

# Appendix A

Notes of a meeting of the Lincolnshire County Council Independent Remuneration Panel (IRP) held via Microsoft Teams on Tuesday 21st November 2023.

**Present:**

Colin Childs (Chairman), Tony Lawlor, Richard Quirk, Heather Lee

**Officers Present:**

Nigel West, Head of Democratic Services; Adam Hopley, Strategic Finance Lead; Tina Tymoszczuk (minutes secretary).

**Apologies:**

Aileen Lucas

**Member Allowances Scheme 2024/25:**

A report from the Head of Democratic Services had previously been circulated.

In the report members of the Panel were reminded that at a meeting on 26th October 2023 the Panel had resolved to recommend that there be no changes to the structure of the Lincolnshire County Council Members Allowances Scheme.

With regard to the annual increase of allowances agreed by the County Council at its meeting on 10th December 2021 (an increase by the average % increase in pay for employees covered by the National Joint Council for Local Government Services for the last 12 months) it had been highlighted to the Panel that on 26<sup>th</sup> October 2023 the pay offer had not been accepted.

The panel had requested clarification on the impact the pay offer, if accepted, would have on the overall Lincolnshire County Council pay bill.

Following that meeting agreement had been reached on the pay award which included the following in Lincolnshire:

- An increase of £1,925 on spinal column points 2-33
- An increase of 3.88% on spinal column points 34-48
- An increase of 3.88% on staff allowances, like sleeping in duty payments.

It has been calculated that nationally the increase to the pay bill would be 6.42%. In Lincolnshire this had been assessed as a 6.06% increase.

Members of the Panel discussed the pay award for employees and its relationship to an increase in members' allowances. They considered several options:

1. No increase
2. Increase basic allowances and special responsibility allowances by 3.88%
3. Increase basic allowances and special responsibility allowances by 6.06%
4. Combination of 2 & 3 (e.g., increase basic allowance by 6.06% and SRAs by 3.88%, or vice-versa)
5. Use the prevailing rate of CPI inflation (e.g., September 6.7%)
6. Use the prevailing rate of RPI inflation (e.g., September 8.9%)
7. A local approach for any local issues (based on panel member suggestions)

The chairman of the Panel reported that panel member Aileen Lucas had submitted her views by email and had supported option 2. Her second preference was Option 4.

Members of the Panel discussed the various options at length and agreed unanimously that Option 2 was the most appropriate, because they felt it more closely reflected the pay offer agreed for more senior employees (spinal column points 34-48) covered by the National Joint Council for Local Government Services.

It was therefore RESOLVED to recommend to Council that:

The 2024/25 Members' Allowances Scheme be the same as the 2023/24 Members' Allowances Scheme, save for a 3.88% increase in the Basic Allowance and the Special Responsibility Allowances.