

Chichester District Council

CABINET

3 March 2020

Report of Independent Remuneration Panel

1. Contacts

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2. Recommendation

2.1 That Cabinet considers the report of the Independent Remuneration Panel and advises the Council as to their recommendations.

3. Background

- 3.1 The Council has a scheme of members' allowances, which is normally reviewed in the first year after the election of a new Council. A review is now due, for implementation from 1 April 2020.
- 3.2 The process is governed by the Local Authorities (Members' Allowances) (England) Regulations 2003. The Regulations provide that it is for each local authority to decide its scheme and the amounts to be paid under that scheme. Because it is difficult for councils to consider these matters objectively, they are required to establish and maintain an Independent Remuneration Panel to provide them with advice on their scheme. Local authorities must have regard to this advice, but are not required to follow it.
- 3.3. As the Government's guidance explains: "The approach, therefore, is one where questions as to the amounts payable to members are matters for local determination. In this way, councils can take full account of their particular circumstances, including the precise form of their new constitution, and be directly accountable to their electorate. This accountability is sharpened through each council being advised on its own allowances scheme by a local panel whose members are required to be independent."
- 3.4 The report of the Council's Independent Remuneration Panel (IRP) is appended to this report. An extended extract from the Government's guidance is set out at Appendix 2 of their report.
- ### **4. Outcomes to be achieved**
- 4.1. The scheme of allowances should conform to Government regulations and guidance, and be fair to both the councillor and the council taxpayer. It should ensure that

councillors are not out-of-pocket, and that their allowances reflect a fair recognition for the time devoted to the various roles they fulfil. The allowances should, therefore, be set at levels that do not impose financial penalties on members for their time and effort or impose an unreasonable burden on council taxpayers.

- 4.2. The regulations require the Council to give public notice of the adoption of a scheme of members' allowances, and then annually publish the total sum paid to each member.

5. Proposal

- 5.1 The proposals are set out in detail in the appendix panel report. In outline the report recommends to full Council that the basic allowance should increase to £5200, that no additional special responsibility allowances should be added, but that some changes to some SRAs should be applied, that dependants carers allowances should be increased from £10 to £18.20 per hour and that largely otherwise the scheme remain largely unchanged.
- 5.2 The effect of the proposed changes are that the reduction in members from 48 to 36 generated a "saving" of £56,700 each year, and that the various increases recommended will generate an estimated increase of £21,300 leading to a net reduction of budget position of £35,400 per annum.

6. Alternatives that have been considered

- 6.1 As indicated by the national guidance at Appendix 2, the Cabinet may recommend, and Full Council may adopt, alternatives to the IRP recommendations but should state its full reasons for doing so.

7. Resource and legal implications

- 7.1 Budget implications are set out in the report. If the recommendations are adopted in full the base budget will be under committed by £65K in the first financial year once the sums are confirmed by Full Council. In following years changes in travelling and other allowances that are linked to staff rates will be changed with those rates.

8. Consultation

- 8.1 The IRP consulted members during the course of their work as explained in the report. A detailed questionnaire was sent to all members, and interviews with a large pool of members was undertaken across various levels of experience and across the parties.

9. Community impact and corporate risks

- 9.1 The decision as to remuneration will have an impact upon Council taxpayers and having a fair and clear process of remuneration for members is positive to community views of the members.

10. Other Implications

Are there any implications for the following?		
If you tick "Yes", list your impact assessment as a background paper in paragraph 13 and explain any major risks in paragraph 9		
	Yes	No
Crime & Disorder: The Council has a duty "to exercise its functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area". Do the proposals in the report have any implications for increasing or reducing crime and disorder?		No
Climate Change and Biodiversity: Are there any implications for the mitigation of/adaptation to climate change or biodiversity issues? If in doubt, seek advice from the Environmental Strategy Unit (ESU).		No
Human Rights and Equality Impact: You should complete an Equality Impact Assessment when developing new services, policies or projects or significantly changing existing ones. For more information, see Equalities FAQs and guidance on the intranet or contact Corporate Policy.		No – changes are not considered so significant as to required EIA.
Safeguarding and Early Help: The Council has a duty to cooperate with others to safeguard children and adults at risk. Do these proposals have any implication for either increasing or reducing the levels of risk to children or adults at risk? The Council has committed to dealing with issues at the earliest opportunity, do these proposals have any implication in reducing or increasing demand on Council services?		No
General Data Protection Regulations (GDPR): Does the subject of the report have significant implications for processing data likely to result in a high risk to the rights and freedoms of individuals? Processing that is likely to result in a high risk includes (but is not limited to): <ul style="list-style-type: none"> • systematic and extensive processing activities and where decisions that have legal effects – or similarly significant effects – on individuals. • large scale processing of special categories of data or personal data relation to criminal convictions or offences. • Any larger scale processing of personal data that affects a large number of individuals; and involves a high risk to rights and freedoms e.g. based on the sensitivity of the processing activity. • large scale, systematic monitoring of public areas (including by CCTV). Note - If a high risk is identified a Privacy Impact Assessment must be provided to the Data Protection Officer.		No
Other (Please specify): eg health and wellbeing		

11. Appendices

11.1 Report of the Remuneration Panel

11.2 Appendix one of report : financial summary of panel recommendations

11.3 Appendix two of report : extracts from Government Guidance on Members Allowances Schemes

11.4 Appendix three of report : Suggested revised scheme of allowances from 1st April 2020

12. Background Papers

None