

REPORT TO COUNCIL

REPORT OF: Independent Remuneration Panel Chairman

REPORT NO: LDS169

DATE: 29 February 2016

TITLE:	Recommendations from Welland Independent Remuneration Panel	
KEY DECISION OR POLICY FRAMEWORK PROPOSAL:	Decision of Council in accordance with Article 4.2(iv) of the Constitution	
EXECUTIVE MEMBER: NAME AND DESIGNATION:	Not applicable	
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INITIAL IMPACT ANALYSIS: Equality and Diversity	Carried out and Referred to in paragraph (7) below	Full impact assessment Required:
FREEDOM OF INFORMATION ACT:	This report is publicly available via the Your Council and Democracy link on the Council's website: www.southkesteven.gov.uk	
BACKGROUND PAPERS	Council meeting – 23 January 2014 http://moderngov.southkesteven.gov.uk/ie/ListDocuments.aspx?CId=261&MId=2985&Ver=4	

1. RECOMMENDATIONS

1.1 That the Council adopts the recommendations made by the Welland Independent Remuneration Panel:

- a. That travel and subsistence expenses should be met for all Councillors on Working Groups provided that they have been appointed in a properly constituted Meeting Body comprising more than one Political Group and that the membership of the Working Group is open to all Members of that Meeting Body.**
- b. That the same principle should apply for a Councillor invited to serve on a Working Group but not on the parent Meeting Body.**
- c. That, whilst recognising that the role of Chairman and Vice-Chairman of the new Shareholder Committee is likely to justify an enhanced Special Responsibility Allowance for the post holders, it is premature at this moment to take an objective judgement on the matter. The matter should be revisited when the workload and increased responsibilities are clearer.**

1.2 That the Constitution be amended to incorporate the revisions to the approved Scheme of Remuneration

2. PURPOSE OF THE REPORT

- 2.1 This report details the recommendations of the Independent Remuneration Panel in its report dated 16 January 2016 (appendix A to this report).

3. DETAILS OF REPORT

- 3.1 At the Council meeting on 23 January 2014, members approved an updated scheme of remuneration, which came into effect from April 2014. Since the scheme was approved the political composition of the Council has changed and a decision has been made to establish a local authority controlled company.
- 3.2 The Council invited the Welland Independent Remuneration Panel to consider whether it would be appropriate to update the current scheme with regard to payment of expenses for attendance at working group meetings set up by the policy development groups and scrutiny committee. Under the current remuneration scheme travel expenses were only payable to Councillors attending working groups so long as the membership of that working group comprised members of more than one political group. Payment was not contingent on representatives of multiple groups being present at the meeting. Given the size of the current majority and availability of members to participate in working groups, it may in some circumstances prove challenging to secure representatives of more than one political group.
- 3.3 The panel was also asked to consider whether it was appropriate at this time to determine special responsibility allowances for the chairman and vice-chairman of the shareholder committee of the Local Authority Controlled Company.

4. OTHER OPTIONS CONSIDERED

- 4.1 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 came from the Legal and Democratic Services budget. Staff support for the review was provided from within existing resources.
- 5.2 It is not anticipated that proposed changes to travel and subsistence claims in relation to the membership of working groups will have a significant impact on the democratic representation budget, from which expenses are paid.

6. RISK AND MITIGATION

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

7. ISSUES ARISING FROM IMPACT ANALYSIS

- 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 financial costs arising from travel and subsistence claims are met from the allocated revenue budget that is included in the 2016/17 budget proposals.

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, before an authority makes or amends a scheme of remuneration, the authority shall have regard to the recommendations made in relation to it by an independent remuneration panel.

11. COMMENTS OF OTHER RELEVANT SERVICES

- 11.1 Not applicable

12. APPENDICES:

- 12.1 Appendix A: Report of the Welland Independent Remuneration Panel