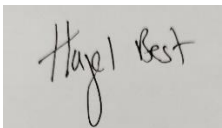


WORCESTERSHIRE COUNTY COUNCIL

RECORD OF OFFICER EXECUTIVE DECISION

TITLE:*	Councillors Allowances Scheme
Decision Taken By:	Hazel Best, Assistant Director for Legal and Governance (Monitoring Officer)
Cabinet Member	Cllr David Taylor, Deputy Leader and Cabinet Member with Responsibility for One Worcestershire
Decision Made*	The Council's Scheme of Members Allowances (Appendix 13 of Council's Constitution) be amended and updated to reflect the recommendations of the Independent Remuneration Panel agreed by Council at its meeting on 12 September 2024 (attached at Appendix 1).
Is this Report Exempt as per Schedule 12A Local Government Act 1972	No.
Decision taken under the following delegation:	Agenda for Council on Thursday, 12th September, 2024, 10.00 am - Modern Council RESOLVED that a) All the recommendations of the report of the Independent Remuneration Panel be accepted; and b) The Assistant Director for Legal and Governance be granted delegated authority to amend and update the Council's Scheme of Members Allowances following the outcome of (a) above to take effect in May 2025.
Division(s) Affected	All
Date of Decision*	5 May 2025
Summary of Decision*	The eight recommendations made by the Independent Remuneration Panel and agreed by Council were:

	<p>i) That the level of current basic allowances and SRAs be extended to the date of the Council elections in May 2025 at the 2024/25 levels.</p> <p>ii) The Basic Allowance should be increased from £10,799 (the current leave reflecting CPI increases since our recommendations in 2016/17) to £12,633, effective from the date of election of the Council in May 2025, and to be subject to annual CPI uplifts thereafter. The present Broadband Allowance should be subsumed into the Basic Allowance at its current level and should no longer exist as a separate Allowance.</p> <p>iii) The total amount of SRA payments should be frozen at the amounts paid in 2024/25 without any inflationary increases until the end of term of the Council elected in May 2025 (i.e. May 2029). During that time there should be no more than 27 Councillors receiving SRAs, just under half of the number of Members.</p> <p>iv) There should be no amendment to the provisions of the Scheme for mileage or subsistence allowances, but that Carers' Allowance be paid the rate for the care given, as arranged by the Councillor, subject to the receipt of appropriate evidence and the continuation of the annual ceiling.</p> <p>v) The Council introduces a Parental Leave arrangement based upon the LGA scheme.</p> <p>vi) The panel recommends the Allowances be updated on 1 April each year by the rate of CPI as existing in the preceding calendar year. (The Panel recommends that this only applies to Basic Allowances for the Council starting in May 2025).</p> <p>vii) The roles to receive SRAs and the payment bandings to which they are allocated should be proposed by the new Administration for consultation with the Panel in May 2025, based generally on the bands and rates which applied in April 2024.</p> <p>viii) The Panel recommends that it is invited to undertake its next full review in Spring 2028.</p>
Reason(s) For Decision*	To implement the recommendations made by 12 September 2024 meeting of Council.
Alternative Options Considered and Rejected	No alternatives were considered as it was a resolution made by Council at its meeting on 12 September 2024.
Summary of any financial implications	The financial impact of the Independent Remuneration Panel recommended changes as agreed by Council required an increase to the budget for 2025/26. The additional requirement of £97k has been factored into the revenue budget for 2025/26 which was approved by Council on 13 February 2025.
Summary of any legal implications	The Local Government Act 2000 and the Local Authorities (Members Allowances) (England) Regulations 2003 as amended require local authorities to review their allowances schemes and to appoint independent remuneration panels to consider and make recommendations on changes to such schemes.

	The Assistant Director for Legal and Governance was authorised by full Council to amend and update the Council's Scheme of Members Allowances following the adoption of all recommendations of the Independent Remuneration Panel.
Consultation process and results	N/A
Equality duty Implications	N/A
Social Value Implications	N/A
Any Conflict of Interest declared by a consulted Cabinet Member/ any dispensation granted*	
Background documents*	Agenda for Council on Thursday, 12th September, 2024, 10.00 am - Modern Council Agenda for Council on Thursday, 13th February, 2025, 10.00 am - Modern Council
Signature	
Reference/Date Published	For use by Democratic Services only
Monitoring Officer Review needed	Yes/No (delete as appropriate)

*Legal Requirement