



Council

22 January 2018

MEMBERS' ALLOWANCES FOR CIVIC YEAR 2018-19

Report by:

Monitoring Officer

Contact Officer:

Alan Robinson
Monitoring Officer
01427 676509
Alan.robinson@west-lindsey.gov.uk

Purpose / Summary:

To review and agree the Recommendations made by the Independent Remuneration Panel with regard to members allowances for 2018-2019 civic year.

RECOMMENDATION(S):

That Members approve the new rates as shown within this Report (page 4), with regard to Members' Allowances for the Civic Year 2018 – 2019 by:

- a) Agree to an increase of £80 p/a for the Basic Allowance
- b) Agree the proposed changes to SRA's
- c) Agree to the SRA's for Regulatory Committee and the Licensing Committee to be split 50:50 for each Chairman and the increase of £22.50 each; and the Vice Chairman SRA be split 50:50 between each Vice Chairman and the increase of £10.00 each.
- d) Agree to an increase to the Dependant Carers Allowance of £3.50
- e) Agree to the introduction of reimbursement of the cost for an eye test up to a maximum of £20 in a two year period.

IMPLICATIONS

Legal: None

Financial : FIN/96/18
The total additional budget requirement for the proposed increases is £4,180. This amount will be built into the Base Budget 2018/19 onwards.

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

Key Decision:

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

Yes

No

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 2. 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 – Governance & People.
- 1.4 The Panel consulted with all Members - providing the opportunity to comment via email with a Questionnaire; and also offered appointments to meet with the Panel. Members of the Governance & Audit Committee were also consulted on 7 November 2017.
- 1.5 On 13 September 2017, four Members met with the Panel to give their views. All comments made by the Members during the discussions and also the completed Questionnaires received, have been taken into account by the Panel when arriving at their final recommendations in this Report.
- 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. The Panel recommend an increase of £80 p/a to the basic allowance – making this £5,480 p/a.
- 1.7 The review noted that the Regulatory Committee and the Licensing Committee had been split and that currently the same person chaired both Committees. In the event of there being two different Chairmen / Vice Chairmen in the future, the Panel recommend that the respective SRA's be shared as a 50:50 split.
- 1.8 The Panel noted that the Dependant Carers Allowance had not changed for some time and recommended that this be increased by £3.50 bringing it to £10
- 1.9 Arising out of the consultation appointments held with Members, the Panel recommend the introduction of reimbursing Members the cost of an eye test, up to a ceiling of £20 in a two-year period.
- 1.10 The Panel recommend the increases to Special Responsibility Allowances (SRA's) as appearing on page 4, (Appendix 1 on page 6 gives further detail). Again, the Panel felt that remuneration should be adequate for the role; and that staff pay increases should be kept in mind to negate any perception of inequality.
- 1.11 The Panel would like to record its thanks to those Members and Officers who made themselves available to speak with the Panel.

2 Panel Recommendations

2.1 Basic Allowance

The Panel were firmly of the view that a £80 p/a increase in Basic Allowance was totally justifiable. The recommended rate is therefore £5480.00 for the year 2018/19

2.2 SRA – Special Responsibility Allowances – Recommended rates

	Currently	New Rate
Basic Allowance	£5,400	£5,480
SRA - Leader of Council	£12,000	£12,180
SRA – Deputy Leader/s (in the event of two or more being nominated, the payment to be shared)	£4,350	£4,415
SRA -Chair of Council	£3,840	£3,900
SRA – Vice-Chair of Council	£1,320	£1,340
Civic Allowance for the Chairman of Council	£1,550	£1,575
Civic Allowance for the Vice-Chairman of Council	£420	£430
SRA – Committee Chairs (excluding Licensing Cttee and Regulatory Cttee)	£3,000	£3,045
SRA – Regulatory Chair	£1,500	£1,522.50
SRA – Licensing Chair	£1,500	£1,522.50
SRA – Committee Vice-Chairs (excluding Licensing Cttee and Regulatory Cttee)	£1,420	£1,440
SRA – Regulatory Vice Chair	£710	£720

SRA – Licensing Vice Chair	£710	£720
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)	£4,350	£4,415
SRA – Deputy Leader of the Opposition	£790	£800
SRA – Minority Group Leaders (per group member, and including the Group Leader)	£90	£95
Co-optees’ Allowance – A payment of £60.00 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).	£60	No change
Dependent Carer’s Allowance	£6.50	£10

No change to 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

**SRA – Special Responsibility Allowances
Recommended SRA's for Civic Year 2018/2019**

	Currently £	Recommended Increase per annum £	Equating to a weekly amount of: £
Basic allowance per Member	5400	80	1.54
Leader of Council	12000	180	3.46
Deputy Leader of Council	4350	65	1.25
Chair of Council	3840	60	1.15
Vice Chair of Council	1320	20	0.38
Civic Allowance for Chairman of Council	1550	25	0.48
Civic Allowance for Vice Chairman of Council	420	10	0.19
Committee Chairs*	3000	45	0.87
Committee Vice Chairs**	1420	20	0.38
Leader of Opposition	4350	65	1.25
Deputy Leader of Opposition	790	10	0.19
Minority Group Leaders (per group Member including the Group Leader)	90	5	0.10
Governance & Audit Independent Members	60 per month	No change	
Co-optee Allowance per meeting	60 per month	No change	
Dependent Carer Allowance	6.50	3.50	0.07

*excluding Licensing Cttee and Regulatory Cttee.

** excluding Licensing Cttee and Regulatory Cttee.

Split SRA between Regulatory Committee and Licensing Committee

Regulatory Cttee Chair	1500	22.50	0.43
Licensing Cttee Chair	1500	22.50	0.43
Regulatory Vice Chair	710	10.00	0.19
Licensing Vice Chair	710	10.00	0.19

Eye Tests

Reimburse Members for the cost of an eye test of up to £20 maximum, in a two-year period.

Appendix 2

Comparison with other 4th Option Authorities

	WLDC	Craven	Tandridge	Corby	Melton Mowbray	East Cambs	Runnymede	Sth Derbys
Basic	5400	4300	4129	4160	4663	5300	3440	6175
Leader	12000	8170	5857	12480	12406	6000	6880	18518
Dep Leader	4350	4300	1465	6240	3964	2000	1720	10178
Ch Planning	3000	2150	2928	2080	3964	3000	6020	9249
VC Planning	1420		1465	Nil	1168	1500	4013	2312
Ch OSP	3000		2928	2080	3964	3000	3440	9249
VC OSP	1420		1465	Nil	1168	700	1720	2312
Ch Licensing	3000			2080	3964		2440	4630
VC Licensing	1420			Nil	1168	700	1720	
Ch Audit	3000		2928	2080	3964	3000	1335	9249
VC Audit	1420		1465	Nil	1168	700	430	2312
Chair Council	3840	3440	2928				3440 Mayor	
VC Council	1320	430	1465				860 Dep M	
Civic Chair Council	1550							
Civic VC Council	420							
Leader of Oppo	4350		2928	2928	677	2000	2580	9249
Dep Leader Oppo	790							2312
Co-optees	60 per mtg				462 pa	250 pa	402 pa	1152 pa
Comments	2017/18	Still 2015 figures	2017/18	Still July 2015	May 2017	Mar 2017	Mar 2017	Jan 2017

Drawn up June 2017