

Report of the Independent Remuneration Panel

Meeting held on 17 October 2025

Present: D Phillips (Chair), G Dyke, G Russell, M Millman

Officers present: C Fisher (DS Manager and MO), T Corns (DSO)

1. Travel for those receiving SRA

The Panel considered if the SRA should cover travel for duties undertaken by the Cllr in relation to the role for which they are receiving SRA.

It was noted that at a recent meeting of IRP Chairs of the southwest region, hosted by SW Councils, Bryony Holden the CEO of SW Councils, who is a member of several IRP Panels advised on this. The norm is that SRAs include travel within the council boundaries. Outside the boundary a separate travel claim can be made.

It was considered that Teignbridge should be consistent with the norm of other SW Councils as above.

The existing practice as set out in Section 8f of the Constitution – Members Allowance Scheme as below is therefore confirmed.

“The SRA is paid to recognise the additional commitment and time required to fulfil each role and covers subsistence and travel for attending meetings not listed in Appendix A.”

Recommended

The existing practice as set out in Section 8f of the Constitution – Members Allowance Scheme as below be confirmed.

“The SRA is paid to recognise the additional commitment and time required to fulfil each role and covers subsistence and travel for attending meetings not listed in Appendix A.”

Outside the boundary of the District a separate travel claim can be made.

Justification - The Council should be consistent with the norm of other SW Councils as above.

2. Pay for Independent people on Committees

The panel reviewed the remuneration for Independent Persons which is currently:

Governance Committee - half day £50, full day £100

Audit Committee £250 per meeting.

It was noted that the Audit Independent Person post had recently been advertised and appointment made. The Panel expressed surprise that this process had occurred without referral to and consultation with the Panel, contrary to constitutional and legal process.

The Panel considered that it was not in a position to consider alternative recommendations to the remuneration currently being paid or the standardisation of payment to all Independent Persons without further evidence relating to the posts. It was understood however that the independent post for the Audit Committee required a person with finance expertise.

3. SRA for the Chair of the new Governance Committee

The panel considered evidence to assess the SRA for this recently formed Committee which is the amalgamation of the former Standards Committee and the Procedures Committee. The temporary Chair SRA was currently £3,159.71 the SRA for the past Chair of Standards Committee. There was no previous SRA for either the Procedures or Standards Committee. Comparison was made with other Committees SRAs.

Recommended

The SRA for the Chair of the Governance Committee continue and be set at the current SRA of £3,159.71.

Justification – This is a reasonable remuneration given comparison with and responsibility of other SRA positions.

4. Annual review of expenditure and benchmarking Basic Allowance

The Panel reviewed the BA in comparison to other southwest Districts. The BA is increased in line with staff pay increase. For benchmarking purposes The BA for the Council was benchmarked with other SW Districts. 7 of the 14 Districts have a BA less than TDC and 6 greater than TDC.

The panel were satisfied that the BA for Teignbridge is acceptable given comparisons with other surrounding Districts. 7 of the 14 SW Districts have a BA less than the Council and 6 greater.

Recommended

There be no increase in the Council's Basic Allowance other than the annual increase in line with Local Authority employee pay increase.

Justification - The BA for Teignbridge is acceptable given comparisons with other SW Districts. Benchmarking evidence 7 of the 14 SW Districts have a BA less than the Council and 6 greater.

Appendix (Note 1 above refers)

Appendix A of Section 8f of the Constitution - Members Allowance Acheme

Approved Duties

The following duties are recognised as approved duties for the payment of Travel and Subsistence Allowances and Childcare and Dependent Carers' Allowances.

- i) attendance at meetings either as:
 - As an observer or
 - A duly appointed member of:
 - (a) the Council and any committee of the Council; (b) any sub-committee appointed by a committee;
 - (c) the Executive or committee of the Executive (if appointed);
 - (d) working parties (including the Member Development Group and Leadership Group); (e) scrutiny review panels;
 - (f) policy development groups;
 - (g) any outside organisation and their sub-groups appointed by the Council or the Cabinet, provided that the organisation does not pay any such expenses (these are listed at Appendix B below).
- (ii) attendance at site visits for planning or licensing purposes or as part of overview and scrutiny by committee members;
- (iii) attendance at member development sessions;
- (iv) attendance at seminars and all member briefings organised by Teignbridge Council, except for those held immediately prior to a meeting of Council;

- (v) attendance at non-political conferences/seminars, subject to prior approval by the relevant Group Leader and Director for Corporate Finance and finance for the conference being available.
- (vii) attendance at a meeting of the Council.

Representation on Outside Bodies

Representation on the following organisations will qualify as an approved

duty. Travel may be claimed for these:

- Connecting Devon and Somerset Board
- Dartmoor National Park Authority
- Dartmoor National Park Community Forum
- Dartmoor National Park Site Inspections
- Devon Authorities Strategic Waste Committee
- Devon Building Control Partnership
- Devon playing Fields Association
- Devon Rail Authority
- Exe Estuary Steering Committee
- Heart of SW Coastal Productivity Plan-Coastal Strategy Group
- Local Government Association
- Local Government Association Coastal Special Interest Group
- Local Government Association District Councils' Network Assembly
- Newton Abbot Community Interest Company
- PATROL (Parking and Traffic Regulations Outside London)
- Police and Crime Panel
- South East Habitats Mitigation Executive Committee
- South West Councils
- South West Provincial Council
- Stover Canal Trust
- Stover Park Advisory Board
- Teign Estuary & Coastal Partnership
- Teignbridge Citizens Advice Bureau
- Teignbridge Highways and Traffic Order Committee (HATOC)
- Teignbridge Rural Aid Committee
- Teignmouth Town Centre Partnership
- Torbay and South Devon NHS Foundation Trust