



Council

25th January 2016

MEMBERS' ALLOWANCES

Report by:

Monitoring Officer

Contact Officer:

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Purpose / Summary:

To review and agree the Recommendations made by the Independent Remuneration Panel with regard to members allowances for 2016-2017 civic year.

RECOMMENDATION(S):

- (a) 1% increase on the basic rate for all Members.
- (b) £500 increase p/a for the Deputy Leader
- (c) £250 increase p/a for Committee Chairs.
- (d) £100 increase p/a for Committee Vice Chairs.
- (e) Increase from £38.18 to £50 per attendance for Governance & Audit Independent members, with effect from the Civic year 2016.

IMPLICATIONS

Legal: None

Financial : FIN/116/16

(a) 1% increase on the basic rate for all Members.	£1,882.08 increase
(b) £500 increase p/a for the Deputy Leader	£500 increase
(c) £250 increase p/a for Committee Chairs.	£1,750 increase
(d) £100 increase p/a for Committee Vice Chairs.	£800 increase
(e) Increase from £38.18 to £50 per attendance for Governance & Audit Independent members, with effect from the Civic year 2016.	£165.48
Total Proposed Increase	£5,097.56

Staffing :None

Equality and Diversity including Human Rights : None

Risk Assessment : None

Climate Related Risks and Opportunities :None

Title and Location of any Background Papers used in the preparation of this report:

None

Call in and Urgency:

Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?

i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)

Yes

No

x

Key Decision:

A matter which affects two or more wards, or has significant financial implications

Yes

No

x

1. Background

- 1.1 West Lindsey District Council's Independent Remuneration Panel (IRP), has carried out a review of the Council's Scheme of Members' Allowances.
- 1.2 To inform the review, the Panel has considered a number of factors, including figures paid by neighbouring and comparative authorities. Details of these are attached at appendix 1. The evidence reviewed by the Panel indicates that the current Scheme of Allowances is robust and there is general agreement that, the Scheme is transparent, simple to administer and easily understood.
- 1.3 The Panel also received details of the Council's budget situation from the Strategic Lead for Democracy and Business Support.
- 1.4 The Panel met on 21st October 2015 and the five Members met with the panel to give their views. All comments made by the Members during the discussions have been taken into account by the Panel when arriving at their final recommendations in this Report. A further meeting took place on 16th November 2015 for newly elected Members to give their views. Six members attended and the panel took their views on board.
- 1.6 Whilst mindful of the need for caution in increasing allowances, the Panel are well aware of the dangers of remuneration failing to adequately compensate for the role. The panel felt that they must also consider the pay rises for staff in order to avoid any feeling on inequality.
- 1.7 The Panel have recommended an increase of 1% in the basic allowance for all members.
- 1.8 The review of other comparative authorities highlighted a disparity in remuneration for a number of roles with the council; in particular the role of Deputy Leader, Chairs of Committees and Vice Chairs. They have therefore recommended an increase of £500 for the Deputy Leader subject to the inclusion of a Role description being incorporated in the Constitution, £250 increase for Chairs of Committees and a £100 increase for Vice Chairs.
- 1.9 The Panel would like to record its thanks to those Members and Officers who made themselves available to talk to the Panel.

2 Remuneration for Independent Members of the Governance and Audit committee.

- 2.1 The panel noted that these have not been updated in the last 5 years. As a result they recommended an increase from £38.18 to £50 per meeting.

3 Panel Recommendations

1. Basic Allowance

The Panel were firmly of the view that a 1% increase in Basic Allowance was totally justifiable. The recommended rate is therefore £5,280.28

2. SRA – Special Responsibility Allowances

			£
A	Basic Allowance	Inc 1%	£5,280
B	SRA - Leader of Council	No change	£11,747
C	SRA – Deputy Leader/s (in the event of two or more being nominated, the payment to be shared)	£500 increase	£4,237
D	SRA -Chair of Council	No change	£3,737
E	SRA – Vice-Chair of Council	No change	£1,282
F	Civic Allowance for the Chairman of Council	No change	£1,500
G	Civic Allowance for the Vice-Chairman of Council	No change	£400
H	SRA – Committee Chairs	£250 increase	£2,919
I	SRA – Committee Vice-Chairs	£100 increase	£1,382
J	SRA – Chair of Taxi & General Sub-Committee	No change	£1,282
K	SRA – Leader of the Opposition (in the event of the Council being a ‘hung’ ¹ Council, the Leaders of the two largest groups be paid the same special responsibility allowance as for the Leader of the Opposition)	No change	£3,737
L	SRA – Deputy Leader of the Opposition	No change	£769
M	SRA – Minority Group Leaders (per group member)	No change	£85

N	<p>Co-optees' Allowance – A payment of £38.18 for the first four hours of attendance at a meeting/event and a second payment for attendance in excess of four hours. The first four hours would commence from the start time of the meeting (To be paid when not chairing a meeting).</p>	Increase to £50	£50
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No change to the allowances for Dependent Carers or travel allowances. The Panel noted and commented that travel allowances are currently in line with the tax efficient rate authorised by the Inland Revenue.

Subsistence – No change (Receipts must be provided for subsistence claimed and attached to the claim form).

- a. Absence of more than four hours but no more than eight hours – only the cost of one meal can be reimbursed up to a maximum of £15.
 - b. Absence of more than eight hours but no more than 12 hours – only the cost of two meals can be reimbursed up to a maximum of £25.
 - c. Absence of more than 12 hours but no more than 16 hours – only the cost of three meals can be reimbursed up to a maximum of £33.
 - d. Absence of more than 16 hours but not including an overnight stay – only the cost of four meals can be reimbursed up to a maximum of £40.
 - e. Overnight – No Change – £83
 - f. Overnight (London or LGA) – No Change – £208
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Comparison - allowances paid by comparative authorities

	WLDC Rates	Mean Average	Median	Position from top	Highest	Lowest	Range (Difference)
Basic Rate	5228	4793	4550	2 nd	6000	4282	1718
Leader	11747	12677	12844	5 th	19320	7336	11984
Deputy Leader	3737	7237	6422	7 th	10047	3737	6310
Chair of Council	3737	2636	3737	2 nd out of 3	3855	316	3539
Vice Chair of Council	1242	852	1158	1 st out of 3	1242	157	1085
Committee Chairs	2669	3587	4026	6 th	4830	1833	2997
Vice Chairs	1282	1289	1261	3 rd	2375	508	1867