

Agenda item:

Title of meeting: Full Council

Date of meeting: 15 July 2014

Subject: Review of Certain Special Responsibility Allowances for Members

Report by: Chief Executive

Wards affected: N/A

Key decision: No

Full Council decision: Yes

1. Purpose of report

At the request of the Council Leader and as mentioned at the last Council meeting, to revisit certain Special Responsibility Allowances (SRA) agreed by the Council on 22 January 2013 on the recommendation of the Independent remuneration panel, having regard to the Panel's report at that time.

2. Recommendations

In accordance with the wishes of the Council Leader, it is recommended that the Council revert to the pre- remuneration panel multiple rates that were increased for the Council Leader, Cabinet Members and Regulatory Chairs, so that with effect from 1 August 2014,

1. The Council Leader receives a reduced multiple of 1.8 of the basic, giving a revised SRA for that position, which at the current basic rate equates to £18,544
2. Cabinet members receive a reduced multiple of 0.7 of the basic, giving a revised SRA for that position, which at the current basic rate equates to £7,211
3. Regulatory Chairs receive a reduced multiple of 0.35 of the basic, giving a revised SRA for that position, which at the current basic rate equates to £3,606

The Members allowance scheme be amended accordingly to reflect these changes

3. **Background**

The remuneration panel recommended and the Council adopted in January 2013, an increase in the multiple of the basic allowance (then £10,200) to the positions of Council Leader, Cabinet Members and Regulatory Chairs.

The reasons given by the Panel for these recommended increases were that the additional allowances paid to cabinet members were considered too low and that those paid to the leaders of opposition groups were too high. The Panel also looked at evidence from other local authorities with similar populations, and concluded that the relative sizes of the additional responsibility allowances were out of line with practice elsewhere. In consequence of the Panel's recommendation to increase the allowance for Cabinet Members, it also felt it appropriate to recommend an increase in the allowance paid to the Leader. It also considered that the responsibility allowance for the chairs of the regulatory committees did not fully reflect the workloads and responsibilities of those roles.

On adopting these recommendations in January 2013, the allowance for Council Leader increased from 1.8 to 2, Cabinet Members increased from 0.7 to 1 and Regulatory Chairs increased 0.35 to 0.5

With the inclusion of a 1% increase in the basic allowance in 2013, through the schemes automatic link to the staff salary award, the basic allowance is now £10,302 so applying the above multiples the current SRAs for the following positions are -

Council Leader £20,604,

Cabinet Member £10,302

Regulatory Chair £5,151

In making any further changes to the allowances, members should have regard to the views of the Remuneration Panel, as set out above.

4. **Equality impact assessment (EIA)**

An equality impact assessment is not required as the recommendations do not have a negative impact on any of the protected characteristics as described in the Equality Act 2010.

5. **Legal Implications**

The procedure by which the Council establishes its remuneration is set out in the Local Authorities (Members' Allowances) (England) Regulations 2003. The recommendations within this report comply with that procedure and therefore the proposed changes to the remuneration would be lawful.

6. Finance Implications

The financial implications of the recommendations represent a reduction of £31,423 to the current scheme as shown in the table below.

There is no impact on the 2014/15 budget provision as this was prepared taking into account the personal decision of individual members to forgo part of the allowance.

Revised proposed SRA	Current SRA	Reduction	Number of roles	Overall Reduction to scheme
£18,544 (Leader)	£20,604	£2,060	1	£2,060
£7,211 (Cabinet Member)	£10,302	£3,091	8	£24,728
£3,606 (Regulatory Chair)	£5,151	£1,545	(3 out of 5*) two dual hatted Cllrs get just one allowance)	£4,635
				£31,423

* Regulatory bodies

- Health & Wellbeing Board
- Governance & Audit & Standards
- Employment Committee
- Licensing Committee
- Planning Committee

There is no change to the Special Responsibility Allowance proportions for other roles which remain in line with the recommendations of the Independent Remuneration Panel formally agreed by Full Council last year. These are as follows:

Opposition Leader	0.6
Other Leader (5+)	0.3
Other Leader (2-4)	0.2
Scrutiny Chairs	0.25
Opposition Spokespersons	0.1

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Signed by:

Appendices:

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
Current members allowance scheme	ccds
Previous independent remuneration panel report	ccds

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by on

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Signed by: