

## **SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Council

**DATE:** 21 February 2019

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**WARDS:** All

### **PART I** **FOR DECISION**

#### **REVIEW OF MEMBERS ALLOWANCE SCHEME - RECOMMENDATIONS OF THE INDEPENDENT REMUNERATION PANEL**

1. **Purpose of Report**

To present the Report and Recommendations of the Independent Remuneration Panel's (IRP) in respect of the Council's Members' Allowances Scheme.

2. **Recommendations**

The Council is asked to consider the Independent Remuneration Panel's Report (**Appendix A**) and its recommendations, a summary of which is set out in paragraph 5.5 of this report, and Resolve what action should be taken in respect of these recommendations

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

- 3.1 The Members' Allowances Scheme can help ensure that as many people from as wide a range of backgrounds, experience and skills as possible can serve as Councillors and that they are not barred from standing because they cannot afford to do so. Further the Scheme ensures that they are not financially disadvantaged by serving as Members. By attracting and enabling people of the right calibre to stand for election the Council will be able to further its key priorities more effectively.

4. **Implications**

**Legal**

- 4.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 (the 2003 Regulations) require local authorities to make a Scheme of Allowances for their Members and to establish and maintain an Independent Panel to make recommendations to the Council about the Scheme in respect of which it must have regard before amending the Scheme.

**Financial**

- 4.2 The proposals set out in the report with regard to the Members' Allowances Scheme, if agreed, can be accommodated within existing budget provision. The budget will be uplifted by 2% to take account of the indexation uplift (from 1<sup>st</sup> April 2019).

## **Staffing and Human Rights**

- 4.3 There are no human rights implications and there are no significant staffing implications other than amending the Members' Allowances Scheme and implementing any resultant changes to allowance payments made to members.

## **5 Supporting Information**

### **Background**

- 5.1 In accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council convened its Independent Remuneration Panel (IRP) in 2014 to conduct a comprehensive review of the Members' Allowances Scheme and the Scheme was agreed by the Council at its meeting in February 2015.
- 5.2 The Panel made recommendations to the Council in 2017 on a number of matters that needed review arising from the revised Standards regime, the newly constituted Audit and Risk Committee, co-optees allowances and the remuneration of the Council's Independent Person.
- 5.3 The Panel has now been reconvened under the 2003 Regulations which state that  
Where an authority has regard to an index for the purpose of annual adjustment of allowances it must not rely on that index for longer than a period of **four** years before seeking a further recommendation from the independent remuneration panel established in respect of that authority on the application of an index to its scheme.
- 5.4 It is under the requirement of the '4 year rule' that the IRP has undertaken this review of Members' allowances for Slough Borough Council. A full copy of the IRP report is attached at **Appendix A**.

### **Summary of Recommendations**

- 5.5 The recommendations contained within the IRP's report are set out below for ease of reference:

### **The Chair of the Trustee Committee**

That the SRA for the Chair of the Trustee Committee is set at £1,982, backdated from the date of the Chair's appointment in May 2018. The Panel will revisit this recommendation at the time of the next review to see if the ad hoc workload of the committee has developed as envisaged.

### **Issue Arising I – SRA for Vice Chair of the Trustee Committee**

The Panel is not minded to recommend a SRA for the Vice Chair of the Trustee Committee at this stage.

### **Travel Allowances for Co-optees**

That the allowances scheme is amended so that Co-optees appointed by the Council are exempt from the rule that in-Borough travel expenses cannot be claimed and that

when they attend an approved duty within the Borough they can claim the mileage allowance or if using other forms of transport actual costs subject to most cost effective provisions.

### **Continuation of Indexation**

That indexation of allowances is continued as follows:

- **Basic Allowance, Special Responsibility Allowances, Co-optees' Allowances, the annual cap on the DCA and the remuneration of the Independent Person:**  
Indexed to the annual percentage salary increase for local government staff as agreed by the NJC (at new spinal column 43) to be adopted from 1<sup>st</sup> April 2019 and to run for 4 years (31<sup>st</sup> March 2023).
- **Travel Allowances (Outwith Borough Only):**  
**Mileage:** indexed to the HMRC rates  
**Other Travel:** actual costs subject to most cost effective provisions
- **Travel Allowances (Co-optees within the Borough only):**  
**Mileage:** indexed to the HMRC rates  
**Other Travel:** actual costs subject to most cost effective provisions
- **Subsistence and Overnight Allowances (Outwith Borough Only):**  
Indexed to the maximum rates payable under the South East Employers Subsistence scheme

### **Issues Arising II – Licensing Sub-Committees and Co-Optees' Allowances**

The Panel considered but does not recommend an SRA for Members sitting on Licensing Hearing Sub-Committees.

Similarly, the Panel considered but does not recommend that the current Co-Optees' Allowance is revised.

The Panel notes that there are proposals for the Council to look further at its structures and bearing in mind the Panel has not conducted a full review of the allowance scheme, giving it a health check, it will be more appropriate to look further into issues arising at the next review.

### **Implementation**

That the recommendations contained in this report are implemented as follows:

- **SRA for the Chair of the Trustee Committee:** Backdated to date of appointment at Annual Meeting of the Council 17<sup>th</sup> May 2018 (on the basis that recommendations are considered and agreed by Council before 31<sup>st</sup> March 2019)
- **Travel Allowances for Co-optees:** from the date the recommendations are considered by the next meeting of the Council on 21<sup>st</sup> February 2019
- **Indices:** from 1<sup>st</sup> April 2019

6. **Conclusion**

- 6.1 The Council is asked to consider the recommendations made by the Independent Remuneration Panel set out in the attached Report (**Appendix A**) and agree what action should be taken in respect of them.

7. **Appendix**

- 7.1 Appendix A – Report of the Independent Remuneration Panel.

8. **Background Papers**

None.