

FULL COUNCIL**10 OCTOBER 2012****REPORT OF HEAD OF COMMUNICATIONS****MEMBERS' REMUNERATION PACKAGE****1.0 PURPOSE OF THE REPORT**

- 1.1 To present the report of the independent Welland Partnership Remuneration Panel on the outcome of the review into the Members' Remuneration Package offered by Melton Borough Council.

2.0 RECOMMENDATIONS

- 2.1 **The Council accept that this is an interim report of the Welland Partnership Remuneration Panel and a more detailed study will be completed and reported to the Council by October 2013.**
- 2.2 **Members consider the interim report of the Welland Partnership Remuneration Panel and the recommendations therein and determine the changes they wish to make to the Remuneration Scheme and the implementation date of those changes.**
- 2.3 **To arrange publicity ensuring that Public Notice is given and that copies of the report are available for inspection by members of the public.**
- 2.4 **The Panel be thanked for its work to date.**
- 2.5 **The Members' Allowance Scheme contained at Part 6 of the Constitution be amended to reflect the changes approved at this meeting.**

3.0 KEY ISSUES

- 3.1 The Welland Partnership Remuneration Panel was reconstituted earlier this year and a programme of reviews at three of the Welland Councils were planned. One of the key changes to the panel membership was the appointment of a professional chair, with Mr. John Cade from Birmingham being recruited for this purpose. Apart from Mr. Cade, the previous four Panel Members agreed to continue this work and provide experience and continuity to the process.
- 3.2 The Panel's report is attached at Appendix A for Members' consideration. The report will be presented by the Chair of the Panel, Mr. John Cade of the University of Birmingham, who will also be available to answer Members' questions.
- 3.3 Due to the limited time available since appointment of the panel, the Panel intends that the attached is an interim report as the panel felt that a 'light-touch' approach would be best for 2012 to meet the legal requirement of a 4 year review. If Members agree, the Panel intends to carry out a more in depth review in 2013 and report its findings to the Council by October 2013.

- 3.4 There is no provision for ICT equipment in the scheme due to there being a Council approved scheme already in place.
- 3.5 Members and the Chief Executive were invited to make representations to the panel and these contributions were considered and reflected in the interim report. Some matters raised were noted for further investigation in the 2013 review.
- 3.6 The basic allowance and the Special Responsibility Allowances have remained unchanged apart from recognition of the increased duties of the Leader of the main opposition group following the demise of the OSA Committee.
- 3.7 It is intended that the in-depth review in 2013 will involve collecting information on workloads, individually, comparatively and working with partnerships together with revisiting hourly rates. It will also focus on how recent governance changes are impacting.

4.0 POLICY & CORPORATE IMPLICATIONS

- 4.1 Members are part of the Council's Corporate and Democratic Core. The ability to attract and retain interested and hard working Members is essential and an appropriately set remuneration package assists in achieving this.

5.0 FINANCIAL IMPLICATIONS

- 5.1 The costs connected with the proposals, £1,546 (£650 for the Special Responsibility Allowance for the Leader of the main Opposition Group and £448 for the two Independent Persons appointed to advise the Governance Committee on Code of Conduct complaints) can be met from within the existing provision of £3,134 no longer required to be paid to the previous Standards Committee.
- 5.2 In recognition of the current financial climate, the Panel has not sought to increase the overall budget and has made every effort to work within it. Only the linking of all allowances to the NJC Pay Award provides any uncertainty for the status quo and in this connection due to the national financial climate any such increases are likely to be modest.

6.0 LEGAL IMPLICATIONS/POWERS

- 6.1 Under the Local Authorities (Members Allowances) (England) Regulations 2003, the Council is required to establish and maintain an Independent Remuneration Panel. The purpose of the Panel is to review the existing Scheme of Allowances, including the Special Responsibility Allowances, paid to Members and to make recommendations to the Council on the appropriate level of payments to be made in the future

7.0 COMMUNITY SAFETY

- 7.1 There are no direct links to community safety as a result of this report other than the role that Members take in relation to this area of the Council's work.

8.0 EQUALITIES

- 8.1 An equalities impact assessment has been undertaken on the policy.

9.0 **RISKS**

- 9.1 If Members' remuneration is not at an appropriate level the Council will not be able to recruit and retain good quality Members. The use of an independent remuneration panel with a professional Chair using data and statistics from other Councils should assist in reducing this risk to a low level.
- 9.2 In the current economic climate there is the risk that the Council cannot afford to fund extravagant increases without making cuts to services elsewhere.

10.0 **CLIMATE CHANGE**

- 10.1 There are no direct links to climate change as a result of this report

11.0 **CONSULTATION**

- 11.1 The Panel provided the opportunity for all Members and the Chief Executive to make representations to the Panel. The Leader and Chief Executive were consulted on the draft report. The Chair will answer members' questions during the consideration of its recommendations.

12.0 **WARDS AFFECTED**

- 12.1 All wards are affected.

Contact Officer: Sarah Evans
Date: 5 September 2012
Appendices: Appendix A – Welland Partnership Remuneration Panel Report
Background Papers: Supporting papers held by Remuneration Panel
Reference: X: Committees/Council/2012/13/101012