

**BROMSGROVE DISTRICT COUNCIL**

**COUNCIL**  
**2025**

**22 January**

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**Report of the Independent Remuneration Panel – recommendations for members’ allowances for 2025-26 and the members allowances scheme**

Relevant Portfolio Holder	Cllr May, Leader and Cabinet Member for Strategic Partnerships and Enabling
Portfolio Holder Consulted	Yes
Relevant Head of Service	Claire Felton
Report Author	Job Title: Darren Whitney, Electoral Services Manager Contact email: darren.whitney@bromsgroveandredditch.gov.uk Contact Tel: 01527 881650
Wards Affected	All
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	N/A
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

**1. RECOMMENDATIONS**

**The Council is asked to RESOLVE**

**1.1 whether or not to accept all, some or none of the recommendations of the Independent Remuneration Panel for 2025-26;**

**1.2 having considered the Panel’s report and recommendations, whether or not changes are required to the Council’s scheme of allowances for Members arising from this.**

**2. BACKGROUND**

2.1 Each Council is required by law to have an Independent Remuneration Panel (IRP) which recommends the level of allowances for Councillors. The Panel is made up of suitably skilled members of the public who are completely independent of the District Council. It also makes recommendations to four other District Councils in Worcestershire. The Panel’s report is enclosed for consideration by Council.

2.2 The panel recommends basic allowances, special responsibility allowances (SRA), travel, subsistence and dependent carer allowances.

**3. FINANCIAL IMPLICATIONS**

- 3.1 The IRP recommends a basic allowance of £5,826 which is an 5.58% increase from its recommendation from last year (£308 per councillor on the basic allowance).
- 3.2 If the Council makes changes to the current amounts of allowances there will be additional budgetary costs. If the Council implements all the recommendations of the IRP budgetary costs across the year would be increased in the region of £14,400. This does not include Chairmen of overview and scrutiny task groups as they are paid pro rata for the length of the task group.
- 3.3 There is a current budget shortfall of £34,500 so additional budgetary requirements for would be £49,000.
- 3.4 Although not part of the Independent Remuneration Panel's work Members may also wish to consider increasing the Chairman's allowance in line with the basic allowance, an additional £308.
- 3.5 The upcoming budget will need to reflect any changes made from the recommendations in this report and the future costs will need to be covered in the medium term financial plan.

**4. LEGAL IMPLICATIONS**

- 4.1 The Council is required to "have regard" to the recommendations of the Panel. However, it is not obliged to agree to them. It can choose to implement them in full or in part, or not to accept them.
- 4.2 If the Council decides to review its scheme of allowances for Councillors, it is also required to take into account recommendations from the Panel before doing so.

**5. STRATEGIC PURPOSES - IMPLICATIONS**

**Relevant Strategic Purpose**

- 5.1 None as this report deals with statutory functions.

**Climate Change Implications**

- 5.2 None in this report.

**6. OTHER IMPLICATIONS**

**Equalities and Diversity Implications**

6.1 None in this report.

**Operational Implications**

6.2 There are no direct service or operational implications arising from this report. Once the Council has agreed the allowances for 2025-26 Officers will update and publish the Members' Allowances Scheme as appropriate.

**7. RISK MANAGEMENT**

7.1 Payments to Councillors can be a high profile issue. The main risks are reputational. However, the Council is transparent about the decisions made on allowances. The Allowances scheme and sums paid to Councillors each year are published on the Council's website.

**8. APPENDICES and BACKGROUND PAPERS**

Report and recommendations from the Independent Remuneration Panel for 2025-26.

Background papers:

Members Allowances Scheme – in the Council Constitution at part 19:

[Constitution of Bromsgrove District Council](#)

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**9. REPORT SIGN OFF**

<b>Department</b>	<b>Name and Job Title</b>	<b>Date</b>
Portfolio Holder	Cllr May, Leader	7 January 2025
Lead Director / Head of Service		
Financial Services		
Legal Services		