



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# **INTERIM REPORT OF THE INDEPENDENT REMUNERATION PANEL**

Report of the Clerk and Monitoring Officer to the  
Authority

**Date:** 17 December 2021

**Purpose of Report:**

To advise members of the continuing work being undertaken by the Independent Remuneration Panel and to seek approval to its initial proposals.

**Recommendation:**

1. That as recommended by the Independent Remuneration Panel and pending further review Members' allowances continue to be paid on the same basis as the existing scheme and that inflators continue to be applied on an annual basis linked to increases set by the National Joint Council for Local Government Service.
2. That as recommended by the Independent Remuneration Panel the current allowance paid to Opposition Spokesperson/Minority Groups Spokesperson (Groups of 4 or more) be amended so as to apply to Groups of 2 or more.

**CONTACT OFFICER**

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## 1. BACKGROUND

- 1.1 The Independent Remuneration Panel has been asked by the Clerk and Monitoring Officer to the Authority to review the Members' Allowances Scheme and to report back to the Authority with its findings and recommendations.
- 1.2 Due to a combination of factors, including the unavailability of one of its original members, the Panel have not been able to fully undertake its review in the envisaged timeline.
- 1.3 In order to maintain continuity and in recognition of the enhanced engagement of all Group Leaders the Panel are at this stage proposing two recommendations for the Authority's consideration.

## 2. REPORT

- 2.1 The Independent Remuneration Panel was asked by the Clerk and Monitoring Officer to the Authority in late summer of 2021 to review the current Members' Allowances Scheme. Unfortunately, due to a combination of factors including unavailability of one of the original panel members, illness and Covid related issues the Panel have not yet been able to finalise its review.
- 2.2 Following an unavoidable delay the remaining Panel members have now agreed the appointment of a third member to assist in their deliberations but in the meantime are making two interim recommendations in order to ensure continuity and fairness.
- 2.3 The first recommendation relates to the current level of allowances being linked to inflators applied on an annual basis to increases set by the National Joint Council for Local Government Service. The recommendation of the Panel is that this mechanism should continue.
- 2.4 From the start of the Covid pandemic, and on an ongoing basis since, the individual minority political Group Leader has seen an increase in their required level of engagement. That responsibility is not currently recognised in the Members Allowances Scheme as it only applies to Groups of four or more. Having considered this area the Panel are of the view that the payment to Group Leaders should be amended so as to apply to Groups of two or more.
- 2.5 Moving forwards the Panel have signalled an intention to meet early in the new year in order to further consider the remainder of the current scheme of

allowances. As always the Clerk and Monitoring Officer to the Authority will be available to assist and support the Panel as and when required.

### **3. FINANCIAL IMPLICATIONS**

There are no additional financial implications arising out of the proposals in this report as payment of members' allowances is already budgeted for.

### **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS**

There are no human resources or learning and development implications arising from the proposals in this report.

### **5. EQUALITIES IMPLICATIONS**

An equality impact assessment has not been undertaken because the proposals within the report do not lead to any new policies or a change in existing policies.

### **6. CRIME AND DISORDER IMPLICATIONS**

There are no crime and disorder implications arising from this report.

### **7. LEGAL IMPLICATIONS**

There are no significant legal implications arising out of proposals in this report.

### **8. RISK MANAGEMENT IMPLICATIONS**

There are no risk management implications arising out of the proposals in this report.

### **9. COLLABORATION IMPLICATIONS**

There are no collaboration implications arising out of the proposals contained in this report.

### **10. RECOMMENDATIONS**

- 10.1 That as recommended by the Independent Remuneration Panel and pending further review Members' allowances continue to be paid on the same basis as the existing scheme and that inflators continue to be applied on an annual

basis linked to increases set by the National Joint Council for Local Government Service.

- 10.2 That as recommended by the Independent Remuneration Panel the current allowance paid to Opposition Spokesperson/Minority Groups Spokesperson (Groups of 4 or more) be amended so as to apply to Groups of 2 or more.

**11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)**

None.

**Malcolm R. Townroe**  
**CLERK AND MONITORING OFFICER TO THE AUTHORITY**