



Committee

Full Council

Date and Time

24 September 2026
Public

Report of Independent Remuneration Panel

Cabinet Member:	Councillor Kidd – Leader of the Council
Lead Director:	Richard Phillips – Service Director - Legal and Governance
Service Area:	Legal and Governance
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Electoral Divisions Affected	All Divisions
Key Decision?	Not Key Decision
Cabinet Forward Plan	Not Applicable
Report considered by	Full Council – 24 September 2026

1. Purpose of Report

- 1.1. To consider the recommendations of the Independent Remuneration Panel in relation to the level of basic remuneration for Shropshire Councillors together with a full review of special responsibility allowances available.

2. Recommendations

- 2.1 Full Council is recommended to consider and approve, with or without amendment, the Independent Remuneration Panel's recommendations.

3. Background

- 3.1. The Council last approved the level of allowances in 2021, when it was agreed that allowances would be index linked to increase in line with the annual increase awarded to officers each year.

- 3.2. The Panel has met a number of times to give consideration to Members' Allowances. The Panel's recommendations are contained within the Report attached at Appendix A

4. Summary of Main Proposals

- 4.1. It is proposed that the current basic allowance remains unchanged.
- 4.2. Slight adjustments have been proposed to the special responsibilities allowances to more accurately reflect the current level of responsibilities attached to each position.
- 4.3. It is proposed to increase the mileage rate to align with the current HMRC figures.
- 4.4. Some changes are proposed to the way in which allowances are calculated to further reduce to the risk of overpayments being made

5. Alternative Options

- 5.1. The Council is required to have regard to the recommendations of the Panel. It can adopt the recommendations, adopt the recommendations with amendments or reject the recommendations.

6. Key risks and Opportunities

- 6.1. Changes which are perceived as increasing councillor remuneration may attract adverse public or media attention, particularly given the Council's financial position.
- 6.2. Conversely, if allowances do not adequately reflect the level of responsibility and time commitment required, there is a risk of discouraging individuals from seeking or undertaking key leadership and governance roles.
- 6.3. Members may disagree with the allocation or level of SRAs, leading to concerns that allowances do not properly reflect relative workloads and responsibilities.
- 6.4. Changes to payment arrangements and scheme rules require clear implementation to avoid payroll errors, overpayments, or compliance issues. Internal Audit has previously highlighted member allowance administration as an area requiring ongoing attention.
- 6.5. The review provides an opportunity to ensure SRAs accurately reflect current governance structures and the responsibilities attached to specific roles.
- 6.6. Consideration of the Independent Remuneration Panel's recommendations demonstrates that decisions are informed by an independent process rather than by members themselves.
- 6.7. Proposed changes such as aligning mileage rates with HMRC rates and revising payment arrangements can improve consistency and administrative efficiency.

- 6.8. Introducing or revising allowances for positions such as the co-opted Audit Committee member and Audit Committee Chair may support effective scrutiny and governance arrangements.

7. Council Priorities

- 7.1 The Members' Allowances Scheme supports the effective operation of democratic decision-making and organisational improvement.

8. Financial Implications

- 8.1. The proposed adjustments are not likely to have a material impact on already budgeted amounts for allowances.

9. Legal and HR implications

- 9.1. The proposed scheme has been drafted in accordance with the legislative framework[RP1.1] set out in the Local Authorities (Members Allowances) (England) Regulations 2003

10. Electoral Division Implications

- 10.1. There are no direct electoral division impacts arising from this report.

11. Health, Social (including “Child Friendly Shropshire”) and Economic Implications

- 11.1. The proposals in this report do not have any Health, Social and Economic implications.

12. Equality and Diversity Implications

- 12.1. The proposals in this report do not have any Equality and Diversity implications.

13. Climate Change, Biodiversity and Environmental Implications

- 13.1. The proposal in this report do not have any Climate Change, Biodiversity and Environmental implications.

14. Background Papers

- 14.1 Local Authorities (Members Allowances) (England) Regulations 2003
14.2 Report of the Independent Remuneration Panel 2021

15. Appendices

- 15.1 Appendix A -Report of the Independent Remuneration Panel