

Report to: Council



Date of Meeting 10 December 2025

Document classification: Part A Public Document

Exemption applied: None

Review date for release N/A

Report and Recommendations from the Independent Remuneration Panel – November 2025

Report summary:

This report outlines the recommendations from the Independent Remuneration Panel following recommendations from Council on 15 July 2025 to consider a Special Responsibility Allowance for the Vice Chair of Strategic Planning Committee and that the Scheme of Allowances is updated to reflect the range of railcards available and adopts the same approach for council and parish members as that applied to employees, for Family Friendly Policies (incorporating maternity, paternity, shared parental and adoption leave) and to include reference to these policies in the Councillor Scheme of Allowances for East Devon District Council. In relation to railcards the Panel supported that reference should be made to the range of rail cards available.

The Independent Remuneration Panel met on 25 November and their report and recommendation relating to the SRA to the Vice Chair of Strategic Planning is set out in Appendix 1.

The Panel agreed that the Scheme of Allowances should be updated to include the matters agreed by the Council at its meeting in July 2025 with regard to compassionate leave and age-related rail cards.

Is the proposed decision in accordance with:

Budget Yes ☒ No ☐

Policy Framework Yes ☒ No ☐

Recommendation:

1. That Council approve that the Vice Chair of the Strategic Planning Committee SRA is paid at 50% of the Licensing and Enforcement Committee Chairs allowance (£1,810.42). To be backdated to 1 June 2025.
2. That Council agree to give delegated authority to the Monitoring Officer to make minor changes to the Scheme of Delegation to reflect the range of railcards available and adopts the same approach for council and parish members as that applied to employees, for Family Friendly Policies (incorporating maternity, paternity, shared parental and adoption leave).

Reason for recommendation:

It is important that the Scheme of Allowances for Councillors is reviewed to ensure that it remains fit for purpose and reflects best practice.

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Portfolio(s) (check which apply):

- ☐ Environment Nature & Climate
- ☐ Environment Operations
- ☒ Council, Corporate Co-ordination & External Engagement
- ☒ Communications and Democracy
- ☐ Economy and Assets
- ☐ Finance
- ☐ Place, Infrastructure & Strategic Planning
- ☐ Sustainable Homes and Communities
- ☐ Culture, Leisure, Sport and Tourism

Equalities impact Low Impact

Public authorities are required to have due regard to the aims of the Public Sector Equality Duty (Equality Act 2010) when making decisions and setting policies. While there are no specific equalities implications arising from this report, it is important that the allowances claimable are reviewed regularly.

Climate change Low Impact

Whilst an impact assessment has not been undertaken, it is considered that there are no climate change implications associated with this report.

Risk: Low Risk; It is important that the Council maintains an Independent Remuneration Panel to provide impartial and independent advice regarding the Members' Allowance Scheme.

Links to background information None.

Link to [Council Plan](#)

Priorities (check which apply)

- ☒ A supported and engaged community
- ☒ Carbon neutrality and ecological recovery
- ☒ Resilient economy that supports local business
- ☒ Financially secure and improving quality of services

Report in full

The Local Authorities (Members' Allowances) (England) Regulations 2003 require the district council to establish and maintain an Independent Remuneration Panel, and to have regard to the recommendations of the panel before making or amending the Members' Allowance Scheme.

The Panels report which is appended to this report sets out in full their consideration of the request from Council on 15 July 2025.

Financial implications:

The allowance to the Vice Chair of Strategic Planning Committee has been included in the Special Duties allowance in the Democratic Services budget for 2025/2026.

Legal implications:

In accordance with the Local Government Act 2003 and the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council is required to appoint an Independent

Remuneration Panel (IRP) to report and make recommendations on Members Allowances and this appointment supports this.