



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

REPORT OF THE INDEPENDENT REMUNERATION PANEL

Report of the Clerk and Monitoring Officer to the
Authority

Date: 24 February 2023

Purpose of Report:

To present to members the final recommendations from the Independent Remuneration Panel regarding the application of the inflator to be applied to Members Allowances following settlement of the national Local Government pay award 2022/23.

Recommendation:

That Members' Basic and Special Responsibility Allowances be increased by 4.04% backdated to 1 April 2022 in line with the proposal put forward by the Independent Remuneration Panel.

CONTACT OFFICER

Name : Malcolm Townroe
Clerk and Monitoring Officer to the Authority

Tel : 0115 876 4332

Email : malcolm.townroe@nottinghamcity.gov.uk

Media Enquiries Corporate Communications Team
Contact : 0115 967 0880 corporatecomms@notts-fire.gov.uk

1. BACKGROUND

- 1.1 The Independent Remuneration Panel have previously reported on the appropriateness of the Members' Allowances Scheme and have proposed certain changes which have subsequently been agreed by the Authority. However, in all other regards the Scheme has remained unaltered.
- 1.2 The only item which currently remains outstanding is in relation to the inflator to be applied to Members' Allowances. The previous model of linking this to the percentage increase awarded to Local Government employees on National Joint Council (NJC) pay rates does not easily fit given the flat rate increase of £1925 awarded across the board for the 2022/23 pay settlement.
- 1.3 This report now presents a proposed solution as regards the inflator for 2022/23.
- 1.4 This final report of the Independent Remuneration Panel now concludes all matters that they have been asked to consider.

2. REPORT

- 2.1 The Independent Remuneration Panel have considered how the inflator could be amended for 2022/23 having regard to the £1925 figure and have taken into account approaches adopted by other Authorities. The Panel have noted that a flat rate award of £1925 equates to a minimum pay increase of 4.04% across the NJC pay spine for all staff who are on it.
- 2.2 The Independent Remuneration Panel consider a rise of 4.04% to be an appropriate level of inflator having regard to the ongoing increase in the cost of living. As a consequence, the Panel is recommending an increase at this level in respect of both Basic and Special Responsibility Allowances.
- 2.3 The Independent Remuneration Panel consider that increases in future years should remain linked to the percentage increase awarded to staff on the NJC pay spine. However, if the same circumstances of the award of a flat rate sum were to occur again, they would want to review the award in order to determine the appropriate level of inflator to be applied.
- 2.4 This final report of the Independent Remuneration Panel now concludes all matters that they have been asked to consider.

3. FINANCIAL IMPLICATIONS

Members Allowances are paid out of an existing established budget.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

There are no human resources or learning and development implications arising out of the contents of this report.

5. EQUALITIES IMPLICATIONS

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

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising out of the proposals in this report.

7. LEGAL IMPLICATIONS

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

10. RECOMMENDATIONS

That Members' Basic and Special Responsibility Allowances be increased by 4.04% backdated to 1 April 2022 in line with the proposal put forward by the Independent Remuneration Panel.

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

None.

Malcolm R. Townroe
SOLICITOR, CLERK AND MONITORING OFFICER TO THE AUTHORITY