

APPENDIX A

Supplementary Report of Independent Remuneration Panel to Bristol City Council

August 2016

Introduction

1. Following the consideration of our original report by the Council at its Annual meeting on the 26 May 2015 we were asked to re – convene and re- consider our original recommendations based on affordability given the serious financial pressures the Council faced and, indeed continues to face.
2. We have met on 5 occasions since then at members' request to consider various aspects of the allowance scheme and this supplementary report sets out our final recommendations in full for ease of reference. However, please do also read our original report which sets out our overall approach together with the detailed analysis, justification and basis for individual recommendations.
3. We are conscious that the current scheme was adopted in June 2011 and so a full review of the Member Allowance Scheme is now long overdue. With this in mind we would recommend that the new allowance scheme should take effect from 1 October 2016.

General Principles & Methodology

4. As a Panel we were satisfied that our original methodology and the principles upon which we based the recommendations in our original report were sound and based upon careful consideration of the information and evidence before us.
5. We therefore reaffirmed those principles and were not persuaded we needed to revisit or review the Multipliers recommended to calculate individual SRA's. There was one exception to this, which related to a different approach by the new Mayor to the delegation

of executive decision making, and we have made an adjustment to the multiplier in that instance.

Basic Allowance

6. This is the allowance that every councillor in Bristol is entitled to and includes recognition of the time and effort involved in performing ward councillor duties. The present level of Basic Allowance is set at £11,530. Our original recommendation was to increase it to £12,500 but we were asked to review our recommendations based upon affordability. Somewhat reluctantly, we agreed to recommend a 7.5% reduction at our Panel meeting in October 2015 to an allowance of £11,562.50.
7. We were reluctant to make this reduction, which of course then impacts upon all the levels of SRA allowances, because we firmly believed that an inadequate scheme of allowances could act as a threat to democracy and a potential disincentive to securing good councillors from all sections of the community.
8. When we met again in February 2016 and were addressed by the Deputy Mayor, Group Leaders and Whips there seemed to an almost general consensus that the revised figure recommended as the Basic Allowance was a matter for concern and there would be general support for an upward review.
9. As a result we have reconsidered the position and recommend that the Basic allowance is increased to £12,000. This does, of course, have an impact on all levels of SRA and the revised figures are set out in the body of this report and at Appendix 1.

RECOMMENDATION 1: That the Basic Allowance be increased to £12,000 with effect from October 2016.

Special Responsibility Allowances – Specific Roles:-

Executive Mayor

10. The Elected Mayor is not a councillor and unlike other SRA post holders is not entitled to receive a Basic Allowance. In making a recommendation for the level of the SRA for the Mayor we have been mindful of the need to attract high calibre candidates with the relevant skills knowledge and experience. The current allowance is £66,395 and we have reaffirmed our original recommendation that the new allowance is based upon a multiplier of 6 x BA, resulting in a recommended allowance of £72,000.

RECOMMENDATION 2: That the allowance for the Executive Mayor of Bristol be set at £72,000 (6 x Basic Allowance) with effect from October 2016.

Cabinet Members and the Deputy Mayor

11. The present allowance to Cabinet Members/ Assistant Mayors is £20,266. Under the previous administration the Mayor chose not to share his executive decision making powers and we felt for a number of reasons, which we set out in our original report, that the present level of allowance needed to be reduced. Our recommendation was that the SRA should be 1.5 x BA with an additional supplement of £1500 to recognise the additional responsibilities of the Deputy Mayor

12. We were asked to review this recommendation and were addressed at our meeting in February 2016 by the Deputy Mayor on various aspects of the role and responsibilities of an Assistant Mayor. After careful consideration, however, we reaffirmed our original methodology and our original recommendation.

13. However, we were subsequently asked to consider what our recommendation would be in the event that the new Mayor decided to establish a scheme of executive decision making to his cabinet

and we met to consider the position in April, July and August 2016. At our July meeting we were greatly assisted by evidence from the Mayor personally outlining the makeup of his cabinet, his vision for how he hoped it would develop and the priorities and key tasks as he saw them.

14. We subsequently had sight of draft role descriptions for the new Cabinet Members together with a draft executive scheme of delegation and updated comparator figures with the Core Cities and other Mayoral governance models. As a result we have revised our recommendations and recommend that for Cabinet Members exercising delegated decisions the SRA should be £24,000 (2 x BA) with an additional lead-in payment of £2,000 per annum for the Deputy Mayor to recognise the nature of this particular role.

RECOMMENDATION 3: That the special responsibility allowance for Cabinet Members be set at £24,000 (2 x Basic Allowance) with effect from October 2016;

RECOMMENDATION 4: That the special responsibility allowance for the Deputy Mayor be set at £24,000 plus a lead-in payment of £2000 per annum in order to recognise the additional responsibilities of this position (total £26,000).

NB : In the event that the Mayor does not make a scheme of delegation for executive decision making and the situation continues that, as previously, the Cabinet Members and the Deputy Mayor do not carry the personal responsibility for decision making we recommend that the SRA allowances are as follows:

RECOMMENDATION 3A: That the special responsibility allowance for Cabinet members be set at £18,000 (1.5 x Basic Allowance) with effect from October 2016;

RECOMMENDATION 4A: That the special responsibility allowance for the Deputy Mayor be set at £18,000 plus a lead-in

payment of £1,500 per annum in order to recognise the additional responsibilities of this position (total £19,500).

Cabinet Advisors

15. Since our original report we have been advised that there is no longer any current intention to appoint Cabinet advisors, accordingly our original recommendation that such Advisors should receive a SRA based on a multiplier of 0.25 x Basic Allowance is no longer relevant and we make no recommendation as to an SRA in this supplementary report.

Overview and Scrutiny Chairs

16. The present allowance for the Chairs of the 5 x scrutiny bodies is £6,080. Our original report recommended that the multiplier should be set at 0.75 x BA and we reaffirm this formula which would mean that Overview and Scrutiny Chairs receive a BA of £9,000.

RECOMMENDATION 5: That the special responsibility allowance for Scrutiny Chairs be set at £9,000 (0.75 x Basic Allowance) with effect from October 2016.

Regulatory Committee Chairs

17. The present Scheme of Allowances provides an SRA for the Chairs of 4 x Regulatory Committees at £6,080.

18. We originally recommended that the Chairs of the Development Control, Licensing, Public Safety and Protection and Audit Committees be set at 0.75 x Basic Allowance. We were subsequently asked to consider the possibility of the Public Safety and Protection sub - Committee Chairs also receiving an SRA. We reviewed this at our meeting in October 2015 and agreed that this was appropriate and that the SRA should be set at the same level of 0.75 SRA which is £9,000.

RECOMMENDATION 6: That the special responsibility allowance for the Chairs of the Development Control, Licensing, Public Safety and Protection and Audit Committees be set at £9,000 (0.75 x Basic Allowance) with effect from October 2016.

RECOMMENDATION 7: That the special responsibility allowance for the, Public Safety and Protection sub Committee Chairs be set at £9,000 (0.75 x Basic Allowance) with effect from October 2016.

19. At present, no allowance is paid to the Chair of the Public Rights of Way and Greens Committee. We have been advised of a likely decline in the workload of this Committee, specifically with regard to town and village greens. Accordingly, we do not recommend any change to this position.

RECOMMENDATION 8: That the Chair of the Public Rights of Way and Greens Committee should continue to NOT receive an SRA.

Vice Chairs of the Development Control Committees and Scrutiny Bodies

20. Under the present Scheme, the Vice Chairs of Development Control and Scrutiny Bodies are entitled to an allowance of £1,216. This allowance was intended to recognise the responsibility of those members who support the chairs by attending briefings and sitting in when absence prevents the chair from sitting.

21. We believe the increase to the Basic Allowance should cover the occasional need to Chair a meeting and the separate allowance for the Vice Chair role on committees should be discontinued. Long term absence for a period of 3 months or more should be addressed by the Vice Chair receiving the relevant SRA.

RECOMMENDATION 9: That the special responsibility allowance for the Vice Chairs of all Development Control and Scrutiny Bodies be deleted from the Scheme of Allowances with effect from October 2016

RECOMMENDATION 10: That, in the event that a Chair becomes absent/unavailable for a period of 3 months or more, the Vice Chair receives the relevant SRA

Licensing (Hearings) Sub Committees

22. The Panel received a request as part of its original review to consider a scaled attendance allowance for Licensing Committee members to compensate members for their time and effort in committing to serve on these hearings. Such an arrangement is already in place for employment hearings.

23. The evidence suggests that there is a significant time commitment on such members to read carefully the reports for each case and to formulate judgements based on these and the evidence presented. We believe that a graded scheme of allowances is required to help members and to make sure the administrative burden on the Council in setting up these hearings is minimised and our original recommendation is unchanged.

RECOMMENDATION 11: That a special responsibility allowance be introduced with effect from October 2016 for Members of the Licensing Committee who attend Licensing (Hearings) Sub Committees on the basis of £500 for a minimum of 5 attendances and that any attendances over and above 5 attract a payment of £100 per meeting. In the event of a hearing being cancelled, no SRA would be payable. No SRA would be payable for a telephone-conference based hearing.

Party Group Leaders and Party Whips

24. Both roles are recognised in the present Scheme of Allowances at £12,158 and £6,080 respectively and we recommended that these SRA's were retained based on a multiplier of 1x BA for Group Leaders and 0.5 x BA for Group Whips.

25. At the Panel meeting in February 2016 we were addressed by Group Leaders and Whips in relation to the level of these allowances but concluded that our original recommendation and relevant multiplier should be affirmed. Accordingly it is recommended that Group Leaders receive an SRA of £12,000 and Whips of £6,000.

RECOMMENDATION 12: That the special responsibility allowance for Group Leaders be set at £12,000 (1x Basic Allowance) with effect from October 2016;

RECOMMENDATION 13: That the special responsibility allowance for Group Whips be set at £6,000 (0.5 x Basic Allowance) with effect from October 2016;

RECOMMENDATION 14. That the present restriction that these allowances apply only to Leaders and Whips whose groups hold 10% or more of Council seats should remain.

Lord Mayor and Deputy Lord Mayor

26. Under the present Scheme, the Lord Mayor and Deputy Lord Mayor are entitled to an allowance of £20,266 and £6,080 respectively. The Panel believes the roles of Lord Mayor/Deputy Lord Mayor (i.e. the civic and ceremonial office and not the Executive Mayor) should be recognised in the same way as in the current Scheme. However there is a small adjustment to the allowance to reflect our links to the Basic Allowance.

RECOMMENDATION 15: That the special responsibility allowances for the Lord Mayor and the Deputy Lord Mayor be set at £19,920 (1.66 x Basic Allowance) and £6,000 (0.5 x Basic Allowance) respectively with effect from October 2016.

Multipliers

27. As explained in our main report the Panel recommendations are geared to multipliers of the Basic Allowance of £12,000. These multipliers have been consciously set with regard to what appear to the Panel to be the different levels of responsibility and time commitment attaching to the various roles for which we regard the payment of an SRA as justified.

28. Accordingly, if the Council does not accept our recommended Basic Allowance, we further recommend that the values of the SRAs be adjusted to the present or alternative Basic Allowance, using the same multipliers.

RECOMMENDATION 16: That in the event that the Council does not accept the Panel's recommended level of Basic Allowance, the values of special responsibility allowances be adjusted to the present or alternative Basic Allowance, using the same multipliers.

Co-opted Members' Allowance

29. The present Scheme provides for an allowance of £577 per annum to those persons appointed (including statutory co-optees) to serve as co-opted or appointed members on Scrutiny Commissions and other bodies from time to time as required.

30. As outlined in our main report we believe this arrangement should continue and accordingly make a recommendation, in line with other allowances, relating this allowance as a multiplier of the Basic Allowance.

RECOMMENDATION 17: That the co-opted members' allowance be set at £600 (0.05 of Basic Allowance) with effect from October 2016.

Travel and Subsistence

31. The Panel has noted the provisions for travelling and subsistence within the present Scheme. No evidence has been received in respect of this aspect of the Scheme. Accordingly, the Panel wishes to make no proposal for change in this regard.

RECOMMENDATION 18: That no change be made to the current provisions of the Scheme in relation to members' travel and subsistence (including the list of approved duties to which it applies).

Carers' Allowance

32. The Panel has noted the provisions for the payment of dependent carers' allowance within the present Scheme. No evidence has been received in respect of this aspect of the Scheme. Accordingly, the Panel wishes to make no proposals for change in this regard.

RECOMMENDATION 19: That no change be made to the current provisions of the Scheme in relation to dependent carers' allowance (including the list of approved duties to which it applies).

Indexing of Basic and other Allowance

33. The Panel has noted that the present Scheme makes provision for the Basic Allowance, Special Responsibility Allowances and the Co-optees' Allowance to be increased in line with officers' pay increases.

34. The Panel has taken on board the recent pay award for Officers in making its recommendation on the level of Basic Allowance in this report. The Panel sees great merit in this current provision remaining within the Scheme to provide for any future adjustments pending the next fundamental review of the Scheme.

RECOMMENDATION 20: That the present provisions of the Scheme regarding adjustments to the Basic Allowance (and consequently to other allowances) related to offer pay awards be continued and confirmed for the period up to the next fundamental review of the Scheme.

Michael Cole

Chair of Panel

20 August 2016

Allowances and SRAs

Appendix I

	Numbers	Present Scheme SRA	Totals	Final Recommendations following Meeting on 8th August 2016		
				Formula	SRA	Totals
Mayor	1	£66,395.00	£66,395.00	BA x 6	£72,000.00	£72,000.00
Deputy Mayor (See notes 2 and 3)	1	£20,266.00	£20,266.00	BA x 2 + £2,000	£26,000.00	£26,000.00
Cabinet Members (See notes 2 and 3)	8	£20,266.00	£162,128.00	BA x 2	£24,000.00	£192,000.00
Party Group Leaders	4	£12,158.00	£48,632.00	BA x 1	£12,000.00	£48,000.00
Party Group Whips	4	£6,080.00	£24,320.00	BA x 0.5	£6,000.00	£24,000.00
Scrutiny Chairs	5	£6,080.00	£30,400.00	BA x 0.75	£9,000.00	£45,000.00
Regulatory Chairs	4	£6,080.00	£24,320.00	BA x 0.75	£9,000.00	£36,000.00
PSP Sub Committee Chairs	2	£0.00	£0.00	BA x 0.75	£9,000.00	£18,000.00
Audit Committee Chair	1	£6,080.00	£6,080.00	BA x 0.75	£9,000.00	£9,000.00
Lord Mayor	1	£20,266.00	£20,266.00	BA x 1.66	£19,920.00	£19,920.00
Deputy Lord Mayor	1	£6,080.00	£6,080.00	BA x 0.5	£6,000.00	£6,000.00
Vice Chars of D C Comms & Scrutiny	7	£1,216.00	£8,512.00		£0.00	£0.00
Licensing Sub Committee Members (See note 1)		£0.00	£0.00			£9,000.00
Totals			£417,399.00			£504,920.00
Basic Allowance (BA)	70	£11,530.00	£807,100.00		£12,000.00	£840,000.00
Totals			£1,224,499.00			£1,344,920.00

Notes

1. Licensing Sub Committee figure is for Budget purposes only.

2. These recommendations relate to Deputy Mayor and Cabinet Members with delegated decision making powers.

3. Recommendations relating to Deputy Mayor and Cabinet Members without delegated decision making powers are as follows:

Deputy BA x 1.5 + £1,500 = £19,500

Cabinet Members BA x 1.5 = £18,000