



Hinckley & Bosworth  
Borough Council

**REPORT OF THE INDEPENDENT REMUNERATION PANEL ON MEMBERS' ALLOWANCES 2020/21**

1. A full review of the scheme of members' allowances was last undertaken in 2019/2020, at which point Council also agreed to include an annual increase on allowances in line with the national pay award for officers, and to review the scheme again in advance of the new Council in 2023.
2. In convening a meeting of the panel in the autumn of 2022, of those members appointed in 2019, six wished to remain on the panel. These were:  
  
Mr G Grimes  
Mr P Humphrey  
Mr S Love  
Mr G Newbury  
Ms S Rumbelow  
Mr K Willdig.
3. The panel initially met on 8 November 2022. Mr Keith Willdig resumed his position as chair of the panel. A subsequent meeting was held on 24 November 2022.
4. To assist in its deliberations, the panel was provided with the following information:
  - The current scheme of members' allowances
  - Results from a survey of HBBC councillors
  - A briefing by the Head of Finance
  - Information on the 2022 national pay award for officers which was a fixed sum of £1,925 rather than the usual percentage increase.
5. During discussion on the allowances, members of the panel made reference to the following:
  - Thanks to councillors for their responses to the survey
  - The likely reluctance of some councillors (as expressed in some survey responses) to accept an increase in allowances given the current cost of living crisis
  - The need for fair recompense for the work undertaken
  - Options for applying the equivalent of the pay award which included:
    - A 7% increase which was equivalent to the value of the pay award based on the average pay across the council of £27,500

- A 4.1% increase which was equivalent to the value of the pay award based on the average salary of the top quartile of staff
- A 3.3% increase which was the equivalent to the value of the pay award based on the average salary of all heads of service and senior management
- A 4.01% increase which had been agreed as part of the pay award in relation to officer allowances (such as subsistence and London weighting)
- The need to include a clause in the scheme of allowances should a fixed sum be agreed as the pay award in future years.

6. In formulating its recommendations, the panel gave consideration to and made comment upon the following:

6.1 The basic allowance

Whilst conscious that the allowances should not be allowed to fall behind those of similar authorities again, the panel felt that the basic allowance was reasonable, given the provision for annual increases in line with officer pay awards.

6.2 Special responsibility allowances

Whilst conscious that the allowances should not be allowed to fall behind those of similar authorities again, the panel felt that the special responsibility allowances were reasonable, given the provision for annual increases in line with officer pay awards.

6.3 Increase in line with the officer pay award

Whilst the panel felt it important to acknowledge the role of councillors, they also noted that the level of responsibility was similar to that of senior officers of the council, for whom the pay award was equivalent to 3.3%. They therefore felt that this was an appropriate level at which to set the increase in both the basic and special responsibility allowances.

They felt that this method of calculating such fixed sum increases should be included in the scheme of allowances, should the situation be repeated.

7. The panel made the following recommendations to Council:

- (i) An increase of 3.3% backdated to April 2022 be included on the basic and special responsibility allowances in line with the officer pay award, calculated as the value of the pay award on the average salary of all heads of service and senior management:

	Current 2021/22 (£)	Proposed 2022/23 (£)
Basic allowance	5,520	5,702
Mayor	8,364	8,640
Deputy Mayor	3,137	3,241
Leader of Council	17,596	18,177

Deputy Leader	8,625	8,910
Member of Executive	7,591	7,842
Opposition Leaders	4,830	4,989
Appeals Panel chairman	2,614	2,700
Audit Committee chairman	4,830	4,989
Ethical Governance & Personnel Committee chairman	2,614	2,700
Finance & Performance Scrutiny chairman	3,450	3,564
Licensing Committee chairman	2,614	2,700
Planning Committee Chairman	5,750	5,940
Scrutiny Commission Chairman	4,830	4,989

(ii) paragraph 5.2 of the scheme of allowances be amended to read:

“The basic allowance shall be increased annually in line with officer pay awards unless a resolution of Council determines otherwise. Where the pay award is a fixed sum, it will be calculated on the percentage equivalent of the value of the pay award on the average salary of all heads of service and senior management”;

#### 8. Reasons for the recommendations

- To ensure the allowances remain reasonable given the level of work involved in the role of a councillor
- To comply with the scheme of allowances in applying the equivalent of the officer pay award.

Keith Willdig (Chairman)  
Gordon Grimes  
Paul Humphrey  
Simon Love  
Guy Newbury  
Shelagh Rumbelow

24 November 2022