

## Appendix 1

### **Somerset Council Independent Remuneration Panel – Report of the Independent Remuneration Panel on Allowances for the Members of Somerset Council for adopting the Scheme of Members Allowances 2025/26**

#### **1. Summary**

The Independent Remuneration Panel is appointed by Somerset Council and is an independent body. Its responsibility is to review the Council's Scheme of Members Allowances. The Panel makes recommendations to Somerset Council to ensure that allowances are set at the appropriate level to undertake the elected member role and sufficiently attractive to all who would wish to serve as an elected member of Somerset Council.

In February 2024, the Panel recommended the Scheme of Members Allowances for 2024/25. The Panel recommended that the 2024/25 Basic Allowance be £15,500 per annum. This was subject to increases in-year at the same percentage increase as the average Somerset Council officer pay award. Following the in-year officer pay award in autumn 2024, the 2024/25 Basic Allowance is now £16,135 per annum. The Panel also recommended the Special Responsibility Allowances (SRAs) for the various roles (Chair of Council, Leader of the Council, Chairs of various committees, etc).

As part of its review, this year the Panel has:

- Met with Group Leaders to get an understanding of the councillor's workloads and time commitments, with and without Special Responsibilities.
- Reviewed comparator data on Special Responsibility Allowances from peer councils which are similar to Somerset Council, although none are identical, and some of which have been established for some time to offer a useful insight into Somerset Council's Special Responsibility Allowances.

The Panel recognises that the Council is still relatively new in its form and function and further evolving. The Panel is aware that the Council declared a financial emergency in November 2023 and is facing significant financial and demand-led pressures.

**The Panel recommends that the Basic Allowance for 2025/26 should continue to be set at £16,135 per annum and be increased in-year at the same percentage increase as the average Somerset Council officer pay award for 2025/26.**

The Panel has also reviewed the Special Responsibility Allowances for roles remunerated under the Scheme of Allowances. From the interviews and feedback with members, the Panel has not been able to identify any significant changes to responsibilities for the roles receiving SRAs and therefore it does not propose any changes to the existing award and levels of SRAs for the Scheme of

Members' Allowances for 2025/26.

The Panel considers there to be a need to include Special Responsibility Allowances for the Chair and Vice-Chair of the Harbour Management Advisory Committee, and also the Chair of the Human Resources Committee Chair. It is recommended these are added to the Scheme in 2025/26.

The Panel acknowledged that the Council had a number of partnership boards including the Somerset Rivers Authority and the Local Community Networks. However, it noted these are not committees of the Council and also were not always chaired by Somerset Councillors and as such the Chairs of those bodies are not recommended to be awarded a SRA in the Scheme of Allowances 2025/26.

**In respect of Special Responsibility Allowances for 2025/26, the Panel recommends:**

- i. that it is not proposing any changes to the current multipliers of Basic Allowance for each respective role as set out in Annex 2 of its report.**
- ii. That the position of Chair of the Harbour Management Advisory Committee be added to the Scheme in 2025/26 with a remuneration at band 6.**
- iii. That the position of Chair of the Human Resources Committee be added to the Scheme in 2025/26 with a remuneration at band 6.**
- iv. The addition of a note to the Scheme to state there is no provision in the Scheme for Members Allowances 2025/26 for a SRA to be paid to the Chair of any partnership boards which a Somerset Council Councillor may sit on.**

**In respect of Travel and Subsistence Allowances the Panel recommends that rates are set in line with rates of travel and subsistence claimable by Council employees.**

**The Panel reviewed the comparator data for co-opted member allowances and considers that the existing allowance of £1,000 per annum should continue for 2025/2026.**

**The Panel recommends that the Scheme of Members' Allowances 2025/26 continues to include a Parental Leave and Carers' Allowance in line with the current Somerset Council 2024/25 scheme.**

**The Panel continues to recommend that the role of the Independent Remuneration Panel member should remain as voluntary and that no allowance is claimable.**

## **2. Independent Remuneration Panel for Somerset Council**

In terms of independence, Panel members are not employees and are therefore independent of the Council. Panel Members do not have a line manager in the Council and therefore are under no direction or influence from the Council in any way. Ongoing administrative support for the IRP however is provided by the Council as and when required.

The Panel will conduct annual reviews whilst it understands the workloads and case work for all councillors.

Panel members normally serve a three-year term of office. A member may be reappointed by a further term of three years, meaning that each member can only sit for a maximum of six years on the Panel.

The Panel members do not receive an allowance for their role but can claim reimbursement for reasonable travel and subsistence costs incurred on Panel business in line with rates set by Somerset Council.

The current membership of the Independent Remuneration Panel is as follows:

### **David Lamb – Panel Chair**

Owner of a number of businesses in the Bridgwater area employing around 300 employees. Previously served as the Chairman of the Sedgemoor District Council Independent Remuneration Panel.

### **Bryony Houlden – Panel Member**

Chief Executive of South West Councils which is a membership organisation of all 29 local authorities in the South West (from April 2023). Currently sits on a number of other Independent Remuneration Panels, including Devon County, Cornwall, Plymouth, Torbay, Bristol and Bath and North East Somerset Council's, previously a member of the Joint Somerset Independent Remuneration Panel. Chair of Somerset Council's Corporate Parenting Board.

### **Mel Hillman – Panel Member**

Former Corporate Services Manager at Yeovil Hospital before retiring. Also worked as a School Clerk on a local school Board of Governors in Somerset and Dorset.

### **Dr Paull Robathan – Panel Member**

Deputy Lead Governor of the Somerset NHS Foundation Trust and a former District Councillor. Also worked for Government agency conducting independent peer reviews.

### **Phil Gait – Panel Member**

Retired, a former district councillor and member of a local parish council.

### **3. Terms of Reference for the Panel:**

- To consider matters relating to Members' remuneration and expenses.
- To consider any representations.
- To make recommendations and provide advice to the Somerset Council.
- To carry out a full review of Basic Allowances and Special Responsibility Allowances.

The Council seeks the advice of the Panel before making any changes or amendments to the Members' Scheme of Allowances and should therefore take its reasoning into account before setting a new or amended Scheme of Members' Allowances.

### **4. Formulating its recommendations**

All local authorities must make provision in its Scheme of Members' Allowances for a basic flat rate allowance payable to all of its members. The allowance must be the same for every Councillor, it is taxable and is paid in equal instalments throughout the year. At Annex 1 are details of the comparator information with other unitary authorities, that the Panel has used in making its recommendations.

In formulating its recommendations, the Panel considered the following:

- Councillors volunteer for their roles. They are not remunerated at a commercial rate for their time, as if they were employees.
- The overall reduction in Councillors through Local Government Reorganisation and the impact on the workloads of the 110 elected members of Somerset Council.
- The feedback from elected members and senior officers.
- The Council should feel able to attract high quality candidates to stand as councillors from a wide variety of backgrounds and there should be no financial barrier to anyone who wishes to stand for election.
- The level of allowances paid reflect that of allowances in comparable peer councils and unitary authorities.
- The general economic climate, including recent increases in the cost of living.

**David Lamb**

**Chair – Somerset Independent Remuneration Panel February 2025**

## Annex 1

**Basic Allowance – Comparator information (Based on figures for 2024/2025, where available)**

| <b>Authority</b> | <b>Basic Allowance</b> | <b>Difference in allowance</b> | <b>Population</b> | <b>Number of Councillors</b> |
|------------------|------------------------|--------------------------------|-------------------|------------------------------|
| Buckinghamshire  | £14,805                | -£1,330                        | 553,000           | 147                          |
| Cornwall         | £16,378                | +£243                          | 586,210           | 87                           |
| North Yorkshire  | £17,000                | +£865                          | 615,491           | 90                           |
| <b>Somerset</b>  | <b>£16,135</b>         |                                | <b>576,852</b>    | <b>110</b>                   |
| Wiltshire        | £15,869                | -£266                          | 510,300           | 98                           |

## Annex 2

### Special Responsibility Allowances – IRP Recommendations for 2025/2026

| Member Role   | Rate of SRA from 01/04/25 (BA £16,135 per annum) |                 |            |
|---|--|-----------------|------------|
|   | Band   | Multiplier<br>£ | Total<br>£ |
| Council Leader  | 1  | 2.5             | 40,339     |
| Deputy Leader   | 2  | 1.5             | 24,203     |
| Lead Member x 8   | 3  | 1.3             | 20,976     |
| Opposition Leader<br>(Conservative)                     | 4  | 1.0             | 16,135     |
| Chair of Council  | 4  | 1.0             | 16,135     |
| Chair of Strategic<br>Planning Committee                | 5  | 0.5             | 8,068      |
| Chair of Planning<br>Committee North                    | 5  | 0.5             | 8,068      |
| Chair of Planning<br>Committee East                     | 5  | 0.5             | 8,068      |
| Chair of Planning<br>Committee South                    | 5  | 0.5             | 8,068      |
| Chair of Planning<br>Committee West                     | 5  | 0.5             | 8,068      |
| Chair of Licensing and<br>Regulatory Committee          | 5  | 0.5             | 8,068      |
| Chair Constitution and<br>Governance Committee          | 5  | 0.5             | 8,068      |
| Chair of Audit<br>Committee                             | 5  | 0.5             | 8,068      |
| Chair of Scrutiny Adults<br>and Health Committee        | 5  | 0.5             | 8,068      |
| Chair of Scrutiny<br>Children and Families<br>Committee | 5  | 0.5             | 8,068      |
| Chair of Scrutiny<br>Communities<br>Committee           | 5  | 0.5             | 8,068      |

|   |   |      |       |
|---|---|------|-------|
| Chair of Scrutiny<br>Climate and Place<br>Committee                           | 5 | 0.5  | 8,068 |
| Chair of Scrutiny<br>Corporate and<br>Resources Committee                     | 5 | 0.5  | 8,068 |
| Chair of Pensions Fund<br>Committee   | 6 | 0.25 | 4,034 |
| Chair of Standards<br>Committee   | 6 | 0.25 | 4,034 |
| <b>Chair of Harbour<br/>Management<br/>Advisory Committee</b>                 | 6 | 0.25 | 4,034 |
| <b>Chair of Human<br/>Resources Committee</b>                                 | 6 | 0.25 | 4,034 |
| Vice-Chair of Council   | 6 | 0.25 | 4,034 |
| Associate Lead<br>Members x 9   | 6 | 0.25 | 4,034 |
| Vice-Chair of<br>Constitution and<br>Governance Committee                     | 6 | 0.25 | 4,034 |
| Vice-Chair Strategic<br>Planning Committee                                    | 6 | 0.25 | 4,034 |
| Vice-Chair Licensing<br>and Regulatory<br>Committee                           | 6 | 0.25 | 4,034 |
| Vice-Chair Audit<br>Committee   | 6 | 0.25 | 4,034 |
| Vice-Chair of Scrutiny<br>for Policies, Adults and<br>Health Committee        | 6 | 0.25 | 4,034 |
| Vice-Chair of Scrutiny<br>for Policies, Children<br>and Families<br>Committee | 6 | 0.25 | 4,034 |
| Vice-Chair of Scrutiny<br>for Policies,<br>Environment<br>Committee           | 6 | 0.25 | 4,034 |
| Vice-Chair of Scrutiny<br>for Policies, Place<br>Committee                    | 6 | 0.25 | 4,034 |

|   |   |      |       |
|---|---|------|-------|
| Vice-Chair of Scrutiny for Policies and Communities Committee   | 6 | 0.25 | 4,034 |
| Vice-Chair of Planning Committee North                          | 6 | 0.25 | 4,034 |
| Vice-Chair of Planning Committee East                           | 6 | 0.25 | 4,034 |
| Vice-Chair of Planning Committee South                          | 6 | 0.25 | 4,034 |
| Vice-Chair of Planning Committee West                           | 6 | 0.25 | 4,034 |
| Opposition Group Spokespersons and Deputy Leader (Conservative) | 6 | 0.25 | 4,034 |
| Group Leader Labour   | 6 | 0.25 | 4,034 |
| Group Leader Independent  | 6 | 0.25 | 4,034 |
| Group Leader Green  | 6 | 0.25 | 4,034 |
| Co-opted member allowance                                       |   |      | 1,000 |

## SUMMARY OF RATES OF ALLOWANCES FOR MEMBERS

|   |   |                       |
|---|---|-----------------------|
| 1 | <b>TRAVELLING ALLOWANCE</b>                   | <b>Pence per mile</b> |
|   | Mileage rate up to 10,000 miles               | 45.00                 |
|   | Over 10,000 miles                             | 25.00                 |
|   | Passenger supplement (5p per person per mile) |                       |
|   | Motor Cycle                                   | 24.00                 |
|   | Bicycle Allowance                             | 20.00                 |

### 2 **SUBSISTENCE ALLOWANCE**

- Breakfast allowance (more than 4 hours away from the normal place of residence before 11 am) – up to a maximum of £9.01;
- Lunch allowance (more than 4 hours away from normal place of residence, including the lunchtime period between 12 noon and 2 pm) – up to a maximum of £12.40;
- Tea allowance (more than 4 hours away from normal place of residence, including the period 3 pm to 6 pm) – up to a maximum of £4.82;
- Evening meal allowance (more than 4 hours away from the normal place of residence, ending after 7 pm) – up to a maximum of £15.36.

These payments only apply to duties undertaken outside of Somerset. Subsistence cannot be claimed for duties undertaken in Somerset.

|   |  |                        |
|---|--|------------------------|
| 3 | <b>OVERNIGHT ABSENCE</b>               | <b>£</b>               |
|   | maximum                                | 144.45                 |
|   |  | 162.91 (within London) |
| 4 | <b>CO-OPTED MEMBERS FINANCIAL LOSS</b> | <b>£</b>               |
|   | (evidence based) up to 4 hours         | 27.65                  |
|   | over 4 hours                           | 55.31                  |