £1,925 PA award on all pay points. This meant that staff at the lower end of the pay scale effectively received a larger percentage increase than those higher up. This was to be backdated to April 2023.

In January 2023, the IRP conducted an interim review, and taking guidance from similar other local authorities, proposed taking the medium point on the officers' pay scale to achieve a percentage figure. For Horsham this equated to a rise of 4.9%. This was approved by Full Council in February 2023, who also agreed to backdate the increases to April 2022. The Full Council further agreed that should future local authority pay awards follow a similar pattern, then the same approach should be taken for an increase in Members' Allowances.

The national pay award for 2023-24 was again agreed late in the year but, on this occasion, it recommended a pay rise of £1,925 PA for all staff (except Directors or CEOs whose pay rise is equivalent to 3.5%) or 3.88%, whichever was greater.

The IRP has considered the latest pay award and proposes adopting the same broad criteria as last time but disregarding the percentage increase of the senior managers and follow the median pay point of the remaining points on the scale. Accordingly, the median point of the pay scale equates to 4.76% on this occasion. The national Pay award for officers was backdated to April 2023. However, considering the changes in the number of councillors as a result of the local elections held in May 2023, the IRP thought it may be considered more pragmatic to backdate any such increases in the scheme for this year to the start of the municipal year, i.e., 24th May 2023.

The panel therefore makes the following recommendations:

- 1) Councillors receive an increase in relevant allowances of 4.76%**
- 2) This be applied to the following allowances:**
 - a) Basic Allowance**
 - b) All Special Responsibility Allowances**
 - c) The Co-optees and Representatives Allowances**
- 3) The increases be backdated to 24th May 2023.**

- 4) That, where future pay awards for officers is not the same percentage at all points, a percentage increase be applied to Members Allowances at the percentage pay award received at the median pay point.**

The next full review of Members' Allowances is due to be concluded in early 2025 but, in the interim, future increases should continue to occur in line with officers' pay awards.

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Horsham Independent Remuneration Panel

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