# **AGENDA ITEM 13**

### **FULL COUNCIL**

### 27 APRIL 2016

### **REPORT OF HEAD OF COMMUNICATIONS**

#### WELLAND INDEPENDENT REMUNERATION PANEL

### 1.0 **PURPOSE OF THE REPORT**

1.1 To consider the constitution and membership of the Welland Independent Remuneration Panel ('the Panel').

#### 2.0 **RECOMMENDATIONS**

- 2.1 To note that Harborough District Council, Melton Borough Council, Rutland County Council and South Kesteven District Council constitute the current participating authorities of the Welland Independent Remuneration Panel.
- 2.2 To approve that the Panel be made up of 4 Members and be quorate with 3.
- 2.3 To approve the re-appointment of the 3 existing Panel Members as set out at paragraph 3.3 of the report and the term of office for the appointments be 4 years.
- 2.4 To approve the appointment of a new Panel Member being lan Davis and the term of office for the appointment be 4 years.
- 2.5 To approve the appointment of Chair of the Panel being John Cade and the term of office for the appointment be 4 years.
- 2.6 To approve the payment arrangements to the Chair of the Panel and Panel Members as set out at paragraphs 3.5 and 3.6.
- 2.7 To extend the Council's thanks to those members of the Panel who have stood down.

#### 3.0 KEY ISSUES

- 3.1 Since Members approved recruitment to the Panel in October 2014, a further Panel Member has resigned leaving a Panel of 3 Members which is the minimum membership required for a Remuneration Panel. To ensure that the Panel is able to operate effectively and with flexibility to deal with any issues around conflict or lack of availability it was considered that at least one additional Panel Member be sought.
- 3.2 A recruitment process was recently carried out across the four authorities involved including promotion by advertisement in each authority's area. An interview for a new Panel Member was held on 21 April 2016 and Ian Davis was recommended for appointment subject to the Council's approval.

- 3.3 The 3 existing Members of the Panel have been asked if they wish to continue in their roles. This retention of Panel Members has the advantages of continuity and retaining the experience and knowledge gained from previous reviews. The following have agreed to continue in their roles over the ensuing four years and the Council is asked to approve their appointments as follows :-
  - John Cade
    Chair of the Panel

John Greenwood

Panel Member

- Gordon Wells Panel Member
- 3.4 Harborough District Council is no longer a member of the Welland Partnership, however the legislation provides that two or more authorities are able to join together to form a joint Remuneration Panel and those who are working together on these arrangements are Harborough District Council, Melton Borough Council, Rutland County Council and South Kesteven District Council. The Panel is proposed to be known as the Welland Independent Remuneration Panel.
- 3.5 Payment to the Chair of the Panel across the participating authorities has varied in the past and for consistency the following payments are proposed inclusive of travel, subsistence and any other out of pocket expenses :-

	£
Full Review	1,000
Chair's final report	500
Presentation of report to Full Council	500
Interim Review	500
Chair's final report	250
Presentation of report to Full Council	250

- 3.6 Panel Members be reimbursed for travel and subsistence.
- 3.7 In accordance with the legislation, the Council is due to have its Member remuneration arrangements reviewed this year as the last full review was held in 2012 and, in accordance with the legislation, a full review is required every 4 years.
- 3.8 The other participating authorities will also seek approval of the arrangements set out in this report.

# 4.0 **POLICY & CORPORATE IMPLICATIONS**

4.1 The ability to attract and retain interested and hard working Members is essential and to do this a fair, structured and transparent process to set remuneration arrangements is required in accordance with the legislation.

# 5.0 **FINANCIAL & RESOURCE IMPLICATIONS**

- 5.1 There are financial and resource implications in a recruitment process to the Panel which has been equally shared across the participating authorities and from Melton's perspective, these have been met from existing resources.
- 5.2 There may be financial implications in the review of Members' allowances that will be held in 2016 17.

## 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.
- 6.2 The legislation advises that a Remuneration Panel be made up of at least 3 members and that cannot include Members or co-opted Members of the participating authorities.

## 7.0 **COMMUNITY SAFETY**

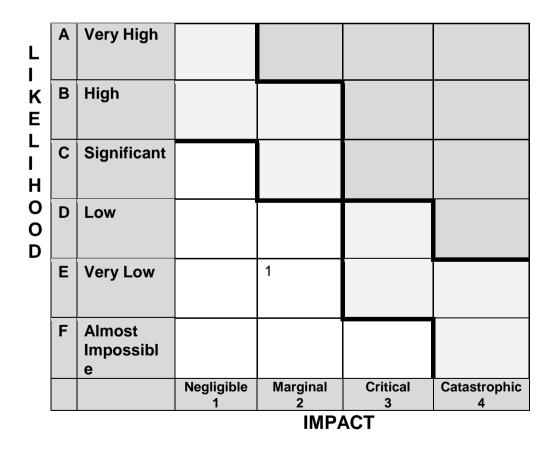
7.1 There are no direct links to community safety as a result of this report other than the role that Members take in relation to this area of the Council's work.

### 8.0 EQUALITIES

8.1 An equalities impact assessment has been undertaken on the work of the panel.

### 9.0 **RISKS**

9.1



Risk No	Risk Description
1	Damage to the Council's reputation in not having an
	independent panel to review and make
	recommendations on Councillor Allowances.

### 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 There has been consultation with Harborough District Council, Rutland County Council and South Kesteven District Council as participating authorities of the Welland Independent Remuneration Panel.

### 12.0 WARDS AFFECTED

12.1 All wards are indirectly affected.

Contact Officer:	Angela Roberts, Head of Comms/Sarah Evans, Senior Democracy Officer
Date:	April 2016
Appendices:	None
Background Papers:	Guidance for Regulation on Local Authority Allowances
Reference:	X: Committees/Council/2015/16/270416