



READING BOROUGH COUNCIL

RECOMMENDATIONS OF REMUNERATION PANEL

The Panel recommends that the Councillors' Allowances Scheme adopted from 1 April 2025 be as follows:

- (1) That, for 2025-26, the total sum for the payment of Basic and Special Responsibility Allowances to councillors remain at the same level as set for 2024-25 at £642,200 (subject to confirmation of the Local Government Pay Settlement for 2025/26);
- (2) That, within this total sum, the provision for the payment of Basic Allowance to all councillors be set at £413,733.08 (subject to being increased in line with the Local Government Pay Settlement for 2025/26); and the Basic Allowance paid to individual councillors be set at £9,521.31 a year.
- (3) That the Special Responsibility Allowances payments be as follows:
 - (a) the amount paid to the Leader to be £21,426.14;
 - (b) the amount paid to the Deputy Leader to be £13,087.32;
 - (c) the amount paid to SRA Tier 1 to be £11,002.56;
 - (d) the amount paid to SRA Tier 2 to be £7,037.04;
 - (e) the amount paid to SRA Tier 3 to be £3,519.68;
 - (f) the amount paid to SRA Tier 4 to be £1,243.89.

No councillor shall receive more than one Special Responsibility Allowance;

- (4) That the existing categorisation of tiers should remain unchanged, as follows:
 - Tier 1 to be paid to the Lead Councillors;
 - Tier 2 to be paid to the Leader of the main opposition group and the Chairs of Licensing Applications Committee and Planning Applications Committee;
 - Tier 3 to be paid to the Chairs of Committees (except the Chair of the Appeals Committee), and Group Leaders of the other political groups;

- Tier 4 to be paid to the Vice-Chairs of Committees, the Independent Person appointed in accordance with Section 28 of the Localism Act 2011 to carry out the functions specified in that Act in relation to the Members' Code of Conduct and Local Standards Committee.

(5) That in addition to the categories set out in tier 4 above, tier 4 SRA be paid to the Council's representative(s) on the Fostering Panel.

(6) That the 2025-2026 arrangements for the payment of Dependant Carers' Allowance be in line with the real living wage, as follows:

- (a) Up to £12.60 per hour for childcare for up to 15 hours a week
- (b) Up to £12.60 per hour towards the cost of a care attendant for an elderly or disabled relative (including a disabled child) for up to 15 hours a week

The person providing the care may not be a close relative defined as spouse, partner (opposite or same sex cohabitantes), parents, children, brothers, sisters, grandparents and grandchildren. The paid care attendant must sign a receipt to show that they have cared for the dependant during the hours claimed for;

(7) That, subject to (9) below, the level of subsistence allowances, with the exception of overnight subsistence, remain the same as officers receive. The allowances are currently:

Subsistence

- Breakfast allowance £9.15
- Lunch allowance £12.64
- Tea allowance £5.01
- Evening meal allowance £15.65
- Overnight subsistence £82.21 a day outside London
£93.77 a day in London or at LGA Annual Conferences

(8) That the level of travel allowances be set as the same as officers receive, as follows:

- Travel by councillor's own motor vehicle - 45 pence per mile
- Travel by councillor's own bicycle - 37 pence per mile
- Travel by councillor's own motorcycle - 40.9 pence per mile
- Public Transport - cost of the ordinary fare, cheap fare or portion of any weekly ticket;

(9) That the subsistence limits referred to in (7) above be exceeded in exceptional circumstances at the discretion of the Monitoring Officer, e.g. to enable a Councillor and an officer attending a conference to stay at the same accommodation, subject to there being sufficient budget provision;

(10) That provision for Co-optees' Allowances is payable solely to non-councillor members of the Standards Committee attending meetings of the Committee or any Sub-Committee set up by the Committee as part of its process of assessing, investigating and hearing complaints about Councillors; the allowances to be paid at the daily rate equivalent of the Councillors' Basic Allowance; the Monitoring Officer to be authorised to settle the rate to be paid on each occasion;

- (11) That benefits available to Council staff also be made available to Councillors, where this was possible;
- (12) That the basic allowance and the Special Responsibility Allowances set out above be increased at the beginning of each new financial year in accordance with the Local Government Pay Settlement for the period of the scheme (ie until April 2027).