



ADUR & WORTHING COUNCILS

Joint Governance Committee
22 March 2022
Agenda Item 13

Ward(s) Affected: All

Scheme of Allowances for Worthing Borough Council in 2022/23

Report by the Interim Director of Communities

Executive Summary

1. Purpose

- 1.1. The Joint Governance Committee is asked to consider the report of the Joint Independent Remuneration Panel and make recommendations to Worthing Borough Council on the level of Members' Allowances for the municipal year 2022/23.
- 1.2. Recommendations from the Committee on the level of allowances will be considered at the Full Council meeting in April 2022.

2. Recommendations

- 2.1. That the Joint Governance Committee recommend to Worthing Borough Council that Members Basic Allowance be linked to the outcome of the Officers' NJC Pay bargaining agreement for the year 2022/23.

3. Context

- 3.1. The Local Authorities (Members' Allowances) Regulations 2001 requires local authorities to establish an Independent Remuneration Panel to make recommendations about the levels of allowances payable to Members.

- 3.2. Worthing Borough council last reviewed its allowances in 2019 and linked Members allowances to the NJC award index for two years until the 2022/23 municipal year. The Council also approved an allowance for the Worthing Deputy Mayor as the post had previously not received a special responsibility allowance.
- 3.3. The Adur and Worthing Joint Independent Remuneration Panel began its review of Worthing Allowances at the beginning of September 2021 and the review concluded in early March 2022. Panel Members were advised and supported by Officers from Finance and Democratic Services and have submitted a report that is attached as Appendix A.

4. Issues for consideration

- 4.1. The Committee is asked to make a recommendation to Worthing Borough Council in respect of setting the level of allowances for 2022/23.
- 4.2. The Panel has set out 1 costed option for Members to consider which is that the basic allowance be linked to the outcome of the Officers' NJC Pay bargaining agreement for the year 2022/23.

5. Engagement and Communication

- 5.1. The Panel contacted group Leaders to ask for any comments they may have had prior to the commencement of the review.
- 5.2. As a Panel of independent advisors, the JIRP is the body that the council engages with and consults on setting the level of its allowances.

6. Financial Implications

- 6.1. The Councils have the following budgets available in 2022/23 to fund member allowances:
 - Adur: £225,010
 - Worthing : £285,780
- 6.2. The budget strategy allows for a 2% inflation on all salary budgets which would include members allowances for 2022/23. Consequently, the options proposed by the independent remuneration would have the following financial impacts if the NJC agreement is 2%:-

	Worthing
	£
Estimated 2022/23 budget	285,780
Option 1 : NJC pay award (2% assumed)	286,507
+ Allowance for the deputy mayor	
Growth / saving (-)against the budget	727

6.3. Any small shortfall will be funded from the Council's inflation contingency budget.

7. Legal Implications

- 7.1 An Independent Remuneration Panel is a requirement of the Local Authorities (Members' Allowances) Regulations 2003 (The 2003 Regulations).
- 7.2 The 2003 Regulations states that before an authority makes or amends a scheme, the authority shall have regard to the recommendations made in relation to it by an independent remuneration panel
- 7.3 The 2003 Regulations sets out the role of the independent remuneration panel to make recommendations to the authority as to the amount of basic allowance which should be payable to its elected members. There is also the authority to make recommendations regarding special responsibility allowances (SRA) – and the roles and responsibilities for which the SRA applies, expenses or arranging the care of children and dependants.

Background Papers

- Previous reports of the Joint Independent remuneration Panel
- Report and Minutes of the meeting of the Joint Governance Committee and Full Council
- LGA National Local authority census - local government councillors
- South East Employers allowance survey 2021
- Results of internal survey of Worthing Councillors August 2016/ 17 and 2018/19

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Sustainability & Risk Assessment

1. Economic

- 1.1 The panel has recognised that the Members' Allowances scheme recognises that public service, rather than material reward, should remain the primary motivation for involvement in local government, whilst at the same time, it should aim to attract and retain Members who are representative of the demographic make-up of the District.

2. Social

2.1 Social Value

- 2.1.1 Matter considered but no issue identified

2.2 Equality Issues

- 2.2.1 Having an allowance scheme that supports all members in covering the costs of being a member allows the Councils to attract and retain Members who are representative of the demographic make-up of the District.

2.3 Community Safety Issues (Section 17)

- 2.3.1 Matter considered but no issues identified

2.4 Human Rights Issues

- 2.4.1 Matter considered but no issues identified

3. Environmental

- 3.1 Matter considered but no issues identified

4. Governance

- 4.1 Having a fair scheme of allowances can enable a more diverse pool of candidates and reflect a wider demographic of the District.