



EAST STAFFORDSHIRE BOROUGH COUNCIL

REPORT COVER SHEET

Title of Report:	Independent Remuneration Panel - Supplementary Report on Members Remuneration	To be marked with an 'X' by Democratic Services after report has been presented
Meeting of:	Corporate Management Team	
	Leader and Deputy Leaders 7 th October 2019	X
	Leader's / Leader of the Opposition's Advisory Group / Independent Alliance Advisory Group 30 th & 31 st October 2019	X
	Council 13 th January 2020	
	Scrutiny Audit and Value for Money Council Services Committee / Scrutiny Community Regeneration, Environment and Health and Well Being Committee n/a	



Is this an Executive Decision:	NO	Is this a Key Decision:	NO
Is this in the Forward Plan:	YES	Is the Report Confidential:	NO
If so, please state relevant paragraph from Schedule 12A LGA 1972:	[]		

Essential Signatories:

ALL REPORTS MUST BE IN THE NAME OF A HEAD OF SERVICE

Monitoring Officer: **Angela Wakefield**

Date Signature

Chief Finance Officer: **Sal Khan**

Date Signature

EAST STAFFORDSHIRE BOROUGH COUNCIL

Report to Council

Date: January 2020

REPORT TITLE: Independent Remuneration Panel - Supplementary Report on Members Remuneration

PORTFOLIO: Andy O'Brien

HEAD OF SERVICE: Andy O'Brien

CONTACT OFFICER: Andrea Davies Ext. No. x1306

WARD(S) AFFECTED: all

1. Purpose of the Report

- 1.1. To consider the recommendations of the Independent Remuneration Panel contained in the Supplementary report on Members Allowances.

2. Background

- 2.1. The Council is required to undertake a review of its Members' Allowances scheme by its Independent Remuneration Panel under the four year rule. The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021) (the '2003 Regulations') require all local authorities to establish and maintain a panel that must be convened to provide advice on Members' allowances before a Council changes or amends its allowances scheme. The proposals contained in this report recommend a change to the current Members Allowances Scheme.
- 2.2. At the meeting of the Council held on 2nd December 2018, the Council appointed Dr Declan Hall, Mr Paul Laffey, Mr Simon Chapman and Mr Shaid Hussain to the Panel.
- 2.3. An Independent Remuneration Panel produced its first report on a Review of Members Allowances in November 2002. This was followed by further reviews in respect of Pensions, Travel and Subsistence and Co-optees

Allowances (July 2003) and Pensions and Licensing Panel Members' Allowances (February 2004), a fourth report (May 2007), a fifth report (March 2011) and a supplementary report on a review of Special Responsibility Allowances for the Chairmen of the Audit Committee and of the Relevant and Better Value Services Scrutiny Committee. The sixth report was produced in March 2015 and the seventh report was produced more recently in March 2019.

3. Contribution to Corporate Priorities

3.1. The report contributes to all corporate priorities of the Council.

4. Report

4.1. The Independent Remuneration Panel was reconvened to carry out a review in July 2019, to consider whether there should be a Special Responsibility Allowance (SRA) for the new posts of two Cabinet Support Members for East Staffordshire Borough Council and if so, the amount of this allowance.

4.2. The report of the Independent Remuneration Panel is attached for consideration. The proposals from the Panel are set out on page 4 and it is recommended that these be adopted.

5. Financial Considerations

This section has been approved by the following member of the Financial Management Unit: Lisa Turner

5.1. The main financial issues arising from this Report are as follows:

Revenue	2019/20	2020/21	2021/22
Creation of 2 Executive Support Member posts - To be met from existing budgets available as a result of a reduction in the number of Deputy Leader Positions.	£2,036*	£8,144 Plus indexation	£8,144 Plus indexation
Consultant fee (within existing budget)	£350		

**amount calculated pro rata w/e/f Jan 2020- March 2020*

6. Risk Assessment and Management

6.1. The main risks to this Report and the Council achieving its objectives are as follows:

6.2. **Positive** (Opportunities/Benefits):

6.2.1. The Council will be complying with the consolidated regulations for Local Authority Allowances and will be advised by independent people.

6.3. **Negative** (Threats):

6.3.1. Non-compliance with statutory regulation.

6.4. The risks do not need to be entered in the Risk Register.

7. Legal Considerations

*This section has been approved by the following member of the Legal Team:
[Angela Wakefield]*

7.1. There are no significant legal issues arising from this Report

The Council will be complying with the Local Authorities (Members' Allowances) (England) Regulations 2003.

8. Equalities and Health

8.1. **Equality impacts:** The subject of this Report is not a policy, strategy, function or service that is new or being revised. An equality and health impact assessment is not required.

9. Human Rights

9.1.1. There are no Human Rights issues arising from this Report.

10. Sustainability (including climate change and change adaptation measures)

10.1. Does the proposal result in an overall positive effect in terms of sustainability (including climate change and change adaptation measures)N/A

11. Recommendation(s)

11.1. That the recommendations detailed on page 4 of the appendix to this report be approved as follows:

(a) That the two new posts of Cabinet Support Members be paid an SRA of £4,072;

(b) That Council consider when these posts be appointed to;

(c) That the SRAs for the two posts of the Cabinet Support Members be paid from the date the posts be appointed to.

12. **Background Papers**

- 12.1. First Report on a Review of Members Allowances (November 2002);
- 12.2. Supplementary Report on Review of Pensions, Travel and Subsistence and Co-Optees Allowances (July 2003);
- 12.3. Supplementary report on Pensions and Licensing Panel Members' Allowances (February 2007);
- 12.4. Fourth Report on a review of Members Allowances (May 2007);
- 12.5. Fifth Report on a Review of Members Allowances (March 2011);
- 12.6. Supplementary Report on review of special responsibility allowances for the Chairmen of the Audit Committee and of the Relevant and Better Value Services Scrutiny Committee (May 2013);
- 12.7. Sixth Report on a Review of Members Allowances (March 2015);
- 12.8. Seventh Report on a Review of Members Allowances (March 2019).

Appendices

- 13. Appendix 1:A Review of Special Responsibility Allowances for Cabinet Support Members for East Staffordshire Borough Council