

# HAMPSHIRE COUNTY COUNCIL

## Decision Report

<b>Decision Maker:</b>	Employment in Hampshire County Council Committee
<b>Date:</b>	2 November 2023
<b>Title:</b>	Review of the Members' Allowances Scheme
<b>Report From:</b>	Chief Executive

**Contact name:** Paul Hodgson – Head of Legal Services

**Tel:** 03707 793213

**Email:** [paul.hodgson@hants.gov.uk](mailto:paul.hodgson@hants.gov.uk)

### Purpose of this Report

1. The purpose of this report is for the EHCC Committee to consider the recommendations of the Independent Remuneration Panel (IRP) in respect of its review of:

a) the Special Responsibility Allowance (SRA) for the role of Deputy Leader of Hampshire County Council

b) the SRA for Opposition Group Leaders

c) the SRA for Opposition Spokesperson

together with the submission from the Labour Group for a new SRA for members of the Hampshire Pension Fund Panel and Board, and make recommendations to the County Council about the Members' Allowance Scheme.

### Recommendations

That the EHCC Committee:

3. Thank the IRP for their work in considering this matter and their recommendations.

4. Notes the recommendations of the IRP.

5. Recommends to the County Council that approval be given to continued payment of the SRAs for the role of Deputy Leader of the Council, Opposition Group Leaders and Opposition Group Spokespersons without further changes, and that no other amendments are made to the Members' Allowance Scheme, if appropriate, taking into account the recommendations of the IRP and the views of the EHCC Committee.

### **Contextual Information**

6. 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").
7. 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.
8. New Special Responsibility Allowances (SRAs) for the roles set out in paragraph 1 a), b) and c) were originally considered by the IRP on 6 October 2022 and approved by the County Council on 24 November 2022 on the basis that the allowances would be reviewed in 12 months' time.
9. In accordance with the County Council's decision the IRP reviewed the relevant SRAs, in the context of changes to the County Council's departmental structures and changes to Executive Portfolios and scrutiny committees. The IRP met on 7 September 2023 to consider these matters and give its recommendations. The report and supplementary information considered by the IRP is set out at Appendix A.
10. At its meeting on 7 September 2023, the IRP also considered a request for an additional allowance to be paid to the members of the Pension Fund Panel and Board.
11. The IRP's recommendations were that the relevant SRAs for the roles set out in paragraph 1 a), b) and c) should continue to be paid as agreed

by the County Council on 17 February 2022, and that no new allowance should be paid to members of the Pension Fund Panel and Board. The minutes of the IRP meeting on 7 September 2023 are at Appendix B.

## **Conclusions**

12. The EHCC Committee is asked to note the recommendations of the IRP and make its recommendations to the County Council in respect of the Members' Allowance Scheme for consideration at the County Council meeting on 9 November 2023.

## **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:**

(a) No equality impacts have been identified arising from this Report

**CORPORATE OR LEGAL INFORMATION:**

**Links to the Strategic Plan**

**This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because of the requirements of the Members' Allowances Regulations.**

**Other Significant Links**

**Links to previous Member decisions:**

<u>Title</u>	<u>Date</u>
Amendment to the Members' Allowances Scheme 2021/22, and Members' Allowances Scheme for 2022/23, 2023/24, 2024/25 And 2025/26	17 February 2022
Amendment to the Members' Allowances Scheme 2022/23 <a href="https://www.hants.gov.uk/members-allowances-scheme-2022-23">Members Allowances Scheme 2022-23 (hants.gov.uk)</a>	24 November 2022

**Direct links to specific legislation or Government Directives**

<u>Title</u>	<u>Date</u>
Local Government and Housing Act	1989
The 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	