

REPORT OF THE
Employment in Hampshire County Council Committee
PART I

1. AMENDMENT TO THE MEMBERS' ALLOWANCES SCHEME 2021/22, AND MEMBERS' ALLOWANCES SCHEME FOR 2022/23, 2023/24, 2024/25 AND 2025/26

- 1.1. The legislative framework governing the payment of Members' Allowances is set out in the Local Authorities (Members Allowances) (England) Regulations 2003 (as amended) ('the Members' Allowances Regulations').
- 1.2. Under the provisions of the Members' Allowances Regulations the County Council is required to make a Scheme ('Members' Allowances Scheme') for the payment of Members' Allowances each year. A Members' Allowances Scheme needs to make provision for Basic Allowances, Special Responsibility Allowances ('SRA's'), Dependents' Carers' Allowances, Travelling and Subsistence Allowances and Co-optees Allowances.
- 1.3. Once a Members' Allowances Scheme is made for any year it may be amended during the year in question in accordance with the Members' Allowances 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.
- 1.4. By virtue of the Members' Allowances Regulations, before the County Council can make or amend a Members' Allowances Scheme, it is required to have regard to recommendations made in relation to it by an Independent Remuneration Panel ('IRP'). In this regard the IRP met on 29 September 2021.
- 1.5. The Employment in Hampshire County Council ('EHCC') Committee met on 11 November 2021 to consider the recommendations of the IRP, and to make recommendations to the County Council in respect of amendment (if appropriate) to the Members' Allowances Scheme for 2021/22, and a Members' Allowances Scheme for 2022/23, 2023/24, 2024/25, and 2025/26. A copy of the Report considered by the EHCC Committee is attached as **Appendix 1** to this Report. Minutes of the IRP Meeting are attached at **Appendix 2** to the EHCC Report. Details of the roles of Assistant to the Executive Adult Services and Public Health and Assistant to the Executive – Children's Services and Chairman of the River Hamble Harbour Board are attached at **Annexes 2a, 2b, and 2c** to the IRP minutes.

2. Amendment to Members' Allowances Scheme 2021/22

Recommendations of the Independent Remuneration Panel in relation to

amendment of the Members' Allowances Scheme for 2021/22 are set out below, together with the EHCC Committee's views and conclusions on them:

**2.1. Assistant to the Executive – Adult Services and Public Health and Assistant to the Executive – Children's Services
Recommendation of the IRP**

That the SRA of £4,645 (25% of an Executive Member SRA) be payable for the roles of Assistant to the Executive – Adult Services and Public Health and Assistant to the Executive – Children's Services from the date of appointment of the post holders (13 July 2021), to be reviewed in 12 months' time, and that the list of approved duties for the purposes of payment of travelling and other relevant expenses should include these roles.

Consideration of IRP Recommendation

The EHCC Committee was in support of the recommendation of the IRP.

**2.2. Chairman of the River Hamble Harbour Board
Recommendation of the IRP**

That an SRA of £3,097 (25% of an SRA of a Select Committee Chairman) be payable for the role of Chairman of the River Hamble Harbour Board from the date of appointment of the present Chairman (27 May 2021), to be reviewed in 12 months' time.

Consideration of IRP Recommendation

The EHCC Committee was in support of the recommendation of the IRP.

2.3. Leader of Minority Political Group SRA

Recommendation of the IRP

That the present formula for calculation of an SRA for the Leader of a Minority Political Group on the County Council when a Minority Political Group comprises four or more Members should remain.

Consideration of IRP Recommendation

The EHCC Committee was in support of the recommendation of the IRP.

3. Members' Allowance Scheme 2022/23, 2023/24, 2024/25, and 2025/26

Recommendations of the Independent Remuneration Panel in relation to the Members' Allowances Scheme for 2022/23, 2023/24, 2024/25, and 2025/26 are set out below, together with the EHCC Committee's views and conclusions on them:

3.1. Recommendation of the IRP

That the Basic Allowance and Special Responsibility Allowances payable to

Members be increased in line with the Pay Award for staff (if any) for Senior Managers at Grade H from 1 April 2022, and thereafter annually for 2023/24, 2024/25 and 2025/26.

Consideration of IRP Recommendation

The EHCC Committee was in support of the recommendation of the IRP.

4. Other Allowances

A number of other allowances are currently payable to certain Members and other persons holding positions required by law under legislation not part of the Members' Allowances Regulations. These include allowances for the Chairman and Vice-Chairman of the County Council, Independent Persons required in consequence of the provisions of the Localism Act 2011, and members of the IRP. For the information of Members, the County Council at its meeting on 22 February 2018 determined that in future years these allowances should henceforth also be adjusted each year by the same adjustment of allowances (if any) payable under the Members' Allowances Scheme, and should the County Council be in favour of the recommendation of the IRP that allowances payable under the Members' Allowances Scheme be adjusted as outlined above, these other allowances will also be adjusted to reference the same index.

RECOMMENDATIONS

That the County Council, taking into account the recommendations of the IRP, approves:

- a) An SRA of £4,645 per annum (25% of an Executive Member SRA) be payable to the Assistant to the Executive – Adult Services and Public Health from the date of appointment to this role (13 July 2021) and reviewed again in 12 months' time.
- b) An SRA of £4,645 per annum (25% of the SRA for an Executive Member) be payable to the Assistant to the Executive – Children's Services from the date of appointment to this role (13 July 2021) and reviewed again in 12 months' time.
- c) That the list of approved duties for the purposes of payment of travelling and other relevant expenses should include the role of Assistant to the Executive.
- d) An SRA of £3,097 per annum (25% of the SRA for a Select Committee Chairman) be payable to the Chairman of the River Hamble Harbour Board from the date of appointment to this role (County Council AGM on 27 May 2021) and reviewed again in 12 months' time.
- e) That the present formula for calculation of an SRA to the Leader of a Minority Political Group on the County Council when a Minority Political Group comprises four or more Members should remain.

- f) A Members' Allowances Scheme for the years 2022/23, 2023/24, 2024/25 and 2025/26, whereby Basic Allowances and Special Responsibility Allowances payable to Members are adjusted from 1 April 2022, and thereafter annually, in line with the Pay Award (if any) for Senior Managers at Grade H.