



**DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY**

Item 23/24

MEETING	Dorset & Wiltshire Fire and Rescue Authority
DATE OF MEETING	14 June 2023
SUBJECT OF THE REPORT	Members' Allowance Scheme – revision
STATUS OF REPORT	For open publication
PURPOSE OF REPORT	For approval
EXECUTIVE SUMMARY	<p>The Fire and Rescue Authority is required by law to make a scheme providing for the payment of a basic allowance to each Member of the Authority. The basic allowance must be the same for each Member of the Authority.</p> <p>A scheme of allowances may also provide for the payment of:</p> <ul style="list-style-type: none"> • Special responsibility allowances to those Members who undertake special or additional responsibilities • Dependent carer's allowance • The cost of travelling and subsistence whilst acting as a Member of the Authority. <p>Before a scheme of allowances is adopted the Authority must have regard to the recommendations of an Independent Remuneration Panel. The recommendations in the appended report are made by a Panel comprising three independent people, resident in the area of the Authority.</p> <p>The recommended Scheme of Allowances has been arrived at by the Panel following the approach described in their report.</p>

	<p>In 2019 when the Independent Remuneration Panel last reviewed the scheme of allowances this was against a backdrop of a reduction in the size of the Authority from 30 to 18 members. For the current review there is no backdrop of such significant change.</p> <p>The Authority is not obliged to adopt the recommendations of the Panel but reflecting the independent nature of such recommendations it is customary in many authorities that Independent Panel recommendations are adopted without substantial debate.</p> <p>The recommendations of the Panel are:</p> <p><u>Basic Allowance:</u></p> <p>That there should be no increase in the underlying Basic Allowance but that the Basic Allowance should be increased annually, from 2024, by reference to the annual pay award to Green Book conditioned staff.</p> <p><u>Special Responsibility Allowances:</u></p> <p>Chairman of the Authority – £11,900 increasing by equal instalments of £500 on each anniversary of the Commencement Date until 2026 when it should be £13,400 (see paragraphs 10.1 to 10.3 of the Panel report).</p> <p>Vice-Chairman of the Authority – £5,950 increasing by equal instalments of £250 on each anniversary of the Commencement Date until 2026 when it should be £6,700 (see paragraphs 10.3 to 10.5 of the Panel report).</p> <p>Chairman of the Finance and Audit Committee – £7,500 (no change, see paragraphs 10.5 and 10.6 of the Panel report).</p> <p>Chairman of each Local Performance and Scrutiny Committee – £1,600 (no change, see paragraph 10.7 of the Panel report).</p> <p><u>Travel:</u></p> <p>That travel allowances continue to be paid to Members in line with His Majesty's Revenue and Customs (HMRC) Mileage Allowance Payments for undertaking official business as laid out in the Scheme.</p>
--	--

	<p>That an allowance be included within the Travel Allowances section of the Scheme as revised to reimburse the cost of charging an electric car and that this should be set at the same rate as for petrol and diesel cars (note the Panel report refers to electric vehicles and to petrol and diesel vehicles but as the 45p rate of reimbursement they refer to relates specifically to cars officers have corrected the recommendation to refer to cars).</p> <p>That the Scheme continues to provide for subsistence allowances to be paid to Members that reflect the scheme in place for Green Book staff.</p> <p><u>Subsistence:</u></p> <p>That the Scheme continues to provide for subsistence allowances to be paid to Members that reflect the scheme in place for Green Book conditioned staff.</p> <p>That the rate of the Dependants' Carer's Allowance be the actual cost expended, subject to the hourly rate not exceeding £30.00 and that no allowance is payable to a connected person unless providing care through a Care Quality Commission approved third party entity.</p> <p><u>Suspension of allowances:</u></p> <p>That the Authority should continue to include provisions within the revised Scheme to provide for the suspension of allowances in those circumstances which are currently set out in the Scheme.</p>
RISK ASSESSMENT	None for the purposes of this report
COMMUNITY IMPACT ASSESSMENT	None for the purposes of this report
BUDGET IMPLICATIONS	<p>There are financial implications associated with this report, but these are slight and are not considered to be material in terms of the Authority's budget.</p> <p>One of the recommendations of the Panel is that the Basic Allowance should be increased annually, from 2024, by reference to the annual pay award to Green Book conditioned staff.</p>

	<p>When the pay award is expressed as a percentage its application to the Basic Allowance is a straightforward calculation. However, in 2022 the Green Book pay award was a consolidated cash payment of £1,925 at all grades. At spinal column point 1 this amounted to 10.5% and at point 43 it amounted to 4.04%. It is therefore recommended that the Clerk and Monitoring Officer should determine, after consultation with the Panel, how any inflationary increase should be implemented in the event of a consolidated cash payment to Green Book conditioned staff.</p>
RECOMMENDATIONS	<p>Members are asked to:</p> <ol style="list-style-type: none"> 1. Consider the recommendations of the Independent Remuneration Panel and adopt a Scheme of Allowances to be published in the Members' Handbook. 2. Agree that the commencement date for the Scheme of Allowances should be 14 June 2023. 3. Authorise the Clerk and Monitoring Officer to determine, after consultation with the Panel, how any inflationary increase should be implemented in the event of a consolidated cash payment to Green Book conditioned staff. 4. Thank the Panel for their work in arriving at their recommendations.
BACKGROUND PAPERS	None.
APPENDIX	Report of the Independent Remuneration Panel - Scheme of Members' Allowances for Dorset and Wiltshire Fire and Rescue Authority – May 2023.
REPORT ORIGINATOR AND CONTACT	<p>Name: Jonathan Mair, Clerk and Monitoring Officer Email: Jonathan.mair@dorsetcouncil.gov.uk Tel no: 01305 838074</p>