



Council

26 January 2026

Recommendation from the Independent Remuneration Panel - Members' Allowances Scheme for 2026/2027

Report by:	Monitoring Officer
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Purpose / Summary:	To review and consider the recommendations made by the Independent Remuneration Panel with regard to Members' allowances for 2026/2027 to be effective from 1 April 2026.

RECOMMENDATIONS:

Recommendation 1

That the Basic Allowance payable to all Members be increased by 3% (£213.99) in line with the increase received by paid staff (from £7,132.73 to £7346.71)

Recommendation 2

That All Special Responsibility Allowances (SRAs) be increased by 3%.

Recommendation 3

That the SRAs (Chairman and Vice-Chairman) for the following committees be increased by a further 1% Planning, Prosperous Communities and Corporate Policy & Resources.

Recommendation 4

That an SRA be introduced for the Chairman of Joint Staff Consultative Committee – This SRA to be paid at a rate equivalent to that of a Committee Vice-Chairman.

All above recommendations to be effective from 1 April 2026.

IMPLICATIONS

Legal:

In accordance with The Local Authorities (Members' Allowances) (England) Regulations 2003, the Council must appoint an Independent Remuneration Panel to make recommendations on the Allowances Payable to Members.

The Council when considering Allowances must have regard to the recommendation made.

The Council must approve and Publish a Members Allowance Scheme by 31 March each year.

Financial : FIN/153/26/CL/SSc

There are 4 recommendations as detailed in the recommendation section above.

Total Pressure on the MTFP from recommendations 1, 2, 3, 4 - £3,400.

Recommendation 1 – The Basic Allowance payable to all Members be increased by 3% for 2026/27. See table below.

Basic Allowances	2025/26	2026/27
3% increase added to Basic Allowances		£ 264,500
Current budget in MTFP based on an estimated 2.5% increase for 2026/27	£ 256,800	£ 263,200
Pressure/(Saving) for recommendation 1		£ 1,300

Recommendation 2 - All Special Responsibility Allowances (SRAs) be increased by 3% for 2026/27.

Recommendation 3 – The SRAs (Chairman and Vice-Chairman) for the following committees be increased by a further 1% Planning, Prosperous Communities and Corporate Policy & Resources for 2026/27.

Recommendation 4 – That an SRA be introduced for the Chairman of Joint Staff Consultative Committee. This SRA to be paid at a rate equivalent to that of a Committee Vice-Chairman.

Special Responsibility Allowances (SRA)	2025/26	2026/27
Increase of 3% to Special Responsibility Allowances		£ 72,300
Current budget in MTFP based on an estimated 2.5% increase for 2026/27	£ 70,200	£ 72,000
Pressure/(Saving) for recommendation 2		£ 300
SRA - additional increase1% extra for 3 Chairs & 3 Vice Chairs		£ 200
New SRA for the chairman of the Joint Staff Consultation Committee (JSCC) at committee vice chair rates		£ 1,600
Pressure/(Saving) for recommendation 2, 3 & 4		£ 2,100

Staffing : The Remuneration Panel is independent from the Council, and is administered through the Democratic Services team

Equality and Diversity including Human Rights : None

Risk Assessment : None

Climate Related Risks and Opportunities : The meetings of the Remuneration Panel are held via Microsoft teams

Title and Location of any Background Papers used in the preparation of this report:
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Report to Council January 2026 – website
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Call in and Urgency:

Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?

i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)

Yes

No

Key Decision:

A matter which affects two or more wards, or has significant financial implications

Yes

No

1. Background

- 1.1 West Lindsey District Council's Independent Remuneration Panel (IRP), has carried out its annual review of the Council's Scheme of Members' Allowances.
- 1.2 To inform the review, the Panel has considered various factors. These include the financial and budgeting situation the Council faces, including a pay award increase of 3% for staff; a comparison of allowance rates payable at comparable Councils; and the role allowances play in attracting prospective Councillors through upholding democratic processes.
- 1.3 The Panel offered consultation to all Members, providing the opportunity for Members to make comments via email, via ballot box anonymously, and offered the option for Members to meet individually with the Panel in-person. No Members took up the offer to meet individually with the Panel. However, six Members submitted their views in writing.
- 1.4 The comments received by the Panel from Members have been considered when arriving at the final Recommendations within this report.
- 1.5 The Panel would like to record its thanks to those Members who took part in the consultation.

2. Members' Basic Allowances

- 2.1 The pay award received by all staff below Chief Officer level, had been an increase of 3%.
- 2.2 Panel members had long recognised the role allowances played in attracting prospective Councillors and as such have recommended that the Basic Allowance payable to all Members be increased by 3% in line with the increase received by staff.

3 Members Special Responsibility Allowances (SRAs)

- 3.1 The Panel were cognisant that SRAs had not been increased since 1 April 2023 and were mindful that these should not be allowed to fall too far behind comparable rates. Consequently, the Panel have recommended that all SRAs should also be increased by 3% in line with staff pay increase.
- 3.2 Due to the substantial workloads carried by Planning, Prosperous Communities, and Corporate Policy & Resources, the Panel considered that a further increase of 1%, (over and above the 3% increase), be recommended. This would result in the rate for these Chairman rising to £3,376.88 and the Vice Chairman rising to £1,598.48.
- 3.3 The Chairman of the Joint Staff Consultative Committee (JSCC) currently does not receive the SRA. The Panel took on board comments received from the consultation regarding this, and having considered the matter, recommend that the Chairman receives an SRA. It is recommended that this be paid at a rate of equivalent to that of a

Committee Vice-Chairman. The Panel were of the view that the rate recommended acknowledges the work undertaken by the Consultative Committee but reflects the difference in decision making responsibility between the JSCC and the public facing decision making Committees.

Members should note that they may elect to forego their allowance if they so wish.

4. **Recommendations**

Recommendation 1

That the Basic Allowance payable to all Members be increased by 3% (£213.99) in line with the increase received by paid staff (from £7,132.73 to £7346.71)

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