

REPORT OF THE INDEPENDENT REMUNERATION PANEL

City Council



Date: 24 June 2019
Title of Report: **Report of the Independent Remuneration Panel**
Lead Member: Councillor Peter Smith (Deputy Leader)
Lead Strategic Director: Giles Perritt (Assistant Chief Executive)
Author: Siân Millard (Oversight and Governance Manager)
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Your Reference: IRP2019
Key Decision: No
Confidentiality: Part I - Official

Purpose of Report

This report presents the recommendations from the Independent Remuneration Panel (IRP) on their review of member special responsibility allowances and the allowances for the Lord Mayor and Deputy Lord Mayor. The Panel was convened at the request of Full Council and met on 30 May 2019.

The full report is at Appendix A.

Recommendations and Reasons

The IRP recommends that Council:

Recommendation 1: makes no changes to the level of Special Responsibility Allowances or the Lord Mayor's and Deputy Lord Mayor's personal allowances.

Reason: there was no significant evidence to justify a change in allowances

Recommendation 2: asks the Independent Remuneration Panel to convene in summer 2020 (no later than the end of August) to conduct a full review of member allowances.

Reason: to ensure a comprehensive review of allowances

Alternative options considered and rejected

The IRP considered making adjustments to the level of allowances as part of their deliberations. The Panel concluded the evidence did not support any changes to the level of allowances recommended in 2018.

Relevance to the Corporate Plan and/or the Plymouth Plan

The Council is a democratic organisation and therefore delivery against the Plymouth Plan and Corporate Plan is dependent upon democratic leadership and commitment.

Implications for the Medium Term Financial Plan and Resource Implications:

No changes are proposed to the level of member allowances. As such no changes are necessary to the budget or wider resources.

Carbon Footprint (Environmental) Implications:

None directly arising from the recommendations.

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

The level of allowances paid to elected members encourages diversity and inclusivity in the councillor body.

Appendices

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Report of the Independent Remuneration Panel							

Background papers:

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7
Benchmarking data against comparator authorities							
Committee meeting frequencies and length (trend)							

Sign off:

Fin	pl19.2 0.27	Leg	ALT/ 3050 8/13	Mon Off	ALT/ 3050 8/13	HR	Click here to enter text.	Asset s	Click here to enter text.	Strat Proc	Click here to enter text.
Originating Senior Leadership Team member: Siân Millard, Oversight and Governance Manager											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 07/06/2019											
Cabinet Member signature of approval: Pete Smith (verbal approval) Date: 11/06/2019											