

**PUBLIC**

**AGENDA ITEM No. 12**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL MEETING**

**15 May 2019**

**RECOMMENDATIONS OF THE INDEPENDENT REMUNERATION  
PANEL**

**Report of the Director of Legal and Democratic Services and  
Monitoring Officer and Director of Finance and ICT**

**Purpose of the Report**

To receive the Report of the Independent Remuneration Panel and to consider its recommendations and to approve the proposed Members Allowance Scheme for 2019-20.

**Information and Analysis**

The Report of the Independent Remuneration Panel is appended to this report.

The Council is required to publish a Members Allowances Scheme and consider recommendations from the Independent Remuneration Panel and is attached as an appendix.

The Independent Remuneration Panel has been meeting throughout 2018/2019 and has undertaken a thorough appraisal of the allowances and expenses paid to Elected Members.

As part of its work, the Independent Remuneration Panel has considered evidence before reaching its conclusions, this includes evidence from:

- A review of the existing Members Allowance Scheme;
- A review of the proposed revisions to the Council's Constitution and any potential implications upon the council's governance framework which may impact on Elected Members including impact on workload;
- Consideration of the Member Role Profiles, including the proposed profiles for the Chairman of the County Council, Civic Chairman of Derbyshire County Council and Vice Civic Chairman of Derbyshire County Council;

- Oral submissions from the Leader of the Council; Director of Legal and Democratic Services and Director of Finance and ICT.

### **Considerations**

In preparing this report the relevance of the following factors has been considered: financial, legal, prevention of crime and disorder, equality and diversity, human resources, environmental, health, property and transport considerations.

### **Background Papers**

Derbyshire County Council's Constitution.

### **OFFICER'S RECOMMENDATION**

To receive the Report of the Independent Remuneration Panel and to consider its recommendations and to approve the proposed Members Allowance Scheme for 2019-20.

**Janie Berry**  
**Director of Legal and Democratic Services and Monitoring Officer**

**Peter Handford**  
**Director of Finance and ICT**

**Report of the Independent Remuneration Panel**

**Derbyshire County Council**

May 2019

**Table of Contents:**

- 1. Background**
- 2. Terms of Reference**
- 3. Process of the Review**
- 4. Results of Review and Recommendations**
- 5. Work Programme for 2019/20**
- 6. Conclusion**

**Appendix 1 – Proposed Special Responsibility Allowances**

**Appendix 2 – List of Committee Chair Roles in receipt of an SRA**

## 1. Background

1.1 The current Derbyshire County Council Independent Remuneration Panel comprises five members, none of whom are members of the Council or any of its committees, nor an employee of the Council. The members are:

- **Mr Ian Orford (Chair)**  
Former Senior Bank Official. Member since September 2012.
- **Mrs Pat Boyle**  
Magistrate, Governor Royal Hospital, Chesterfield and Independent person on Chesterfield Borough Council Standards and Complaints Committee. Former Bank Official. Member since June 2013.
- **Mr Denis Heaney**  
Former Investigations Manager HMRC, previously an Independent Member of the Derbyshire Police Authority Standards Committee and the County Council's Standards Committee. Member since December 2014
- **Mr Andrew Sharpe**  
Clerk and Responsible Financial Officer for a number of Parish Councils in Derbyshire. Former Head of Democratic Services and Deputy Monitoring Officer with Erewash Borough Council. Member since December 2014
- **Mr Simon Westwood**  
Independent Chair of the Safeguarding Children Board for the City of Salford Council and the City of York Council. Worked for the County Council until 2000, having held the posts of Head of Planning and Projects and Head of Planning and Strategic Development. Member since December 2014

1.2 The panel met four times during the 18/19 year.

## 2. Terms of Reference

2.1 The Local Government Act 2000 and the Consolidated Members' Allowances Regulations 2003, and subsequent amendments, require Independent Remuneration Panels to offer advice and rules on what Councillors may claim as expenses and allowances. Specifically, they consider the following allowances:

- Basic allowance
- Special responsibility allowance
- Child care and dependent carer's allowance
- Pensions for members
- Travel and subsistence allowances
- Co-optee allowances
- Provision for suspension of allowances in certain circumstances
- Suitability of an index for allowances and what that index might be.

2.2 All recommendations are to be published and considered by all Councillors and must be voted on by the full Council.

## 3. Process of the Review

The Panel has held meetings with the Director of Legal and Democratic Services in order to gain an understanding of revisions to the Constitution of the Council, the changes to Improvement and Scrutiny arrangements and the on-going review of Governance.

The Panel also met with the Leader of the Council in order to understand his view of these changes and the changes to the roles of Chairman of the County Council and introduction of the role of Civic Chair of Derbyshire County Council.

In particular the Panel reviewed the respective responsibilities and workloads of the roles in receipt of an SRA and the impact upon these of the changes mentioned above.

#### **4. Results of Review and Recommendations**

##### **4.1 SRA for Leader of the Council**

**The Panel recommends the SRA for the Leader of the Council is set at £36,000 for the Year 2019/20.** This is the Full Allowance upon which all other SRAs are based.

##### **4.2 SRAs for Chair and Vice Chair of Committees**

The panel reviewed the role profiles of these positions and met with the Leader of the Council and Executive Directors in order to more fully understand the roles and responsibilities.

The panel is of the view that all of these roles are of similar scope and level of responsibility and therefore should attract the same level of SRA. This means that the Panel recommends an increase in the SRAs for the Chairs and Vice Chairs of the following Committees: Governance, Ethics and Standards; Audit; Pensions and Investments.

##### **Recommendations:**

**4.2.1 The SRA for the Chair of the Committees, listed in appendix 2, should be 25% of the full allowance, that is £9,000 for the year 2019/20.**

**4.2.2 The SRA for the Vice Chair of these Committees should be 10% of the full allowance, that is £3,600 for the year 2019/20**

##### **4.3 SRA for the Civic Chair of Derbyshire County Council and the Chair of the County Council**

The Panel understand the rationale for the splitting of these responsibilities and the importance of the "Civic Diary" in supporting the profile of the Council at events throughout the County and more widely.

The Panel considers the role of Civic Chair of Derbyshire County Council is of similar magnitude to those of the Committee Chairs listed in appendix 2 and therefore should attract the same SRA.

The Panel, therefore, recommends an SRA of 25% of the full allowance (£9,000 for 19/20) for the Civic Chair role and understands that it will develop over time and intends to review the workload and time commitment over the ensuing period to ensure that the recommended SRA remains appropriate. It is understood that the holder of this position will also act as Vice Chair of the County Council and that no separate SRA will be paid.

Following a similar rationale, we recommend that the role of Vice Civic Chair of Derbyshire County Council is remunerated at the same level as Vice Chair of the listed Committees. That is an SRA of 10% (£3,600 for 19/20).

The Panel considers that the role of Chair of the County Council, whilst important, requires a lesser time commitment and therefore recommends a SRA of 5% (£1,800 for 19/20).

**Recommendations:**

**4.3.1 The SRA for the Civic Chair of Derbyshire County Council should be 25% of the full allowance, that is £9,000 for the year 2019/20.**

**4.3.2 The SRA for the Vice Civic Chair of Derbyshire County Council should be 10% of the full allowance, that is £3,600 for the year 2019/20.**

**4.3.3 The SRA for the Chair of the County Council should be 5% of the full allowance, that is £1,800 for the year 2019/20.**

**4.4 SRAs for Cabinet Support Members**

**The Panel recommends that the SRAs for these roles are aligned with those of Committee Chairs at 25% of the full allowance, that is £9,000 for the year 2019/20.**

**4.5 Indexation of Basic Allowance**

The Basic Allowance is linked to pay awards agreed by the National Joint Council for Local Government Services. An increase of 2% was applied from 1 April 2019 resulting in the Basic Allowance being £10,906. The Panel does not recommend any further change.

**5. Work Programme for 2019/20**

The panel intend to continue to keep under review all aspects of the allowances paid to Members. In particular we will review the workload of the Civic Chair and Vice Chair of Derbyshire County Council to ensure the SRA remains appropriate and the on-going changes to the Governance of the Council and the impact of this on levels of workload and responsibility.

The panel would welcome input from any Elected Member or Council Official with regard any aspect of the panel's responsibilities.

**6. Conclusion**

In preparing this report, and the recommendations contained herein, the Panel wishes to thank those Members and Council Officers who contributed to our discussions and assisted the Panel in its work.

## Appendix 1

<b>Proposed Members Allowances 2019/20</b>	<b>%</b>	
Basic allowance per annum		10,906.00
SRA LEADER	100	36,000.00
SRA Deputy	75	27,000.00
Cabinet	50	18,000.00
Leader of Main Opposition Group	45	16,200.00
Leader of Minority Opposition Group (with at least 10% of Council Members)	15	5,400.00
Cabinet Support Member	25	9,000.00
Chair of the County Council	5	1,800.00
Civic Chair of Derbyshire Council and Chair of those Committees listed in Appendix 2	25	9,000.00
Vice Civic Chair of Derbyshire County Council and Vice Chair of those Committees listed in Appendix 2	10	3,600.00
Fostering Panel		1,910.00
Adoption Panel		955.00

A member cannot be in receipt of more than two SRAs at any one time.

## Appendix 2

### List of Committees whose Chair and Vice Chair are entitled to an SRA

- 1 Improvement and Scrutiny Committee – Resources
- 2 Improvement and Scrutiny Committee – Places
- 3 Improvement and Scrutiny Committee – People
- 4 Improvement and Scrutiny Committee – Health
- 5 Planning Committee (Regulatory)
- 6 Governance, Ethics and Standards Committee
- 7 Audit Committee
- 8 Pensions and Investments Committee
- 9 Appointments and Conditions of Service Committee