

BROMSGROVE DISTRICT COUNCIL

COUNCIL

26th February 2029

Response to the IRP Report and Recommendations

Relevant Portfolio Holder	Cllr G Denaro
Portfolio Holder Consulted	Yes
Relevant Head of Service	Claire Felton
Ward(s) Affected	All
Ward Councillor(s) Consulted	N/A
Key Decision / Non-Key Decision	Non-key

1. SUMMARY OF PROPOSALS

- 1.1 This report asks the Council to consider additional recommendations to those proposed by the Independent Remuneration Panel (IRP) as attached at Appendix B.

2. RECOMMENDATIONS

Council is asked to RESOLVE

- 2.1 **that recommendations 1, 3, 4, 5 and 6 of the Independent Remuneration Panel (IRP) for 2020-21 as detailed in Appendix B be approved;**
- 2.2 **that the additional Special Responsibility Allowances as detailed in Appendix A to this report be approved; and**
- 2.3 **that future Special Responsibility Allowances (SRAs) be adopted at the first budget meeting of a term of office and multipliers be held for a further three years subject only to Basis Allowance adjustments.**

3. KEY ISSUES

Proposals and Rationale

- 3.1 Noting the requirement for the Council to have regard to the recommendations and report of the Independent Remuneration Panel and following discussions with all Group Leaders, it is proposed that recommendations 1, 3, 4, 5 and 6 as detailed on page 9 of the IRP report be agreed by Council.
- 3.2 In addition to the recommendations from the IRP and having regard to the specific circumstances unique to this Council, Group Leaders were minded to make the following additional proposals for Council's consideration (as detailed in Appendix A):
- 3.2.1 That Cabinet Portfolio Holders receive an increase of 0.2 to the multiplier used in calculating their SRA, giving them a multiplier of 1.5. This adjustment had been proposed by the IRP and resisted by this Council back in 2013/14. However, it is now believed that the workload carried out by a Portfolio Holder justifies this

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increase and that the workload will further increase for some portfolios following approval of the Management Structure review. This increase would also apply to the Leader and Deputy Leader as they both hold portfolios, giving them a multiplier of 3.2 and 2.2 respectively.

- 3.2.2 That the Chairman of the Licensing Committee's multiplier is increased to 0.75 to recognise that the Chairman or Vice Chairman are required to sit on all sub committees which taken place, the number of which has increased in recent years.
- 3.2.3 That the Vice Chairmen of the Overview and Scrutiny Board, Planning and Licensing Committees receive a payment of a multiplier of 0.15. This is in recognition of the work that those Members carry out within these specific roles.
- 3.2.4 That each remaining Member of the Overview and Scrutiny Board receives a payment of a multiplier of 0.1. This is in recognition of the key role that Overview and Scrutiny plays in the democratic process and the additional duties that these Members carry out in attending meetings of the Board's working groups, which are made up purely of Members of the Board.
- 3.2.5 That a Chairman of a Task Group (who must be a Member of the Overview and Scrutiny Board) received a single payment of £500 upon appointment to that role.
- 3.2.6 A Member acting as a substitute at the Overview and Scrutiny Board will receive a payment of 1/9th of the allowance following attendance (using the current basic allowance this would equate to £60 per meeting for 2020-21). Again, this is in recognition of the key role that the Board plays in the democratic process.

Financial Implications

- 3.3 If the Council makes changes to the current Special Responsibility Allowances in line with those suggested in Appendix A there would be an additional cost to the Council, above what has already been budgeted for, of approximately £12k which has been included in the Revenue Bids of the Medium Term Financial Plan.

Legal Implications

- 3.4 The Council is required to maintain a Panel of people from outside the Council to consider and recommend to it:

The level of basic and special responsibility allowances paid to Councillors and Travel, subsistence and dependent carers' expenses for Councillors.

The Council is required to "have regard" to the recommendations of the Panel. However, it is not obliged to agree to them. It can choose to implement them in full or in part, or not to accept them.

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Service / Operational Implications

- 3.5 The current allowances paid by the authority are shown in the IRP Report Appendix B, together with the allowances recommended by the Panel. Appendix A shows the proposed recommendations together with the current allowances paid by the authority.

Customer / Equalities and Diversity Implications

- 3.6 There are no specific customer or equalities implications arising from this report.

4. RISK MANAGEMENT

- 4.1 Payments to Councillors can be a high profile issue. The main risks are reputational. However, the Council is transparent about the decisions made on allowances. The Allowances Scheme and sums paid to Councillors each year are published on the Council's website.

5. APPENDICES

Appendix A - Summary and Costings of suggested alternative recommendations.

Appendix B – IRP Report and Recommendations

6. BACKGROUND PAPERS

None

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