



Doncaster Council

Report

18th May 2018

To the Chair and Members of the
COUNCIL

REPORT OF THE INDEPENDENT REMUNERATION PANEL ON THE REVIEW OF THE MEMBERS' ALLOWANCES SCHEME IN DONCASTER MBC

EXECUTIVE SUMMARY

1. To consider the report of the Independent Remuneration Panel (IRP) on the review of the Scheme of Members' Allowances.

RECOMMENDATIONS

2. That Council considers the recommendations of the IRP as set out below and determines whether to accept these.

That:-

- (i) the level of the basic allowance (base) for Members (including the Elected Mayor) is increased by 2% to £12,610;
- (ii) the payment of special responsibility allowances to Members be as shown below:-

Elected Mayor	- Base x 4	£50,440
Deputy to the Elected Mayor	- Base x 1.25	£15,762
Cabinet Member	- Base x 1	£12,610

Chair of Committee:-

- Planning	- Base x 0.64	£ 8,070
- Elections & Democratic Structures	- Base x 0.1	£ 1,261
- Audit	- Base x 0.6	£ 7,566
- Licensing	- Base x 0.6	£ 7,566
- Overview & Scrutiny Management	- Base x 0.6	£ 7,566
- Scrutiny Standing Panels	- Base x 0.25	£ 3,153

Vice Chairs:-		
- Planning	- Base x 0.27	£ 3,405
- Licensing	- Base x 0.3	£ 3,783
- Overview and Scrutiny Mgt Ctte	- Base x 0.25	£ 3,153
- Audit	- Base x 0.19	£ 2,396

Leader of a Political Group		
Membership (30 or more)	- Base x 0.5	£ 6,305
(15 to 29 inclusive)	- Base x 0.2	£ 2,522
(5 to 14 inclusive)	- Base x 0.1	£ 1,261
(0 to 4 inclusive)	----	£ Nil

Civic Mayor	- Base x 1	£12,610
Deputy Civic Mayor	- Base x 0.1	£ 1,261

(iii) The payment of Co-optees allowances be as follows: -

Audit Committee	- Base x 0.05	£ 630
Children & Young People O&S Panel	- Base x 0.05	£ 630
(If appointed as Panel Chair)	- Base x 0.25	£ 3,153
Co-optee on any other Committee	- Base x 0.05	£ 630

Co-opted Members on Audit Hearings Sub-Committee:

- All inclusive attendance allowance per Hearing	£ 150
- Attendance allowance paid for attending the Audit Committee meeting that considers the Monitoring Officer's Annual Report on complaint handling and ethical governance activity	£ 50

(iv) A special responsibility allowance continue to be paid at the current rate of £3,814 to a Member who represents the Council on the South Yorkshire Pensions Authority;

(v) A special responsibility allowance be paid to a Member appointed by the Council as a representative on the South Yorkshire Police and Crime Panel (SYPCP) who is subsequently appointed as Chair or Vice-Chair of the SYPCP as follows:-

- Chair of SYPCP	£ 5,350
- Vice-Chair of SYPCP	£ 2,675

(vi) The basic allowance to include travel and subsistence within the Borough, inclusive of any transport passes or car parking permits;

(vii) The inflationary index for determining annual increases in Members' allowances for the next four years (from 2019/20 – 2022/23) be in line with the NJC pay award for Local Government employees. Inflationary increases to the basic and special responsibility allowance to be applied separately;

(viii) All other elements of the Members' Allowances Scheme remain unchanged; and

- (ix) Further to consideration and determination of recommendations (i) – (viii) above, the Council gives authority to the Monitoring Officer to update the Members' Allowances Scheme within the Council Constitution and resolves that the revised scheme should take effect from 1st April, 2018 and revokes all previous schemes on that date.

WHAT DOES THIS MEAN FOR THE CITIZENS OF DONCASTER?

3. Citizens are made aware that the levels of allowances paid to elected members are recommended by a Panel, independent of the Council. Should the Council not support the recommendations of the Independent Panel, it is required to publically specify the reasons why.

BACKGROUND

4. Each local authority is required by law to have in place a Scheme for Members' Allowances. Before an authority makes or amends a scheme it must have regard to the recommendations made by an Independent Remuneration Panel. The recommendations of the Panel are not binding on the Council. Although sometimes described otherwise, it is important to remember that Councillor Allowances are not salaries, they are payments made to support Councillors to carry out their roles as Ward Members. From within their allowance, Members are expected to pay for all travel and parking costs within the Borough and their office expenses including telephone bills, postage and internet connections. The proposed 2% rise is in line with the public sector pay proposals for DMBC staff and falls below the current rate of inflation.
5. The scheme provides for:-
- (a) a basic allowance;
 - (b) a special responsibility allowance;
 - (c) a travelling and subsistence allowance;
 - (d) a co-optees allowance;
 - (e) consideration of a dependent carers allowance;
 - (f) pensions;
 - (g) indexing of allowances;
 - (h) forgoing allowances; and
 - (i) withholding allowances.

The Main Recommendations

6. The Independent Remuneration Panel in reaching its recommendations had regard to the schemes operating in a range of other Local Authorities and evidence received from Members and Senior Officers. It is clear that the recommended DMBC scheme is in line with allowances of similar and neighbouring authorities and that the proposed scheme is reasonable in that regard.

7. The Panel is aware that local authorities are still having to operate in times of austerity, with increasing pressures on the public purse. However, having regard to the Panel's Terms of Reference, the Panel were minded to make recommendations solely relating to the appropriate level of remuneration for each role/position and that any reduction or freeze in the light of the economic situation would be a matter for the Council alone to determine.
8. The report of the Panel is attached at Appendix 1. A copy of the current Members' Allowances Scheme is set out in Part 6 of the Council's Constitution, which can be viewed on the Council's [website](#).

OPTIONS CONSIDERED AND REASONS FOR RECOMMENDED OPTION

9. The Council is under a statutory obligation to consider the Panel's report, prior to determining its Scheme of Allowances. It is for the Council to decide whether or not it wishes to accept the recommendations of the Panel. Where the recommendations of the Panel are not accepted, the Council is required to give reasons for this.

IMPACT ON THE COUNCIL'S KEY OUTCOMES

10. The content of this report does not significantly impact on the Council's key outcomes.

RISKS AND ASSUMPTIONS

11. The Council must have regard to the recommendations made by the Panel when amending an existing Scheme of Allowances. The existing Scheme must be revoked and any new Scheme to take effect on the day that revocation of the previous Scheme takes effect.

LEGAL IMPLICATIONS [Officer Initials SRF Date 30/4/18]

12. Each local authority is required by the Local Government and Housing Act 1989 to have in place a Scheme of Members' Allowances.
13. In accordance with the provisions of the Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) the Council is required to consider the recommendations of an Independent Panel before amending its Scheme of Allowances payable to Members. Should Council not accept the recommendations of the Independent Panel, it should give reasons that will be included in the minutes of the meeting and the public notice advising of changes to the Scheme of Members' Allowances.

FINANCIAL IMPLICATIONS [Officer Initials LR Date 27/04/18]

14. The total current budget for Members' Allowances is £967,850 and is sufficient to fund the proposed changes. The 2018/2019 members' allowances budgets have been inflated by 2% in anticipation of the increase. (For budgeting purposes, the allowances are pegged to the Council's pay award).
15. The above proposals recommend a 2% increase to the current basic allowance to £12,609 with effect from 1 April 2018. The new level of Basic Allowance of £12,609

is used as the base from which all other rates are calculated in accordance with the formula as shown in the recommendations in this report (paragraph 2).

16. A number of changes to Special Responsibility Allowances (SRA) for Chairs and Vice-Chairs are also being recommended by the Panel, and are as follows:-
- That the SRA for the Chair of Overview and Scrutiny Management Committee be reduced from 100% to 60% of the basic allowance;
 - That the SRAs for the Chair of Licensing Committee and the Chair of Audit Committee be increased from 50% to 60% of the basic allowance;
 - That the SRA for the Chair of Planning Committee be increased from 50% to 64% of the basic allowance;
 - That a new SRA be allocated to the Vice-Chair of the Audit Committee, to be set at 0.19% of the basic allowance;
 - That the SRA for the Vice-Chair of the Licensing Committee be increased from 25% to 30% of the basic allowance;
 - That the SRA for the Vice-Chair of the Planning Committee be increased from 25% to 27%;
 - That a new SRA be paid to a Member Representative on the South Yorkshire Police and Crime Panel (PCP) who is appointed as Chair or Vice-Chair of the PCP as follows:-
Chair - £5,350
V-Chair - £2,675
- [Note: The Chair/Vice-Chair positions on the PCP are determined on a 3 year rotational basis from amongst the SY authorities (these positions are currently held by Sheffield and Rotherham Members respectively). The next appointments are due to be made in June 2019.
17. As in the current Scheme, the proposals also include provision for an allowance of £3,814 to be paid to the Council's representatives on the South Yorkshire Pensions Authority.
18. These proposals will result in an overall increase in the cost of Members' Allowances equating to £4,300 (including on-costs). There is sufficient budget to fund this increase.

Description	Current Budget £	Proposed Cost £	Variation £
Basic Allowance	693,550	693,550	0
Responsibility Allowance	209,410	200,822	-8,588
Co-opted Allowances	1,860	2,520	660
Mayoral Allowance	63,030	63,050	20
Employers NIC increase (13.8%)			523

19. It should be noted that the above proposed budget amounts are the required budgets if all of the IRP proposals are implemented (except for the proposed South Yorkshire PCP allowances from 2019/2020).

HUMAN RESOURCES IMPLICATIONS [Officer Initials MLV Date 13/04/18]

20. There are no human resources implications associated with this report.

TECHNOLOGY IMPLICATIONS [Officer Initials PW Date 18/4/18]

21. There are no specific technology implications associated with this report. Governance and Member Services will need to make the necessary arrangements with Rotherham Council for the adjustment to the current rates on the Payroll system, when agreed.

HEALTH IMPLICATIONS [Officer Initials RS Date 18/04/2018]

22. There are no direct health implications as a result of this report.

EQUALITY IMPLICATIONS [Officer Initials JG Date 18/4/18]

23. There are no specific equality implications arising from this report.

CONSULTATION

24. The Panel was provided with benchmarking information relating to Members' Allowances from across a range of local authorities, both regional and Mayoral. Information was also provided on the work undertaken by Councillors and various Council Committees (including terms of reference, the frequency and length of meetings.)

25. In carrying out its review of Members' Allowances, the Panel met with the Chief Executive, the Elected Mayor Ros Jones, and 5 other Members who accepted the invitation extended by the Panel to all Members of the Council to meet with the Panel to discuss any aspects of the current Members' Allowances Scheme. The Panel also received feedback from the former Director of Finance and Corporate Services. All Members were also invited to provide written submissions on any aspect of the Scheme for the Panel's consideration.

BACKGROUND PAPERS

- The Local Authorities (Members Allowances) (England) Regulations 2003;
- Scheme of Member Allowances
- Report of the Independent Remuneration Panel - February 2018

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