

INDEPENDENT REMUNERATION PANEL REPORT

1 SUMMARY

- 1.1 This report contains the recommendations from the Independent Remuneration Panel regarding Members' allowances for 2007/08.

2 BACKGROUND

- 2.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 require that each Council sets up an Independent Remuneration Panel to make recommendations about the level of allowances for Members.
- 2.2 The Council has to have regard to the advice of the Panel, except in the area of pensionable allowance where the view of the Panel is binding if it does not recommend implementation. The Panel has not recommended that any allowances should be pensionable.

3 DISCUSSION AND PROPOSALS

- 3.1 The report of the Independent Remuneration Panel is attached at Appendix 1.
- 3.2 Tony Payne, one of the members of the Panel, will be present at the meeting to present the report.
- 3.3 In summary, the main recommendations from the Panel are as follows:-
- Basic Allowance to be set at the average for Essex (see paragraph 3.1 in Appendix 1).
 - The existing formula for the calculation of Group Leaders' and Deputy Group Leaders' allowances to be abandoned. Instead, specific special responsibility allowances to be established for the positions of Leader of the Council, Deputy Leader of the Council (when the position is filled) and Opposition Group Leaders (paragraphs 3.2 and 3.6 of Appendix 1).
 - Chairman and Vice Chairman's allowances to remain at the existing multiples of the basic allowance (paragraph 3.3 of Appendix 1).
 - Committee Chairman's special responsibility allowance to be increased to 50% of the basic allowance (paragraph 3.4 of Appendix 1).
 - Committee Vice-Chairman's and Sub-Committee Chairman's special responsibility allowances to remain at the existing multiples of the basic allowance (paragraphs 3.4 and 3.5 of Appendix 1).
 - Dependant Carer's allowance to be established with separate rates for childcare allowance and dependant care allowance, based on actual expenditure incurred (paragraph 3.7 of Appendix 1).

- Travel and subsistence rates to remain at current levels, with the exception of the establishment of a single mileage allowance (paragraph 3.8 of Appendix 1).

4 RISK IMPLICATIONS

- 4.1 To minimise reputational risk the Council needs to have regard to the recommendations of the Independent Remuneration Panel.

5 RESOURCE IMPLICATIONS

- 5.1 Based on the current structure, the cost of the remuneration scheme would be £210,000. Any claims made for reimbursement of childcare or dependant care costs would be in addition to this, but based on the experience of other authorities in Essex, this is likely to be minimal. These costs have been built into the 2007/08 budget strategy.

6 PARISH IMPLICATIONS

- 6.1 The Independent Remuneration Panel has a role in reviewing Parish schemes, and this year has reviewed the Ashingdon and Hockley Parish and Rayleigh Town Council remuneration schemes at the request of these Councils.

7 RECOMMENDATION

- 7.1 It is proposed that the Committee **RECOMMENDS** to Council that it **RESOLVES** to adopt the remuneration scheme proposed by the Independent Remuneration Panel for 2007/08.

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Background Papers:-

Notes of meetings of Independent Remuneration Panel held on 6,15,20 and 29 November 2006.

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