

**Meeting of the Full Council
Meeting to be held on 25 February 2016**

Report submitted by: Head of Legal and Democratic Services

Part A

Electoral Division affected:
(None)

Report of the Independent Remuneration Panel
(Appendices A and B refer)

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Executive Summary

This report sets out the recommendations of the Independent Remuneration Panel in relation to the Council's Members' Allowance Scheme for 2016/17.

Recommendation

The Full Council is asked:

1. To consider the recommendations of the Independent Remuneration Panel, as set out in the report and at Appendix A, relating to the Council's Members' Allowance Scheme.
2. Subject to 1 above, to approve a Members' Allowance Scheme for 2016/17.

Background and Advice

The County Council is required to establish an Independent Remuneration Panel and have regard to its recommendations before the Authority makes or amends its Members' Allowance Scheme. Furthermore, the County Council is required to approve its Members' Allowance Scheme before the beginning of each financial year.

A meeting of the Independent Remuneration Panel was held on 19 January 2016 to consider making recommendations in respect of the Council's 2016/17 Members' Allowance Scheme. The Panel received the following information to assist its review of the Scheme:

- A copy of the existing Scheme and supporting background information;
- A list of current Special Responsibility Allowances paid, as well as a complete list of current roles established within the constitution;
- Comparative information with the five largest (by population) county councils, as

- well as neighbouring Cumbria County Council;
- The cost of the Scheme since 2012/13; and
- Written representations submitted by the political group leaders.

The minutes of the Panel's meeting held on 19 January 2016 are attached at Appendix A. The Full Council is asked to consider the deliberations and recommendations of the Panel as set out in the minutes and which are summarised below:

1. Indices used to adjust the allowances within the Members' Allowance Scheme

Sections 10(4) and (5) of The Local Authorities (Members' Allowances) (England) Regulations 2003 permit a Members' Allowance Scheme to make provision for an annual adjustment of allowances by reference to an index which must be reviewed every four years.

The Panel was informed that the County Council now needed to review the indices used to adjust allowances. Details of the existing indices, together with alternative options, were presented for the Panel's consideration.

The Panel agreed that the County Council be recommended:

- to approve the adoption of the following indices for 2016/17 commencing 1 April 2016:

Allowance	Index	Comment
<ul style="list-style-type: none"> • Basic Allowance • Special Responsibility Allowance • Carers Allowance 	Local Government National Pay Award for officers	<p>No change to the existing indexation</p> <p>The pay award in 2016/17 is expected to be 1% and any uprating of the Scheme would have to await confirmation of the agreed pay settlement</p>
Travelling and Subsistence:		
<ul style="list-style-type: none"> • Motor Car • Motor Cycles • Bicycles 	To be revised in accordance with the maximum for Income Tax purposes as defined by HM Revenue and Customs	No change to the existing indexation or the HMRC rate
<ul style="list-style-type: none"> • Overnight Accommodation • Day Subsistence • Travel Abroad 	Consumer Price Index (published in November of the preceding year)	<p>This is a change from the Retail Price Index</p> <p>The Nov 2015 CPI figure was 0.1% (The RPI figure was 0.3%)</p>

- (ii) to agree that a further review of the indices used to uprate allowances be undertaken by the Panel as part of a wider review of the Members' Allowance Scheme following the County Council's elections in May 2017.

2. The Members Allowance Scheme for 2016/17 and Beyond

The Panel considered a report on the Members' Allowance Scheme for 2016/17.

After careful consideration of the comments submitted by the political group leaders **the Panel agreed to make the following recommendations to the County Council** in respect of the 2016/17 Members' Allowance Scheme and beyond:

- (i) That a Special Responsibility Allowance at 25% of the Leader's SRA be paid to the Chair of the Children's Services Scrutiny Committee with effect from 1 April 2016.
- (ii) That consideration be given to the introduction of a mechanism for approving first class travel by Members.
- (iii) That subject to the above, no other changes be made to the existing Members' Allowance Scheme for 2016/17.
- (iv) That a detailed review of the Members' Allowance Scheme including the payment of Special Responsibility Allowances to specific post holders be undertaken by the Panel following the County Council elections in May 2017.

The Full Council is asked to consider the recommendations of the Independent Remuneration Panel and approve a Members' Allowance Scheme for 2016/17.

A copy of the 2015/16 Scheme is attached at Appendix B. The Scheme will be amended to reflect the decision of the Full Council. The 2016/17 Scheme will be effective as from 1 April 2016.

Consultations

N/A

Implications:

This item has the following implications, as indicated:

Risk management

The Full Council is required to approve an annual Members' Allowance Scheme having regards to recommendations made by the Council's Independent Remuneration Panel.

Local Government (Access to Information) Act 1985
List of Background Papers

Paper	Date	Contact/Tel
Independent Remuneration Panel agenda	19 January 2016	Chris Mather, 01772 533559

Reason for inclusion in Part II, if appropriate

N/A