

TO: Cambridgeshire and Peterborough Fire Authority

FROM: Monitoring Officer - Shahin Ismail

PRESENTING OFFICER(S): Monitoring Officer - Shahin Ismail

Telephone 01480 444556  
[shahin.ismail@cambridgeshire.gov.uk](mailto:shahin.ismail@cambridgeshire.gov.uk)

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## MEMBERS' ALLOWANCES SCHEME 2021/22

### 1. Purpose

- 1.1 The purpose of this report is to seek approval from the Fire Authority of a Members' Allowances Scheme for the next 12 months and agreement to consider review options at a future date.

### 2. Recommendations

- 2.1 It is recommended that;

- the allowance rates within Appendix 1 are agreed and applied for the period 1 April 2021 to 31 March 2022;
- the Authority receives, at its next meeting, options and costs for a review of its allowances scheme to commence on 1 April 2022.

### 3. Risk Assessment

- 3.1 **Political** – membership of the Authority Committees has to comply with the requirements of the Local Government and Housing Act 1989 and reflect the overall political proportionality of the Authority except for those Committees where the requirement has been waived by unanimous vote of the Authority. This also ensures that no individual or political party will benefit disproportionately from the Scheme.
- 3.2 **Economic** – the Authority not only has a duty to ensure it complies with applicable statutory instruments but that any such scheme is managed efficiently, effectively and cognisant of any National Joint Council pay awards.
- 3.3 **Legal** – the Authority are required under the Local Authorities (Members' Allowances) (England) Regulations 2003 to put in place a compliant scheme for the payment of allowances to its Members. Failure to do so would place the Authority in breach of its legal duty.

## 4. Review Methodology

- 4.1 Historically, the most cost effective method of reviewing Member allowances (required every four years) has been to ask Cambridgeshire County Council (CCC) to consider Authority requirements as part of its own review.
- 4.2 Members will recall that CCC commissioned and subsequently rejected the report findings of an Independent Remuneration Panel on Members' Allowances at their meeting in July 2018 and approved an alternative scheme. In light of this and the potential for changes in fire governance, the Authority agreed a twelve month extension of their existing scheme for 2018/19, 2019/20 and 2020/21; the latter is due to expire on 31 March 2021.
- 4.3 It is now known that any potential changes to fire governance are dependent on the election of a permanent Police and Crime Commissioner in May 2021 and the post holder then declaring an intent to submit a new business case for change to the Home Secretary.
- 4.4 In late November 2020 the government published *Spending Review 2020* in which the Chancellor announced public sector pay for most local government employees was to be paused for 2021/22. The Local Government Association (which represents the employer side in the National Joint Council) said that it is not bound by this pay policy but that pay awards will depend on the funding that local government receives through the financial settlement. It is now known that fire and rescue employees will not be receiving a pay rise in 2021/22.
- 4.5 As a consequence of paragraphs 4.2 to 4.4 above, it is felt that the Authority's existing scheme (Appendix 1) should prevail for a further 12 months with no increment applied and that the Authority gives consideration to looking at alternative review mechanisms.
- 4.6 The cost of the scheme, based on current membership and committee structure (excluding ad-hoc additional responsibilities, travel and subsistence and Type 3 Project Boards which will fluctuate throughout the year) will be £80,245.76 in 2021/22.

Source Documents	Location	Contact Officer
Members' Allowances Scheme  The Local Authorities (Members' Allowances) (England) Regulations 2003  The National Association of Local Councils – The Good Councillor's Guide	Hinchingbrooke Cottage Brampton Road Huntingdon PE29 2NA	Monitoring Officer 01480 444556