

## COUNCIL – 14 JULY 2020

### PART I - DELEGATED

#### 3. SPECIAL RESPONSIBILITY ALLOWANCE FOR GROUP LEADER OF INDEPENDENT COUNCILLORS GROUP 2020/21 AND MINOR AMENDMENT TO THE SCHEME FOR MEMBER ALLOWANCES 2020/2021 (CED)

##### 1 Summary

1.1 The report asks Council to agree to the recommendation of the Independent Remuneration Panel to amend the Councils Scheme of Members Allowances for 2020/2021 by including a Special Responsibility Allowance (SRA) for the Group Leader of the Independent Councillors Group for the period May 2020 to May 2021.

1.2 That the SRA Group Leader Allowance to be paid to the Independent Councillors Group be the same allowance as the “Other Opposition” Leader of £1,533 (0.3% of basic Member Allowance).

##### 2 Detail

###### *Special Responsibility Allowances 2020/21*

2.1 On 8 June 2020 following the formation of the Independent Councillors Group in May 2020 the Solicitor to the Council and Principal Committee Manager organised a meeting with the Chair of the Independent Remuneration Panel to consider whether a SRA should be paid to the Group Leader of the new Group and what that SRA should be.

2.2 Following that meeting the Chair of the Independent Remuneration Panel wrote to and consulted with all the Members of the Panel with the following background information and proposal:

2.2.1 In November 2019 the Panel had established the following principles for the Group Leader Allowance:

- Leader Allowance - 2 x basic (£10,222)
- Main opposition Leader Allowance - 0.75 x basic (£3,833)
- Other opposition Leader Allowance – 0.3 x basic (£1,533)

2.2.2 The Chair proposed to the Panel Members that they recommend to Council that the Independent Councillors Group Leader is also awarded 0.3 x basic (£1,533) and that the Councils Scheme of Members Allowances for 2020/21 be amended accordingly.

2.2.3 The Panel wished it to be noted that in coming to this recommendation they had not calculated the allowance based on the number of people in the Group. It was recognised by the Panel that the Group Leader of the Independent Councillors Group would have fewer people to consult.

2.2.4 The proposed Group Leader Allowance of £1,533 was agreed unanimously by the Panel and they have recommended to the Council that the current Councils Scheme of Members Allowances for 2020/21 be amended to include a SRA for the Independent Group Leader in that sum.

- 2.3 The Panel stated that the Council should note that it will review all the allowances again in the autumn and present a report to Full Council in December 2020 for the Councils Scheme of Members Allowances for May 2021/2022
- 2.4 The role of Group Leader of the Independent Councillors Group will alternate on a monthly basis so the allowance will be split between the two Members with the allowance being paid only when the appointed Member is the Group Leader. This “sharing” of the role of Group Leader was a decision for the Group. Only one person can be a Group Leader at any one time.
- 2.5 It should be noted that the Council are not able to withhold payment of the allowance. It is for the Member to decide how they wish to use that allowance.

### **3 Options and Reasons for Recommendation**

- 3.1 To accord with the Local Authority (Members’ Allowances) (England) Regulations 2003 details on the recommendations from the Panel on the Members’ Allowances the Council decision on the amendment to the Councils Scheme of Members Allowance 2020/21 must be published after the Council meeting –
- 3.2 Having considered all the information provided the Panel is recommending to Council that the SRA for the Group Leader Allowance for the Independent Councillors Group be £1,533.

### **4 Policy/Budget Implications**

- 4.1 The recommendations from the Panel are not within the Council’s agreed budget. If the recommendations are agreed the following budget changes would be required:
- The Special Responsibility budget to be increased by £1,533 for the year 2020/21 and subsequent years.
- 4.2 All budget implications are shown in Appendix 1.

### **5 Legal Implications**

- 5.1 Regulation 5 of the Local Authority (Members’ Allowances) (England) Regulations 2003 provides for a SRA to be paid to a Group Leader
- 5.2 The Council must consider the recommendations of the Independent Remuneration Panel in deciding on the proposed amendment to the Councils Scheme of Members Allowances 2020/21 and must give reasons if it departs from the recommendations.
- 5.3 The Councils Scheme of Members Allowances 2020/21 can be amended at any time (Regulation 10(3)).
- 5.4 If the scheme is amended the Council is required to publicise details of the new scheme in the local newspaper and on its website.

### **6 Equal Opportunities Implications**

- 6.1 Relevance Test

Has a relevance test been completed for Equality Impact?	No – there is a requirement for the Council to consider the
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	level of allowance when a new Political Group is established.
Did the relevance test conclude a full impact assessment was required?	Not applicable

6.2 Impact Assessment

No Impact Assessment required.

**7 Staffing Implications**

7.1 None specific.

**8 Environmental, Community Safety, Public Health, Customer Services Centre and Communications and Website Implications.**

8.1 None specific.

**9 Risk and Health & Safety Implications**

9.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. In addition, the risks of the proposals in the report have also been assessed against the Council's duties under Health and Safety legislation relating to employees, visitors and persons affected by our operations. The risk management implications of this report are detailed below.

9.2 The subject of this report is covered by the Council's corporate plan. Any risks resulting from this report will be included in the risk register and, if necessary, managed within this plan.

<b>Nature of Risk</b>	<b>Consequence</b>	<b>Suggested Control Measures</b>	<b>Response</b> <i>(tolerate, treat terminate, transfer)</i>	<b>Risk Rating</b> <i>(combination of likelihood and impact)</i>
Not undertaking our democratic obligations to review and provide a Group Leader Allowance	Three Rivers DC does not fulfil its obligations	Panel review and make a recommendation to Council on the level of allowance	Treat	2

9.3 The above risks are scored using the matrix below. The Council has determined its aversion to risk and is prepared to tolerate risks where the combination of impact and likelihood scores 6 or less.

<b>Very Likely</b> ----- <b>Likelihood</b> ----- ▼ <b>Remote</b>	<b>Low</b> 4	<b>High</b> 8	<b>Very High</b> 12	<b>Very High</b> 16
	<b>Low</b> 3	<b>Medium</b> 6	<b>High</b> 9	<b>Very High</b> 12
	<b>Low</b> 2	<b>Low</b> 4	<b>Medium</b> 6	<b>High</b> 8
	<b>Low</b> 1	<b>Low</b> 2	<b>Low</b> 3	<b>Low</b> 4
<b>Impact</b> Low -----► <b>Unacceptable</b>				

**Impact Score**

- 4 (Catastrophic)
- 3 (Critical)
- 2 (Significant)
- 1 (Marginal)

**Likelihood Score**

- 4 (Very Likely (≥80%))
- 3 (Likely (21-79%))
- 2 (Unlikely (6-20%))
- 1 (Remote (≤5%))

9.4 In the officers' opinion none of the new risks above, were they to come about, would seriously prejudice the achievement of the Strategic Plan and are therefore operational risks. The effectiveness of the management of operational risks is reviewed by the Audit Committee annually.

**10 Recommendations**

10.1 That the Special Responsibility Allowance for the Group Leader of the Independent Councillors Group be £1,533 and that the Councils Scheme of Member Allowances for 2020/21 be amended accordingly.

10.2 That the Special Responsibility Allowance budget in the Councils Scheme of Members Allowances be increased by £1,533 for 2020/21 and for subsequent years.

Report prepared by: Sarah Haythorpe, Principal Committee Manager

Report checked by: Anne Morgan, Solicitor to the Council

Nigel Pollard, Interim Head of Finance

Background Papers: 2020/21 Independent Remuneration Papers

Appendices:

Appendix 1 – the Councils Scheme of Member Allowance 2020/21 budget breakdown for 2020/21 is provided with recommended amendment.

Members Allowances	2020/21		
	No	Unit cost £	Cost £
Basic Rate (includes the £100 IT consumables allowance)	39	5,111	199,329
<u>Special Responsibility</u>			
Leader of the Council	1	10,222	10,222
Lead Members	7	5,111	35,777
Chair of Planning Committee	1	5,111	5,111
Chair of Licensing Committee and Regulatory Services Committee	1	2,555	2,555
Chair of Audit Committee	1	2,555	2,555
Group Leaders:	1	3,833	3,833
<b>Independent Leader</b>	<b>1</b>	<b>1,533</b>	<b>1,533</b>
Other Opposition Leader	1	1,533	1,533
<b>Sub Total</b>			262,448
Budget for Carers' allowances*		400	400
<b>TOTAL</b>			<b>262,848</b>