

# REPORT OF INDEPENDENT REMUNERATION PANEL 22 JUNE 2016

City Council 27 June 2016



## Context and Task

The Independent Remuneration Panel (IRP) met on 22 June 2016 having been requested to consider the potential impact on the level and number of Special Responsibility Allowances payable to Members of Plymouth City Council of proposed changes to the Council's scrutiny functions.

The panel noted the decision made by full Council at the Annual General Meeting held on the 20 May 2016, to appoint to a single Overview and Scrutiny Committee in place of four Panels and a Board and further noted this has had a material impact on the number of SRAs paid to Members.

The Panel was asked to consider –

- a) Whether the Chairs of the proposed “Place and Corporate Overview and Scrutiny Panel” and the “Wellbeing Overview and Scrutiny Panel” should receive a Special Responsibility Allowance and to what level?
- b) Whether the Vice-Chairs of the proposed “Place and Corporate Overview and Scrutiny Panel” and the “Wellbeing Overview and Scrutiny Panel” should receive a Special Responsibility Allowance and to what level?
- c) Whether the “ordinary” members of the proposed “Place and Corporate Overview and Scrutiny Panel” and the “Wellbeing Overview and Scrutiny Panel” should receive a Special Responsibility Allowance and to what level?

## Recommendations

The IRP is conscious that the above proposed changes are subject to consideration at an Extraordinary General Meeting of Plymouth City Council. With this in mind the IRP recommends -

1. In respect of a) above, the panel considers the principle has been established, over successive IRP reviews, that a SRA is necessary to reflect the role of Chairs in the urgent decision making process of the Council and the scrutiny of executive decision making. As an **interim** measure, the Panel recommends that the level of SRA is set at £10,368/year for the Chairs of the two proposed new committees. The Panel did not have sufficient information on the amount of work or responsibility to fully consider and make a final recommendation on the level of this allowance. However, this interim allowance would reflect the division of responsibilities previously held by Chair of the Co-operative Scrutiny Board.
2. In respect of b) and c) above, the Panel considers that, as an **interim** measure, the role of vice chair and ordinary members should not receive a special responsibility allowance. The Panel did not have sufficient information on the amount of work or the level of responsibility to determine whether an allowance should be paid and to what level.
3. If the proposed structure is implemented, the IRP recommends that a further review is undertaken to consider the workload and responsibility of members in the new structure and that any consequent changes in the number or level of SRAs should be backdated to their date of appointment. The new structure should be in place for at least two months before such a review is undertaken.