

Councillors' Allowances Scheme: Review 17 December 2025

Senior Manager, Democratic Support and Elections

PURPOSE OF REPORT

To present the report and recommendations of the Independent Remuneration Panel, which Council must give due regard to in setting its Councillors' Allowances Scheme.

This report is public.

RECOMMENDATIONS

That Council reviews its Councillors' Allowances Scheme and, in doing so, considers the attached report and recommendations of the Independent Remuneration Panel (IRP). The IRPs recommendations for amendments to the scheme are as follows:

With regard to allowances:

- (1) That the Basic and Special Responsibility Allowances (including the Mayor/Deputy Mayor allowances) be increased by 3.2%, as detailed in the report, with effect from 6 April 2026.***

Regarding Dependents Carers Allowance:

- (2) To reconfirm that the Dependents Carers Allowance should allow for reimbursement of up to a maximum of the Real Living Wage as determined by the Living Wage Foundation (currently £13.45 per hour).***

1.0 Introduction

- 1.1 Local authorities are required to establish and maintain an Independent Remuneration Panel to provide them with recommendations on a scheme of allowances to be paid to members and others. The authority must have regard to the recommendations of its IRP before it makes or amends its members' allowance scheme.

2.0 The Review

- 2.1 A full review of Councillors allowances was carried out prior to the 2023 City Council elections. In the years between elections the IRP carries out 'light touch' reviews, taking into account any matters raised by Councillors and reviewing the rates of remuneration

having regard to any increase made to staff via a Local Government pay award. Full details are in the IRP's report attached.

3.0 Conclusion

- 3.1 Members are requested to have regard to the report of the IRP when setting a scheme for Members' Allowances.

CONCLUSION OF IMPACT ASSESSMENT

(including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)

There are no direct implications as a result of this report.

FINANCIAL IMPLICATIONS

The cost implications of the IRP's recommendations are set out in the Panel's report.

LEGAL IMPLICATIONS

The relevant regulation is set out in the IRP's report.

SECTION 151 OFFICER'S COMMENTS

The Section 151 Officer has been consulted and has no comments to add.

MONITORING OFFICER'S COMMENTS

There is legal uncertainty around whether receipt of a members allowance is a Disclosable Pecuniary Interest. It is arguable that, whilst allowances offer members some recompense for their time and effort in being a member, they do not put them in the position that they would have been in had they been working, i.e. profiting or gaining from their role. As a result, simply being in receipt of an allowance should not, without more, qualify as a DPI.

However, due to the uncertainty, and to err on the side of caution, a dispensation is provided by the Monitoring Officer for all Members for this meeting to allow them to participate and vote. If allowances were determined to be a DPI, the exclusion of such a large number of Members would clearly impede the transaction of business.

BACKGROUND PAPERS

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