

Council – 8 November 2010

Members Allowances 2011/12

Service Area: Legal & Constitutional Services

Wards: None

Summary of report:

The current scheme of Members Allowances was adopted in April 2007 and made provision for it to be adjusted in line with the national JNC award to officers until April 2010.

An Independent Remuneration Panel was established and they have produced a report making recommendations to the Council for a new scheme effective from 1 April 2011. Their report is attached as Appendix 1.

Members are requested to consider the recommendations of the Panel and to have regard to them when proposing a new scheme of allowances to be paid to members from 1 April 2011.

Recommendations:

- (1) That the Council note the recommendations of the Independent Remuneration Panel and thanks them for their work in producing a report.
- (2) That the Council approves a scheme of allowances to be implemented from 1 April 2011.
- (3) That the Council delegates authority to the Monitoring Officer to amend the constitution by the insertion of the new scheme (**Appendix 2**).
- (4) That the Council delegates authority to the Monitoring Officer to advertise, in a form that he is content with, the new scheme of allowances.

Resource and legal considerations:

Legal implications are contained within the body of the report.

Member's interest:

The decision as to whether a member has to declare an interest in a report under consideration is ultimately a matter for the member to decide upon even when they have sought advice.

In relation to this report, as with other matters, each member has to decide whether they have a personal interest and if so, then to consider if that personal interest is also a prejudicial interest.

Paragraph 9 of the Code of Conduct sets out the test for personal interest which states :

“a member must regard himself/herself as having a personal interest in any matter ... if a decision upon it might reasonably be regarded as affecting your well being or financial position ...to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the electoral division or ward as may be affected by the decision”

In applying the test it is the author's view that every member would have a personal interest in this report and pursuant to paragraph 10 of the Code of Conduct, this would need to be declared at the meeting.

The test for prejudicial interest is set out in paragraph 11 of the Code of Conduct.

1. “a member ... also has a prejudicial interest if the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the members judgement of the public interest”.
2. “You do not have a prejudicial interest in any business of the authority where that business relates to the function of the authority in respect of an allowance.”

The allowances being considered under this report fall within paragraph 11(2) (civ) and thus members may regard themselves as not having a prejudicial interest in the matter and having declared a personal interest may continue to participate in the debate and vote on the matter.

Financial implications

The revised scheme recommended by the IRP only proposes three changes to the existing scheme:

- Increase in Leader's special responsibility allowance from £20,755 to £22,256.
- Increase in Deputy Leader's special responsibility allowance from £8,302 to £10 602.
- Increase in Cabinet Member's special responsibility allowance from £8302 to £9302

This requires an increase in budget of £15k and will be included in the budget process on an ongoing basis.

Citizen impact:

The level of allowances that councillors decide to award themselves will be scrutinised by the public, not only in real terms but also in comparison to neighbouring authorities and the amounts recommended by the Independent Remuneration Panel. The levels at which the allowances are set needs to balance many differing factors. These are addressed in more detail in the Panel's report but they include the need to reimburse members, for some, if not all of their time spent on conducting the business of their office. An appropriately balanced scheme will also help to inform and provide greater understanding to citizens of the roles and responsibilities of being a councillor. Additionally, a modern and revised scheme can act as a source of encouragement to those citizens who have considered standing for public office but were unable to do so due to financial pressures.

Environmental impact:

The scheme recommended by the Panel encourages councillors to use public transport in carrying out their duties wherever possible. Where this is not practical expenses incurred can be reclaimed or where they use their own vehicle a car mileage allowance can be claimed. This is recommended to be paid at the same rates applicable to officers and the scheme encourages the use of more environmentally friendly vehicles.

Further, the new scheme encourages members to become connected to Broadband. In time this could help to reduce the volume of paper circulated and reduce the number of queries members have to make for information, as more and more is available on the Councils Intranet.

Performance and risk management issues:

The Council must adopt a new scheme each year. However, where an index is applied to the scheme, the Council can rely upon that index for up to four years without the need to review the scheme. If the Council fails to adopt a new scheme (even if it is to re-adopt the existing scheme) before the existing one expires, then the Council will be unable to pay its members allowances thereafter until a new scheme is adopted.

Equality implications:

None arising from this report.

Consultation:

Council approved the establishment of an Independent Remuneration Panel and requested Group Leaders to nominate representative(s) to be on a Working Group.

The remit of the Working Group was to make recommendations to officers on the size of the Panel, its membership and to provide a steer when reviewing the current scheme. The Working Group were consulted upon the aforesaid.

The Panel were provided with current comparator schemes from local authorities in the Black Country, West Midlands and from a cluster of authorities that fall into our CIPFA (Chartered Institute of Public Finance Accountants) family of local authorities.

Following the production of the report, two briefing sessions were held by Panel members on 25 October and 27 October 2010 to inform members of the Panel's recommendations and provide members with an opportunity to raise questions with Panel members.

Background papers:

None.

Signed:



Rory Borealis
Executive Director – Resources

Date: 29 October 2010

Signed:



Bhupinder Gill
Assistant Director
Legal & Constitutional Services

Date: 28 October 2010

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The current scheme of Members Allowances was agreed by Council in January 2007 and implemented from April 2007. Under national regulations a scheme may be adjusted in line with an index but for no more than four years after which date it must be reviewed by an independent panel.

The Council can only revise the scheme following a review and recommendations by an Independent Remuneration Panel (IRP). Further in the event that the Council fails to agree a new scheme prior to the existing one lapsing, the Council will be unable to pay any allowances until a new one is approved.

Under the regulations governing such schemes, it is a requirement that in preparing a Scheme of Allowances, a Council must have regard to the recommendations of an IRP in setting the level of allowances (ie: basic allowance, special responsibility allowance, travelling and subsistence, co-optees allowances and also which members should be eligible for pensions).

In the context of pensions, unlike other panel recommendations those relating to pensions are binding. The Council can only make membership of the Local Government Pension Scheme available to those members recommended by the Panel but the Council can decide not to offer membership to some or all of the recommended members.

In September 2010, the Council agreed to the establishment of an Independent Remuneration Panel and a cross party working group was established to assist in the appointments to the Panel. The Working Group agreed that the Panel should consist of three members (the minimum) and that they should undertake a desk top review of the existing scheme.

A number of routes for appointing the Panel were explored by the Working Group including nominations by members and or officers. Having explored the options the Working Group approved a joint approach.

The Panel were provided with considerable data on comparator schemes and they have now published their report and recommendations. Their report, was presented to members in two briefing sessions on 25 October and 27 October where copies of the report were circulated. For ease of reference the Panel's report is attached as **Appendix 1**.

In summary, the Panel's recommendations are as follows:

Basic Allowance:

That the Basic Allowance paid to all councillors of £10,378 per year be retained at the existing level, subject to the implementation of the 2010 index. This allowance includes the costs of telephones, subsistence and travel in the borough of Walsall.

Special Responsibility Allowances:

That the following positions be deemed as attracting significant additional responsibilities and in addition to the Basic Allowance, office holders receive the following payments:

	Proposed £	Current
Leader of the Council	22,256	20,755
Deputy Leader of the Council	10,602	8,302
Cabinet Members	9302	8302
Other Group Leaders	8303	8302
Carer's Allowance (max p.a.)	1028	1028

Regulatory Committee Chairs:	£	
Audit Committee	5189	5189
Planning Committee	7784	7783
Employment Appeals	5189	5189
Licensing & Safety	5189	5189
Taxi Licensing (Sub Committee)	7784	7784

Scrutiny Committee Chair	8303	8302
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- All figures rounded up.

Multiple Allowances:

As with the existing scheme, where a member holds more than one office qualifying for a Special Responsibility Allowance, that member should be paid the higher allowance only.

Inflation Increases:

It is proposed that no index is applied to the revised scheme. There are a number of allowances that are significantly short of the median allowance paid by other authorities and in order to close the differential that would not be possible with the use of an index. Thus the panel recommend the scheme be reviewed annually. Further this approach would allow the council to take into account the economic climate at that time.

Travel and Subsistence outside the administrative boundary of Walsall:

Members should be encouraged to travel by public transport save were that is not practical, the costs of which should be reimbursed or paid directly. Where public transport is not available or practicable, the mileage rates applicable for travel by officers should be used.

Where members are unable to take main meals at their normal place, the subsistence rates applicable for officers should be used.

Pensions:

No changes proposed.

Membership of the Local Government Pension Scheme should be made available to all elected members and both Basic and Special Responsibility Allowances should be pensionable.

Carers Allowance:

That where any elected member is required to pay a carer in order to attend official Council business, the reasonable actual costs of that care should be reimbursed up to a total maximum of £1028.

Co-opted and Appointed Members:

No changes are proposed - no allowances are to be paid to Co-opted and Appointed Members.

Absence/Suspension:

No change to existing provisions. Where a member has been unable to attend a council meeting for 6 months, that their allowance be suspended unless the council agrees otherwise. Where a member has been suspended from performing the duties of their office for period of time, that their allowances be suspended for the same period.

Publication

The regulations require that following receipt of a report from an Independent Remuneration Panel, a public notice must be given in a local newspaper of the Panel's recommendations including the specified amount of allowances. This notice has been given. A further notice must be given once the Council has adopted a new allowances scheme.

Constitution

The members allowances scheme in the constitution will need to be replaced with the revised scheme and delegated authority is sought for the monitoring officer to undertake this. Some minor revisions to the drafting of the scheme have also been made to simply the language, increase transparency and include statutory obligations.

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Appendix 1
Report of the Independent Review Panel.

Appendix 2
Proposed scheme of allowances

Walsall Council

INDEPENDENT REMUNERATION PANEL (IRP)

FINAL REPORT

1.0 INTRODUCTION

- 1.1 The Monitoring Officer on behalf of the Council requested us to undertake a review of the Scheme of allowances for Members.
- 1.2 The last scheme adopted by the Council was following a report from a differently constituted IRP and was adopted on 1 May 2007. The scheme provided for an annual adjustment in line with national JNC pay awards made to officers up to and including 2010.
- 1.3 This report follows a detailed review of current allowances made to members in comparison to other Black Country and CIPFA family of authorities.
- 1.4 Our recommendations are unanimous.

2.0 MEMBERSHIP OF THE PANEL

- 2.1 The members of the IRP were appointed by the Monitoring Officer, using authority delegated to him by Council on 19 July 2010, following consultation with the three political group leaders, and comprises:-

Mr B Reid (Chair of the IRP)	:	Chief Executive Officer Midcounties Co-Op
Mr R Hood	:	Head of Member Services Stratford -on Avon District Council
Mr P Jay	:	Managing Director Absolute Deliveries

- 2.2 The Panel was assisted in their work by officers in providing comprehensive background and benchmarking information, and assisting the work of the Panel generally at the Panel's meetings. This helped to make our job much easier and our working's methods efficient. Therefore, we would like to acknowledge our thanks to Bhupinder Gill, John Garner and Jo Whitehouse.

3.0 TERMS OF REFERENCE

- 3.1 We understand that we have an unfettered discretion to make recommendations upon the scheme of allowances for members and that the Council also has an unfettered discretion as to whether to accept those recommendations. A working group consisting of representatives from each

of the political groups represented on the Council has provided us with a useful steer in our work.

3.2 As the basis for undertaking our work, we adopted the following terms of reference:-

To consider and make recommendations for the level of allowances Members should receive for carrying out their duties, having regard to:-

- (a) The roles and responsibilities, which Councillors are required to undertake in a Leader and Cabinet model of administration;
- (b) Member Job Descriptions and differing levels of responsibility, accountability, and time commitment of Councillors;
- (c) The principle that accepting the office of Councillor is the acceptance of a public office and therefore it contains an element of voluntary public service;
- (d) The legislation (primary and secondary), guidance issued by the Government and Local Government Association;
- (e) Schemes of allowances for Councillors' in operation in other similar authorities in the Black Country, West Midlands and from a CIPFA family of authorities;
- (f) The additional cost of any recommendations, in the context of the pending national spending review, the Council's overall resource position, the national debate on public sector salaries and allowances for holders of public offices.

3.3 In formulating our recommendations, we have also been mindful of the Members and officer time, and systems cost involved in administrating such a scheme. As far as possible and practical we have sought to keep the system simple.

4.0 **REVIEW METHODOLOGY**

4.1 In determining our approach to this review, we recognised that;

- a) the previous recommendations of the IRP took into account the new political structures, introduced by the Local Government Act 2000, but that these were still in their infancy
- b) whilst every authority is unique, the roles carried out by elected members in similar tiered and sized authorities have many similarities and thus are broadly comparable

4.2 In undertaking the review we were

- (a) advised of the political arrangements at the Council
- (b) provided with copies of the Member Job Descriptions;
- (c) provided with copies of members allowances schemes for authorities in the Black Country, the West Midlands and those falling with the CIPFA family of authorities (Appendix 1);
- (d) provided with a tabulated analysis of (c) above (Appendix 2)
- (e) provided with the statutory provisions regulating the schemes of allowances for members and government guidance
- (f) a copy of the report from the last IRP and the subsequent report to Council
- (g) a financial model for establishing the financial implications of our options.

4.3 We compared the level of the allowances paid by other similar authorities and sought to iron out any significant differences in the level of allowances. We have used the median of the different allowances as our starting point for deliberations and sought to bring the allowances paid by this authority close to, but not above the median. This will minimise any upward inflationary pressure within the sector.

4.4 In reaching our proposals we also sought to devise a scheme that was easy to understand, transparent, based upon some basic principals and fundamental assumptions.

5.0 PUBLIC SERVICE

5.1 We recognise that the most councillors enter local government to make a contribution to their communities and accordingly that their primary motivation was not financial reward. Whilst the tradition of voluntary service should continue and is an important factor it can also act as barrier to entry for prospective Councillors and particularly to those roles that have a heavy time commitment. We are of the opinion that the barriers to entry need to be as low as possible to ensure that there is greater equality of opportunity to enhance local democracy. However, we also consider that it is also fundamentally wrong to create a situation where holding Council office is seen as a career or sought for financial reward.

PROPOSALS

6.0 TRAVEL AND SUBSISTENCE AND OTHER EXPENSES

6.1 **Telephone and broadband.** We noted that the current basic allowance includes expenses for telephone calls. We do not propose to alter that

stance. The use of electronic communication systems have grown significantly and the cost of access has also fallen sharply. Broadband connection is provided as a free option with many television or telephone packages. Therefore in line with previous recommendations we propose that the expense of broadband connection should only be recoverable as an expense if it is a standalone expense and not part of a collateral contract forming a “free” additional package.

- 6.2 **Travel.** Where councillors are required to travel on official business within the Borough, then the cost of that is covered within the basic allowance. Where travel is outside the administrative area, the cost of travel should be reimbursed. Where it is not practicable or possible to use public transport, the casual user mileage rates applicable for officers’ travel should be used.
- 6.3 **Subsistence.** Where Members are unable to take main meals (i.e. breakfast, lunch and dinner) in their normal place, as a result of travelling on official business, the cost of purchasing a meal and or beverage or appropriate refreshment should be reimbursed in line with the officer’s scheme of subsistence.

7.0 **PENSIONS FOR COUNCILLORS**

- 7.1 The existing scheme allows for councillors to opt into the local government pension scheme and we make no proposals for change consequently both Basic and SRA should be pensionable

8.0 **THE BASIC ALLOWANCE**

In coming to a conclusion about the appropriate level of basic allowance to recommend, we considered:-

- (a) That the role of a backbench Councillor is universal across England despite local administrative variances and has not changed significantly since the last review of allowances;
 - (b) That on making the above assumption, the allowance ought to be comparable to that of neighbouring and comparable schemes;
 - (c) That the process for claiming it should be simple. The current scheme covers the cost of telephones and travel for official business. We see no strongly persuasive argument for changing the existing scheme in this respect.
 - d) That the current level has increased in line with annual awards to officers for the last 3 years.
- 8.2 The basic allowance currently payable at this authority compares favourably to the median allowance payable by the CIPFA family of authorities. In applying the annual inflator the allowance has risen to £10,378 (the award for 2010/11 is still outstanding). Having taken these

factors into account, we believe that we are making a balanced judgement in recommending that there is no change in the basic allowance of £10,378* per annum for all Councillors, to be payable with effect from 1 May 2011(subject to applying the 2010/11 inflator)

9.0 **SPECIAL RESPONSIBILITY ALLOWANCES (SRAS)**

- 9.1 The principle of paying SRAs is well established. It is clear that some members have onerous personal responsibilities that require a time commitment that is significantly greater than that of a backbencher.
- 9.2 The Scrutiny role has now been established and is embedded within local authorities. As well as scrutinising and holding the executive to account they have an important part to play in policy development. There are however clear differences. It is not as contentious, high profile or time hungry as the role of a cabinet member.
- 9.3 The responsibilities and workloads of the Regulatory Committees and the affect this has on a Chairs workload needs to be recognised in an appropriate level of SRA.
- 9.4 The guidance suggests that a SRA should be paid were there is a significant increase in responsibility and where the majority of councillors would receive a SRA the electorate would be right to question this. We have reviewed the number of SRA's and roles to which they attach. We are satisfied that the roles we have determined as eligible for a SRA do carry additional significant responsibility warranting the making of a payment of an additional allowance.
- 9.5 A well organised, effective and robust opposition is essential to a healthy democratic process. Therefore, we recommend that the Leader of the largest opposition group should be paid an SRA. The current scheme also provides for a minority opposition group leader to receive an allowance where their group comprises 10% or more of the Council. We see no reason to change this. We would propose that the entitlement to the SRA should be for the municipal year, be determined by the size of the group at the Annual Council and not subject to in year changes as any such changes are normally few and small in number to ease the administration of the allowance.
- 9.6 In considering the monetary value for each SRA, we considered multipliers applied by the previous IRP and also sought to establish if there was correlation in the CIPFA family. The results showed that the multipliers fell within a range and that there was no consistent level. We then considered the current level of allowance with the median payable. This has the advantage of recognising universal differences in roles in that some regulatory committees have a heavier workload than others.

9.7 We concluded that;

- (a) where a Member holds more than one office that qualifies for a SRA that the Member should be paid only one SRA, (the higher of the allowances that they are entitled to)
- (b) all figures should be rounded up to the next pound,
- (c) there were no significant differences that merited realignment of the allowances payable to the chairs of the following committees/ panels, Audit, Planning, Employment and Licensing. In addition we recommend no change to the level of allowance for the opposition group leaders
- (d) there was a significant difference in the median allowance and current allowances payable at Walsall for the following roles; Leader, Deputy Leader and Executive member.
- (e) to bring the allowances payable to the executive members close to the median level would require significant increases in the current allowances. The view of the IRP was that authority should aspire towards payment at the median level (or just below) so as not to contribute to increasing the benchmarking median figure overall but that this be achieved over the period of 4 years. Accordingly, there would be phased increases in SRAs as follows:
 - the leaders allowance by £1500 p.a.,
 - the deputy leaders by £2300 p.a; and
 - the cabinet members by £1000 p.a.

9.8 We recommend the following SRAs (in addition to the basic allowance) at the levels stated to be payable with effect from 1 April 2011:-

	Value of SRA (£)
Leader of the Council	22,256
Deputy Leader	10,602
Other Group Leaders	8,303
Cabinet Member	9,302
Carers' Allowance	1,028
Audit - Chair	5,189
Planning - Chair	7,784
Employment Appeals – Chair (2)	5,189

Licensing & Safety - Chair	5,189
Taxi Licensing (Sub) - Chair (2)	7,784
Scrutiny Chair	8,303

10.0 INFLATION INCREASES

10.1 The Council can revise the scheme of allowances for members by reference to an index but reliance upon that index can be for no longer than a period of four years before seeking further recommendations from an independent panel.

10.2 We note that the current index applied is the award for Council officers on the JNC scheme of terms and conditions. The public sector is in a period of rapid change regarding not only its role and responsibilities but also in terms of funding levels. Therefore we do not consider it would be prudent to fix reviews of allowances by reference to an index. We propose that member's allowances be considered by an IRP each year for the short term.

11.0 CARERS ALLOWANCE

11.1 We believe that no-one should be reasonably precluded from standing for election or accepting office on financial grounds and or that no Councillor with caring responsibilities should be prevented unwillingly from attending meetings or be financially disadvantaged because of the cost of providing alternative care arrangements. Therefore, we recommend that any Elected Member who is required to pay a carer in order to attend official Council business, should be able to reclaim reasonable actual costs incurred, up to an annual spend of £1028.

12.0 CO-OPTED AND APPOINTED MEMBERS

12.1 The Council is required to co-opt Church and Parent Governor representatives onto committees dealing with Education matters and to have Independent Members on Standard Committees. The Council has been successful in appointing citizens to these roles and at this time we do not propose recommending that allowances attach to these positions.

13.0 THE COST OF OUR RECOMMENDATIONS

13.1 We set out in the following table our estimates of the additional full year costs of our recommendations.

13.2 We believe we have taken a reasonable and balanced view of the level of maximum allowances that should be paid and the costs therefore

the cost (which amounts to a total budget increase of around [1%]) represent good value for money.

Signed:

A handwritten signature in black ink, appearing to read 'Ben Reid', with a long horizontal stroke extending to the right.

**Ben Reid
Chair – Independent Remuneration Panel and
Chief Executive Officer, Midcounties Co-Operative**

Date: 21 October 2010

Proposed Scheme

Members' Position	£	Number eligible :	Total £	Individual Allowance Proposed £
Basic Allowance	10,378	60	622,680	
Leader of the Council	22,256	1	22,256	32,634
Deputy Leader	10,602	1	10,602	20,980
Other Group Leaders	8,303	2	16,608	18,681
Cabinet Member	9,302	8	74,416	19,680
Carers' Allowance	1,028	max		
Audit - Chair	5,189	1	5,189	15,567
Planning - Chair	7,784	1	7,784	18,162
Employment Appeals - Chair	5,189	2	10,378	15,567
Licensing & Safety - Chair	5,189	1	5,189	15,567
Taxi Licensing (Sub) – Chair	7,784	2	15,568	18,162
Scrutiny and Performance Panel Chairs	8,303	7	58,121	18,681
Total cost per annum			<u>£848,791</u>	

NB Excludes the costs of any Members claiming carer's allowances, opting to join the Local Government Pension Scheme employer costs (for the purposes of PAYE and NI allowances are treated as income) and expenses incurred on travel and subsistence.

Appendix 1

CIPFA family of Metropolitan Local Authorities

1. Bradford
2. Bolton
3. Bury
4. Gateshead
5. Oldham
6. Rochdale
7. Tameside
8. Wakefield
9. Wigan

Black Country Authorities

10. Walsall
11. Wolverhampton
12. Dudley
13. Sandwell

West Midlands Authorities

14. Birmingham
15. Coventry
16. Solihull

Member's Allowances Scheme - comparison of Black Country, West Midlands and CIPFA Family of Councils:

Members' Position	Council: Black Country:				West Midlands:			CIPFA Family of Councils:							
	Dudley	Sandwell	Wolverhampton	Birmingham	Solihull	Coventry	Bradford	Bolton	Bury	Gateshead	Oldham	Tameside	Rochdale	Wakefield	Wigan
Basic Allowance	£ 9,300.00	£ 10,515.00	£ 8,980.00	£ 16,267.00	£ 6,870.00	£ 12,872.00	£ 12,914.00	£ 11,082.00	£ 7,474.17	£ 9,375.00	£ 8,950.00	£ 11,640.00	£ 7,644.00	£ 10,330.32	£ 11,682.10
Inflator:	2*	3*	4*	4*	5*	2*	5*	1*	2*	5*	0	2*	2*	5*	2*
Leader of the Council	£ 23,250.00	£ 26,278.00	£ 26,942.00	£ 55,947.00	£ 13,741.66	£ 23,169.00	£ 35,544.00	£ 29,782.00	£ 23,670.26	£ 28,132.00	£ 26,850.00	£ 36,036.00	£ 22,908.00	£ 31,520.72	£ 33,000.00
Deputy Leader of the Council	£ 11,625.00	£ 23,650.00	£ 22,452.00	£ 41,960.00	£ 8,245.00	£ 16,731.00	£ 17,772.00	£ 17,868.00	£ 14,207.10	£ 18,751.00	£ 17,453.00	£ 23,495.00	£ 11,460.00	£ 16,488.78	£ 21,056.51
Other Group Leaders	£ 4,650.00	£ 8,751.00	£ 17,961.00	£ 14,099.00	£ 6,870.83	£ 3,860.00	£ -	£ 10,047.00	£ 7,813.90	£ 14,066.00	£ 13,425.00	£ 11,269.00	£ 10,308.00	£ 6,412.31	£ 5,157.75
Minimum size of Group:	0	0	0	12 Councillors	5 Councillors	0	0	0	0	0	6 Councillors	0	0	0	0
Members of the Executive	£ 6,975.00	£ 15,768.00	£ 17,961.00	£ 31,330.00	£ 6,870.83	£ 10,299.00	£ 24,881.00	£ 11,659.00	£ 9,469.34	£ 14,066.00	£ 13,425.00	£ 20,099.00	£ 10,308.00	£ 12,383.14	£ 15,792.38
Carers' Allowance	Reasonable Cost	£ 1,051.50	£ 898.00	£ 7.51	£ 9.15	£ 5.73	Actual cost	£ 10.00	£ 1,200.00	£ 5.50	£ 5.80	£ 5.73	£ -	£ 9.00	£ 7.30

Regulatory Committees:															
Audit - Chair	£ 4,650.00	£ 8,751.00	£ 13,472.00	£ 6,288.00	£ -	£ 6,439.00	£ -	£ -	£ 5,920.65	£ -	£ 632.00	£ -	£ -	£ 8,481.84	£ 3,509.42
Planning Committee - Chair	£ 6,975.00	£ 13,139.00	£ 17,961.00	£ 16,448.00	£ 5,496.66	£ 6,439.00	£ 12,440.00	£ 7,783.00	£ 5,920.65	£ 11,718.00	£ 8,055.00	£ 9,581.00	£ -	£ 8,277.50	£ 10,528.26
Employment Appeals - Chair	£ 4,650.00	£ 5,256.00	£ 4,490.00	£ 11,749.00	£ 2,748.33	£ -	£ -	£ -	£ 5,920.65	£ 9,375.00	£ -	£ -	£ 7,644.00	£ 8,277.24	£ -
Licensing & Safety - Chair	£ 4,650.00	£ 8,751.00	£ 13,472.00	£ 14,099.00	£ 2,748.33	£ 6,439.00	£ 14,217.00	£ 7,367.00	£ 5,920.65	£ 11,718.00	£ 8,055.00	£ 6,198.00	£ 2,556.00	£ 8,277.50	£ 7,018.83
Taxi Licensing - Chair	£ 4,650.00	£ -	£ -	£ -	£ -	£ -	£ 12,440.00	£ -	£ -	£ 9,375.00	£ -	£ -	£ -	£ -	£ -

Scrutiny & Performance Panels:															
Chair	£ 4,650.00	£ 8,751.00	£ 13,472.00	£ 14,099.00	£ 5,496.66	£ 10,299.00	£ -	£ 4,976.00	£ 5,920.65	£ 14,066.00	£ 8,055.00	£ 9,581.00	£ 7,644.00	£ 8,277.50	£ 7,018.83

Average: Median:

Basic Allowance	£ 10,386.66	£ 10,275.00
Leader of the Council	£ 28,582.54	£ 26,850.00
Deputy Leader of the Council	£ 18,214.65	£ 17,453.00
Other Group Leaders	£ 9,527.39	£ 8,751.00
Members of the Executive	£ 14,342.29	£ 12,383.14
Audit - Chair	£ 6,328.14	£ 5,920.65
Planning - Chair	£ 9,897.88	£ 8,277.50
Employment Appeals - Chair	£ 6,524.77	£ 5,256.00
Licensing & Safety - Chair	£ 7,914.05	£ 7,018.83
Scrutiny & Performance Panels:		
Chair	£ 8,701.78	£ 8,220.00

Notes:

£ - = No Allowance paid

Inflator:

- 1* - The Basic and Special Responsibility Allowances are adjusted in line with the Index for the Average Non-Manual Male Wage for "All Industry & Services" for the West Midlands metropolitan county area as published in the new earnings survey until 1 April 2006.
- 2* - The Allowances shall vary with effect from 1 April each year in line with Local Government Pay Awards (LGC).
- 3* - The Scheme is reviewed annually.
- 4* - Basic and Special Responsibility Allowances will vary with effect from 1 April each year in line with changes in the Annual Survey of Hours Earnings (ASHE).
- 5* - The Scheme is reviewed annually in line with the Retail Price Index (RPI).

Colour Key:

Highest Paid Allowance

Lowest Paid Allowance

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Special Responsibility Allowance determined from a percentage of the allowance paid to the Leader of the Council:

Members' Position	Council: Black Country:				West Midlands:			CIPFA Family of Councils:							
	Dudley	Sandwell	Wolverhampton	Birmingham	Solihull	Coventry	Bradford	Bolton	Bury	Gateshead	Oldham	Tameside	Rochdale	Wakefield	Wigan
Leader of the Council	£ 23,250.00	£ 26,278.00	£ 26,942.00	£ 55,947.00	£ 13,741.66	£ 23,169.00	£ 35,544.00	£ 29,782.00	£ 23,670.26	£ 28,132.00	£ 26,850.00	£ 36,036.00	£ 22,908.00	£ 31,520.72	£ 33,000.00
Deputy Leader of the Council	50%	89.9%	83.33%	74.99%	60%	72.21%	50%	59.99%	60.02%	66.65%	65%	65.19%	50.02%	52.31%	63.80%
Other Group Leaders	20%	33.3%	66.66%	25.20%	50%	16.66%	50%	33.73%	33.01%	50%	50%	31.27%	44.99%	20.34%	15.62%
Members of the Executive	30%	60%	66.66%	55.99%	50%	44.45%	70%	39.14%	40%	50%	50%	31.27%	44.99%	39.28%	47.85%

Regulatory Committees:															
Audit - Chair	20%	33.3%	50%	11.23%		27.79%			25.01%					26.90%	10.63%
Planning Committee - Chair	30%	50%	66.66%	29.39%	39.99%	27.79%	34.99%	26.13%	25.01%	41.65%	30%	26.58%		26.26%	31.90%
Employment Appeals - Chair	20%	20%	16.66%	21%	19.99%				25.01%	33.32%			33.36%	26.25%	
Licensing & Safety - Chair	20%	33.3%	50%	25.20%	19.99%	27.79%	39.99%	24.73%	25.01%	41.65%	30%	17.19%	11.15%	26.26%	21.26%
Taxi Licensing - Chair	20%						34.99%			33.32%					

Scrutiny & Performance Panels:															
Chair	20%	33.3%	50%	25.20%	39.99%	44.45%		16.70%	25.01%	50%	30%	26.58%	33.36%	26.26%	21.26%

Average: Median:

Deputy Leader of the Council	62.72%	60.02%
Other Group Leaders	35.38%	33.3%
Members of the Executive	47.48%	44.99%
Audit - Chair	25.54%	25.01%
Planning - Chair	34.92%	30%
Employment Appeals - Chair	24.06%	21%
Licensing & Safety - Chair	27.41%	25.01%
Scrutiny & Performance Panels:		
Chair	32.14%	30%

Colour Key:

Highest Percentage

Lowest Percentage

Members' Allowances Scheme

The Walsall Metropolitan Borough Council, in exercise of the powers conferred by the Local Authorities (Members' Allowances) (England) Regulations 2003 made under the Local Government and Housing Act 1989 and the Local Government Act 2000 hereby make this Scheme:

- 1.1 This scheme may be cited as "The Walsall Metropolitan Borough Council Members' Allowances Scheme" and shall have effect from 1st April 2011.
- 1.2 The existing Members' Allowances Scheme is revoked upon the coming into effect of this scheme.
- 1.3 This scheme may be amended at any time but may only be revoked with effect from the beginning of a year.

2. In this Scheme:

"Councillor" means a Member of the Walsall Metropolitan Borough Council;

"Year" means the 12 months ending 31st March;

"Yearly Allowance" is the allowance due for the year within which the term of office of the Councillor falls.

3. Basic Allowance

Subject to the provisions of this scheme, the basic allowance specified in Schedule 1 shall be paid to each Councillor.

4. Special Responsibility Allowances

- 4.1 A special responsibility allowance shall be paid to those Councillors who hold the special responsibilities specified in Schedule 1 to this Scheme at the amounts cited.
- 4.2 A Councillor will only be entitled to receive one special responsibility allowance at a time, the higher of the allowances for which he/she qualifies.

5. Carers' Allowance

- 5.1 Where a member incurs expenses in arranging for the care of their children or dependants to enable them to attend any of the meetings and or the performance of any duty specified in Schedule 2 to this Scheme they may reclaim the reasonable actual costs of that care up to a total annual maximum amount of £1028.
- 5.2 Payments can be made for the care of dependants including children, elderly persons or those with some form of disability.

- 5.3 Councillors may claim for care provided by relatives and associates provided they do not live in the family home and that relationship is declared on the claim form.

6. Travelling and Subsistence Allowance

6.1 Within the administrative area of Walsall

The cost of travel and subsistence within the administrative boundary of Walsall on official Council business is included within the Basic Allowance and no further allowance shall be payable.

6.2 Outside the administrative area of Walsall

- (i) Members should where it is practical and possible travel by public transport, the costs of which will be reimbursed or paid directly.
- (ii) Where public transport is not practical and or possible, members may claim the costs of travel using the casual car mileage rates applicable for travel by officers.
- (iii) Where members are unable to take main meals in their normal place, the subsistence rates applicable for officers should be used.

7. Telephone Allowance

The cost of any charges related to the provision of a telephone by a Councillor, including call charges, incurred on Council related business are included in the basic allowance. The cost of broadband connection can only be recoverable as an expense if it is a standalone expense and not a collateral contract forming a "free" additional package.

8. Co-optees' Allowances

No allowances shall be paid to co-optees on any of the Council's committees other than reimbursement of travel and subsistence expenses.

9. Pensions

Membership of the Local Government Pension Scheme shall be available to all Councillors in accordance with the provisions of the Local Government Pension Scheme and Discretionary Compensation (Local Authority Members in England) Regulations 2003. Both the Basic Allowance and Special Responsibility Allowance will be pensionable.

10. Renunciation

A Councillor may by giving notice in writing to the Chief Executive elect to forego any part of his/her entitlement to an allowance under this Scheme.

11. Part-year entitlement

11.1 The provisions of this paragraph shall have effect to regulate the entitlements a Councillor may have to the basic or special responsibility allowance where, in the course of a year, this Scheme is amended or that Councillor becomes, or ceases to be, a Councillor, or accepts or relinquishes a special responsibility in respect of which a special responsibility allowance is payable.

11.2 Amendment of amount of allowances

If this scheme is amended during the year, then the amount of allowance a Councillor shall be entitled to, shall be in direct proportion to the number of days remaining in the year and the amended yearly allowance. Entitlement to allowances due prior to the amendment shall be in direct proportion to the number of days from the beginning of the year, in which the scheme was amended, up to the day immediately prior to the amendment coming into effect and the amount payable for that year to amendment.

11.3 Amendment to term of office – basic allowance

Where the term of office of a Councillor begins or ends otherwise than at the beginning or end of the year, the entitlement of that Councillor to an allowance shall be in direct proportion either to the number of days from the beginning of the year, to the date when the Councillor's term of office ends, or from the date when the term of office began to the end of the year; and the yearly allowance.

11.4 Changes in period of special responsibility

Where a Councillor has special responsibilities during only part of a year that entitles him/her to a special responsibility allowance, then that Councillor's entitlement shall be limited to a payment of such part of that allowance in direct proportion to the number of days during the year the Councillor has such responsibility. Where a Councillor's special responsibility straddles two different rates of allowance the Councillor's entitlement shall be in direct proportion to the number of days the special responsibility was/is performed and the allowance for that period of the year.

12. Payments

Payment of allowances shall be made in instalments of one-twelfth of the amount specified in the Scheme on the 28th day of each month or the nearest preceding working day. Payment will be by the Bacs system to the Councillor's nominated account. Where a payment of one-twelfth of the amount specified in this scheme would result in a Councillor receiving more than the amount to which he or she is entitled by virtue this scheme the payment shall be restricted to such amount as will ensure that no more is paid than the amount to which he or she is entitled.

13. Record of allowances

13.1 A record of all payments made in accordance with this scheme will be maintained by the Head of Payroll and Pension (or its successor post).The record will:-

- (a) specify the name of the Councillor, the amount and nature of each payment;
- (b) be available at all reasonable times for inspection free of charge by any local government elector for the area of the Borough Council;
- (c) be supplied in copy to any person who requests such a copy and who pays to the Council such reasonable fee as it may determine
- (d) be published annually in a form approved by the Councils Monitoring Officer in newspaper at the end of the year or as soon as practicable thereafter

14. Inflation increases

There will be no changes to the scheme of allowances by reference to an index until the council has considered a report produced by an independent review panel.

15. Absence or Suspension of Councillors

15.1 Where a Councillor is suspended or partially suspended from his/her responsibilities or duties as a member of the Council in accordance with Part III of the Local Government Act 2000 or regulations made under that Part, then the basic and/or special responsibility allowance payable to him/her in respect of the period of suspension will be withheld.

15.2 Where payment of any allowance has already been made in respect of any period during which the Councillor concerned is:

- (a) suspended or partially suspended from his/her responsibilities or duties as a member of the authority in accordance with Part III of the Local Government Act 2000 or regulations made under that Part;
- (b) ceases to be a Councillor;
- (c) is in any other way not entitled to receive the allowance in respect of the period,

the Councillor shall repay such some sums within 28 days of being requested in writing.

15.3 Where any Councillor has failed to attend a meeting of the Council and or a committee for a period of 6 months or more then they shall not be entitled to receive an allowance unless the Council has determine otherwise.

16. Membership of more than one authority

16.1 Where a Councillor is also a member of another authority, that Councillor may not receive allowances from more than one authority in respect of the same duties. By claiming an allowance the councillor shall be certifying that they not receiving an allowance from another authority for the same duties.

SCHEDULE 1

(a)	BASIC ALLOWANCE	£10,378
(b)	SPECIAL RESPONSIBILITY ALLOWANCES	
	Leader of the Council	£22,256
	Deputy Leader	£10,602
	Cabinet Members	£9302
	*Other Group leaders	£8,303
	Carers Allowance	£1,028
	Regulatory Committee Chairs	
	Audit Committee	£5,189
	Employment Appeals	£5,189
	Licensing and Safety	£5,189
	Planning Committee	£7,784
	Taxi Licensing (sub)	£7,784
	Scrutiny Committee Chair	£8,303

* The Group must hold a minimum of 6 seats or 10% whichever is greater of the Council membership.

SCHEDULE 2

CARERS' ALLOWANCE

- (a) The attendance at a meeting of the authority or of any committee or sub-committee of the authority, or of any other body to which the authority makes appointments or nominations, or of a committee or sub-committee of such a body;
- (b) The attendance at any other meeting, the holding of which is authorised by the authority, or a committee or sub-committee of the authority, or a joint committee of the authority and at least one other local authority within the meaning of Section 270(1) of the Local Government Act 1972 or a sub-committee of such a joint committee, provided that members of at least two political groups have been invited;
- (c) The attendance at a meeting of any association of authorities of which the authority is a member;
- (d) The attendance at a meeting of the Cabinet or of any of its committees;
- (e) The performance of any duty in pursuance of any standing order made under Section 135 of the Local Government Act 1972 requiring a member or members to be present while tender documents are opened;
- (f) The performance of any duty in connection with the discharge of any function of the authority conferred by or under any enactment and empowering or requiring the authority to inspect or authorise the inspection of premises;
- (g) The performance of any duty in connection with arrangements made by the authority for the attendance of pupils at any school approved for the purpose of Section 342 of the Education Act 1996 (approval of non-maintained Special Schools) and
- (h) The carrying out of any other duty approved by the authority, or any duty of a class so approved for the purpose of, or in connection with, the discharge of the functions of the authority or any of its committees or sub-committees.