

Members' Allowances Review
For
Oadby & Wigston Borough Council

Report of the
Independent Remuneration Panel

16 April 2019

RECOMMENDATIONS

The Panel makes the following recommendations:

(a) Special Responsibility Allowances (SRA) to be agreed as set out in the following table.

Special Responsibility	SRA (£)
Leader of the Council	10,000
Deputy Leader of the Council * halved where shared	2,500*
Leader of the Opposition Group # pro rata based on the total membership of groups where applicable	2,500#
Chairman of Policy, Finance & Development, Service Delivery, Development Control	3,500
Vice Chairman of Policy, Finance & Development, Service Delivery, Development Control	1,150
Chairman of Council (Mayor)	3,500
Vice Chairman of Council (Deputy Mayor)	1,000
Chairman of Licensing & Regulatory Committee	2,500
Vice Chairman of Licensing & Regulatory Committee	1,000
Generic Task Group Chairman Allowance (pro rata if the Group disbands)	1,000
Change Management Committee Chairman	1,000
Community Engagement Forum Chairman	1,000
Children and Young Peoples' Forum Chairman	1,000
Community Safety Partnership Chairman (where it is a Member of the Council)	1,000
Place Shaping Working Group Chairman	1,000
Health and Wellbeing Board Chairman	1,000
Residents' Forum Chairman(s)	1,000
Members Standards Complaints – Adjudication Panel (up to 4 hours*, over 4 hours** per attendance)	50* or 100**
Member of Licensing Panel (up to 4 hours*, over 4 hours** per attendance)	30* or 60**
Member of Internal Interview Panel (up to 4 hours*, over 4 hours** per attendance)	50* or 100**
Representative on Outside Body (up to 4 hours*, over 4 hours** per attendance)	30* or 60**

(b) The Members Allowance Scheme included at Appendix A to this report be adopted, to be effective for the period 10 May 2019 until 9 May 2020.

(c) That a Basic Allowance of £4,750 should continue to be paid to each Councillor with effect from 10 May 2019.

(d) That Members should be permitted to claim no more than two Special Responsibility Allowances.

(e) The Council note the results of the Panel's continuing work and benchmarking exercise against comparable local authorities.

INTRODUCTION

The Local Authorities (Members' Allowances) (England) Regulations 2001, requires Local Authorities to establish and maintain an Independent Remuneration Panel (IRP). The Local Authorities (Members' Allowances) (England) Regulations 2003, placed additional responsibilities on the role of the Panel.

The purpose of the Panel is to make recommendations to the Authority about allowances to be paid to Elected Members. The Panel has a duty, each year, to advise the Authority on its scheme and the amounts to be paid. The Council must have regard to this.

Membership of the Panel

The Panel comprises of the following individuals:-

- Mr Laurie Faulkner - Magistrate and retired Head of Business Development at De Montfort University
- Mr David Wood - Self Employed Local Resident
- Mr John Whiting - Local Resident and Retired Tax Inspector

Process of the Review

The Panel has addressed the requirements of the Regulations in drawing up the recommendations for the Council's 2019/20 Scheme.

The 2016 review had sought to rebalance the Scheme to produce a more transparent and simplified structure.

The Panel is aware that the Council is minded not to alter the Scheme until 2020 and therefore recommends the adoption of the attached Scheme for the 2019/20 municipal year.

HISTORY

The scheme for 2016/17 revisited the basic principles that the Panel wished to focus on in 2013 in increasing the Basic Allowance and further streamlined the Special Responsibility Allowances by reducing them from eight bands to four.

2019/20 Scheme – Work since April 2018

The Panel has met on two occasions, 31 October 2018 and 15 January 2019 to consider the scheme and make recommendations to Council.

The Panel notes that in 2016/17 the Council adopted the majority of the Panel's recommendations and the Panel has continued to carry out benchmarking of the current structure against the cluster of other comparable local authorities.

Special Consideration – Leader's Allowance

At the request of the Leader in October 2017, consideration was given to whether, as a result of ongoing employee issues, a special additional payment was warranted for the temporary increase in workload. After hearing evidence of the nature of the work undertaken, the Panel recommended an additional one off payment of £2,000. Full Council subsequently approved authorisation of this payment in July 2018.

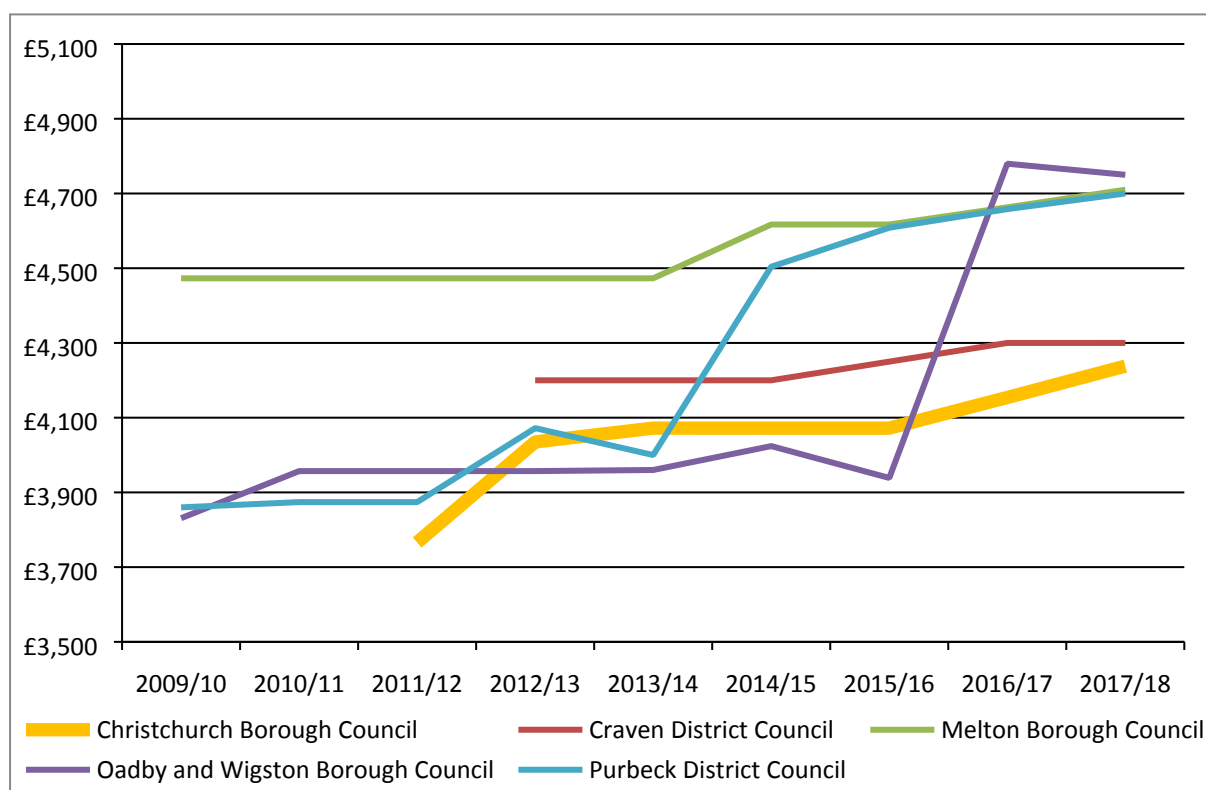
OVERVIEW OF CLUSTER OF SIMILAR AUTHORITIES

In a similar way to last year, data was collected from a cluster of fourth option local authorities which is set out below.

Authority	Population	Number of Councillors	Basic Allowance October 2017
Christchurch Borough Council	48,368	24	£4,072
Craven District Council	55,800	30	£4,300
Melton Borough Council	50,900	28	£4,710
Oadby and Wigston Borough Council	56,170	26	£4,750
Purbeck District Council	46,200	25	£4,700
Averages	51,488	27	£4,506

Analysis of basic allowance payments across the cluster show that Oadby & Wigston Borough Council now pays the highest allowances in the cluster

Chart of Basic Allowances for Similar Authorities



The chart above shows that Oadby & Wigston Borough Council has addressed the long standing issue of the low level of Basic Allowance, and in common with Purbeck District

Council, has chosen to review this on a periodic basis as opposed to applying an annual increase based on the index-linked pay award for staff.

Basic and SRA per Resident for Similar Authorities for 2017/18

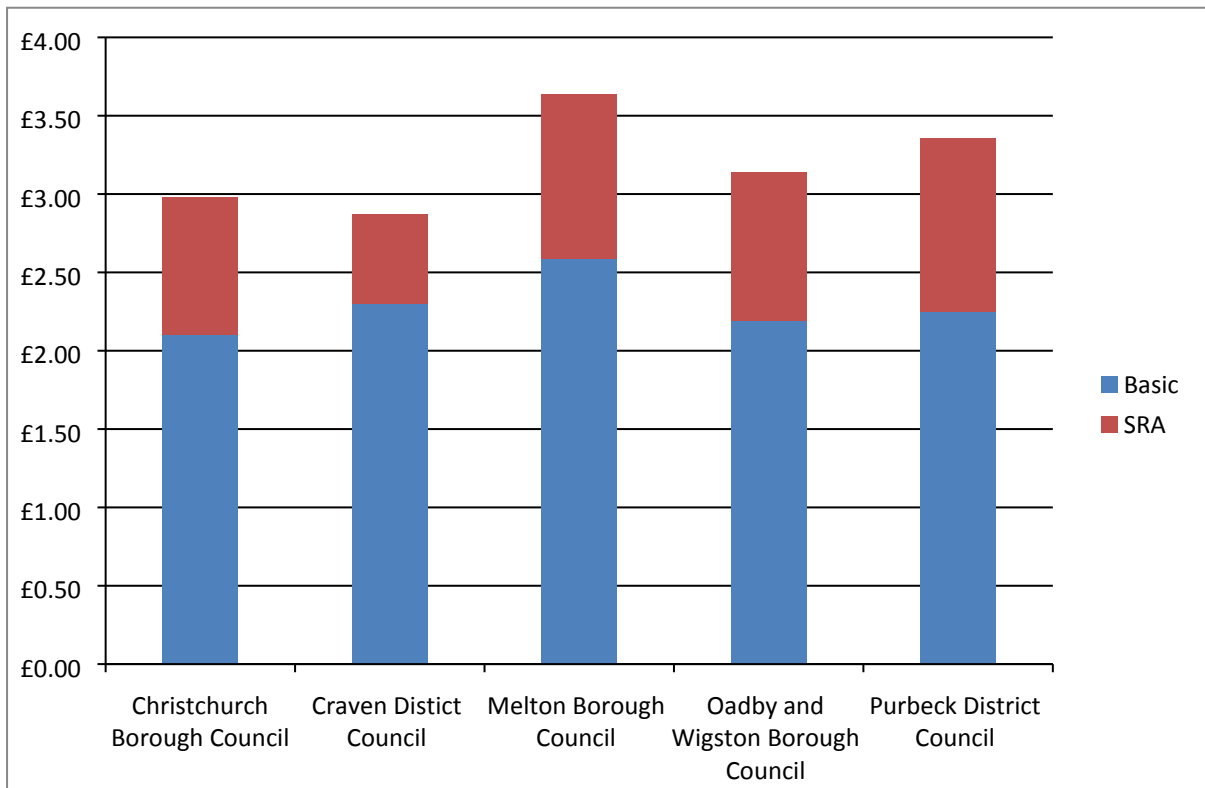
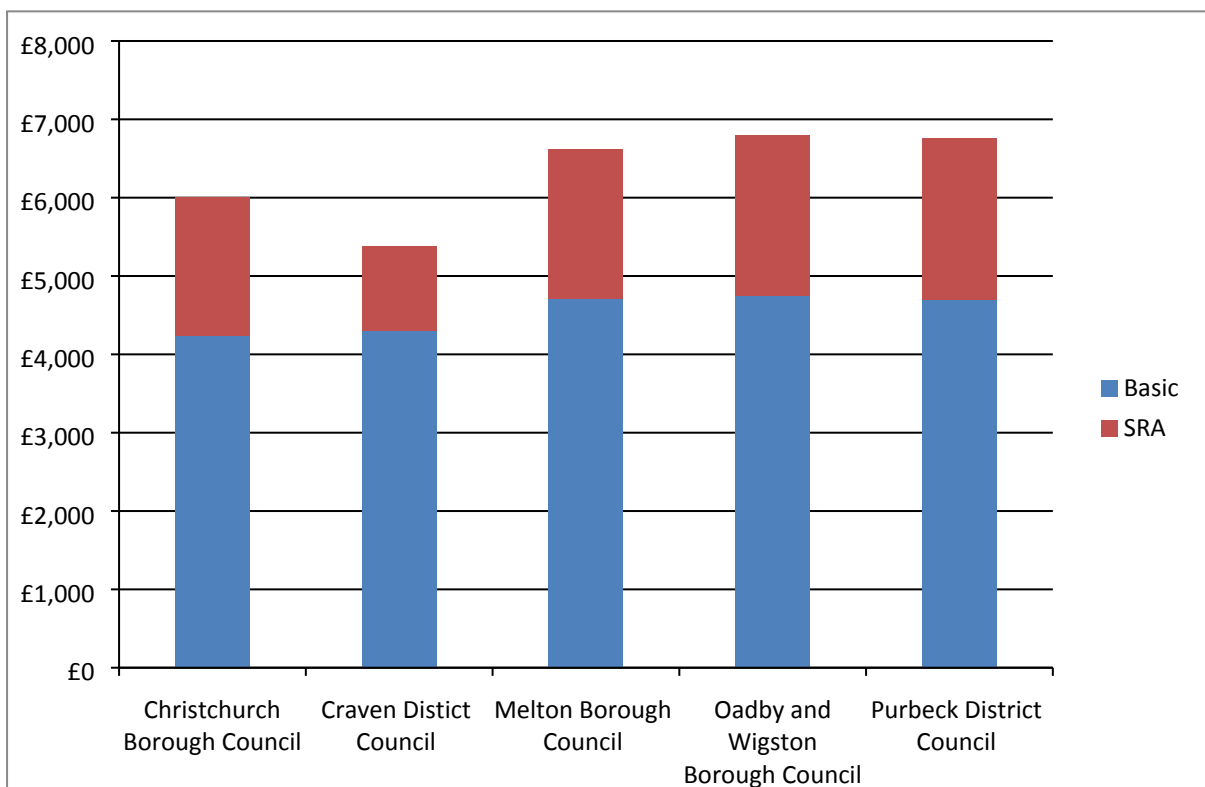


Chart of Basic and SRA per Councillor for Similar Authorities for 2017/18



Future Work Plan

The Panel will continue with its benchmarking exercises however it will need to identify a new cluster of similar authorities as both Purbeck District Council and Christchurch Borough Council will merge into new Unitary Authorities in May 2020. In addition Melton Borough Council is moving to an executive model and this will impact on the balance of basic to special responsibility allowances. and will periodically review the Scheme and make recommendations as necessary.