

Hampshire Fire and Rescue Authority

2 December 2015

HFRA Members' Allowances Scheme

Report of the Clerk

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1 Summary

- 1.1 This report sets out the requirement and process for the approval of a Members' Allowances Scheme for HFRA Members from April 2016.

2 Recommendation

- 2.1 **That, with regard to the recommendations of the relevant IRPs and to the Human Resources Committee, the Authority agrees to implement a Members' Allowances Scheme from 1 April 2016 to 31 March 2017, on the same terms as the 2015/16 Scheme.**
- 2.2 **That the Human Resources Committee be tasked with a full review of Members' Allowances, on conclusion of any governance review, to take into account any governance changes agreed by the Authority and make appropriate recommendations to the Authority for revisions to the Scheme.**

3 Statutory Requirements

- 3.1 The Local Authority (Members Allowances) (England) Regulations 2003 require local authorities, including fire and rescue authorities, to make a scheme providing for the payment to members of basic allowance and any other specified allowances the Authority intends to make in respect of each year commencing 1 April. The scheme must be made by the Authority before it comes into force. Under the provisions of the Members' Allowances Regulations, it is possible for the Fire and Rescue Authority to make a scheme for an annual adjustment of allowances to be ascertained by reference to an index specified by the Authority, for a maximum of four years.
- 3.2 Before making a scheme, county and district councils are required to have regard to the recommendations of an independent remuneration panel. The position is slightly different for fire and rescue authorities, who are required to have regard to any recommendation of independent remuneration panels established by those authorities by whom its members are nominated. In this case, those authorities are Hampshire County Council, Portsmouth City Council and Southampton City Council. No new recommendations of the respective IRPs

have been made since the Fire Authority's last decision on Members Allowances, in February 2015, reports may be found through the following web link:

http://www3.hants.gov.uk/councilmeetings/meetingsummary.htm?date_ID=1394

4 Current Members' Allowances Scheme

4.1 The current Members' Allowances Scheme was adopted by the HFRA in February 2015, for implementation in April 2015, for a one year period. The Scheme that was agreed was an extension of the 2010-14 Schemes. The current Scheme is attached at appendix 1 of this report.

4.2 At the meeting of the Fire Authority in February 2015, it was also resolved:

"The Authority agreed to task the Human Resources Committee to undertake a review of the Authority's Scheme during 2015/16 and to make recommendations on any proposed amendments to the Authority during 2015/16".

4.3 Accordingly, the Human Resources Committee considered the Members' Allowances Scheme at its meeting of 28 October 2015. In light of the absence of know dissatisfaction with the current Scheme, and in the context of a proposed review of the Authority's governance arrangements, it was resolved to recommend to the Authority:

- i. That the current Members' Allowances Scheme is fit for purpose and be frozen and if necessary extended until the outcome of the review of governance structures is known and any agreed changes are implemented.
- ii. That the Human Resources Committee be tasked with a full review of Members' Allowances, on conclusion of the governance review, to take into account any governance changes agreed by the Authority and make appropriate recommendations to the Authority for revisions to the Scheme.

4.4 In taking forward such a review, the Human Resources Committee may agree to form a Member working group.

5 Equality Impact Assessment

5.1 The payment of allowances to local authority members enables persons from a wide variety of backgrounds and economic circumstances to consider participation in public life.

Section 100D – Local Government Act 1972 – background papers

The following documents disclose the facts or matters on which this report, or an important part of it, is based and has been relied upon to a material extent in the preparation of this report.

N.B. The list excludes:

Published works.

Documents that disclose exempt or confidential information as defined in the Act.

TITLE	FILE
None	

HAMPSHIRE FIRE AND RESCUE AUTHORITY

**THE LOCAL AUTHORITIES' (MEMBERS ALLOWANCES) (ENGLAND) REGULATIONS
2003**

MEMBERS ALLOWANCES SCHEME 2015/16

	£ per annum
(i) Basic Allowance	2,943
(ii) Special Responsibility Allowances	
<p>Only one special responsibility allowance is payable to any Member under the scheme. <u>(The allowances in brackets will not be paid whilst the current post holder receives a higher special responsibility allowance in respect of another post).</u></p>	
Chairman of the Authority	14,469
Vice-Chairman of the Authority	(1,769)
Chairman of Committees (x 4)	
Finance and General Purposes	7,305
Standards and Governance	3,535
Human Resources	7,305
Performance Review	4,121
Vice-Chairman of Committees (x 4)	
Finance and General Purposes	1,769
Standards and Governance	881
Human Resources	1,769
Performance Review	1,063
Independent Person to the Fire Authority (In accordance with the requirements of the Localism Act)	500
Minority Spokespersons on HFRA:	
Liberal Democrat Party	7,238
Labour Party	3,616
UK Independence Party	3,616
Member for Communication Liaison (no appointment made)	(1,063)
<p>Financial recognition for Members involved in Disciplinary/Grievance Hearings (should it be necessary for Members to be involved, financial recognition to equate with LGA rates in such cases)</p>	