



**EAST STAFFORDSHIRE BOROUGH COUNCIL**

**REPORT COVER SHEET**

<b>Title of Report:</b>	Independent Remuneration Panel – Supplementary Report on Members Remuneration	To be marked with an 'X' by Democratic Services after report has been presented
<b>Meeting of:</b>	Corporate Management Team [18/01/2022]	X
	Leader and Deputy Leaders [24/01/2022]	X
	Leader's / Leader of the Opposition's Advisory Group / Independent Alliance Advisory Group [02/02/2022 & 03/02/2022]	x
	Cabinet [DATE] / Council 28 <sup>th</sup> Feb 2022	
	Scrutiny Audit and Value for Money Council Services Committee [DATE] / Scrutiny Community Regeneration, Environment and Health and Well Being Committee [DATE]	



<b>Is this an Executive Decision:</b>	<input type="checkbox"/> [NO]	<b>Is this a Key Decision:</b>	<input type="checkbox"/> [NO]
<b>Is this in the Forward Plan:</b>	<input type="checkbox"/> [YES]	<b>Is the Report Confidential:</b>  <b>If so, please state relevant paragraph from Schedule 12A LGA 1972:</b>	<input type="checkbox"/> [NO]  <input type="checkbox"/> [ ]

**Essential Signatories:**

**ALL REPORTS MUST BE IN THE NAME OF A HEAD OF SERVICE**

Interim Monitoring Officer: **Chris Ebberley**

Date 14/01/22..... Signature .....

Chief Finance Officer: **Sal Khan**

Date 14/01/22..... Signature .....

**EAST STAFFORDSHIRE BOROUGH COUNCIL**

**Report to Council**

**Date: 28<sup>th</sup> February 2022**

**REPORT TITLE: Independent Remuneration Panel – Supplementary Report on Members Remuneration**

**PORTFOLIO: Andy O’Brien**

**HEAD OF SERVICE: Andy O’Brien**

**CONTACT OFFICER: Andrea Davies Ext. No. x1306**

**WARD(S) AFFECTED: all**

**1. Purpose of the Report**

- 1.1. To consider the recommendations of the Independent Remuneration Panel contained in the Supplementary report on Members Allowances.

**2. Background**

- 2.1. The Council is required to undertake a review of its Members’ Allowances scheme by its Independent Remuneration Panel under the four year rule. The Local Authorities (Members’ Allowances) (England) Regulations 2003 (SI 1021) (the ‘2003 Regulations’) require all local authorities to establish and maintain a panel that must be convened to provide advice on Members’ allowances before a Council changes or amends its allowances scheme. The Council must ‘pay regard’ to the Panel’s recommendations before setting a new or amended members’ allowances scheme.
- 2.2. An Independent Remuneration Panel produced its first report on a Review of Members Allowances in November 2002. This was followed by further reviews in respect of Pensions, Travel and Subsistence and Co-optees Allowances (July 2003) and Pensions and Licensing Panel Members’ Allowances (February 2004), a fourth report (May 2007), a fifth report (March 2011) and a supplementary report on a review of Special Responsibility Allowances for the Chairmen of the Audit Committee and of the Relevant and Better Value Services Scrutiny Committee. The sixth report was produced in March 2015. The seventh report was produced in March 2019 and the supplementary report on Cabinet Support Members was produced later in

2019. The next full review of Members Allowances is due to take place in early 2023.

- 2.3. At the meeting of the Council held on 2<sup>nd</sup> December 2018, the Council appointed Dr Declan Hall, Mr Paul Laffey, Mr Simon Chapman and Mr Shaid Hussain to the Panel.

### **Contribution to Corporate Priorities**

- 2.4. The report contributes to all Corporate Priorities of the Council.

### **3. Report**

- 3.1. At the Council meeting held on Monday 13<sup>th</sup> December 2021, Council agreed that a new committee structure be implemented with effect from the Annual Council meeting in May 2022. The new Committee structure includes an increase in the number of scrutiny committees and the creation of a standalone Audit Committee.
- 3.2. The Independent Remuneration Panel was reconvened in January 2022, to consider what Special Responsibility Allowances (SRA) should be paid to the Chair of Audit Committee and to the three Chairs of the scrutiny committee.
- 3.3. The report of the Independent Remuneration Panel is attached at appendix 1 for consideration. The proposals from the Panel are set out on page 4 of Appendix 1 and it is recommended that these be adopted.

### **4. Financial Considerations**

*This section has been approved by the following member of the Financial Management Unit: Lisa Turner*

- 4.1.

<b>Revenue</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>
Audit Committee Chair SRA and additional scrutiny Chair SRA. Increase in Members Allowances budget. 2 x £3,682 =£7,364	£6,444 Pro rata payment from 13 <sup>th</sup> May 2022 Plus indexation	£7,364 Plus indexation	£7,364 Plus indexation

### **5. Risk Assessment and Management**

- 5.1. The main risks to this Report and the Council achieving its objectives are as follows:
- 5.2. **Positive** (Opportunities/Benefits):

5.2.1. The Council will be complying with the consolidated regulations for Local Authority Allowances and will be advised by independent people.

5.3. **Negative** (Threats):

5.3.1. Non-compliance with statutory regulation.

6. **Legal Considerations**

*This section has been approved by the following member of the Legal Team:  
Caroline Elwood*

6.1 The Local Authorities (Members Allowances) (England) Regulations 2003 (as amended) provide that before an authority makes or amends its members allowance scheme it must have regard to the recommendations of the Independent Review Panel (IRP).

7. **Equalities and Health**

8.1 **Equality impacts:** The subject of this Report is not a policy, strategy, function or service that is new or being revised. An equality and health impact assessment is not required.

8. **Human Rights**

8.1. There are no Human Rights issues arising from this Report.

9. **Sustainability** (including climate change and change adaptation measures)

9.1. Does the proposal result in an overall positive effect in terms of sustainability (including climate change and change adaptation measures) N/A

10. **Recommendation(s)**

10.1. That the recommendations detailed on page 4 of the appendix to this report be approved as follows:

1) That the Special Responsibility Allowances payable to the Chairs of the three new Scrutiny Committees and the one new Audit Committee be £3,682, subject to any applicable index;

2) That the SRAs for the three Chairs of Scrutiny Committees and one Chair of the Audit Committee be paid from the date of the Council's Annual Meeting on 13<sup>th</sup> May 2022.

11. **Background Papers**

11.1. First Report on a Review of Members Allowances (November 2002);

- 11.2. Supplementary Report on Review of Pensions, Travel and Subsistence and Co-Optees Allowances (July 2003);
- 11.3. Supplementary report on Pensions and Licensing Panel Members' Allowances (February 2007);
- 11.4. Fourth Report on a review of Members Allowances (May 2007);
- 11.5. Fifth Report on a Review of Members Allowances (March 2011);
- 11.6. Supplementary Report on review of special responsibility allowances for the Chairmen of the Audit Committee and of the Relevant and Better Value Services Scrutiny Committee (May 2013);
- 11.7. Sixth Report on a Review of Members Allowances (March 2015);
- 11.8. Seventh Report on a Review of Members Allowances (March 2019).
- 11.9. Supplementary Report on review of Special Responsibility Allowances for Cabinet Support Members (October 2019)
12. **Appendices**
  - 12.1. Appendix 1: A review of Special Responsibility Allowances for the Chairs of Scrutiny and Audit Committees for East Staffordshire Borough Council.