
NON-EXEMPT

HAVANT BOROUGH COUNCIL

Council

26 January 2022

Report of the Independent Remuneration Panel in respect of Councillor Allowances

Key Decision: No

Report Number: HBC/019/2021

1. Purpose

1.1. To consider the recommendations of the Independent Remuneration Panel (IRP).

2. Recommendation

2.1 That recommendations set out in the Independent Remuneration Panel's (IRP) report (Appendix A) be agreed.

3. Executive Summary

3.1 In accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003 an Independent Remuneration Panel (comprising of Mr Peter Moore, Mr David Heck and Mr Andrew Kirk), ("the IRP Panel") has undertaken a review of Councillor allowances for the Council. The findings and recommendations of the Independent Remuneration Panel (IRP) are attached at Appendix A.

3.2 The main purpose of the review was to consider member allowances and also whether the new posts (set out below), which were created by the new constitution adopted by the Council in May this year should attract a Special Responsibility Allowance;

- The Overview and Scrutiny Committee Chair
- The Audit and Finance Committee Chair
- The Standards Committee Chair
- The Planning Policy Committee Chair
- Assistants to Cabinet Members

3.3 At its meeting held on 13 December the Standards Committee considered a draft report and

"RESOLVED that:

- a) the process undertaken by the Independent Remuneration Panel (IRP) be noted; and
- b) the Independent Remuneration Panel (IRP) report in appendix A be noted; and that the report now be recommended to Full Council for its consideration for approval.”

3.4 The draft report submitted to the Standards Committee has since been revised to take into account feedback received relating the Special Responsibility Allowance recommended for the Chairman of the Standard’s Committee and to include a response to feedback received relating to the Basic Allowance. The final report is attached at Appendix A to this report.

4. Additional Budgetary Implications

The five roles which have been considered and recommended for change by the IRP Panel are listed in the table below, highlighting what the allowance is currently and the proposed allowances, together with the differential. Taking the changes into account, this will result in an increased budget required of £10,930 for a whole year.

| | Current SRA | Proposed SRA | Number of Post Holders | Total Cost of Current SRAs (rounded up to nearest £) | Total Costs of Proposed SRAs (rounded up to nearest £) | Variance (rounded up to nearest £) |
|-------------------------------|-------------|--------------|------------------------|---|---|---------------------------------------|
| Standards Committee | £5692 | £3,871 | 1 | £5,692 | £3871 | -£1821 |
| Audit & Finance Committee | £5692 | £5692 | 1 | £5,692 | £5692 | £0 |
| Overview & Scrutiny Committee | £5692 | £5692 | 1 | £5,692 | £5692 | £0 |
| Planning Policy Committee | £0 | £5237 | 1 | £0 | £5237 | £5237 |
| Assistant Cabinet Leads (x 3) | £0 | £2505 | 3 | £0 | £7515 | £7515 |
| Total Whole Year Budget Cost | | | | £17,077 | £28,006 | £10,930 |

5. Background and relationship to Corporate Strategy and/or Business Plans

5.1 Under the Local Authorities (Members' Allowances) (England) Regulations 2003 and subsequent amendments to these regulations (SI 1022 and SI 1692), all authorities are required to establish an Independent Remuneration Panel to make recommendations to Council on Members' Allowances. A new scheme of allowances must be agreed at least every four years, with the Council taking regard to a review from an Independent Remuneration Panel.

5.2 The Council has a duty to pay regard to the recommendations of an Independent Remuneration Panel when agreeing a scheme of allowances.

6. Options considered

6.1 The IRP Report (Appendix A) sets out in detail the variety of options, evidence and issues considered in order to reach its' recommendations.

7. Resource Implications

7.1. Financial Implications: As set out in 4.1 above.

Section 151 Officer comments

Date: 19.11.2021

The independent review recommended an increase in costs of £10,930. This is currently unbudgeted, so, if approved, will need to be funded by an identified compensating saving or built into future budget growth at the time of budget setting.

7.2. **Human Resources Implications:**

There are no Human Resources

7.3. **Information Governance Implications:**

There are no Information Governance Implications

7.4. **Other resource implications:**

There are no other Resource Implications

8. Legal Implications

The Council is required to consult The Independent Remuneration Panel on any changes it wishes to make on Council Allowances. The Council must give due

consideration to the panel's work and should give reasons where it does not agree with a panel's recommendation.

Monitoring Officer comments

Date: 18.11.2021

The Councillors' Allowances Scheme, which gives effect to the regulatory requirements set out in this report, is published in the Constitution (at Part 5). A local authority, in setting its scheme of allowances, must have due regard to the recommendations of an independent remuneration panel consisting of at least three members none of whom is also a member of an authority in respect of which it makes recommendations. The regulations are primarily concerned with transparency. IRP reports must be publicly available and the features of a report, with its recommendations, should be advertised in a local newspaper.

9. Risks

Not applicable

10. Consultation

10.1 All members of the Council were given the opportunity to complete the Panel's questionnaire and a number of key officers and Members were interviewed by the Panel.

11. Communication

11.1 This report is to be included within the agenda for the Full Council meeting at which it is to be considered on 26 January 2022.

12. Appendices

Appendix A – Independent Remuneration Panel Report

13. Background Papers

<https://havant.moderngov.co.uk/ecCatDisplay.aspx?sch=doc&cat=14525>

Agreed and signed off by:

Executive Board: 23.11.2021

Deputy Monitoring Officer: Alan Harrison 18.11.2021

Section 151 Officer: Matthew Tiller 19.11.2021