



## **Report to Council**

**Subject:** Independent Remuneration Panel - Report and recommendations for 2017/18

**Date:** 18 January 2017

**Author:** Service Manager Elections and Members' Services

### **Purpose**

To inform Council of the latest report from the Council's Independent Remuneration Panel (IRP), relating to member remuneration for 2017/18, and invite Council to consider the recommendations made by the Panel.

### **Background**

The Council's Independent Remuneration Panel met in December 2016 to carry out its annual review of members' allowances.

Following that meeting, the Panel prepared a report to members with regard to the level of members' allowances to be payable for 2017/18.

### **Proposal**

The Panel's report, including associated recommendations, is attached at Appendix 1.

Should Council be minded to accept the Panel's recommendations, then the level of allowances to be paid to members for 2017/18 will be as set out at Appendix 2.

### **Financial Implications**

Should Council accept the Panel's recommendations, then costs can be accommodated from within existing agreed resources.

### **Appendices**

Appendix 1 – Report of the Independent Remuneration Panel 2017/18

Appendix 2 – Indicative schedule of Members Allowances 2017/18

## **Recommendations**

Council is recommended: -

- 1) To consider the report of the Independent Remuneration Panel and whether to accept the recommendations contained in the report
- 2) Consequent on those recommendations, to agree the schedule of members' allowances for 2017/18 as attached at Appendix 2 to this report.
- 3) To authorise the Monitoring Officer to make appropriate amendments to Part 6 of the Constitution to reflect any changes to members' allowances agreed.

## **APPENDIX 1**

### Report of the Gedling Independent Remuneration Panel held on 1 December 2016.

#### Introduction

- 1.1 The Independent Remuneration Panel was established under the Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) to provide advice and recommendations to the Council on its Members' Allowances Scheme and amounts to be paid under it.
- 1.2 The Panel received administrative support from the Service Manager, Elections and Members Services. Also present at the meeting, in an advisory capacity, were the Director of Organisational Development and Democratic Services (Monitoring Officer) and the Deputy Chief Executive (Chief Financial Officer).
- 1.3 The Panel's Terms of Reference are as follows:

The Independent Remuneration Panel will review, on an annual basis, the level and extent of allowance payments made to Borough Councillors having particular regard to:

- The role of Councillor and the importance of effective democratically accountable local government and community leadership;
- The scale and complexity of the Council's operations and changes taking place in the various roles Councillors are expected to fulfil and the particular responsibilities attached to the various roles;
- The time commitment required from Councillors to enable both the Council and individual Councillors to be effective in their various roles; and
- The importance of encouraging people from all backgrounds and circumstances to serve in local government without suffering financial loss as a consequence of their membership of the Council.

The Panel will also:

- Consider the level and extent of travel and subsistence allowances including dependent carers' allowance; and
- Review the payment of allowances and expenses payable in relation to attendance at seminars, conferences and other council business.

The Panel's operation:

- The Panel is comprised of five Independent Members (there is currently one vacancy).
- Panel members are recruited by public advertisement and should be of good standing in the community either as a resident and/or a stakeholder in the Borough. Ideally members should have sound knowledge of employment and financial matters with an understanding of the operations of a local authority.
- The Panel is advisory in nature and the recommendations it makes are not binding on the authority. However, the Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) requires Council to "have regard" to the Panel's recommendations when setting its allowances.

### Process

- 2.1 A Strategic Review of Members' Allowances took place in 2015. The Review looked in detail at all allowances paid to Members including the Basic Allowance and all positions attracting a Special Responsibility Allowance. The Review resulted in a completely rewritten scheme of members' allowances. The Panel made a series of recommendations to Council in March 2016 and a new scheme was agreed by Members.
- 2.2 As is usual practice, all members of the Council were contacted directly and asked for their views on the current levels of allowances paid to members
- 2.3 No submissions were received from any members of the Council or Political Groups.
- 2.4 All members of the Panel were present for the meeting (John Flowers, Ted Mills, Paul Mullins and Pam Wisher)

### Panel's Deliberations

- 3.1 The Panel noted that no submissions were received on Members' Allowances from members. This may have been due to the thorough review conducted earlier in the year the findings of which the panel felt were still relevant.
- 3.2 The Panel was pleased to note that the work to address concerns about low pay amongst staff was now complete and that most staff (excluding

the most senior) had received a pay increase.

- 3.3 The Panel next noted that the National Pay Award for Local Government staff was agreed as 1% for the coming year. The Panel felt able to confirm their previously held view that Members' Allowances should increase in line with this.

#### Basic Allowance

- 3.3 On the issue of Basic Allowance the Members noted that no representations had been received from Members and concluded that their findings and recommendations from the previous review were still relevant. A recommendation to increase the basic allowance by 1% in line with the staff award was therefore agreed.

#### Special Responsibility Allowances (SRAs)

- 3.4 As with the Basic Allowance the Panel felt that no new information had come to light since the strategic review and there was no need to suggest any amendments to the levels of Special Responsibility Allowances that are currently paid. A recommendation to increase allowances by 1% in line with the staff award was therefore agreed.
- 3.8 Finally the Panel considered the allowances paid to co-opted members as well as mileage, subsistence and dependent carers' allowances. As these had all been reviewed earlier in the year the panel concluded that no adjustments to this were necessary.

#### Recommendations

- 1) That all Allowances paid to Elected Members payable from 1 April 2017 should be increased by 1% which is in line with the pay award made to local government staff; and
- 2) That no other changes to the members' allowances scheme should be made for the 2017/18 year.

## APPENDIX 2

### From 1 April 2017 until 31 March 2018 inclusive:

|  | <b>Percentage<br/>of the<br/>Leader's<br/>Allowance</b> | <b>Per Annum (£)</b> |
|--|---|----------------------|
| Leader of Council  | 100%  | 13,696.00            |
| Deputy Leader of the Council   | 80%   | 10,957.00            |
| Cabinet Members  | 50%   | 6848.00              |
| Leader of 2nd Group  | 50%   | 6848.00              |
| Level One Committee Chair (Planning and<br>Environment and Licensing Committees)                     | 35%   | 4793.00              |
| Level Two Committee Chair (Audit and<br>Overview and Scrutiny Committees)                            | 25%   | 3424.00              |
| Level Three Committee Chair (Joint Consultative<br>and Safety and Standards Committee)               | 10%   | 1370.00              |
| Mayor  | 37.5%   | 5136.00              |
| Deputy Mayor   | 12.5%   | 1712.00              |
| Policy Adviser   | 12.5%   | 1712.00              |
| 1. From 1 April 2016 until 31 March 2017<br>the Basic Allowance payable to each Councillor           |   | 3987.00              |
| 2. Co-opted Members  |   | 500.00               |
| 3. Dependent Carers Allowance and Travelling and Subsistence Allowance<br>are payable as appropriate |   |                      |