

**REVIEW OF MEMBERS' ALLOWANCES – REPORT OF THE INDEPENDENT REMUNERATION PANEL**

Committee: Council

Date: 17 October 2019

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[U92]

1.0 ISSUE

- 1.1 To consider the recommendations of the Independent Remuneration Panel (IRP) relating to Members' Allowances.

2.0 RECOMMENDATIONS

- 2.1 That Council approve the recommendations of the Independent Remuneration Panel (IRP) as set out at Appendix A or approve an alternative scheme of Members' Allowances, and consider whether to backdate these.
- 2.2 That Council considers the IRP comments in paragraph 6.3 of their report.

3.0 BACKGROUND/OPTIONS

- 3.1 The current Independent Remuneration Panel (IRP) was originally appointed by a process agreed by the then Corporate Governance and Finance Committee on 28 July 2016. It was re-convened by full Council on 21 February 2019 specifically to consider the remuneration of the Leader and Deputy Leader of the Council, but this review was extended in the light of a request from the Cambridgeshire and Peterborough Combined Authority for Constituent Authorities to consider the payment of allowances to their representatives on the Combined Authority (CA) as the CA is excluded by law from paying such allowances. The review was being progressed when, following discussions with the two Political Group Leaders, it was agreed (via the action taken on the grounds of urgency procedure) to widen the review further to a full review of Members' Allowances following the recent elections and changes to the Committee structure and to make recommendations to the October Council meeting, rather than having to convene another Panel in 2020 as required by statute (urgent action reported to this Council meeting under Agenda Item 21).
- 3.2 The following 4 Lay Members comprised the IRP that completed the review:
- Richard Tyler (Chairman)  
Margaret Clark  
Stanley Curtis  
Richard Powell
- 3.3 The full IRP report is attached at Appendix A. Councillors are asked to consider the recommendations of the IRP and take a decision on the level of allowances

and the date that they should take effect from. These could be backdated to the election of the new Council or take effect from the date today's decision.

3.4 Members also are asked to consider the 'other recommendations' of the IRP in paragraph 6.3 of their report and make any response in relation to these.

#### 4.0 FINANCIAL IMPLICATIONS/EQUALITY IMPACT ASSESSMENT

4.1 The scheme of allowances recommended by the IRP would cost approximately an additional £40,000 per annum, based on the existing allowances Scheme. A financial appraisal based on the IRP recommendations is attached at Appendix B.

4.2 Equality Impact Assessment (INRA) not required.

#### 5.0 APPENDICES

Appendix A - Report of the Independent Remuneration Panel

Appendix B – Financial Appraisal

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#### Background Documents

IRP Information Pack and comparative salary information documents, etc provided to IRP held on file in Room 214B, The Grange.

#### Location

Room 214B  
The Grange,  
Ely

#### Contact Officer

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