

**Council**

**11 October 2012**

## **Report of the Monitoring Officer**

### **Independent Remuneration Panel**

#### **Summary**

1. This report annexes the final report of the Independent Remuneration Panel into the allowances and reimbursements which the Council should afford to Members.

#### **Background**

2. The Council is legally obliged to consider a report from its Independent Remuneration Panel before making any changes to its scheme of allowances. It is good practice to have the scheme reviewed from time to time to ensure that it reflects any changes in the Council's operation. There is a legal requirement, in any event, to review the Council's scheme every four years.
3. The Independent Panel has made recommendations for changes to the scheme in respect of:
  - Basic and special responsibility allowances
  - Travel allowances
  - Dependent Carer's allowances
4. In arriving at its recommendations the Panel established the following principles:
  - The scheme should be easily understood
  - The scheme should be straightforward to administer
  - The scheme of basic and special responsibility allowances should provide for an adequate level of reward so as not to

discourage those who may wish to stand for office without money becoming a motivating factor in standing for Council.

- Travel allowances should not act as an obstacle to appropriate travel outside the City to promote the City's interests.
5. Full Council must consider the report, have regard to the recommendations and decide on what, if any, amendments to make to the existing scheme.

### **Options**

6. Having considered the report Council has the option to:
- Adopt the recommendations of the Panel in full
  - Adopt the recommendations in part
  - Continue the existing scheme

### **Analysis**

7. The Panel has justified its recommendations within the report. In considering the options Members will wish to consider the affordability of the proposals as well as the extent to which any option meets the principles identified by the Panel.

### **Implications**

#### **8. Legal**

Legal implications are set out within the report.

#### **9. Financial**

The table below sets out the financial implications if the proposals were adopted in full. It has been assumed that changes to the travel and dependent carer's allowances would be broadly cost neutral.

	No	New Cost	Current Cost	Additional Cost/ (Saving)
<b>Lord Mayor</b>	-			
Civic and Special Responsibility Allowance	1	7,893	4,960	2,933
<b>Members</b>	-			
<b>Basic Allowance</b>	47	459,532	338,048	121,485
<b>Special Responsibility Allowances</b>	22	245,277	195,825	49,452
Total Allowances –		712,702	538,833	173,870
<b>Other</b>	-			
Flat Rate internet and telephone provision £300 pa	47	14,100	18,660	(4,560)
<b>Total</b>		726,802	557,493	169,310

Any budget growth consequent upon Council's decision would need to be approved as committed growth as part of the financial strategy.

### **Recommendations**

That:

- (1) Council adopt an appropriately amended scheme of allowances , having had regard to the recommendations of the IRP ;

- (2) The Director of Customer and Business Support Services be authorised to implement any changes agreed to the current scheme from an agreed date; and
- (3) The Monitoring Officer be authorised to make and report any arising constitutional changes.

Reason: To enable the Council to meet its statutory obligations to receive and consider a report on allowances and entitlements for Members from an Independent Panel

### Contact Details

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**Chief Officer Responsible for the report:** Ian Floyd  
Director of Customer & Business  
Support Services

**Report  
Approved**



**Date** 2/10/12

*Ian Floyd*

Director of Customer & Business  
Support Services

**Wards Affected:** *List wards or tick box to indicate all*

**All**

**For further information please contact the author of the report**

**Background Papers:** None

**Annexes**

Report of Independent Remuneration Panel