

**FULL COUNCIL**

**16 OCTOBER 2013**

**REPORT OF HEAD OF COMMUNICATIONS**

**MEMBERS' REMUNERATION PACKAGE – REPORT BACK**

**1.0 PURPOSE OF THE REPORT**

- 1.1 Further to the independent Welland Partnership Remuneration Panel's report to the Council on 10 October 2012, to present the final report of the outcome of a study of the Members' Remuneration Package offered by Melton Borough Council.

**2.0 RECOMMENDATIONS**

**2.1 Members accept the final report of the Welland Partnership Remuneration Panel and the recommendations therein which are as follows :-**

- (a) That the Basic Allowance should remain unaltered (as previously agreed at the Council Meeting on 10 October 2012);**
- (b) That all Special Responsibility Allowances, with the exception of that for the Leader of the main Opposition Group, should remain unaltered (as previously agreed at the Council Meeting on 10 October 2012);**
- (c) That the Special Responsibility Allowance paid to the Leader of the main Opposition Group be augmented by £657 per annum (interim award of £650+index linking) as a consequence of increased responsibilities following the abolition of the Overview and Scrutiny Committee;**
- (d) That the Independent Persons appointed to advise the Governance Committee on Code of Conduct complaints each be paid an allowance of £453 per annum (interim award of £448+index linking);**
- (e) That all allowances be index-linked to NJC Staff Pay Awards (as previously agreed at the Council Meeting on 10 October 2012);**

**2.2 The Panel be thanked for its work.**

**3.0 KEY ISSUES**

- 3.1 The Full Council approved the Welland Partnership Remuneration Panel's recommendations at its meeting on 10 October 2012. At that meeting, the Council also agreed the following :-

*'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.'*

3.2 The Panel's final 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 The Panel's report focuses on the feedback from Members of the time-sheet survey carried in February, March and April 2013. The Panel consider that the findings show that there is no good reason to change the recommendations made to the Council in October 2012 and that the interim arrangements be confirmed. The recommendations within the report reflect these views.

#### **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 & RESOURCE IMPLICATIONS**

5.1 There are no additional implications other than those already approved in October 2012.

5.2 The linking of all allowances to the NJC Pay Award provides some financial uncertainty but due to the national financial climate any such increases are likely to be modest as evidenced in the 1% increase for 2013/14.

#### **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 to make representations to the Panel. The Chief Executive has been consulted on the draft report. The Chair of the Panel will answer Members' questions during the consideration of its recommendations.

## 12.0 **WARDS AFFECTED**

12.1 All wards are indirectly affected.

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| Contact Officer:   | Sarah Evans, Senior Democracy Officer                      |
| Date:              | September 2013   |
| Appendices:        | Appendix A – Welland Partnership Remuneration Panel Report |
| Background Papers: | Supporting papers held by Remuneration Panel               |
| Reference:         | X: Committees/Council/2013/14/161013                       |