

## PLYMOUTH CITY COUNCIL

<b>Subject:</b>	Review of Members' Allowances 2017 – Report from the Independent Remuneration Panel
<b>Committee:</b>	City Council
<b>Date:</b>	25 September 2017
<b>Cabinet Member:</b>	Councillor Riley (Cabinet Member for Governance, Democracy and HR)
<b>CMT Member:</b>	Giles Perritt (Assistant Chief Executive)
<b>Author:</b>	Siân Millard (Oversight and Governance Manager)
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<b>Ref:</b>	IRP17
<b>Key Decision:</b>	No
<b>Part:</b>	I

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### **Purpose of the report:**

The report presents the findings and recommendations from the Independent Remuneration Panel on the 2017 Review of Members' Allowances.

The Panel is convened under the Local Authorities (Members' Allowances) England Regulations 2003 (SI 1021) and subsequent amendments to the regulations (SI 2003/1022 and SI 2003/1692 [the Regulations]).

The Regulations require all local authorities to set up and maintain an advisory Independent Remuneration Panel to review and provide advice about the allowances to be paid to Members. All Councils are required to convene their Panel and seek its advice before they make any changes or amendments to their allowances scheme and they must 'pay regard' to the Panel's recommendations before setting a new or amended Members Allowances Scheme.

Members' Allowances should be reviewed at least every four years. The last full review for Plymouth City Council was in 2013, with an interim review relating to remuneration of Scrutiny Committee Chairs in 2016.

The Review methodology included: comparative evidence of Members' Allowances with 14 of the Council's 'family group,' who are statistical neighbours as defined by Chartered Institute of Public Finance and Accountancy (CIPFA), and eight 'local/coastal' comparator Councils; responses from Members to a questionnaire from the Panel; and interviews with a variety of Members and Officers.

The Panels' report and recommendations has been considered and endorsed by the Constitutional Review Group.

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### **Corporate Plan 2016-19:**

None directly arising.

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**Implications for Medium Term Financial Plan and Resource Implications:  
Including finance, human, IT and land**

The recommendations propose no change to the Members' Allowance Scheme other than the regular index-linked cost of living uplift (currently at 1%). This increases the overall budget for Members' Allowances by £6,000 from 2016/17. The total cost for 2017/18 represents 0.18% of the Council's gross budget.

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**Other Implications: e.g. Child Poverty, Community Safety, Health and Safety, Risk Management and Equality, Diversity and Community Cohesion:**

None directly arising.

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**Equality and Diversity**

The Council has a duty to have due regard to the need to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equality Act 2010 and those who do not.

**Has an Equality Impact Assessment been undertaken?** Not applicable

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**Recommendations & Reasons for recommended action:**

That Council:

- I. considers and decides upon the nine recommendations from the Independent Remuneration Panel on the level of Member Allowances from 2017/18 onwards as follows:

Recommendation 1: The basic allowance should remain unchanged for all Members, subject to appropriate back-dating of index-linked uplift where necessary for 2017/18.

Recommendation 2: The Council may wish to follow the developing national debate on core expectations of Members and inform the Panel of any significant developments that have implications for variance of the basic allowance.

Recommendation 3: The SRAs for the following roles remain unchanged subject to appropriate back-dating of index-linked uplift where necessary for 2017/18: Leader of the Council; Deputy Leader of the Council; Chair of Planning; Vice-Chair of Planning; Chair of Licensing Committee; Chair of Taxi Licensing; Chair of Audit; Leader of the largest minority party; Leader of other minority parties; and Deputy Leader of largest majority party.

Recommendation 4: The interim SRA determined in 2016 for the Scrutiny Committee Chairs should be confirmed and appropriate back-dating of index-linked uplift applied where necessary.

Recommendation 5: The Travel and Subsistence Policy in the 'Plymouth Book' should continue to be applied for Member travel and subsistence claims.

Recommendation 6: Co-opted members should remain unremunerated, except for the reimbursement of travel and subsistence.

Recommendation 7: Current provisions of the childcare and dependent carers allowance should be retained.

Recommendation 8: Any changes to Member allowances should be back-dated to the start of the municipal year where applicable.

Recommendation 9: The arrangement of linking Members' allowances to the annual local government cost of living pay award should be retained.

2. notes the next full review of member allowances will take place by 2021; and
3. delegates to the Monitoring Officer responsibility for undertaking the necessary updates to Appendix One of the Council's Constitution to reflect the agreed member allowances from 2017/18.

Legislation states Council must have due regard to the Independent Remuneration Panels' recommendations in determining the level of Member Allowances.

**Alternative options considered and reasons for recommended action:**

It is a legislative requirement to regularly review (at least very four years) the Members Allowance Scheme.

**Published work/information:**

[Review of Members' Allowances 2013](#) and [Minutes Review of Scrutiny Allowances 2016](#) and [Minutes Statutory Instrument No. 1021](#) – The Local Authorities (Members' Allowances) (England) Regulations 2003, the Statutory Guidance on Members' Allowances for local authorities in England

**Background papers:**

Title	Part I	Part II	Exemption Paragraph Number							
			1	2	3	4	5	6	7	
Responses to questionnaire to members		X	X							
Benchmarking information for comparator groups	X									

**Sign off:**

Fin	pl1718.101	Leg	lt/28968/1409	Mon Off	lt/dvs/28968	HR	Assets	IT	Strat Proc
Originating SMT Member – Giles Perritt									
Have you consulted the Cabinet Member(s) named on the report? Yes									