



**Hampshire
& Isle of Wight**
FIRE & RESCUE AUTHORITY

Shadow Authority

Purpose: **Approval**

Date: **10 FEBRUARY 2021**

Title: **MEMBER ALLOWANCE SCHEME 2021/2022**

Report of Clerk of the Authority

SUMMARY

1. This report seeks the approval of the Hampshire and Isle of Wight Fire and Rescue Shadow Authority to adopt the Member Allowance Scheme (“the Scheme”) set out at Appendix 1 with effect from 1 April 2021.
2. The report also recommends that a cross party member working group is established at the Annual Meeting of the Authority in June 2021 to review the Scheme towards and bring recommendations for a new scheme by March 2022.

BACKGROUND

3. The Local Authority (Members Allowances) (England) Regulations 2003 require local authorities, including fire and rescue authorities, to make a scheme providing for the payment to members of basic allowance and any other specified allowances the Authority intends to make in respect of each year commencing 1 April.
4. The scheme must be made by the Authority before it comes into force. Under the provisions of the Members’ Allowances Regulations, it is possible for the Fire and Rescue Authority to make a scheme for an annual adjustment of allowances to be ascertained by reference to an index specified by the Authority, for a maximum of four years.
5. Before making a scheme, county and district councils are required to have regard to the recommendations of an Independent Remuneration Panel of the Authority (an “IRP”). The position is slightly different for fire and rescue authorities, who are only required to have regard to any published

recommendations of IRPs established by its constituent authorities. The Constituent Authorities last reviews of their schemes, including the recommendations of their IRPs are as follows:

- (a) Portsmouth City Council – November 2017. The IRP's recommendations can be found here: <https://democracy.portsmouth.gov.uk/ieListDocuments.aspx?CId=146&MID=3444#AI8800>
 - (b) Southampton City Council – November 2018. The IRP's recommendations can be found here: <https://www.southampton.gov.uk/modernGov/ieListDocuments.aspx?CId=122&MId=3819&Ver=4>
 - (c) Hampshire County Council – November 2017. The IRP's recommendations can be found here: <https://democracy.hants.gov.uk/documents/s8768/Members%20Allowances%20Scheme%20201718%20Scheme%20for%20201819%20201920%20202021%20202122.pdf>
 - (d) Isle of Wight Council – September 2018. The IRP's recommendations can be found here: <https://www.iow.gov.uk/Meetings/committees/mod-council/19-9-18/PAPER%20E.pdf>
6. Until Hampshire & Isle of Wight Fire and Rescue Authority (HIWFRA) is fully operational (from 1 April 2021 onwards), it is difficult to judge whether a different Scheme, with different allowances to the existing HFRA Scheme is warranted. It is therefore recommended that the Scheme set out at Appendix 1, which is based on the allowances currently paid under HFRA's Scheme, is adopted by H&IWFRA for 2021/2022. None of the recommendations from the Constituent Authorities' IRPs from 2017 are particularly material to this suggested approach.
7. It is also recommended that a Member Working Group is appointed to undertake a review of the Scheme and make recommendations to the Authority on a further Scheme by March 2022. It is recommended that the Member Working Group is appointed at the Annual Meeting in June 2021 (ie. after the local elections and consequent appointments to the Authority in May 2021). The Working Group can then conduct its review towards the end of 2021 and bring recommendations back to the Authority for a new Scheme by March 2022.

SUPPORTING OUR SAFETY PLAN AND PRIORITIES

8. The Hampshire & Isle of Wight Fire and Rescue Service's (HIWFRS) Safety Plan 2020-2025 states our commitment to ensure public value is gained

through our decisions and actions delivering efficient and effective public services. The recommended approach of appointing a Members Working Group in June to review Members Allowances supports this priority.

RESOURCE IMPLICATIONS

9. There are no resource implications associated with this report or the review of the Members Allowance scheme. If the recommendation is approved, current HFRS and Democratic Services Officers will work with the Members Working Group once it has been appointed.

IMPACT ASSESSMENTS

10. There are no adverse equality or other impacts associated with the decisions in this report.

LEGAL IMPLICATIONS

11. The Authority needs to make a Scheme if Members are to continue to receive allowances in 2021/22. Adopting the scheme as suggested will ensure a valid scheme is in place whilst at the same time enabling a review to be conducted.

OPTIONS

12. **OPTION 1:** Approve and adopt the Scheme at Appendix 1 for the year 2021/2022, and agree to a review of the Scheme to be concluded by March 2022. This is the recommended option.
13. **OPTION 2:** Approve an amended version of the Scheme. This is not recommended as there is little evidence or basis for making amendments to the scheme at this point. A review during 2021/2022, when the workload of Authority members is clearer will provide the appropriate evidence for a new scheme for the municipal year 2022 onwards.
14. **OPTION 3:** Do not approve and adopt a Scheme at all. This option is not recommended, as Members would not then be able to receive any allowances from 1 April 2021 onwards.

RISK ANALYSIS

15. It is considered that **Option 1** represents the least risk option as it enables allowances to continue to be paid, consistent with the existing HFRA Member Allowance Scheme whilst a review of the Scheme is undertaken.

EVALUATION AND CONCLUSION

16. For the reasons set out above, **Option 1** is recommended.

RECOMMENDATION

17. That, having had regard to the recommendations of the relevant IRPs, Hampshire and Isle of Wight Fire and Rescue Authority agrees to implement the Members' Allowances Scheme set out at Appendix 1 from 1 April 2021 to 31 March 2022.
18. That it be noted that a member working group will be appointed at the Annual Meeting of the Authority in June 2021 to conduct a review of the Members' Allowances Scheme with recommendations for a new Scheme to be brought back to the Authority by 31 March 2022.

APPENDICES ATTACHED

19. **Appendix 1 - Members' Allowances Scheme 2021/2022 - need to add**

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