

PLYMOUTH CITY COUNCIL

Subject: Remuneration of Independent Remuneration Panel Members
Committee: City Council
Date: 29 January 2018
Cabinet Member: Councillor John Riley (Cabinet Member for HR, Democracy and Governance)
CMT Member: Giles Perritt (Assistant Chief Executive)
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Ref: IRP2018
Key Decision: No
Part: I

Purpose of the report:

The report presents a recommendation from the Constitutional Review Group (CRG) to remunerate members of the Independent Remuneration Panel (IRP). This is a decision of the Council by virtue of regulation 2(5) of the Local Authorities (Executive Arrangements) Functions and Responsibilities Regulations 2000 SI 2853.

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.

The Council normally undertakes a review of its Scheme every four years. The last full review for Plymouth City Council was in August 2017.

On 17 November 2017, CRG reviewed the arrangements for the Independent Remuneration Panel and agreed panel members should be remunerated, requesting further benchmarking to inform the amount. Information was sought from several local authorities on their remuneration practices which was considered by CRG on 12 January 2018. The information received showed a significant variation in practice in both amount and context (e.g. payment per review, per year or per day) from which it was difficult to determine a common amount paid to IRP members.

Having considered the lack of a consistent approach by other local authorities and given IRP members undertake work on behalf of a local authority CRG recommend applying the Local Government Association daily rate, which is currently £152.77. The rate would apply for each day of

formal meetings of a review, plus 0.5 days preparation for each member and 1.0 days preparation for the Panel Chair. Expenses would also be reimbursed.

In the context of the 2017 review, this results in:

Formal meetings: 2.5 days

Preparation time (members): 0.5 days

Preparation time (chair): 1 days

This equates to £534.70 for the Chair of the Panel and £458.31 for the two other members.

Council is invited to note that recruitment for additional members of the Panel will be undertaken during early 2018 and that, where relevant, the opportunity to share a Panel (and therefore costs) with another Local Authority will be explored.

Corporate Plan 2016-19:

This proposal particularly supports the Corporate Plan's value 'We are Fair' in promoting openness in the remuneration arrangements for Independent Remuneration Panel members.

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

The recommendation proposes a total cost of £1451.32 for 2017/18. This is reflected in the budget for Democratic Support and will not impact on the overall budget for Members Allowances.

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

None directly arising.

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.

Recommendations & Reasons for recommended action:

That Council:

1. Agree to remunerate members of the Independent Remuneration Panel at the LGA daily rate, assuming payment for each day of formal meetings, 0.5 days preparation for members and 1 day preparation for the Chair.
2. Note that recruitment for additional members of the Panel will be undertaken during early 2018 and that, where relevant, the opportunity to share a Panel (and therefore costs) with another Local Authority will be explored.

Alternative options considered and reasons for recommended action:

Make no changes to the existing remuneration practice for members of the IRP. This would be inconsistent with practice by the majority of local authorities and would not reflect the amount of work and time that Panel members put in to supporting the Council through their Reviews.

Published work/information:

None

Background papers:

Title	Part I	Part II	Exemption Paragraph Number						
			1	2	3	4	5	6	7
Review of Members' Allowances 2017 – Report from the Independent Remuneration Panel	X								

Sign off:

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Originating SMT Member – Giles Perritt									
Have you consulted the Cabinet Member(s) named on the report? Yes									

