

## PLYMOUTH CITY COUNCIL

<b>Subject:</b>	Independent Remuneration Panel Review of Members' Allowances 2018
<b>Committee:</b>	City Council
<b>Date:</b>	25 June 2018
<b>Cabinet Member:</b>	Councillor Pete Smith (Deputy Leader)
<b>CMT Member:</b>	Giles Perritt (Assistant Chief Executive)
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<b>Ref:</b>	IRP2018
<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 2017. This 2018 Review was convened following a recent change in administration and subsequent changes to governance structures and request to have additional issues considered by the Panel.

The Review methodology included benchmark evidence from 26 comparator local authorities and interviews with a variety of Members and Officers.

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### **Corporate Plan 2018-22:**

The new Corporate Plan sets high expectations of Members and Officers in delivering the vision and priorities of the new administration. This report recognises the increased expectation of Members in their contribution to the Council's strategic directions.

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

The recommendations propose changes to Members' Allowances which increases the number of roles in receipt of a Special Responsibility Allowance from 19 to 28. This reflects 49% of the total number of Members (57). Based on the levels of SRA recommended by the Panel, this will increase the overall budget for Members' Allowances by a maximum of approximately £48,500 if all roles are taken up. The increase in Members' Allowances budget will be offset from efficiency savings elsewhere in the Chief Executive's Office budget and will not contribute to the overall financial pressures facing the Council.

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

The Independent Remuneration Panel considered parity issues during its deliberations which resulted in their recommendations.

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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? Yes**

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## **Recommendations & Reasons for recommended action:**

That Council:

- I. considers and decides upon the eight recommendations from the Independent Remuneration Panel on the level of Members' Allowances from 2018/19 onwards as follows:

**Recommendation 1:** Having reviewed the Bands for the Special Responsibility Allowances, the Panel recommends a change to the existing Band 5 to be a quarter of the basic allowance. For 2018/19 this will be £2,697.

**Recommendation 2:** The Panel recommends the four Scrutiny Committee Chairs each receive a Special Responsibility Allowance at Band 3, which is £10,788 for 2018/19.

**Recommendation 3:** The Panel recommends the four Scrutiny Committee Vice-Chairs are not remunerated and therefore will not attract a Special Responsibility Allowance.

**Recommendation 4:** The Panel recommends, in recognition of the role of Vice-Chairs of Licensing and Taxi Licensing, which are quasi-judicial committees, that they receive a Special Responsibility Allowance at new Band 5, £2,697.

**Recommendation 5:** The Panel recommends the role of Chair of the Health and Wellbeing Board should, in principle, be remunerated. On the basis of the evidence the

Panel considers the role should be remunerated at Band 4 which is currently £5,394 for 2018/19.

**Recommendation 6:** The Panel recommends an increase in the Special Responsibility Allowance for the Chair of Audit and Governance Committee from the current Band 4, £5,394 for 2018/19, to Band 3, £10,788.

**Recommendation 7:** The Panel recommends the proposed new role of Assistant Cabinet Member be remunerated with a Special Responsibility Allowance at the new Band 5 level of £2,697 for 2018/19, on the expectation that:

- the number of roles is restricted to a maximum of four at any one time;
- a rolling programme of development for the Assistant Cabinet Members be introduced, in the context of the broader approach to Member development and succession planning; and
- evidence is provided to the next review of the Panel on the effectiveness of the Assistant Cabinet Member role.

**Recommendation 8:** The Panel recommends in the interests of parity, the subsistence rates for officers and Members continue to be linked as articulated in the 'Plymouth Book'.

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 2018/19.

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

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### 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 or as required.

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### Published work/information:

[Review of Members' Allowances 2017](#) and [Minutes](#)

[Review of Scrutiny Allowances 2016](#) and [Minutes](#)

[Review of Members' Allowances 2013](#) 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

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### Background papers:

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

**Sign off:**

Fin	pl1819.26	Leg	lt/30676/1506	Mon Off	lt/30676/1506	HR		Assets		IT		Strat Proc	
Originating SMT Member – Giles Perritt													
Have you consulted the Cabinet Member(s) named on the report? Yes													