

**6 November, 2023**

## **Appointment of Independent Remuneration Panel**

**Ward(s):** All

**Portfolios:** Leader

### **1. Aim**

To appoint an Independent Remuneration Panel as required by the Local Authorities (Members' Allowances) (England) Regulations 2003.

### **2. Recommendations**

That:

1. the following persons be appointed to the Independent Remuneration Panel:
  - a. Philip Tart
  - b. Richard Hood
  - c. Indra Cheema
2. the allowance issues to be considered by the Independent Remuneration Panel, as set out in Part 6 to this report, be noted.

### **3. Report detail – know**

The legislative framework for members allowances is contained in the Local Government and Housing Act 1989, the Local Government Act 2000 and the Local Authorities (Members Allowances) (England) Regulations 2003. Local authorities must establish a members allowances scheme that provides for the payment of a basic allowance, which is intended to recognise the time commitment of all members, including such inevitable engagements as meeting with officers and constituents and attendance at political group meetings. It is also intended to cover incidental costs such as the use of their homes.

The scheme may also include:

- a special responsibility allowance (payable to the leader of the council, portfolio holders, overview and scrutiny chairs, opposition leaders, etc)
- a dependants' carers' allowance
- a co-optees' allowance
- travel and subsistence allowances

Local authorities must set up an Independent Remuneration Panel to recommend the level of basic allowance for all members as well as the levels of any discretionary allowances and to whom they should be paid. The Panel must

consist of at least three members, none of whom may be a member of the local authority or of its committees, or a council employee.

#### **4. Financial information**

The existing Member Allowances scheme can be found at Appendix 1.

#### **5. Reducing Inequalities**

A Members Allowance Scheme is not meant to act as a salary. Members enter politics to serve the community, not for financial gain. However, the payment of allowances enables members to be recompensed for their roles and assists in attracting local people to stand for election.

#### **6. Decide**

Members are asked to appoint the three individuals to the Panel. Council could decide to reject any or all of the appointments in which case a further recruitment exercise would take place.

Subject to confirmation of the Panel membership the IRP will be convened and meet to consider the following outstanding issues:

- What, if any allowance, should be paid to the new role of Cabinet Support Assistants;
- What, if any, allowance, should be paid to independent members on the Standards Committee;
- Review the suitability of the £750 allowance paid to independent members on the Audit Committee;
- What, if any, allowance, should be paid to the Independent Chair of the Audit Committee;
- What, if any, additional allowance should be paid to the Leader of the Council for duties required at the West Midlands Combined Authority. This is considering a recommendation from the WMCA that recommended that the Leaders allowance at Constituent Councils reflects WMCA duties.

#### **7. Respond**

Once the IRP has met and drafted its report and recommendations it will be presented to Council for consideration. The recommendations can be accepted in full, partially or rejected.

#### **8. Review**

It is the responsibility of the IRP to review the Members Allowances scheme periodically or when changes are required. The IRP can only make recommendations to Council.

### **Background papers**

None

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## Appendix 1 - Existing Allowances Scheme

(a)	<b>Basic Allowance</b>	£12,638
(b)	<b>Special Responsibility Allowances:</b>	
	Leader of the Council	£35,278
	Deputy Leader of the Council:	£21,822
	*Other Group Leaders:	£11,812
	Cabinet members	£17,771
	Regulatory Committees Chairs:	
	Audit Committee	£9,053
	Personnel Committee	£5,662
	Planning Committee	£11,651
	Employment Appeals Subs	£5,662
	Licensing & Safety Committee	£11,092
	Taxi Licensing Sub-Committees	£5,662
	Standards Committee	£5,662
	Health and Wellbeing Board	£5,662
	Corporate Parenting Board	£5,662
	Scrutiny Committee Chairs	£11,455

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