



Joint Audit and Governance Committee
24 January 2023

ADUR & WORTHING COUNCILS

Ward(s) Affected: All

Scheme of Allowances for Worthing Borough Council

Report by the Director for Communities

Executive Summary

1. Purpose

- 1.1 The Joint Audit & Governance Committee is being asked to consider the report and the recommendations of the Joint Independent Remuneration Panel and make recommendations to Worthing Borough Council on the level of Members' Allowances for the municipal year 2023/24.
- 1.2 Recommendations from the Committee on the level of allowances will be proposed at the meeting of Full Council in February

2. Recommendations

- 2.1 The Joint Audit & Governance Committee is asked to consider the recommendations of the Joint Independent Remuneration Panel and make a recommendation to Worthing Borough Council on the Scheme of Allowances for 2023/24.

3. Context

- 3.1 The previous review of allowances recommended that the level of allowances be tied to the NJC pay bargaining agreement for the year 2022/23
- 3.2 The pay bargaining agreement was made and at its meeting on the 13 December Council agreed a 5.82% raise which was in line with the median average of the NJC pay bargaining agreement for 2022/23
- 3.2 The Adur and Worthing Joint Independent Remuneration Panel began their review of Worthing Allowances in December 2022 and have submitted a report that is attached as appendix A.

4. Issues for consideration

- 4.1 The Committee is being asked to make a recommendation to Worthing Borough Council in respect of setting the level of allowances for 2023/24
- 4.2 The Panel has set out a costed option for Members to consider which is included in the appendix to this report

5. Engagement and Communication

- 5.1 The Panel undertook a consultation exercise through an online survey with all members and interviews with individual SRA holders
- 5.2 A representative from South East Employers assisted with the carrying out of the review
- 5.3 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 2023/24 to fund member allowances:

Worthing : £309,340

- 6.2 The budget strategy allows for a 4.5% inflation on all salary budgets which would include members allowances for 2023/24. Consequently, the options

proposed by the independent remuneration would have the following financial impacts:

	Worthing £
Estimated 2023/24 budget	£309,340
JIRP Recommendations	£321,560
Growth / saving (-) against budget	£12,220
Nb. This would increase growth to £20,020 if the Portfolio holders didn't share the the previously budgeted 6 Allowances between the 7 Portfolio's	

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 and recommendations of the Joint Independent Remuneration Panel

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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.