

COUNCIL

11 July 2016

WELLAND INDEPENDENT REMUNERATION PANEL

Report of the Director for Resources

Strategic Aim:	All	
Exempt Information	No	
Cabinet Member(s) Responsible:	Mr T C King, Leader and Portfolio Holder for Finance and Development	
Contact Officer(s):	Debbie Mogg, Director for Resources	01572 758358 dmogg@rutland.gov.uk
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Ward Councillors	N/A	

DECISION RECOMMENDATIONS

That Council:

1. Note that Harborough District Council, Melton Borough Council, Rutland County Council and South Kesteven District Council constitute the current participating authorities of the Welland Independent Remuneration Panel.
2. Approve that the Panel be made up of four Members and be quorate with three.
3. Approve the re-appointment of the three existing Panel Members as set out at paragraph 2.4 of the report and the term of office for the appointments be four years.
4. To approve the appointment of a new Panel Member being Ian Davis and the term of office for the appointment be four years.
5. Approve the appointment of Chair of the Panel being John Cade and the term of office for the appointment be four years.
6. Approve the payment arrangements to the Chair of the Panel and Panel Members as set out at paragraphs 2.6 and 2.7.

1 PURPOSE OF THE REPORT

- 1.1 To consider the constitution and membership of the Welland Independent Remuneration Panel ('the Panel').

2 BACKGROUND AND MAIN CONSIDERATIONS

- 2.1 The Council has a statutory requirement to establish and maintain an independent Members' Allowances Panel, which will broadly have the functions of providing the local authority with advice on its scheme and the amounts to be paid. Local Authorities must have regard to this advice but may then determine what action they wish to take. The Council engages The Welland Partnership Members' Remuneration Panel, who are an independent body, for this purpose.
- 2.2 The recent resignation of a Panel Member would have left a Panel of three Members which is the minimum membership required for a Remuneration Panel. To ensure that the Panel is able to operate effectively and with flexibility to deal with any issues around conflict or lack of availability it was considered that at least one additional Panel Member be sought.
- 2.3 A recruitment process was recently carried out across the three authorities involved including promotion by advertisement in each authority's area. An interview for a new Panel Member was held on 21 April 2016 and Ian Davis was recommended for appointment subject to the Council's approval.
- 2.4 The three existing Members of the Panel have been asked if they wish to continue in their roles. This retention of Panel Members has the advantages of continuity and retaining the experience and knowledge gained from previous reviews. The following have agreed to continue in their roles over the ensuing four years and the Council is asked to approve their appointments as follows :-

John Cade	Chair of the Panel
John Greenwood	Panel Member
Gordon Wells	Panel Member

- 2.5 Harborough District Council is no longer a member of the Welland Partnership, but they have opted to remain part of the Welland Remuneration Panel. The legislation provides that two or more authorities are able to join together to form a joint Remuneration Panel and those who are working together on these arrangements are Harborough District Council, Melton Borough Council, Rutland County Council and South Kesteven District Council. The Panel is proposed to be known as the Welland Independent Remuneration Panel.
- 2.6 Payment to the Chair of the Panel across the participating authorities has varied in the past and for consistency the following payments are proposed inclusive of travel, subsistence and any other out of pocket expenses :-

	£
Full Review	1,000
Chair's final report	500
Presentation of report to Full Council	500
Interim Review	500

Chair's final report 250

Presentation of report to Full Council 250

2.7 Panel Members will be reimbursed for travel and subsistence.

2.8 Council approved the current arrangements for its Members Allowance Scheme in January 2015 presented in Report 10/2015, which contained recommendations from the Welland Partnership Members' Remuneration Panel. In accordance with the legislation, a full review is required every four years. The Council is due to have its Member remuneration arrangements reviewed in 2019.

2.9 The other participating authorities will also seek approval of the arrangements set out in this report.

3 CONSULTATION

3.1 There has been consultation with Harborough District Council, Melton District Council, Rutland County Council and South Kesteven District Council as participating authorities of the Welland Independent Remuneration Panel.

4 ALTERNATIVE OPTIONS

4.1 The ability to attract and retain interested and hard working Members is essential and to do this a fair, structured and transparent process to set remuneration arrangements is required in accordance with the legislation.

4.2 The Council has a statutory requirement to establish and maintain an independent Members' Allowances Panel.

4.3 The Council could recruit its own Members Allowances Panel but it would then be responsible for the whole financial and administrative burden.

5 FINANCIAL IMPLICATIONS

5.1 There were no financial and resource implications in the recruitment process to the Panel for RCC as Melton Borough Council led this in-house from existing resources.

5.2 There may be financial implications in the review of Members' allowances that will be held in 2019 in accordance with the fees detailed in paragraph 2.6 and 2.7 and any resulting recommendations from the Panel regarding allowances. With the introduction of a tariff for payment, it will be easier to forecast the amount we will need to spend on this statutory function.

6 LEGAL AND GOVERNANCE CONSIDERATIONS

6.1 Under the Local Authorities (Members Allowances) (England) Regulations 2003, the Council is required to establish and maintain an Independent Remuneration Panel. The purpose of the Panel is to review the existing Scheme of Allowances, including the Special Responsibility Allowances, paid to Members and to make recommendations to the Council on the appropriate level of payments to be made in the future.

- 6.2 The legislation advises that a Remuneration Panel be made up of at least 3 members and that cannot include Members or co-opted Members of the participating authorities.

7 EQUALITY IMPACT ASSESSMENT

- 7.1 An Equality Impact Assessment (EqIA) has not been completed as the recommendations in the report do not have any disproportionate impact on people with protected characteristics under equalities legislation.

8 COMMUNITY SAFETY IMPLICATIONS

- 8.1 There are no community safety implications.

9 HEALTH AND WELLBEING IMPLICATIONS

- 9.1 There are no health and wellbeing implications.

10 CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

- 10.1 This partnership arrangement ensures that Rutland County Council is compliant with statutory requirements and provides economies in terms of the financial and administrative burden. The recommendations within this report arise from the need to review the membership due to the resignation of a Member of the panel and to ratify the arrangements regarding appointments and quoracy of the panel.

11 BACKGROUND PAPERS

- 11.1 There are no additional background papers.

12 APPENDICES

- 12.1 There are no appendices to this report.

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