

Full Council

17th March 2020



Report of: Monitoring Officer

Title: Recommendations of the Independent Remuneration Panel

Ward: Not applicable

Member Presenting Report: Not applicable

Recommendation

That Full Council considers the recommendations from the Independent Remuneration Panel regarding Members' allowances (as set out in Appendix 1) and approves the scheme as proposed or as amended.

Summary

The legislation requires that recommendations be sought from the Independent Remuneration Panel at least once every four years. In September 2019 a report of the Independent Remuneration Panel was agreed, for implementation from May 2020. The Panel opted to revisit the following areas before the end of the 19/20 Municipal Year;

- Scrutiny Chairs, including Task Group Chairs and the Vice Chair of OSMB
- Deputy Mayors and Cabinet Members
- Co-optees' Allowances

It was subsequently agreed that allowances for the Independent Members of the Audit Committee and Chair of the Health Sub Committee of the People Scrutiny Commission be included.

This report sets out the Panel's recommendations.

The significant issues in the report are:

The proposed amendments to Members' allowances, as set out at Appendix 1, which if approved would come into effect from May 2020.



Policy

1. The policy and procedure for the Independent Remuneration Panel are governed by The Local Authorities (Members' Allowances) (England) Regulations 2003 and subsequent amendments to the regulations.

Consultation**Internal**

1. Not applicable

External

2. Not applicable

Context

3. The Panel was convened under The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021). These Regulations require all local authorities to set up and maintain an advisory Independent Remuneration Panel to review and provide recommendations on Members' allowances, prior to any changes or amendments being made to the Members' Allowances Scheme.
4. The Panel was given general terms of reference, namely to review Bristol City Council's Members' Allowances Scheme and made recommendations to Full Council in September 2019 on the appropriate form and level of remuneration for:
 - All elected Members (including the Mayor);
 - Special responsibility allowances;
 - Childcare and dependant carers' allowances for Councillors;
 - Travel allowances;
 - Allowances for Co-optees;
 - Any other issues covered by the 2003 Regulations.

The September 2019 report of recommendations to Full Council was accepted in full.

5. The Panel deferred consideration regarding remuneration for Cabinet Members, Deputy Mayors, Scrutiny and Independent Members/Co-optees until later in the 19/20 Municipal Year and this report sets out their recommendations.

Other Options Considered

6. Not applicable.

Public Sector Equality Duties

- 7a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.
- 7b) Public Sector Equality Duties were taken into account by the Panel as part of its deliberations.

Legal and Resource Implications

Legal

Legal comments contained throughout the report.

(Legal advice provided by Nick Mimmack, Lawyer).

Financial

(a) Revenue

The IRP proposal to uplift allowances in line with the recommendation of the Independent Remuneration Panel would result in an annual increased spend. This is in addition to what was previously agreed following the first set of recommendations and included in the 20/21 budget report. The additional impact would be part year in 20/21 representing £33k (since from May 2020) and full year from 21/22 onwards representing £36km p.a.

There is an additional SRA proposed of £2k for Chairs of Task and Finish groups, the total cost of

this would depend on the number of task and finish groups throughout the year.
There is no budget provision over and above the annual inflationary provision for Members allowances.

(b) Capital

No Capital implications

(Financial advice provided by Michael Pilcher, Chief Accountant, 06/03/20)

Land

Not applicable.

Personnel

Not applicable.

Appendices:

Appendix 1 – Report of the Independent Remuneration Panel.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.