

BOROUGH OF KETTERING

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Report Originator	Helen Edwards Head of Democratic & Legal Services	<i>Fwd Plan Ref No:</i>	
Wards Affected	All	25th April 2018	
Title	REPORT OF INDEPENDENT REVIEW PANEL – MEMBERS' ALLOWANCES: ADOPTION OF A NEW SCHEME OF MEMBERS' ALLOWANCES		

1. PURPOSE OF REPORT

For Council to consider the findings of the Independent Review Panel and adopt a new Scheme of Members' Allowances.

2. INFORMATION

- 2.1 The Council is required to conduct a regular review of its members' allowances scheme. The current scheme of members' allowances was approved in April 2012, following the receipt of recommendations from the Independent Review Panel on Members' Allowances (IRP).
- 2.2 The composition of the IRP and the briefing pack was agreed by the Council's Standards Committee at its meeting on 9th October 2017. A letter was subsequently sent to all members inviting them to make representations to the Panel either in writing or by personal appointment on the day of the meeting. A letter was also sent to the Clerks of all Town and Parish Councils in Borough advising them of the Review and inviting them to make representations. The date of the meeting of the Panel was also published on the Council's website, advising members of the public that they may submit representations if they so wished.

The panel's members were:-

Professor Steve Leach (Emeritus Professor of Local Government at De Montfort University, Leicester) who chaired the panel.

Ms Sue Watts (Business Development Manager of Northamptonshire Age UK)

Mr Danny Cannon (Kettering Multifaith Forum and a retired local businessman)

- 2.3 The IRP met on the 16th February 2018 and a copy of its subsequent report and recommendations are attached as **Appendix A** to this report.
- 2.4 The Council is required to adopt a scheme of Members' Allowances that adequately supports Councillors in fulfilling the Council's priorities and provides

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the best possible opportunity for any resident who is qualified to become a local councillor to stand for election and serve. The Local Authorities (Members' Allowances) (England) Regulations 2003 require councils to establish and maintain an independent remuneration panel to provide the local authority with advice on its scheme and the amounts to be paid. Local authorities must have regard to this advice.

2.5 The Independent Review Panel were asked to consider the following matters:-

a) Members Allowances

- ◆ Basic Allowances
- ◆ Special Responsibility Allowances
- ◆ Allowance for provision of IT
- ◆ Travel and Other Allowances
- ◆ Childcare and Dependent Carer's Allowances
- ◆ Mayor's and Deputy Mayor's Allowances

b) The Ward Initiatives Fund

2.6 The Research and Development Committee considered the recommendations of the Independent Panel at its meeting held on 4th April 2018. The comments of the Committee are attached at **Appendix B**.

2.7 The Executive Committee considered the recommendations of the Independent Panel, together with the comments made by the Research and Development Committee, at its meeting on 18th April 2018. The Executive Committee's recommendations will be circulated at the meeting.

3. CONSULTATION AND CUSTOMER IMPACT

3.1 The Standards Advisory Committee was consulted on 9th October 2017. It considered that there was a case to exercise austerity in respect of any increases to members' allowances; bearing in mind public perception should members be awarded a pay rise when officers had not had the same opportunity for their salaries to be reviewed in this way. However, it was noted that senior Councillors who were also Portfolio Holders needed to spend considerably more time on Council duties than other members and this should be taken into account. In addition, it was felt that there was a need to attract more people to put themselves forward for nomination, and that members' allowances needed to be fair for all councillors, some of whom may be in a better financial position than others. Members of the Advisory Committee welcomed the current scheme where annual increases were linked to officers' salary increases.

3.2 The briefing pack that was used by the review panel was made available to all members and placed on the Council's website.

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3.3 All members and senior officers were notified of the date when the review panel was to meet and invited to make oral or written representations. A number of members and two senior officers took advantage of this.

3.4 In accordance with the Regulations, a public notice of the Panel's recommendations will appear in the local press and on the Council's website

4. POLICY IMPLICATIONS

The terms of reference of the IRP included consideration of barriers to becoming councillors for different sections of the community and accordingly is in line with the Council's policies in relation to equalities.

5. USE OF RESOURCES

Financial

5.1 Although the terms of reference of the Independent Review Panel excluded the Panel from considering the financial implications, the Council will need to consider and take into account the budgetary implications when making their decision about the scheme.

5.2 The financial implications are outlined in Tables 1 and 2 below.

5.3 The following tables compare the current allowances and budget provision with the possible cost of the scheme under the options outlined in the IRP report;

Proposed Members Allowances	No. Members	Individual		Total	
		Current Allowances	Independent Review Panel	Current Allowances	Independent Review Panel
Leaders Allowance	1	13,397	13,665	13,397	13,665
Deputy Leaders Allowance	1	8,469	8,708	8,469	8,708
Executive Member (Finance)	1	8,605	8,708	8,605	8,708
Executive Members (Portfolio Holders)	4	6,470	6,600	25,879	26,400
Leader of the Opposition	1	6,699	6,833	6,699	6,833
Deputy Leader of the Opposition	1	1,468	1,497	1,468	1,497
Chair of Planning Committee	1	5,335	5,442	5,335	5,442
Chair of Licensing Committee	1	4,001	4,081	4,001	4,081
Standards Committee Members	6	666	666	3,997	3,997
Mayor's Allowance	1	7,656	7,809	7,656	7,809
Deputy Mayor's Allowance	1	1,453	1,482	1,453	1,482
Chair of Standards Committee	1	2,667	2,721	2,667	2,721
All other Chairs of Committee	3	2,667	2,721	8,002	8,162
Basic Allowance	36	5,394	5,502	194,200	198,084
Total Annual Cost				291,829	297,589
Ward Initiatives	36	625	625	22,500	22,500
Total Annual Cost (Inc Ward Initiatives)				314,329	320,089

Table 1: Proposed Members Allowances

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Summary Table	Current Allowances	2018/19 Budget	Independent review panel Option 1	Independent review panel Option 2
Members Allowances	291,829	297,829	297,589	291,829
Ward Initiatives	22,500	22,500	22,500	36,000
Total	314,329	320,329	320,089	327,829

Table 2: Summary including option for increased Ward Initiatives proposal

5.4 Constitutional

The Council's Constitution requires that proposed changes to the Constitution (of which the Scheme of Members' Allowances is part) are adopted by Council.

6. RECOMMENDATIONS

The Council is asked to consider the recommendations of the Independent Review Panel in the light of the views expressed by Research and Development Committee and the Executive Committee.

The formal motion will be tabled at the meeting on 25th April following consideration of this item by the Executive Committee on 18th April.

Background Papers:

Title of Document: Independent Review Panel Briefing Pack

Date: October 2017

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Previous Reports/Minutes:

Ref: Standards Committee
Date: 9.10.17

R & D Committee
Date: 4.4.18

Executive Committee
Date: 18.4.18