

**NORTH HERTFORDSHIRE
DISTRICT COUNCIL**



ADDENDUM

REPORT AND RECOMMENDATIONS

BY THE INDEPENDENT REMUNERATION PANEL (IRP)

ON THE

MEMBERS' ALLOWANCES SCHEME 2020/21

Dr Hazel Bentall
Christopher Clark
Stephen Vinall

December 2019

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Please find below clarification to ensure that Members are aware of the rationale for recommendations of the Independent Remuneration Panel.

Indexation:

The indexation to be used is that negotiated by the LGA for Council Officer pay. Any increase in Members' Allowances should not exceed that. The IRP wish to review this on an annual basis (the maximum time that this could be effective before a review is 4 years).

Special Responsibility Allowances:

Regarding the maximum of one SRA in addition to the basic allowance. This is usual across most councils. The IRP want to be clear that councillors are provided with a sensible allowance and can achieve the objectives of the role without being overburdened. Hence the reasonable allowance overall. It would be difficult for a councillor to achieve objectives and be effective if the individual had a number of SRA roles. Limiting the allowance to basic plus one is a proportionate approach which encourages councillors to take on additional responsibilities without overwhelming the time needed to carry out the duties required from each additional roles.