

REPORT OF THE INDEPENDENT REMUNERATION PANEL - REVIEW OF MEMBERS'S ALLOWANCES SCHEME FOR 2026-2027

1.0 INTRODUCTION

- 1.1 The Independent Remuneration Panel met on 11 June 2026, 06 July 2026, and 13 August 2026 and received oral representations from the following:

Cllr Dawn Huseman	Reform Group Leader
Cllr Rob Wilson	Portfolio Holder (Transport and Regeneration)
Cllr Alex Wagner	Deputy Leader
Cllr Ed Potter	Scrutiny Committee Chairman
Cllr Teri Trickett	
Councillor Heather Kidd	Leader

- 1.2 Written representatives were received and considered by the panel from the Liberal Democrat, Conservative and Labour Political Groups.

- 1.3 Written representatives were also received and considered by the panel from the following members:

Cllr James Owen	Portfolio Holder (Housing)
Cllr Thomas Clayton	
Cllr Sam Walmsley	
Cllr Teri Trickett	
Cllr Sho Abdul	Deputy Portfolio Holder – Transformation and Economic Growth

- 1.4 In addition, The Panel considered comparative data based on a CIPFA provided comparison package. Panel Members also took note of the general situation with Public Sector pay and external inflation movements.

2.0 MEMBERS BASIC ALLOWANCE

2.1 Recommendation

That the basic allowance paid to members should remain unchanged at £14,839.00.

2.2 Reasoning

The allowance is currently in the top quartile of similar, or bigger, unitary councils.

SPECIAL RESPONSIBILITY ALLOWANCES

3.0 CHAIRMAN OF COUNCIL

3.1 Recommendation

That the Special Responsibility Allowance multiplier for the Chairman of Council remains unchanged at 0.75

3.2 Reasoning

It is proportional for the responsibilities and commitment for this post.

4.0 LEADER OF COUNCIL (INC GROUP LEADER)

4.1 Recommendation

That the Special Responsibility Allowance multiplier for the Leader of Council (including Group Leader) remains unchanged at 2.25.

4.2 Reasoning

It is proportional for the responsibilities and commitment for this post

5.0 DEPUTY LEADER OF COUNCIL + PORTFOLIO HOLDER

5.1 Recommendation

That the Special Responsibility Allowance multiplier for the Deputy Leader of Council (Portfolio Holder) remains unchanged at 1.5.

5.2 Reasoning

It is proportional for the responsibilities and commitment for this post.

6.0 EXECUTIVE MEMBERS (PORTFOLIO HOLDERS)

6.1 Recommendation

That the Special Responsibility Allowance multiplier for the Executive Members (Portfolio Holders) remains unchanged at 1.

6.2 Reasoning

It is proportional for the responsibilities and commitment for this post.

7.0 DEPUTY PORTFOLIO HOLDERS

7.1 Recommendation

That the Special Responsibility Allowance multiplier for the Deputy Portfolio Holders be reduced from 0.25 to 0.15

7.2 Reasoning

This reflects the balance of responsibilities between the Portfolio Holders and their Deputies.

8.0 OPPOSITION GROUP LEADERS (with at least 10% of the membership of the Council)

8.1 Recommendation

That the Special Responsibility Allowance multiplier for the Opposition Group Leaders (with at least 10% of the membership of the Council) remains unchanged at 0.5.

8.2 Reasoning

It is proportional for the responsibilities and commitment for this post.

9.0 CHAIRMEN OF SCRUTINY COMMITTEE(S)

9.1 Recommendation

That the Special Responsibility Allowance multiplier for the Chairmen of Scrutiny Committees be reduced to 0.75

9.2 Reasoning

To rebalance the SRA between the chairmen and vice chair.

10.0 VICE CHAIRMAN OF SCRUTINY COMMITTEE(S)

10.1 That a Special Responsibility Allowance be introduced for Vice Chairmen of Scrutiny Committees with a multiplier of 0.25

10.2 Reasoning

Rebalance the SRA between the chairmen and vice chair. In addition the work involving them on T&F groups

11.0 CHAIRMAN OF AREA PLANNING COMMITTEES

11.1 Recommendation

That the Special Responsibility Allowance multiplier for the Chairmen of Area Planning Committees be reduced to 0.5.

11.2 Reasoning

Since the last review some of the work is now carried out by council officials.

12.0 VICE CHAIRMAN OF THE AREA PLANNING COMMITTEES

12.1 Recommendation

That the Special Responsibility Allowance multiplier for the Vice Chairmen of Area Planning Committees be reduced to 0.15

12.2 Reasoning

Since the last review some of the work is now carried out by council officials.

13.0 CHAIRMAN OF STRATEGIC LICENSING COMMITTEE

13.1 Recommendation

That the Special Responsibility Allowance multiplier for the Chairman of the Strategic Licensing Committee remains unchanged at 0.25

13.2 Reasoning

No reason presented for any change, work commitment remains static.

14.0 CHAIRMAN OF LICENSING SUB-COMMITTEE / VICE CHAIRMAN OF THE STRATEGIC LICENSING COMMITTEE

14.1 Recommendation

That the Special Responsibility Allowance multiplier for the Chairman of the Licensing Sub-Committee/Vice Chairman of the Strategic Licensing Committee be deleted from the scheme

14.2 Reasoning

The meetings are now infrequent

15.0 CHAIRMAN OF AUDIT COMMITTEE

15.1 Recommendation

That the Special Responsibility Allowance multiplier for the Chairman of the Audit Committee be increased to 0.5.

15.2 Reasoning

To reflect wider responsibility and Council's financial situation.

16.0 AUDIT COMMITTEE CO-OPTED MEMBER

16.1 Recommendation

That a Special Responsibility Allowance be introduced for a Co-Opted member of the Audit Committee with a multiplier of 0.1

16.2 Reasoning

This is a new post and merits, although modest, an SRA.

17.0 CHAIRMAN OF PENSIONS COMMITTEE

17.1 Recommendation

That the Special Responsibility Allowance multiplier for the Chairman of the Pensions Committee remains unchanged at 0.25

17.2 Reasoning

No reason presented for any change, work commitment remains static.

18.0 ANNUAL MEMBERS ALLOWANCE INCREASE

18.1 Recommendations

That the Annual Increase in Allowances in line with the annual increase for Local Government Staff (at SCP18) be removed.

18.2 Reasoning

The panel does believe this should be “automatic” but voted on by the whole council.

19.0 TRAVEL AND SUBSISTANCE ALLOWANCES

19.1 Recommendations

That the mileage rate within the scheme should reflect the HMRC allowance rates for the time being in force.

19.2 Reasoning

21.0 PAYMENT OF ALLOWANCES

20.1 Recommendations

That the annual allowances for basic and special responsibilities will be split into a daily amount (365 days or 366 days in a leap year) and the amount paid each month will equal the number of days in that month. For example, April would have 30 days allowance.

20.2 Reasoning

We were advised by the payroll team that this would significantly reduce time spent administering the allowances and provide further safeguards against overpayments in the event of changes in membership or responsibilities.

21.0 PAYMENT OF TRAVEL AND SUBSISTENCE ALLOWANCES

21.1 Recommendations

That, where a member is also a member of another Authority, Travel and Subsistence Allowances will not be paid where that other authority has also made a payment in respect of the same duties.

21.2 Reasoning

Allowance will be paid once and ideally from another body.

22.0 RECOMMENDATIONS

22.1 That the basic allowance paid to members should remain unchanged at £14,839.11.

22.2 That the Special Responsibility Allowance multiplier for the Chairman of Council remains unchanged at 0.75

- 22.3 That the Special Responsibility Allowance multiplier for the Leader of Council (including Group Leader) remains unchanged at 2.25.
- 22.4 That the Special Responsibility Allowance multiplier for the Deputy Leader of Council (Portfolio Holder) remains unchanged at 1.5.
- 22.5 That the Special Responsibility Allowance multiplier for the Executive Members (Portfolio Holders) remains unchanged at 1.
- 22.6 That the Special Responsibility Allowance multiplier for the Deputy Portfolio Holders be reduced from 0.25 to 0.15
- 22.7 That the Special Responsibility Allowance multiplier for the Opposition Group Leaders (with at least 10% of the membership of the Council) remains unchanged at 0.5.
- 22.8 That the Special Responsibility Allowance multiplier for the Chairmen of Scrutiny Committees be reduced to 0.75
- 22.9 That a Special Responsibility Allowance be introduced for Vice Chairmen of Scrutiny Committees with a multiplier of 0.25
- 22.10 That the Special Responsibility Allowance multiplier for the Chairmen of Area Planning Committees be reduced to 0.5.
- 22.11 That the Special Responsibility Allowance multiplier for the Vice Chairmen of Area Planning Committees be reduced to 0.15
- 22.12 That the Special Responsibility Allowance multiplier for the Chairman of the Strategic Licensing Committee remains unchanged at 0.25
- 22.13 That the Special Responsibility Allowance multiplier for the Chairman of the Licensing Sub-Committee/Vice Chairman of the Strategic Licensing Committee be deleted from the scheme
- 22.14 That the Special Responsibility Allowance multiplier for the Chairman of the Audit Committee be increased to 0.5.
- 22.15 That a Special Responsibility Allowance be introduced for a Co-Opted member of the Audit Committee with a multiplier of 0.1
- 22.16 That the Special Responsibility Allowance multiplier for the Chairman of the Pensions Committee remains unchanged at 0.25
- 22.17 That the Annual Increase in Allowances in line with the annual increase for Local Government Staff (at SCP18) be removed.
- 22.18 That the mileage rate within the scheme should reflect the HMRC allowance rates for the time being in force.

- 22.19 That the annual allowances for basic and special responsibilities will be split into a daily amount (365 days or 366 days in a leap year) and the amount paid each month will equal the number of days in that month. For example, April would have 30 days allowance.
- 22.20 That, where a member is also a member of another Authority, Travel and Subsistence Allowances will not be paid where that other authority has also made a payment in respect of the same duties.
- 22.21 That in all other respects, the scheme for members' allowances remains unchanged.

Timothy Griffiths JP (Chairman)
Vince Hunt
Tony Parsons