

REPORT TITLE: Proposed Amendments to Member Allowances

To:

Civic Affairs & Audit Committee (30 June 2025)

Report by:

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Wards affected:

None

Director Approval: Assistant Director Tom Lewis confirms that the report author has sought the advice of all appropriate colleagues and given due regard to that advice; that the equalities impacts and other implications of the recommended decisions have been assessed and accurately presented in the report; and that they are content for the report to be put to the Committee.

1. Recommendations

1.1 That Civic Affairs & Audit Committee recommend to Full Council:

1. The uplift in the Special Responsibility Allowance (SRA) to the Leader to 4 times the basic allowance.
2. Amend the overall number of SRA's that can be claimed to a maximum of 3.
3. Removal of the allowance paid by the City Council to members of the Cambridgeshire and Peterborough Combined Authority (CPCA) for those sitting on the CPCA Overview & Scrutiny and Audit & Governance Committee's

2. Purpose and reason for the report

- #### **2.1**
- This report is being presented to the Civic Affairs & Audit Committee following the agreement of the Members Allowance Scheme at the Annual Meeting on 22 May 2025, which contained an agreement for the allowances to be reviewed during the course of the Municipal Year.

There are some proposed amendments to the Member Allowance Scheme as outlined in the recommendations in 1.1 of the report.

- 2.2 Any proposed changes need to be recommended to Full Council as part of the remit of the Civic Affairs & Audit Committee.

3. Alternative options considered

- 3.1
 - 1. To do nothing and to keep the current allowances as agreed at Full Council.
 - 2. To change all the allowances in line with the increase proposed to the Leader's Allowance, although it is felt that this would require further re-calculations to a scheme that was generally acceptable as part of the recommendations made by the Independent Remuneration Panel (IRP) in March of this year.

4. Background and key issues

- 4.1 As part of the revised governance arrangements, the IRP were appointed to review allowances received by members, based on the proposed changes. This was to ensure an independent and transparent review of allowances were carried out.
- 4.2 At the Civic Affairs Committee in May 2025, there was agreement to recommend on to Full Council the adoption of the IRP recommendations, with an additional part of the recommendation that the allowances were reviewed as part of the Committee's work in 2025/26.
- 4.3 There have now been some proposed amendments to the scheme as outlined in the recommendations. This is namely to increase the Leader's allowance to 4 times that of the basic allowance (£7,819 x 4 = £31,276), this therefore being an increase of £7,819 to the current figure.

It is not proposed that the monetary value of any of the other SRA's currently in place are altered. This means that SRA's paid to other positions remains the same irrespective of the proposal to uplift the Leader's allowance.

- 4.4 There is also proposal to amend the number of SRA's that a member can receive from 1 internal SRA & 1 external SRA, to return this to what was part of the previous scheme in that members can claim up to 3 SRA's (whether that is sitting on a committee of the Council, or as part of any joint arrangements).

Increasing SRA's allowed to be claimed to 3 has an impact on the monetary level of SRA's paid and increases the budget on this element in the region of £20k

- 4.5 Finally, there is a further proposal to remove the SRA paid by the City Council for members who sit on the CPCA Overview & Scrutiny Committee and Audit & Governance Committee as these positions are now paid by the CPCA. This was agreed as part of their independent review into allowances and a report from the Combined Authority can be found [here](#).

This would provide a saving of ($£1,172 \times 3 = £3,516$)

- 4.6 All of the above would increase the cost by around £25k.
- 4.7 Attached at Appendix A is the updated allowance figures that were agreed at the Annual Meeting, with the exception of the above.
- 4.8 Members of the Committee are reminded that the IRP will review member allowances in December/January as part of their work to align how the new governance structures are working in practice.

5. Corporate plan

- 5.1 The role of members is key to the Council being able to carry out its priorities, as both decision-makers and holding those with decision making powers to account.

6. Consultation, engagement and communication

- 6.1 The Leader of the Council has consulted with other group leaders. Members of the Civic Affairs & Audit Committee form part of the consultation before any recommendations are made to Full Council.

7. Anticipated outcomes, benefits or impact

- 7.1 If recommendations are agreed at Full Council there will be an amendment to the Members Allowance Scheme. This will have a slight increase in the budget to member allowances as outlined in the financial implications of the report.

8. Implications

8.1 Relevant risks

Members will need to be aware of any reputational risks in terms of awarding allowances, however this is within the remit of members to decide at Full Council.

Financial Implications

- 8.2 The proposed amendments do increase the overall figure of allowances paid to members of the Council in region of £25k compared to the scheme that was agreed by the Council in May 2025.

The current budget and figure for allowances is £576k, the proposed changes if all agreed increase this to £601k.

Legal Implications

- 8.3 The Council is required to have in place an allowance scheme which can be amended from time to time.

Equalities and socio-economic Implications

- 8.4 It is proposed that these amendments do not place restrictions to the local community wishing to become an elected representative.

Net Zero Carbon, Climate Change and Environmental implications

- 8.5 There are none.

Procurement Implications

- 8.6 There are none.

Community Safety Implications

- 8.7 There are none.

9. Background documents

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 9.1 Link to Annual Council meeting webpage containing all reports and associated appendices for when the report was agreed.

[Annual Council May 2025](#)

10. Appendices

- 10.1 Appendix A – Option including uplift Leaders Allowance, 3 SRA's and removal of CPCA allowance (Overview & Scrutiny, Audit & Governance).

To inspect the background papers or if you have a query on the report please contact Dan Kalley, email: dan.kalley@cambridge.gov.uk

