

Agenda Item

Executive Board

26 September 2007

SD



Independent Remuneration Panel Report

Summary

This report outlines the considerations and recommendations of the Independent Remuneration Panel who sat on 13 August to determine the Special Responsibility Allowances for 2007/08.

Recommendation

That the recommendations of the Independent Remuneration Panel in respect of 2007/08 Members Special Responsibility Allowances be considered.

That the childcare and dependent carers allowances be increased to ensure it stayed in line with the increase in the minimum wage.

That consideration be given to extending the tenure of current members of the Panel and the need to recruitment additional members to the Panel.

a) **Reasons for Recommendation**

To approve Members Special Responsibility Allowances for 2007/08 in accordance with the Local Authorities (Members Allowances) (England) Regulations 2003

b) **Alternative Options**

None considered.

c) **Risk Considerations**

In order to continue paying Special Responsibility Allowances to Members in 2007/08 a new scheme of allowances must be approved.

d) **Policy and Budgetary Considerations**

The recommendation does not conflict with Council policy. Budget implications are not material and current budget provision is provided.

e) **Date for Review of Decision**

The Independent Remuneration Panel has proposed that special responsibility allowances for 2007/08 be indexed linked, this is line with that adopted for basic allowance payments. All allowances will require external review through the Panel's consideration for the 2008/09 year.

1. Special Responsibility Allowances

- 1.1 The Independent Remuneration Panel (IRP) sat on 13 August 2007 to consider Special Responsibility Allowances (SRA) payable to Members in 2007/08 in accordance with the remit approved by the Executive Board on 6 June. Their report/minutes are attached as appendix A. Currently Members are being paid the 2006/07 rates and recommendations agreed will be backdated to the beginning of 2007/08 year.
- 1.2 The Panel's recommendation on the SRA is that the 2007/08 allowances be increased in line with the Unison pay award, this being the same basis as that adopted for increases to the Basic Allowances. The Panel was of the opinion that indexing SRAs in future on an annual basis was a sensible and appropriate method.
- 1.3 The IRP considered each SRA in turn reflecting on the importance of each role, the workload and any changes in circumstances since previously determined. It was agreed all should remain at their current level, subject to an annual increase, with the exception of; Vice Chairman of Licensing and Enforcement Committee which was recommended to be reduced to the same level as the Overview and Scrutiny Vice Chairs this being 20% of the basic allowance (currently at £786) and that the Vice Chairman of the Development Control and Planning Inspection be increased to 75% of the basic allowance (currently at £2,943).
- 1.4 The Panel also considered that SRA should be paid to two further positions currently not receiving payments. The Chairman of the Housing Review Board which was a new position and was considered to fulfil an important function was recommended for an SRA at 80% of the basic allowance (currently £3,139) and the increased importance in role of the Chairman of the Audit and Governance was recognised with a recommended payment of 50% of the basic allowance (currently £1,962). No recommendation was made on payments to the vice chairman of these committees.
- 1.5 In addition to the above the Panel recommended that the childcare and dependent carers allowances should be increased to ensure it stayed in line with the increase in the minimum wage. It was noted that this allowances was yet to be claimed.
- 1.6 Appendix B gives a schedule of the SRAs with the amendments above reflected; the amounts shown do however exclude the 2007/08 annual increase relating to the pay award as this is still to be determined.

2 Membership of the Independent Remuneration Panel

- 2.1 In addition to the above recommendations the Panel wished to highlight to the Executive Board the need to appoint more members to the IRP, particular as Mr Brown was in the final year of tenure, Ms Day was going to New Zealand for a year and Dr Elliot had only one year of tenure remaining.
- 2.2 Consideration could be given to extending the four year term of the panel members in order to retain the experience whilst additional members are recruited.

Legal Implications

There are no apparent legal implications requiring comment on this report.

Financial Implications

As detailed in the report

Consultation on Reports to the Executive

None

Background Papers

- Appendix A Report of the Independent Remuneration Panel
- Appendix B – Summary of recommended SRA, excluding annual increase.

Simon Davey (ext:2690)
Head of Finance

Executive Board
26 September 2007