



Full Council	Tuesday, 31 July 2018	Matter for Information and Decision
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Report Title: **Recommendations of the Independent Remuneration Panel**

Report Author(s): **David Gill (Head of Law & Governance / Monitoring Officer)**

Purpose of Report:	This report has been produced by the Independent Remuneration Panel (IRP) which considers and recommends to Full Council any and all matters that relate to Members' Allowances.
Report Summary:	This report follows on from two earlier reports to Full Council in December 2015 and 2017 relating to payment for additional time the Leader of the Council has spent on Council business.
Recommendation(s):	That the Leader of the Council receives an additional final payment of £2,000 in relation to the additional time the Leader has spent on Council business over the past two years.
Responsible Strategic Director, Head of Service and Officer Contact(s):	Anne Court (Interim Chief Executive) (0116) 257 2602 anne.court1@oadby-wigston.gov.uk David Gill (Head of Law & Governance / Monitoring Officer) (0116) 257 2626 david.gill@oadby-wigston.gov.uk
Corporate Priorities:	Not applicable.
Vision and Values:	Not applicable.
Report Implications:-	
Legal:	There are no implications arising from this report.
Financial:	The recommended additional final payment is within the budget set aside for 2018/19.
Corporate Risk Management:	No corporate risk(s) identified.
Equalities and Equalities Assessment (EA):	There are no implications arising from this report. EA not applicable.
Human Rights:	There are no implications arising from this report.

Statutory Officers' Comments:-	
Head of Paid Service:	The report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	As the author, the report is satisfactory.
Consultees:	The Independent Remuneration Panel (IRP)
Background Papers:	Report to Full Council on 8 December 2015, Recommendations of the Independent Remuneration Panel Report to Full Council on 5 December 2017, Recommendations of the Independent Remuneration Panel
Appendices:	None.

1. Background

- 1.1 Members will recall that on 08 December 2015, Council received and approved a report from the Independent Remuneration Panel (IRP) which recommended that the Leader received a payment of £1,000 to compensate him for the increased workload arising from the evolving responsibilities and activities connected to his role.
- 1.2 That payment was expressed as an interim payment pending the IRP taking and considering evidence regarding the Leaders' increased workload over and above the normal duties relating to his position.

2. Information

- 2.1 In its report of December 2015, the IRP detailed the issues in the following manner:

"The IRP is becoming increasingly conscious that the responsibilities and activities of the role of Leader of the Council are changing and appear to be increasing. There are a number of national and local factors which are causing and contributing to this which include:

- a. Combined Authorities*
- b. Devolution*
- c. Extra ordinary projects*

The IRP recognises that due to a combination of the above the Leader of the Council has experienced a significant increase in activity and responsibility this year. The IRP would now like to fully consider the wider implications of these and other potential changes.

The IRP is therefore proposing to take evidence and consider these and any other implications and report to Council later in the year with its recommendations.

In the meantime, the IRP has received information in relation to some of the

additional time that the Leader of the Council has spent on Council business until October 2015 and considers it reasonable to recommend that the Council pays an additional £1,000 as an interim payment to the Leader until further and fuller consideration can be given later in the year”.

- 2.2 The IRP are also aware of the additional duties falling upon the Leader arising from the widely publicised grievance issues, which first became known in May 2015. Those issues had a considerable impact upon the Leader’s workload and required frequent attention, with a resultant impact on his family and social life.
- 2.3 On 05 December 2017, in accordance with the spirit of the resolution passed in December 2017, Council received a further report from the IRP which recommended that the Leader received a final payment of £2,000 in recompense for the additional work that he had undertaken between December 2015 and 2017 as the matters had become more protracted than originally envisaged.
- 2.4 At that meeting, Members voted against the recommendation.

3. Current Position

- 3.1 Since Members’ decision in December 2017, the Leader has continued to be actively involved in supporting Officers in the recruitment process for the appointment of a permanent Chief Executive, which has proved extraordinarily difficult for various reasons. The Leader accepts that such involvement is expected of him in his role as Leader and he seeks no additional payment for that work.
- 3.2 However, the Leader considers that in advance of any decision on the appointment of a Chief Executive, this would be an appropriate juncture to draw a line under his ‘hands on’ support for Officers and that the issue of any additional recompense should be reconsidered at this point so as not to create a future distraction.

4. Conclusions

- 4.1 Currently, under the Members Allowance Scheme for 2018/19, the role of the Leader receives a fixed Special Responsibility Allowance (SRA) of £10,000.
- 4.2 Having regard to the fact that, since May 2015, the Leader has had to deal with a number of complex issues, about which they have been fully appraised, the IRP recommends that the Council pay an additional sum of £2,000 as a final payment to the Leader.