

# REPORT TO COUNCIL

**REPORT OF:** Chairman of the Welland Independent Remuneration Panel

**REPORT NO:** LDS111

**DATE:** 23 January 2014

<b>TITLE:</b>	Recommendations from Welland Independent Remuneration Panel	
<b>KEY DECISION OR POLICY FRAMEWORK PROPOSAL:</b>	Decision of Council in accordance with Article 4.2(v) of the Constitution	
<b>PORTFOLIO HOLDER: NAME AND DESIGNATION:</b>	Not applicable	
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<b>INITIAL IMPACT ASSESSMENT:</b>	Carried out and Referred to in paragraph (7) below	Full impact assessment Required:
<b>Equality and Diversity</b>		
<b>FREEDOM OF INFORMATION ACT:</b>	This report is publicly available via the Your Council and Democracy link on the Council's website: <a href="http://www.southkesteven.gov.uk">www.southkesteven.gov.uk</a>	
<b>BACKGROUND PAPERS</b>	Council meeting – 2 September 2010 <a href="http://moderngov.southkesteven.gov.uk/ieListDocuments.aspx?CId=261&amp;MId=2493&amp;Ver=4">http://moderngov.southkesteven.gov.uk/ieListDocuments.aspx?CId=261&amp;MId=2493&amp;Ver=4</a>	

## 1. RECOMMENDATIONS

- 1.1 That the Council considers the recommendations made by the Welland Independent Remuneration Panel made in its report attached to this report at appendix 1.
- 1.2 Consider whether Members' allowances should continue to be index-linked to Local Authority pay awards.
- 1.3 That the Constitution be amended to incorporate the approved Scheme of Remuneration.

## **2. PURPOSE OF THE REPORT/DECISION REQUIRED**

- 2.2 The purpose of this report is to detail the recommendations made by the Independent Remuneration Panel in its report dated September 2013 for consideration by Members for approval and implementation from April 2014.

## **3. DETAILS OF REPORT**

- 3.1 Members allowance schemes are regulated by the Local Government Act 2000 and the Local Authorities (Members' Allowances) (England) Regulations 2003 (the Regulations). The current Members' Allowance Scheme is attached to this report as appendix 2.
- 3.2 At its meeting on 2 September 2010 the Council received the recommendations of the South Holland Independent Remuneration Panel. Amongst its recommendations, the Panel recommended a full root and branch review of special responsibility allowances. The Council decided that it would not amend the remuneration scheme but did commission a full review.
- 3.3 The review of special responsibility allowances was to include a timesheet exercise, a workshop, consideration of roles and responsibilities, discussion with the Chief Executive, the gathering of data from comparable authorities and other information which the panel considered appropriate.
- 3.4 Following the disbandment of the South Holland Remuneration Panel, the Council in partnership with Melton and Harborough Councils appointed the Welland Independent Remuneration Panel to conduct the review of Members' allowances. The Welland Panel followed the methodology proposed by the South Holland Panel, full details of which are contained in the Panel's report at appendix 1. The recommendations made by the Panel were based on the evidence collected through these exercises, together with interviews with councillors.
- 3.5 Currently Members' allowances are index-linked to Local Authority pay awards. Section 10(5) of the Regulations requires that where an authority has regard to an index for the purpose of annual adjustment of allowances it must not rely on that index for longer than a period of four years before seeking a further recommendation from the Independent Remuneration Panel established in respect of that authority on the application of an index to its scheme.

## **4. OTHER OPTIONS CONSIDERED**

- 4.1 The Council is required to review its remuneration scheme for Members every 4 years. The Council can choose to adopt all, none or some of the Independent Remuneration Panel's recommendations.

## **5. RESOURCE IMPLICATIONS**

- 5.1 Resource provision for the Independent Remuneration Panel was included within the Legal and Democratic Services budget. Staff support for the review was provided from within existing resources.

## **6. RISK AND MITIGATION**

6.1 No significant risks were identified in preparation of this report.

## **7. ISSUES ARISING FROM EQUALITY IMPACT ASSESSMENT**

7.1 An equality analysis is not applicable. Recommendations were made by an Independent Remuneration Panel which used a robust evidence-gathering methodology.

## **8. CRIME AND DISORDER IMPLICATIONS**

8.1 No crime and disorder implications arise as a result of this report.

## **9. COMMENTS OF FINANCIAL SERVICES**

9.1 The proposed changes by the remuneration panel, if agreed, would result in a minor reduction overall in cost of members allowances and therefore there would be no impact on the budget framework.

## **10. COMMENTS OF LEGAL AND DEMOCRATIC SERVICES**

10.1 In accordance with the Local Government Act 2000 and the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council is required to review its scheme of Members allowances every four years. The nature of the review carried out by the Welland Independent Remuneration Panel met the requirements for a root and branch review of Special Responsibility Allowances as resolved by full Council on 2 September 2010.

## **11. COMMENTS OF OTHER RELEVANT SERVICES**

11.1 Not applicable

## **12. APPENDICES:**

- Appendix 1: Report of the Welland Independent Remuneration Panel
- Appendix 2: Members' Allowance Scheme 2013/14