

Tendring
District Council



INDEPENDENT REMUNERATION PANEL

REPORT TO

TENDRING DISTRICT COUNCIL

April 2017

Recommendations on the Level of Members'

Allowances to Be Paid in the Municipal Year 2017/2018

1. INTRODUCTION

i. Legislation

The requirement for an Independent Remuneration Panel (IRP), how it operates, and regulations governing the payment of Members' Allowances are set out in the Local Authorities (Members' Allowances) (England) Regulations 2003.

Part 4 regulation 19(1) states that "*Before an authority.....makes or amends a scheme, the authority shall have regard to the recommendations made in relation to it by an independent remuneration panel*"

ii. Independent Remuneration Panel

At Council on 25th November 2014 the following were appointed to the Independent Remuneration Panel:-

- ▽ **Clarissa Gosling (Chair)** – Farmer's wife with extensive experience of serving as an Independent member / chair on many public sectors board and committees including Ipswich Borough Council Standards Committee, Suffolk Family Health Service Authority, NHS Independent Review Panels, Panel of Misconduct Hearing Eastern Region Police Authority and Orwell Housing Association.
- ▽ **John Wolton** –Worked in the building industry from 1948 as an apprentice and from 1957 onwards in the Clacton area as a plumber and heating engineer. He formed his own company in 1962, and worked on Frinton Homelands estate and Great Clacton Estates. He has served on a number of community groups in Tendring.
- ▽ **Reverend Doctor William Lock** – Career was in railway station management including auditing, finance and dealing with complaints. He was Treasurer and Trustee of the Albert Edwards Hall Committee. He was previously Chair of the local residents association and served on Guildford Town Council.

iii. Existing Scheme

The existing scheme was agreed at the meeting of Full Council on 26 April 2016.

iv. The Council and Committee Structure

The structure of the Council and the roles of its members currently in place are:-

- **Full Council** consisting of 60 elected Members with the following Groups – Conservative (28 Members), UKIP (13 Members), Independent (5 Members), Labour (5 Members), Holland Residents Association (3 Members), Non Aligned Group (2 Members). 4 Members are not in a political group.
- **A Cabinet** of 8 Members including the Leader of the Council. It has responsibility for Community Leadership in Tendring and takes a lead on the preparation of policies and strategies and recommends and implements the budget;
- **Overview and Scrutiny** functions are provided by 3 committees: Community Leadership and Partnerships, comprising of 11 members and Service Development and Delivery and Corporate Management comprising of 8 members, each committee having separate and defined responsibilities;

- **Audit Committee** comprising 5 members whose duties include provision of independent assurance on the adequacy of the risk management framework, independent scrutiny of the Council's financial and non-financial performance and overseeing the financial reporting process;
- **Standards Committee** that consists of 7 members whose role is to promote and maintain high standards of conduct by Members and Co-opted members of the authority. It operates a Town and Parish Council' Standards Sub Committee;
- **Planning Committee** comprising 11 members. This committee meets monthly to handle the significant volume of planning applications that officers cannot determine under delegated authority;
- **Regulatory Committee** had 14 members. It discharged a range of regulatory functions for which the Council is responsible, including health and safety enforcement, pollution control, statutory nuisance and licensing. At the Full Council meeting on 24th March 2015 it was agreed to delete this committee and transfer its responsibilities to the Licensing Committee (subsequently renamed the Licensing and Registration Committee);
- **Local Plan Committee** has 15 members and oversees the preparation of the Local Plan;
- **Licensing and Registration Committee** that undertakes the quasi-judicial determination of personal licensing matters including Hackney Carriage, Private Hire, Public Entertainment, Liquor and Gaming licences. At the Full Council meeting on 24th March 2015 it was agreed to transfer the responsibilities of the Regulatory Committee to the Licensing Committee (subsequently renamed the Licensing and Registration Committee). It has 15 members and operates 4 specific licensing sub-committees;
- **Human Resources Committee** that deals with general staffing matters. It has 14 members.
- **Council Tax Committee** has 5 members and meets once a year to agree the overall council tax for the District.

v. **Review 2017**

The Panel recognises the dedication and public spirit of all Councillors and their enthusiasm for the work they do and their determination that public service should come above personal gain. The first review of Members' Allowances under the current regulations, undertaken in 2001, established the principle that an important part of being a Councillor is the desire to serve the public and, therefore, not all of what a Councillor does should be remunerated; a portion of a Councillor's time should be given voluntarily. It is therefore the case that the members' Allowances Scheme has, since then, included a 40% Public Service Discount.

The Panel have considered whether they wish to recommend any changes to the Scheme for 2017. In doing this they have been mindful of the financial position of the Council and have considered whether there are any significant changes in the workload of Councillors from 2016. The Panel are mindful that there has been no inflationary increase in members' allowances since 2014/15 when there was a 2.2% increase in line with the indexation arrangements in place at that time. Therefore, the Panel is proposing that for 2017/18 an across the board inflationary increase of 1% be applied to members' basic and special responsibility allowances. This is consistent with the pay award for officers from 1st April 2017.

The Panel is mindful that when the number of Portfolio Holders increased in 2015 it took the view that the SRA should reduce as the workload was spread across a greater number of people. Now

that the number of Portfolio Holders has reduced it is proposed that there should be a modest increase in the Portfolio Holder SRA to 48% of the Leaders SRA. However, to prevent a situation where the Portfolio Holder SRA goes up and down whenever the size of Cabinet changes, the Panel is further proposing that the Portfolio Holder SRA now be set at 48% of the Leaders SRA ongoing.

The Panel has looked again at the arrangements introduced last year whereby Group Leader SRA is only paid where there are 4 or more members in a group but have decided to leave this unchanged.

No other changes are proposed.

The Panel have consulted with all Members' on their proposed Scheme for 2017 and considered the responses in putting forward their final recommendations. The Panel is very grateful comments received on the draft report and have discussed them fully. In the light of these discussions, their recommendations are set out below for the council to discuss and come to their decision.

The Panel's recommendations will be considered at the Annual Council meeting on 25 April 2017, to commence from 1 May 2017, the start of the 2017/18 Municipal Year.

2. RECOMMENDATIONS

The Panel make the following recommendations in respect of Members basic allowance, special responsibility allowances (SRAs) and expenses.

i. Chairman and Vice Chairman Allowances

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman's allowance - £6,329

Vice Chairman's allowance - £2,231

ii. Basic Allowance

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Basic allowance - £5,173

iii. Leader of the Council SRA

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Leader of the Council - £18,622

iv. Cabinet Members SRA

Increase and 1% applied, giving a recommended amount payable from 1 May 2017 of:-

Cabinet Member - £8,939

v. Chairman of Audit Committee SRA

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman of Audit Committee - £4,343

- vi. Chairman of Community Leadership and Partnership Committee**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman of Community Leadership and Partnership Committee - £4,343
- vii. Chairman of Service Development and Delivery Committee**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman of Service Development and Delivery Committee - £4,343
- viii. Chairman of Corporate Management Committee**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman of Corporate Management Committee - £4,343
- ix. Chairman of Human Resources Committee**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman of Human Resources Committee - £3,838
- x. Chairman of Licensing and Registration Committee**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman of Licensing and Registration Committee - £4,343
- xi. Chairman of Planning Committee SRA**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman of Planning Committee - £6,331
- xii. Vice Chairman of Planning Committee SRA**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Vice Chairman of Planning Committee - £2,049
- xiii. Member of Planning Committee**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Member of Planning Committee - £505
- xiv. Chairman of Licensing and Registration Sub Committees**

1% increase applied, giving a recommended amount payable from 1 May 2017 of:-

Chairman of Licensing and Registration Sub Committee A - £657
Chairman of Licensing and Registration Sub Committee B - £657
Chairman of Licensing and Registration Sub Committee C - £657
Chairman of Licensing and Registration Sub Committee General - £657

xv. Opposition Group Leader(s)

1% increase applied, giving a recommended amount, for groups of four or more, payable from 1 May 2017 of:-

Amount for being a Group Leader £1,010
For each Member of the Group £91

xvi. Childcare Allowance

The Panel recommends a rate of the voluntary living wage (currently £ 8.45 per hour) for a maximum of 15 hours per week.

xvii. Dependent Carer Allowance

The Panel recommends a rate of the voluntary living wage (currently £ 8.45 per hour) for a maximum of 15 hours per week.

xviii. Conference Allowance

The Panel recommends that the existing rate should continue to be paid.

xix. Maximum Subsistence Allowances

The Panel recommends that the existing rates should continue to be paid.

xx. Mileage Allowance

The Panel recommends continuation of the HMRC non-profit rate.

3. REVIEW OF ALLOWANCES FOR 2018/2019

The Panel strongly recommends a further review of allowances be undertaken in respect of the municipal year 2018/2019.

SUMMARY OF PROPOSED ALLOWANCES 2017/18

Allowances	£
Basic Allowance	5,173
Leader of the Council	18,622
Cabinet Member	8,939
Opposition Group Leaders (for groups of 4 or more)	
– Amount for being a Group Leader	1,010
- Amount per Group Member	91
Chairman – Planning Committee	6,331
Vice Chairman – Planning Committee	2,049
Members – Planning Committee	505
Chairman – Licensing and Registration Committee	4,343
Chairmen – Licensing and Registration Sub Committees	657
Chairman - Audit Committee	4,343
Chairman - Community ,Leadership and Partnership Committee	4,343
Chairman - Service Development and Delivery Committee	4,343
Chairman – Corporate Management Committee	4,343
Chairman - Human Resources Committee	3,838
Chairman of the Council	6,329
Vice Chairman of the Council	2,231
Expenses	
Childcare allowance	Voluntary Living Wage (currently £8.45) per hour
Dependent Carer allowance	Voluntary Living Wage (currently £8.45) per hour
Conferences – outside London	£120 maximum per day
Conferences – within London	£140 maximum per day
Use of a motor car – first 10,000 miles	HMRC rate (currently 0.45p per mile)
Use of a motor car – over 10,000 miles	HMRC rate (currently 0.25p per mile)
Use of a motor cycle	HMRC rate (currently 0.24p per mile)
Use of a bicycle	HMRC rate (currently 0.20p per mile)
Subsistence – breakfast	£6.00
Subsistence – lunch	£7.50
Subsistence - dinner	£12.00