

# REPORT OF THE INDEPENDENT REMUNERATION PANEL

Meeting held on 19th October, 2006

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## Membership:

Ms Liz Griffin (Hereford Times), Robert Hunt (Special Metals, Wiggins Ltd), Will Lindesay (Herefordshire Voluntary Action), Steve Marlor (Sun Valley Foods Ltd), Colin Osborne (Hereford/Ross/Leominster Journal)

Before making any decisions on the level of allowances paid to Members, Council must have regard to the recommendations of an independent remuneration panel.

## REVIEW OF MEMBERS ALLOWANCES

1. The Panel met to review the Members' Allowances Scheme in respect of Basic and Special Responsibility Allowances (SRA) to take effect following the local authority elections in May 2007.
2. In reaching its conclusions the Panel took a number of factors into consideration, including:
  - the current level of Members' Allowances;
  - levels of Members' Allowances at a number of local authorities similar in size and make-up to this Council, as well as Worcestershire County Council;
  - changes to the political structure within the Council;
  - the number of meetings, responsibility and workload for individual committee chairmen;
  - ICT proficiency enhancements;
  - performance related elements.
3. The Panel has noted that the Council needs to attract the right calibre of person at the next elections and has formed the view that some uplift in the basic and SRA would go some way to achieving this aim.
4. The Panel is of the opinion that the Members' travel and subsistence rates were not in need of adjustment, but that the Childcare and Dependent Carers' allowance should reflect current market rates.
5. For ease of reference the current Members' Allowances Scheme is attached at Appendix 1 and the proposed scheme is attached at Appendix 2.

## RECOMMENDATIONS TO COUNCIL

- THAT (a) the Basic Allowance be amended to £7,000 (current £6,165);**
- (b) Special Responsibility Allowances be amended as follows:**
- |               |                                  |
|---------------|----------------------------------|
| <b>Band 1</b> | <b>£27,000 (current £26,586)</b> |
|---------------|----------------------------------|

**Band 2                      £11,000 (current £10,635)**

**Band 3                      £8,500 (current £8,212)**

**Band 4                      £1,500 (current £1,368)**

- (c) Special Responsibility Allowances be attached to the following at the Band Indicated:**
- (i) Chairman of Audit and Corporate Governance Committee – Band 3 (pro rata 50 %);**
  - (ii) Chairman of Regulatory Committee – Band 3;**
  - (iii) Chairman of Standards Committee – Band 3 (pro rata 50%);**
- (d) the Childcare and Dependent Carers' Allowance be set at the current market hourly rates;**
- (e) no change be made to the Members' Travel and Subsistence allowances which is currently set within the scale of rates used by the Inland Revenue;**
- (f) Members' Allowances should not be subject to performance related measurement;**
- (g) new and existing Members be given every encouragement to adopt the use of ICT in their work as Councillors.**

#### **TOWN AND PARISH COUNCIL ALLOWANCES**

6. The Panel considered a report on payment of allowances to Town and Parish Councillors, but have decided that, due to lack of interest and information from any of the councils involved, no further action be taken at present with regard to introducing such a scheme.