



Review of the Members' Allowances Scheme

Report Author

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Purpose of Report

To provide Full Council with an opportunity to consider the recommendations of the Council's Independent Remuneration Panel (IRP) on the current Members' Allowances Scheme.

Recommendations

That Full Council considers the recommendations of the Independent Remuneration Panel, as set out at Appendix A.

Decision Information

Does the report contain any exempt or confidential information not for publication? No

What are the relevant corporate priorities? Effective council

Which wards are impacted? (All Wards);

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 and Procurement

- 1.1 The draft budget for 2026/27 has a total of £608k provided for in respect of members allowances broken down as follows:
 - Basic Allowance – £389k
 - Special Responsibility Allowance (SRA) – £219k
- 1.2 Should there be any modifications to the current scheme there will be a budgetary impact which would need to be funded through either a virement from another budget or one-off reserve movement. Should Council approve the recommendations and implement from the date of the meeting, the 2025/26 impact would be £1,466.
- 1.3 If all the recommendations from the IRP are adopted the required increase in the members allowance budget for 2026/27 would be £8,800 based on a full year impact. This increase would then be included in the 2026/27 budget proposals.

Completed by: David Scott – Assistant Director of Finance and Deputy Section 151 Officer

Legal and Governance

- 1.4 In accordance with the Local Government Act 2000 and the Local Authorities (Members' Allowances) (England) Regulations 2003, before any authority makes or amends a scheme of remuneration, the authority shall have regard to the recommendations made in relation to it by an Independent Remuneration Panel

Completed by: James Welbourn, Democratic Services Manager

2. Background to the Report

- 2.1 The Welland Remuneration Panel provided their first report to Council in May 2002, with a further report in 2006.

2.2 For 2011/2012, the Council agreed to refer to the South Holland Independent Remuneration Panel for advice on the Allowances Scheme (link in 'Useful links' below). The South Holland Panel subsequently disbanded.

2.3 The Welland Partnership Members' Remuneration Panel was reconstituted in June 2012, and SKDC in partnership with Melton and Harborough Councils, re-appointed the Welland Panel to conduct a review of allowances for 2014/2015 (link to January 2014 Council below).

2.4 The last full review of the Members' Allowances Scheme by the Welland Panel was considered by Full Council on 26 May 2022. The report produced by the IRP at that time is attached as Appendix B for information.

2.5 During the 2022 review of the Members' Allowances Scheme, the following recommendations were made by the IRP:

- *That the Basic Allowance be increased to £6,004.00pa and that consideration be given to the timing of its introduction.*
- *That any uplift in Special Responsibility Allowances be effective from your 2022 Annual General Meeting of the Council.*
- *That the Special Responsibility Allowance for the Leader should be a factor of 3.5 of the Basic Allowance.*
- *That the special Responsibility allowance for the Deputy Leader should be a factor of 2.75 or the Basic Allowance.*
- *That the Special Responsibility Allowance for Cabinet Members should be a factor of 2.00 of the Basic Allowance.*
- *That the Special Responsibility Allowance for the Planning Committee Chairman should be a factor of 1.00 of the Basic Allowance.*
- *That the Special Responsibility Allowance for the Governance and the Audit Committee Chairmen should be a factor of 1.00 of the Basic Allowance.*
- *That the Special Responsibility Allowance for the Licensing Committee Chairman should be a factor of 0.8 of the Basic Allowance.*
- *That the Special Responsibility Allowance for the Employment Committee Chairman should be a factor of 0.8 of the Basic Allowance.*
- *That the Special Responsibility Allowance for the Overview and Scrutiny Committee Chairman should be a factor of 1.00 of the Basic Allowance.*
- *That the Opposition Allowance be a factor of 1.00 of the Basic Allowance and be paid on a pro-rata basis according to Group size.*
- *That the Special Responsibility Allowance for the Constitution Committee Chairman should be a factor of 0.45 of the Basic Allowance.*
- *That the Special Responsibility Allowance for the Companies Committee Chairman should be a factor of 0.67 of the Basic Allowance.*
- *That the Special Responsibility Allowance for Vice Chairmen should be a factor of 0.33 of the Special Responsibility Allowance of their respective Chairman.*

- ***That the Allowance paid to the Independent Person (Standards) should be £1,500.00 p.a.***
- ***That the Childcare and Carers' Allowance should be £9.50 per hour with an annual cap of 200 hours.***
- ***That until the next Independent Remuneration Panel's report or for a period of 4 years, whichever is the sooner, the hourly allowance for childcare and carers be increased in line with the increase in the national minimum wage.***
- ***That no change be made to your Travel and Subsistence Scheme.***
- ***That allowances continue to be linked to any annual salary increase awarded to South Kesteven District Officers and that such index-linking continue until the next Independent Remuneration Panel's report or for a period of 4 years, whichever is the sooner.***
- ***That the broadband allowance be removed.***

2.6 Six of the recommendations were accepted by Full Council and implemented; these are highlighted in **bold** above.

2.7 The Members' Allowances Scheme sets out the rate of remuneration South Kesteven District Council's elected members can receive during their term of office.

2.8 The Welland IRP undertook a review of the Council's Members' Allowances Scheme in November 2025.

2.9 The Panel invited all Members of the Council to attend meetings either in person or virtually, or provide comments in writing, as part of evidence gathering to inform the review.

2.10 Comparative information from all District Councils in Lincolnshire and authorities considered as statistical neighbours in respect of basic allowances and special responsibility allowances was also used by the Panel when undertaking its review.

2.11 The Chairman of the IRP will attend the meeting to present the Panel's report, including key outcomes and recommendations.

3. Key Considerations

3.1. The full report and findings of the IRP is attached as Appendix A. The recommendations from the Panel are (also contained within Appendix A)

1.1. ***That the Basic Allowance and Special Responsibility Allowances for the Leader, Deputy Leader, Cabinet Members, Overview and Scrutiny Chairs, together with the Opposition Allowance, remain the same.***

- 1.2. *That the Special Responsibility Allowance for the Planning Committee Chairman be increased to a factor of 1.20 of the Basic Allowance.*
- 1.3. *That the Special Responsibility Allowance for the Governance and Audit Committee Chairman be increased to a factor of 1.00 of the Basic Allowance.*
- 1.4. *That the Special Responsibility allowance for the Licensing Committee Chairman be increase to a factor of 0.80 of the Basic Allowance.*
- 1.5. *That the Special Responsibility allowance for the Employment Committee Chairman be increased to a factor of 0.80 of the Basic Allowance.*
- 1.6. *That a new Special Responsibility Allowance be provided for the Chairman and Vice-Chairman of the Council in recognition of their responsibility around chairing the Council meeting. This should be set as a factor of 1.20 of the Basic Allowance for the Chairman with the Vice-Chairman receiving 0.33 of that allowance.*
- 1.7. *That the Vice-Chairman of a Committee continues to receive 0.33 of the Special Responsibility Allowance for the respective Chairman.*
- 1.8. *That any revised or introduced allowance be backdated to the start of the municipal year.*
- 1.9. *That allowances continue to be index-linked to any pay award to your Council employees.*
- 1.10. *That the payment to the Independent Person (Standards) be index-linked.*
- 1.11. *That the childcare and careers' allowances be the national living wage per hour with no cap.*
- 1.12. *That the travel and allowances scheme be amended to provide for an additional 5p per mile, per passenger when the driver is carrying fellow Councillors on a business journey.*
- 1.13. *That motorcycle allowance of 24p per mile and a bicycle allowance of 20p per mile be introduced.*

3.2. The re-procurement of a Remuneration Panel will take place during 2026.

4. Other Options Considered

4.1 Full Council can decide to accept all, some, or none of the recommendations of the IRP.

5. Consultation

5.1. On 18 November 2025 the IRP met with several Councillors, and the Chief Executive to seek their views on potential changes to the Member Allowances Scheme.

6. Appendices

6.1. Appendix A – Independent Remuneration Panel report.

6.2. Appendix B – Independent Remuneration Panel report from 2022.

7. Useful Links

7.1 [IRP report \(South Holland\) – September 2010](#)

7.2 [IRP report \(Welland Panel\) – January 2014](#)