



Review of Members Allowance Scheme

Corporate Priority:	All
Relevant Ward Member(s):	N/A
Date of consultation with Ward Member(s):	N/A
Exempt Information:	No

1 Summary

- 1.1 The Independent Remuneration Panel have made recommendations further to a request to undertake a focused review in relation to the intention to establish a Cabinet Support Member Role and the Mayor's allowance.

2 Recommendation(s)

That Council:

- 2.1 Approves the recommendations of the Independent Remuneration Panel shown at paragraph 8 of the Report (Appendix A) and detailed below:**
- 2.1.1 That a Special Responsibility Allowance of 1 x Basic Allowance be agreed for the Mayor.**
 - 2.1.2 That a Special Responsibility Allowance of 1/3 of the Basic Allowance be agreed for the Deputy Mayor.**
 - 2.1.3 That the Council make clear what civic duties (eg Carol Service, Remembrance Day) the Mayor/Deputy Mayor can expect additional resource support over the dedicated support received.**
 - 2.1.4 That the Cabinet Support Member receive a Special Responsibility Allowance of 1/3 of a Cabinet Member.**
 - 2.1.5 That, as with all other allowances, these be index-linked to any Officers' annual pay award.**
 - 2.1.6 That these allowances be payable from 1st June 2021.**

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| <p>2.2 Approves amendment to the Scheme of Members Allowances to reflect the changes detailed above;</p> <p>2.3 Notes the additional cost of the proposals as set out in paragraph 9.1; and</p> <p>2.4 Approves the addition of the Cabinet Support Role Member Profile (Appendix B) to Chapter 1, Part 3 of the Constitution.</p> <p>2.5 Authorises the Monitoring Officer to make any necessary amendments to the constitution resulting from the above decisions.</p> |
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3 Reason for Recommendations

- 3.1** To allow Members to consider the findings of the interim review conducted by the Welland Independent Remuneration Panel.

4 Background

- 4.1 The Council is required under government regulations made in 2003, and subsequent amendments, to establish and maintain an Independent Remuneration Panel (IRP) to review and make recommendations to the Council on the range and levels of remuneration for councillors.
- 4.2 The Council maintains the Independent Welland Remuneration Panel in accordance with the legislative requirement.
- 4.3 Each Council is to review its Member remuneration arrangements annually and approve a scheme for the forthcoming financial year to which the allowances relate. The Welland Panel usually completes a full review every 4 years or when there is a change in Member roles and responsibilities.
- 4.4 The Members Allowance Scheme was last reviewed in [May 2020](#). The current scheme can be found at [Chapter 5 of the Council's Constitution](#).
- 4.5 The Leader of the Council announced the intention to create a Cabinet Support Role at the Annual Council meeting in May 2021. Further to that announcement a Member Role Profile has been developed in consultation with the Leader and is attached at Appendix B.
- 4.6 The Independent Remuneration Panel have made recommendations further to a request to undertake a focused review in relation to the Cabinet Support Member Role and the Mayors allowance.

5 Main Considerations

- 5.1 The Panel must make recommendations to the Council on payments to be made to Members based on evidence. The evidence considered by the Panel is detailed in the attached report (Appendix A).
- 5.2 In summary, the Panel, chaired by Mr. John Cade of the University of Birmingham, invited members to make representations in person on 9 July 2021, alternatively members were invited to provide representation by email. The Panel also interviewed the Chief Executive. The Panel also received comparative data for other Leicestershire Authorities.
- 5.3 Recommendation 8.3 of the Panel's report requests clarification of the dedicated support and civic events that will be provided to the Mayor and Deputy Mayor.
- 5.3.1 An additional 7 hours per week dedicated support for the Mayor was approved by Council in February 2020.
- 5.3.2 The Mayor now receives support through an identified Democratic Support Officer who will provide:
- Admin Support for receiving and responding to invites
 - Diary support
 - Regular meeting to discuss upcoming events and invites
 - Circulation of the Mayor's Briefing
 - Project support for the agreed civic events listed in para. 5.3.2
 - Travel/transport arrangements

In addition to the dedicated support, ad-hoc additional support is also provided where necessary through the Democratic Services Team in order to provide adequate support for the events listed below.

5.3.3 The agreed civic events for which support will be provided are:

- Remembrance Sunday Service and parade
- Armed forces commemorations – Battle of Britain and Armed Forces Week fly the flag
- Civic Service – currently the Annual Christmas Carol Concert
- Annual Meeting
- Mayors Christmas Staff Lunch

6 Options Considered

6.1 Following consideration of the Panel's findings, Council may:

- a) refuse the recommendations and retain the current Scheme of Members Allowances;
- b) accept the recommendations in full or in part, or
- c) propose alternative arrangements.

7 Consultation

7.1 Members have been consulted throughout the review and the representations put forward have informed the findings of the Panel.

8 Next Steps – Implementation and Communication

8.1 Should Council approve the recommendations of the Panel, the proposed changes will be implemented with immediate effect.

8.2 The Member Allowances Scheme will be updated and re-published in the Council's Constitution.

8.3 The next full review of Members Expenses will be due in 2024, or earlier if there are any significant changes in member roles and responsibilities.

9 Financial Implications

9.1 There will be a net increase of approx. £3675 for 21/22 should the recommendations of the Panel be approved, no allowance has been made in the 2021/22 budget for the proposed changes. This additional amount in 2021/22 will be met from savings elsewhere and a virement undertaken.

9.2 The cost of the review is £1000 and allowed for within the 2021/22 budget. This is made up of the following and is inclusive of travel, subsistence and any other out of pocket expenses incurred by the chair (other panel members are able to claim travel expenses):

Review £500

Final Report £250

Presentation of Report to Council (if required) £250

Financial Implications reviewed by: Director for Corporate Services 06.09.21

10 Legal and Governance Implications

- 10.1** The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI1021) and subsequent amendments to the regulations (SI 2003/1022 and SI2003/1692 ["the Regulations"]) require all local authorities to set up and maintain an advisory Independent Remuneration Panel to review and provide advice about the allowances to be paid to Members.
- 10.2** All Councils are required to convene their Remuneration Panel and seek its advice before they make any changes or amendments to their allowances scheme and they must 'pay regard' to the Panel's recommendations before setting a new or amended Members Allowances Scheme.
- 10.3** Where a recommendation is made that allowance levels should be determined according to an index, the Panel must recommend how long the index should run before reconsideration. In any case, an index may not run for more than four years before a further recommendation on it is sought from an Independent Remuneration Panel.
- 10.4** The purpose of the Panel is to undertake a focused review in relation to the Cabinet Support Member Role and the Mayors allowance and to make recommendations to the Council on the appropriate level of payments to be made and any amendments to existing allowances.

Legal Implications reviewed by: Kieran Stockley (Monitoring Officer) 15.09.21

11 Equality and Safeguarding Implications

- 11.1** An Equality Impact Assessment has been undertaken on the policy. There is no anticipated impact which would disadvantage any person with protected characteristics.

12 Community Safety Implications

- 12.1** There are no community safety implications.

13 Environmental and Climate Change Implications

- 13.1** There are no environmental or climate change implications.

14 Risk & Mitigation

Risk No	Risk Description	Likelihood	Impact	Risk
1	New/Increased allowances may put pressure on the council's financial position	Significant	Marginal	Medium Risk

		Impact / Consequences			
		Negligible	Marginal	Critical	Catastrophic
Likelihood	Score/ definition	1	2	3	4
	6 Very High				
	5 High				
	4 Significant		1		
	3 Low				
	2 Very Low				
	1 Almost impossible				

Risk No	Mitigation
1	The impact on the Council's financial position is set out in the Financial Implications.

15 Background Papers.

15.1 There are no background papers.

16 Appendices

16.1 Appendix A – Report of the Welland Independent Remuneration Panel

16.2 Appendix B – Member Role Profile: Cabinet Support Role

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