

Report of City Solicitor

Report to General Purposes Committee

Date: 24th June 2019

Subject: Report of the Independent Remuneration Panel

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

1. Purpose of this report

- 1.1 The purpose of this report is to present to Members the Independent Remuneration Panel (IRP) recommendations to the Authority in respect of the Members' Allowances Scheme (the Scheme).
- 1.2 In advance of the report being considered by full Council in July, General Purposes Committee is invited to consider and make any additional recommendations to those put forward by the IRP.

2. Background information

- 2.1 The IRP was invited to consider and make recommendations to the Authority in respect of the following three amendments to the Members Allowances Scheme;
- An extension of the period for the annual updating of allowances linked to the headline pay increase negotiated through the National Joint Council for Local Government Employees (the current permitted period of updating expires in June 2020);
 - The level of Special Responsibility Allowance to be payable to a new role of Co-opted Independent Member to that Committee; and
 - The level of remuneration for the chair and shadow chair of the newly appointed Climate Change Advisory Committee.

3. Main issues

- 3.1 The IRP met to consider these matters on the 4th June 2019 and have made the following recommendations, that;
- I. Basic, special responsibility and dependent carers' allowances be increased each October in line with the headline pay increase negotiated through the National Joint Council for Local Government Employees and that this indexation continue until June 2023.
 - II. The rate of Special Responsibility Allowance for the Independent Co-opted Member of the Corporate Governance and Audit Committee should equate to 2% of the Leader of Council's SRA.
 - III. The Special Responsibility Allowance for the Chair of the Climate Change Advisory Committee should equate to 40% of the Leaders SRA but that this be reviewed by the Panel again in 12 months' time.
 - IV. The Special Responsibility Allowance for the Shadow Chair of the Climate Change Advisory Committee should equate to 20% of the Leaders SRA but that this be reviewed by the Panel again in 12 months' time.
- 3.2 In relation to recommendation III & IV the IRPs recommendation is that payments be backdated to the date on which the Members undertaking these roles are appointed to them.
- 3.3 In making the recommendations the IRP our conscious that it is sometime since the various roles attracting a Special Responsibility Allowance have been considered collectively. The IRP have observed for example that the Chair of the Corporate Governance and Audit Committee will, subject to the recommendations being accepted, equate to the shadow chair role of the Climate Change Advisory Committee.
- 3.4 It is the IRPs intention, when revisiting the new Climate Change Advisory Committee roles, to take a holistic overview of the level at which roles that attract a Special Responsibility Allowance are remunerated, taking account of (but not limited to):
- The breadth and nature of responsibilities undertaken;
 - Contribution to corporate priorities;
 - Time commitments of the role;
 - Decision making and constitutional remit.
- 3.5 At the conclusion of that exercise, recommendations may be forthcoming from the IRP to the Authority to assist in ensuring the Members' Allowances Scheme remains up-to-date and fit for purpose.
- 3.6 The report of the IRP is attached at Appendix 1.

4. Corporate considerations

4.1 Consultation and engagement

4.1.1 All Group Leaders have been consulted on the IRPs recommendations. Three group Leaders responded in advance of the agenda dispatch and have raised no objection to the recommendations being made to the authority.

4.2 Equality and diversity / cohesion and integration

4.2.1 There are no implications arising from this report.

4.3 Council policies and best council plan

4.3.1 There are no implications arising from this report.

4.4 Resources and value for money

4.4.1 Any amendments to the Members' Allowances Scheme must be approved by Full Council having first sought the views of an Independent Remuneration Panel.

4.5 Legal implications, access to information, and call-in

4.5.1 There are no legal or access to information implications arising from the report. As a council function the decision is not eligible for Call In.

4.6 Risk management

4.6.1 There are no risk management implications arising from the report.

5. Recommendations

5.1 General Purposes Committee is invited to consider and make any additional recommendations to those put forward by the IRP.

6. Background documents¹

6.1 None

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.