

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Independent Remuneration Panel
Date:	7 September 2023
Title:	Members' Allowances Scheme 2023/24: Review of Special Responsibility Allowances
Report From:	Director of People and Organisation

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Purpose of this Report

1. The purpose of this report is to provide information to the County Council's Independent Remuneration Panel (IRP) to enable the IRP to review the following allowances:
 - a) Special Responsibility Allowance (SRA) for the role of Deputy Leader of Hampshire County Council
 - b) Review of the SRA for Opposition Group Leaders
 - c) Review of the SRA for Opposition Spokespersons
2. The IRP is also asked to consider a new submission from the Labour Group for an SRA for members of the Hampshire Pension Fund Panel and Board.

Recommendations

3. That the IRP consider whether any adjustment be made to the current level of SRAs as detailed in 1 a), b) and c) above after 12 months of operation and make recommendations to the Council.
4. That the IRP consider the submission at Appendix 2a from the Labour Group for an SRA for members of the Hampshire Pension Fund Panel and Board and make recommendations to the Council.

Contextual information

5. The legislative framework governing the payment of Members' Allowances is set out in the Local Authorities (Members' Allowances) (England) Regulations (the Members' Allowances Regulations) 2003 ("the Regulations").
6. Under the provisions of the Regulations, the County Council is required to make a Members' Allowances Scheme for the payment each year of Members' Allowances. Provision in respect of the current Members' Allowances Scheme for 2023/24 were determined by the County Council at its meeting on 17 February 2022. Once a Members' Allowances Scheme is made for any year it may be amended during the year in question in accordance with the Regulations. It is also possible under the Members' Allowances Regulations for any amendment to the Members' Allowances Scheme to be backdated to the beginning of the financial year in which any such amendment is made.
7. Some changes to the structure of the organisation and consequentially a change to the Cabinet portfolios came into effect on 1 January 2023. A briefing note setting out these changes is attached at Appendix 1 to this report. Following a period of time for these changes to embed, a review of the County Council's scrutiny function resulted in a move from five to four Select (Overview and Scrutiny) Committees and the disbanding of the Buildings, Land and Procurement Panel as approved by the full Council on 18 May 2023 [County Council AGM - 18 May 2023](#)
8. The SRAs for the roles set out in paragraph 1 a), b) and c) were considered by the IRP on 6 October 2022 and approved by the County Council on 24 November [Members Allowances Scheme 2022-23 \(hants.gov.uk\)](#) on the basis that the allowances would be reviewed in 12 months' time.
9. Information about the role and responsibilities of Deputy Leader of Hampshire County Council and the work carried out in the last 12 months' is provided at Appendix 2 to this report.
10. Statements about the roles of Opposition Group Leader and Opposition Group Spokespersons in relation to the current level of SRAs have been submitted by the Leaders of the Independent Group, and the Labour Group to inform the IRP's review. These can be found at Appendices 3a and 3b to this report.
11. The submission by the Labour Group at Appendix 2a also contains a submission for an SRA for members of the Pension Fund Panel and Board. Further information about the Pension Fund Panel and Board and the role of its members can be found at Appendix 4.

Conclusions

11. The IRP is asked to consider the matters detailed above together with the supporting documents and make recommendations to the Council as appropriate.
12. The recommendations of the IRP will be considered by the County Council's Employment in Hampshire County Council Committee (EHCC) prior to consideration by the County Council.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

This proposal does not link to the Strategic Plan but, nevertheless, requires a recommendation in consequence of the requirements of the Members' Allowances Regulations.

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Independent Remuneration Panel Meeting	6 October 2022
Employment in Hampshire County Council Committee (Minute 44)	8 November 2022
County Council Meeting (Minute 121)	24 November 2022
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>
Local Authorities (Members' Allowances) (England) Regulations	2003

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

The recommendations in this report relate to the allowances paid for specific roles of individual elected Members and as such there is no impact on groups with protected characteristics.