

Report of the North Tyneside Independent Remuneration Panel

November 2022

Executive Summary

The views of the Independent Remuneration Panel are required to be taken into account by the Council when considering any changes to the Members' Allowances Scheme. The Panel has been requested to consider and make recommendations in relation to the Members' Allowances Scheme for the 2023/24 financial year.

The Panel **recommends** that the Members' Allowances Scheme for 2023/24 remain unchanged and the allowance increase be in line with the median pay point of the annual pay award for employees working under the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service

1.0 INTRODUCTION

- 1.1 The Remuneration Panel was initially appointed in 2003 under the provisions of the Local Authorities (Members Allowances) (England) Regulations 2003. These regulations replaced the Local Authorities (Members Allowances) (England) Regulations 2001.
 - 1.2 The Terms of Reference are as follows: -
 - a) To consider issues and representations relating to Members' allowances and expenses.
 - b) To make recommendations and provide advice to the Council
 - 1.3 The current Panel comprises of Mr John Anderson CBE, Mr Les Watson, formerly of the Audit Commission and Dr Rachid Zemouri, Managing Director of ICAS Limited
- ## 2.0 BACKGROUND
- 2.1 The Panel is requested to give consideration to the current Members' Allowances Scheme and to make recommendations on the level of allowance for 2023/24.
- ## 3.0 MEMBERS' ALLOWANCE SCHEME
- 3.1 The Panel considered the Members' Allowances Scheme to determine if it was still set at an appropriate level.
 - 3.2 In previous years it has agreed that Members' allowances be index linked to the annual pay award for employees working under the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service.
 - 3.3 The pay award offer for 2023/24 will not be a percentage increase across all NJC pay points but in the form of the same monetary sum award on all NJC pay points.
 - 3.4 The Independent Remuneration Panel gave consideration to a range of options, which included
 - 1) To increase in line with the monetary sum a payment of £1,925 a 17.8% increase.
 - 2) Pay the percentage increase to the level of Payment Point 1 a 10.5% increase.
 - 3) Pay the percentage increase at the median payment point (21+22/2) a 7.07% increase.
 - 3.5 The Panel concluded a median point percentage would be the most appropriate.

- 3.6 The Panel still considers that the approach taken in recent years should continue into future years whereby, allowance increases be in line with the annual pay award for employees working under the National Joint Council (NJC) for Local Government Services National Agreement on Pay and Conditions of Service.

The Panel will continue to monitor the Members' Allowances Scheme to ensure that the allowances reflect the level of duty/responsibility in the future.

- 3.5 The Panel **recommends** that the Members' Allowances Scheme for 2023/24 remain unchanged and the allowance increase be in line with the median pay point of the annual pay award for employees working under the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service.

4.0 BACKGROUND INFORMATION AND REFERENCES

- The Local Authorities (Members' Allowances) (England) Regulations 2003
- Previous reports of the Remuneration Panel
- Member's Allowances Schemes of Tyne and Wear Authorities.
- Local Government Act 1972
- North Tyneside Council Constitution
- North Tyneside Members Allowances Scheme