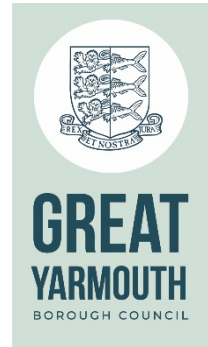


# COUNCIL



**Report Title :** Review of Member Special Responsibility Allowances following the Council's change to an Executive Model of Governance.

**Report to:** Council

**Date of meeting :** Thursday 27 July 2023

**Report by :** Independent Remuneration Panel

## EXECUTIVE SUMMARY

A full Review of the Scheme of Members' Allowances was undertaken in 2021 and agreed by Full Council at its meeting on the 9 December 2021. As part of this review the Independent Remuneration Panel informed Council that should a change in Governance take place, in line with Government Regulations a further review would be triggered.

Since the Council voted to move to Executive (Cabinet) Model of Governance in May 2023, the panel was reconvened to review the Scheme of Allowances.

The Independent Remuneration Panel only considered the Special Responsibility Allowances (SRA) during this review, a further review of the whole scheme of allowances is due to take place in 2025 in line with the Statutory guidance and acknowledged that the basic allowance was index linked to staff pay awards and had therefore increased in 2022.

The Panel acknowledged that the Council are in the early stages of embedding the Executive System of Governance so therefore recommend that a meeting be convened in one year's time to ensure the Special Responsibility Allowances are in line with the responsibilities and workloads of those Members receiving an SRA.

## **RECOMMENDATIONS :**

That Council :

- (1) Agree the SRA for the Leader of the Council should be calculated by way of a multiplier of x2.25 of the Basic Allowance.
- (2) Agree the SRA for the Deputy Leader of the Council should be calculated by way of a multiplier of x1.5 of the Basic Allowance.
- (3) Agree the SRA for the Cabinet Members should be calculated by way of a multiplier of x1.3 of the Basic Allowance.
- (4) Agree the SRA for the Shadow Leader of the Council should be calculated by way of a multiplier of x1 of the Basic Allowance.
- (5) Agree the SRA for the Chair of the Scrutiny Committee should be calculated by way of a multiplier of x1 of the Basic Allowance.
- (6) Agree the SRA for the Vice-Chair of the Scrutiny Committee should be calculated by way of a multiplier of x0.25 of the Basic Allowance.
- (7) Agree the SRA for the Chair of the Audit, Risk and Standards Committee should be calculated by way of a multiplier of x1 of the Basic Allowance.
- (8) Agree the SRA for the Vice-Chair of the Audit, Risk and Standards Committee should be calculated by way of a multiplier of x0.25 of the Basic Allowance.
- (9) Agree the SRA for the Chair of the Licensing Committee should be calculated by way of a multiplier of x1 of the Basic Allowance.
- (10) Agree the SRA for the Vice-Chair of the Licensing Committee should be calculated by way of a multiplier of x0.25 of the Basic Allowance.
- (11) Agree the SRA for the Chair of the Development Management Committee should be calculated by way of a multiplier of x1.25 of the Basic Allowance.
- (12) Agree the SRA for the Vice-Chair of the Development Management Committee should be calculated by way of a multiplier of x0.33 of the Basic Allowance.
- (13) Agree the SRA for the Mayor (Chair of the Council) should be calculated by way of a multiplier of x0.5 of the Basic Allowance.
- (14) Agree the SRA for the Deputy Mayor should be calculated by way of a multiplier of x0.2 of the Basic Allowance.
- (15) Agree to a meeting being convened in one years' time to review Special Responsibility Allowances to ensure these are in line with the responsibilities and workloads of those Members receiving an SRA.

### **1. Introduction**

1.1 The Independent Remuneration Panel (IRP) consists of 3 members;

Sandra Cox, Stuart Rimmer and Ivor Holden.

1.2 It has been recorded that Stuart Rimmer declared an interest in his capacity as Chief Executive of East Coast College, being a member on the Place Board

and being involved in discussions relating to the Great Yarmouth Learning Hub, University Centre and Public Library. It was not felt that this constituted a sufficient conflict to preclude his role on the IRP.

- 1.3 The IRP panel met on the 12 and 18 July 2023 to consider available evidence before making the recommendations being put forward for Council consideration. The Panel were assisted by Sammy Wintle (Corporate Services Manager) and Christina Webb (Democratic Services Officer).
- 1.4 A full Review of the Scheme of Members' Allowances was undertaken in 2021 and agreed by Full Council at its meeting on the 9 December 2021. As part of this review the Independent Remuneration Panel informed Council that should a change in Governance take place, in line with Government Regulations a further review would be triggered.
- 1.5 Since the Council voted to move to Executive (Cabinet) Model of Governance in May 2023, the panel was reconvened to review the Scheme of Allowances.
- 1.6 The Independent Remuneration Panel only considered the Special Responsibility Allowances (SRA) during this review, as a further review of the whole scheme of allowances is due to take place in 2025 in line with the Statutory guidance and it was acknowledged that the basic allowance was indexed linked to staff pay awards and had therefore increased in 2022 with the current Basic Members Allowance now £6054.00

## **2. Proposal**

- 2.1 The Panel Considered the Special Responsibility Allowances (SRA) of the newly formed Executive Model of Governance, the panel received comparative data on Allowance Schemes throughout Norfolk and Suffolk and these were used as part of the benchmarking for re-setting of the SRA's for Great Yarmouth.
- 2.2 The Panel considered that the appropriate way for calculating SRA's should be continued on a multiplier of the Basic Allowance.
- 2.3 It was again agreed that no Member should receive more than one SRA and that this should be the greater of allowances.
- 2.4 The following were proposed as SRA payments for the Executive Model of Governance

### **Leader of the Council**

To be calculated by way of a multiplier of x2.25 of the Basic Allowance.

### **Deputy Leader**

To be calculated by way of a multiplier of x1.5 of the Basic Allowance.

**Cabinet Members**

To be calculated by way of a multiplier of x1.3 of the Basic Allowance.

**Shadow Leader of the Council**

To be calculated by way of a multiplier of x1 of the Basic Allowance.

**Chair of the Scrutiny Committee**

To be calculated by way of a multiplier of x1 of the Basic Allowance.

**Vice-Chair of the Scrutiny Committee**

To be calculated by way of a multiplier of x0.25 of the Basic Allowance.

**Chair of the Audit, Risk and Standards Committee**

To be calculated by way of a multiplier of x1 of the Basic Allowance.

**Vice-Chair of the Audit, Risk and Standards Committee**

To be calculated by way of a multiplier of x0.25 of the Basic Allowance.

**Chair of the Licensing Committee**

To be calculated by way of a multiplier of x1 of the Basic Allowance.

**Vice-Chair of the Licensing Committee**

To be calculated by way of a multiplier of x0.25 of the Basic Allowance.

**Chair of the Development Management Committee**

To be calculated by way of a multiplier of x1.25 of the Basic Allowance.

**Vice-Chair of the Development Management Committee**

To be calculated by way of a multiplier of x0.33 of the Basic Allowance.

**Mayor (Chair of the Council)**

To be calculated by way of a multiplier of x0.5 of the Basic Allowance.

**Deputy Mayor**

To be calculated by way of a multiplier of x0.2 of the Basic Allowance.

### **3 Timescales**

- 3.1 The Panel recommend that any accepted proposals are implemented with immediate effect and that these allowances be backdated to the date of the Full Council approval to move to the Executive Model of Governance (18<sup>th</sup> May 2023).

### **4 Financial Implications**

- 4.1 It will be a matter for the Council to determine any additional costs or savings in relation to the Scheme when considering and deciding on the adoption of recommended changes and whether there is the available budget to deliver the recommendations.
- 4.2 Members are asked to note the total cost of adopting the SRA's as outlined within the report would be £96,743 p.a, this would see an additional amount of £20503.00 to be added to the General Fund Budget for 2023/24.  
*(Calculation based on SRA payments being backdated to 18<sup>th</sup> May 2023 and paid up to 31<sup>st</sup> March 2024)*
- 4.3 The total amount of SRA's paid for the 2022/23 period totalled £73,135.
- 4.4 It should be recognised that although there is a cost increase proposed as part of the review, this increase was mostly caused by the introduction of new roles that did not exist in the previous governance structure such as the Scrutiny Committee Chair.

### **5 Risk Implications**

- 5.1 The main risk associated with the review of the Members' Scheme of Allowances is reputational in nature.
- 5.2 While Members are required to have due regard to the report of the Independent Remuneration Panel, it is still a matter for Council to decide whether it adopts the associated recommendations in full or part.

### **6 Future Reviews**

- 6.1 The Panel acknowledged that the Council are in the early stages of embedding the Executive System of Governance so therefore recommend that a meeting be convened in one year's time to ensure the Special Responsibility Allowances are in line with the responsibilities and workloads of those Members receiving an SRA.

BA and S R A 2023/24	Current (Committee22/23)				Proposed (Executive 23/24)				Delta		Current Paid expected 22/23	**Current Paid 22/23 TOTAL	Proposed 23/24	Total Difference
	Multiplier of BA	Amount	No.	Total	Rate	Amount	No.	Total	Amount	Total		Amount	Amount	
Basic Allowance		£ 6,054.00	39	£ 236,106		£ 6,054	39	£ 236,106	£0.00	£0.00	£ 236,106	£236,106	£236,106	£0
TOTAL		£ 6,054.00							£0.00	£0.00	-			£0
								£0.00	£0.00	£	-			£0
Leader	2.25	£ 13,621.00	1	£ 13,621	2.25	£ 13,621	1	£ 13,621	£0.00	£0.00	£ 13,621	£13,621	£13,621	£0
Deputy leader					1.50	£ 9,081	1	£ 9,081	£9,081	£9,081	-	£0	£9,081	£9,081
Cabinet members (Excluding the Leader)					1.30	£ 7,870	4	£ 31,480	£7,870	£31,480	-	£0	£31,480	£31,480
Policy & Resources	1.00	£ 6,054.00	1	£ 6,054							£ 6,054			£0
Policy & Resources	0.25	£ 1,514.00	1	£ 1,514							£ 1,514	£1,514		-£1,514
Economic	1.00	£ 6,054.00	1	£ 6,054							£ 6,054	£6,054		-£6,054
Economic Development	0.25	£ 1,514.00	1	£ 1,514							£ 1,514	£1,514		-£1,514
Environment	1.00	£ 6,054.00	1	£ 6,054							£ 6,054	£6,054		-£6,054
Environment	0.25	£ 1,514.00	1	£ 1,514							£ 1,514	£1,514		-£1,514
Housing & Neighbourhoods	1.00	£ 6,054.00	1	£ 6,054							£ 6,054	£6,054		-£6,054
Housing & Neighbourhoods	0.25	£ 1,514.00	1	£ 1,514							£ 1,514			£0
Reg Comm - Audit, Risk and Standards Committee - Chairman	1.00	£ 6,054.00	1	£ 6,054	1.00	£ 6,054	1	£ 6,054	£0	£0	£ 6,054	£6,054	£6,054	£0
Reg Comm - Audit, Risk and Standards Committee - Vice-	0.25	£ 1,514	1	£ 1,514	0.25	£ 1,514	1	£ 1,514	£0	£0	£ 1,514	£1,514	£1,514	£0
Reg Comm - Licensing -	1.00	£ 6,054.00	1	£ 6,054	1.00	£ 6,054	1	£ 6,054	£0	£0	£ 6,054	£6,054	£6,054	£0
Reg Comm - Licensing -	0.25	£ 1,514.00	1	£ 1,514	0.25	£ 1,514	1	£ 1,514	£0	£0	£ 1,514	£1,514	£1,514	£0
Reg Comm - Development Control	1.25	£ 7,567.00	1	£ 7,567	1.25	£ 7,567	1	£ 7,567	£0	£0	£ 7,567	£7,567	£7,567	£0
Reg Comm - Development Control	0.33	£ 1,998.00	1	£ 1,998	0.33	£1,998	1	£ 1,998	£0	£0	£ 1,998	£1,998	£1,998	£0
Scrutiny Committee -					1.00	£ 6,054	1	£ 6,054	£6,054	£6,054	£	-	£6,054	£6,054
Scrutiny Committee -					0.25	£ 1,514	1	£ 1,514	£1,514	£1,514	£	-	£1,514	£1,514
Reg Comm - Appeals -	0.25	£ 1,514.00	1	£ 1,514							£ 1,514	£1,514		-£1,514
Reg Comm - Standards	0.25	£1,514.00	1	£ 1,514							£ 1,514	£1,514		-£1,514
Shadow Leader	1.00	£ 6,054.00	1	£ 6,054	1.00	£ 6,054	1	£ 6,054	£0	£0	£ 6,054	£6,054	£6,054	£0
Group Leaders	0.00	£ -	0	£ -	0.00	£ -	0	£ -	£0	£0	£ -	-	-	£0
Mayor (Chairman of	0.50	£ 3,027.00	1	£ 3,027	0.50	£ 3,027	1	£ 3,027	£0	£0	£ 3,027	£3,027	£3,027	£0
Deputy Mayor	0.20	£ 1,211.00	1	£ 1,211	0.20	£ 1,211	1	£ 1,211	£0	£0	£ 1,211	£1,211	£1,211	£1,211
									£0	£	-	-	-	£0
<b>Total</b>		<b>£ 81,914.00</b>		<b>£ 318,020</b>		<b>£ 73,133</b>		<b>£ 332,849</b>	<b>-£ 8,781</b>	<b>£ 14,829</b>	<b>£ 318,020</b>	<b>£309,241</b>	<b>£332,849</b>	<b>£23,608</b>
Total Year difference (£23,608)														
Total increase -Based upon payments being backdated to 18/5/23 and paid up to 31/03/24														
<b>£20,503.00</b>														

Note : Current Paid 22/23 expected is the total amount if

Note : \*\*Current Paid (Column Q)  
As Members are only entitled to claim one SRA total current Paid

Note : \*\* Proposed 23/24 Payments  
There are no Members who are appointed to more