



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Officer Delegated Decision

4 September 2024

Deputy Chief Executive and Section
151 Officer



Members' Allowances Scheme

To implement an increase in the Members' Allowances Scheme in line with the staff pay award for 2024/25.

Contact

Graham Watts, Monitoring Officer

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| Decision made by: | Richard Wyles, Deputy Chief Executive and Section 151 Officer |
| Decision: | To implement an increase of 2.5% for the Basic Allowance and Special Responsibility Allowances in the Members' Allowances Scheme for the 2024/25 financial year |
| Public or Exempt: | Public |
| Reasons for exemption: | Not applicable |
| Conflicts of interest: | No |
| Policy compliant: | Yes |
| Details of delegation: | This decision is taken in accordance with a resolution of Full Council on 26 May 2022 which the Deputy Chief Executive has authority to make in accordance with Part 3(c) (Responsibility for Functions) and Part 4 (Financial Regulations) of the Council's Constitution. |

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance

- 1.1 The implementation of this proposal is in accordance with Council policy and the financial implications can be met from the 2024/25 budget. A 5% pay assumption had been included which is sufficient to meet this allowance increase.

Completed by: Richard Wyles, Deputy Chief Executive and s151 Officer

Legal and Governance

- 1.2 The implementation of this decision is in line with the decision of Full Council regarding index linking to future Officer pay awards.

Completed by: Graham Watts, Monitoring Officer

2. The Purpose of the Report

- 2.1 To implement an increase to the Members' Allowances Scheme in accordance with the decision taken by Full Council on 26 May 2022 to ensure that allowances continue to be linked to any annual salary increase awarded to South Kesteven District Council Officers.

3. Background

- 3.1 The Employment Committee considered the pay award for Council employees for 2024/25 at its meeting on 8 July 2024.
- 3.2 It was reported to the Employment Committee that the National Employers for Local Government pay offer had not been accepted by the Unions and there was a possibility that this could change. Whilst South Kesteven District Council is not part of the national consultation process and the Council's pay scales are not on the National Joint Council, in previous years the Council's pay award has aligned to what has been offered in the national negotiations.
- 3.3 The Employment Committee, at its meeting on 8 July 2024, endorsed a pay increase for South Kesteven District Council employees aligning the national pay offer to South Kesteven District Council's pay scales which was as follows:

- £1,290 (pro rata for part time employees) to be paid as a consolidated, permanent addition on all pay points from SK2 – SK20
- An increase of 2.5% on all pay points above SK20.

3.4 Full Council agreed the following resolution at its meeting of Full Council on 26 May 2024 when it undertook a review of the Members' Allowances Scheme:

“That Full Council approves that allowances continue to be linked to any annual salary increase awarded to South Kesteven District Council Officers and that such index-linking continues until the next Independent Remuneration Panel’s report or for a period of 4 years, whichever is the sooner”.

3.5 The Employment Committee was content that any increase to Members' allowances would be automatically applied in accordance with the above resolution.

3.6 The national offer includes provision for a 2.5% increase in allowances, which reflects the increase agreed for those employees on all pay points above SK20.

4. Available Options Considered

4.1 To implement an increase of 2.5% for Members' allowances in line with the national offer for allowances and the pay increase allocated to employees on all pay points above SK20.

4.2 To determine or more appropriate and proportionate means of index-linking an increase in Members' allowances to increases allocated to Council employees.

4.3 To delay the increase in Members' allowances until national negotiations have been concluded.

5. Preferred Option

5.1 To implement an increase of 2.5% as set out in paragraph 4.1 above.

6. Reasons for the Decision(s)

6.1 To ensure that the Members' Allowances Scheme is consistent with a resolution of Full Council in terms of rates of remuneration and their index-link to annual increases paid to the Council's employees.

7. Consultation

7.1 The Leader of the Council and Chairman and Vice-Chairman have been consulted prior to this decision being taken. This matter was also considered at the meeting of the Employment Committee on 8 July 2024.

Signed by: **Richard Wyles**

Dated: **4 September 2024**