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

Relevant Portfolio Holder	Councillor J Baker Leader and Portfolio Holder for Planning, Regeneration and Governance; and Councillor I Woodall Portfolio Holder for Finance.
Portfolio Holder Consulted	Yes
Relevant Head of Service	Claire Felton
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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 Committee is asked to consider the report and recommendations and RECOMMEND to Council

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 Borough Council. It also makes recommendations to four other District Councils in Worcestershire. The Panel’s report is enclosed for consideration by the Executive Committee and ultimately by the Council.

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

3. FINANCIAL IMPLICATIONS

- 3.1 The IRP recommends a basic allowance of £5,826 which is a 5.58% increase from its recommendation from last year. However, since Council did not accept last years' Panel Recommendation concerning the basic allowance, if approved, it would mean a percentage increase of 19.6% (£952 per Councillor on the basic allowance).
- 3.2 If the Council makes changes to the current amounts of allowances there will be additional costs. If the Council implements all the recommendations of the IRP, using the IRP scheme, budgets will need to be increased in the region of £22,000.
- 3.3 It should be noted that the scheme recommended by the IRP only allows for one SRA per Councillor, as this is usual across the country, and does not include a payment for Executive Members without Portfolio. If the Council implements the recommendations of the IRP and includes additional SRAs and Executive Members without Portfolio the budget would need to be increased by approximately £41,000.
- 3.4 In 2024/25 Council decided to increase the basic allowance by 3% and base it's SRAs on multipliers of the previous year's basic allowance. It also changed the SRAs paid to the Chair of the Audit, Governance and Standards Committee and the Group Leader of the Opposition which were not based on multipliers of a basic allowance.
- 3.5 If Council decides to no increase in the basic allowance there will be an extra cost of approximately £3,000 on current budgets, due to a budget shortfall. This amount will depend on the Special Responsibility Allowances claimed by Members.
- 3.6 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.
- 3.7 The allowance for the Mayor and Deputy Mayor is currently £3,690 and £1,100 respectively and is separate to the remuneration of Councillors reviewed by the IRP.

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

EXECUTIVE COMMITTEE
2025

14 January

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

Background papers:

Members Allowances Scheme – in the Council Constitution at part 17:

[Members' Scheme of Allowances - Redditch constitution](#)

9. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder		
Lead Director / Head of Service		
Financial Services		
Legal Services		