

EXECUTIVE COMMITTEE
2026

13 January

Report of the Independent Remuneration Panel – recommendations for members’ allowances for 2026-27 and the members allowances scheme

Relevant Portfolio Holder		Councillor Leader and Portfolio Holder for Regeneration and Environmental Services; Councillor J Spilsbury Deputy Leader of the Council and Portfolio Holder for Performance, Engagement and Governance; Councillor I Woodall Portfolio Holder for Finance;
Portfolio Holder Consulted		Yes
Relevant Assistant Director		Claire Felton
Report Author	Job Title: Darren Whitney, Electoral Services Manager Contact email: darren.whitney@bromsgroveandredditch.gov.uk Contact Tel: 01527 881650	
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) whether or not to accept all, some or none of the recommendations of the Independent Remuneration Panel for 2026-27;**
- 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, including remuneration for the Mayor and Deputy Mayor.**

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 IRP 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.

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

3. OPERATIONAL ISSUES

- 3.1 The full report of IRP is included in Appendix 1 for consideration by the Executive Committee and ultimately by the Council.
- 3.2 The IRP recommends a basic allowance of £6,095 which is a rounded 4.5% increase from its own recommendation from last year. However, since Council did not accept last years' IRP Recommendation; acceptance of the basic allowance, if approved, would mean a percentage increase of 21.53% (£1,080 per Councillor on basic allowance).
- 3.3 The IRP's recommendations on SRA's are based on multipliers of the basic allowance, these have not changed from previous years.
- 3.4 Allowances for the Mayor and Deputy Mayor are currently £3,690 and £1,100 respectively and are separate to the remuneration of Councillors reviewed by the IRP.
- 3.5 Once the Council has agreed the allowances for 2026-27 Officers will update and publish the Members' Allowances Scheme as appropriate.

4. FINANCIAL IMPLICATIONS

- 4.1 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 IRP scheme, budgets will need to be increased in the region of £21,000.
- 4.2 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. If the Council implements the recommendations of the IRP and includes additional SRAs the budget would need to be increased by approximately £41,000.
- 4.3 In 2025/26 Council decided to increase the basic allowance to £5,015.35 and base it's SRA's on multipliers of the 2023/24 year's basic allowance (£4,732). It also changed the amounts 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. If Council decides no increase in the basic allowance there will be a saving of approximately £11,000 on current budgets. Although the actual amount will depend on the Special Responsibility Allowances claimed by Members.

- 4.4 Budget bids were required earlier in the year so a bid of £20,800 has been made to reflect changes made from the draft recommendations of the IRP. The future costs will need to be covered in the medium-term financial plan.

5. LEGAL IMPLICATIONS

- 5.1 The Council is required to “have regard” to the recommendations of the IRP. 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.
- 5.2 If the Council decides to review its scheme of allowances for Councillors, it is also required to take into account recommendations from the IRP before doing so.

6. OTHER - IMPLICATIONS

Local Government Reorganisation

- 6.1 No direct implications at the current time.

Relevant Council Priority

- 6.2 None as this report deals with statutory functions.

Climate Change Implications

- 6.3 None in this report.

Equalities and Diversity Implications

- 6.4 None in this report.

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

Appendix 1: Report and recommendations from the Independent Remuneration Panel for 2026-27.

Background papers:

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

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

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9. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder		
Lead Director / Assistant Director		
Financial Services	Deb Goodall Assistant Director - Finance and Customer Services	5 January 2026
Legal Services		