

<b>Council Meeting</b>	
<b>Meeting Date</b>	15 June 2022
<b>Report Title</b>	Review of Members' Allowances Scheme – Report of the Independent Remuneration Panel for Swale
<b>EMT Lead</b>	David Clifford – Head of Policy, Communications and Customer Services
<b>Head of Service</b>	
<b>Lead Officer</b>	Jo Millard – Senior Democratic Services Officers
<b>Classification</b>	<b>Open</b>
<b>Recommendations</b>	1. That the Council adopts the Members' Allowance Scheme proposed by the Independent Remuneration Panel.

## **1 Purpose of Report and Executive Summary**

- 1.1 In accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council is required to appoint an Independent Remuneration Panel (IRP) to consider the Council's Members' Allowance Scheme and make recommendations to Full Council.
- 1.2 Allowances for the Mayor/Deputy Mayor are not subject to review by the Independent Panel and Council may consider an allowance review of these positions separately in the future.

## **2 Background**

- 2.1 The Regulations require Councils to undertake a review of their Members' Allowances Scheme every four years. The last full review for Swale was undertaken in March 2020. A review to consider the Special Responsibility Allowances (SRA) for Area Committee Chairman was carried out in February 2021. Council agreed to implement the IRP's recommendations at those reviews.
- 2.2 It was necessary for the panel to carry out a full review as the Council now operates under the Committee System model, which introduces new roles and responsibilities. Members of the independent panel had experience of carrying out reviews for authorities who had moved from the Cabinet to Committee system and the review was carried out on 4<sup>th</sup> and 11<sup>th</sup> May 2022. The panel report's is attached at Appendix I.
- 2.3 During the development of the new Constitution, the cross party Constitution Working Group whose membership is Councillors Baldock (chair), Bonney, Darby, Ingleton, Martin, Simmons, Truelove and Valentine, considered the need for a new Members' allowance scheme. The group put a proposal to the IRP who

agreed to consider it when undertaking their review. The working group's proposal is attached for information at Appendix II.

### 3 Proposals

3.1 The attached report of the panel sets out their recommendations in full and provides commentary on the reasoning behind their recommendations. Council is now recommended to adopt these recommendations as the Council's scheme of member allowances as proposed by the IRP. The table below sets out the impact of the implementation of proposals:

Role	Current	Recommended		Not Recommended	
		Proposal from Independent Remuneration Panel	% Change	Proposal from Working Group	% Change
<b>Basic Member Allowance</b>	£5,663.94	£6,786.00	20%	£7,500.00	32%
<b>Council Leader</b>	£20,958.78	£16,965.00	-19%	£16,000.00	-24%
<b>Deputy Leader</b>	£0.00	£8,483.00		£8,000.00	
<b>Leader of the Main Opposition</b>	£6,287.14	£5,938.00	-6%	£0.00	-100%
<b>Leader of the smaller opposition groups</b>	£2,095.37	£2,036.00	-3%	£0.00	-100%
<b>Group Leader (per Councillor)</b>	£0.00	£0.00		£350.00	
<b>Cabinet Member</b>	£12,574.27	£0.00	-100%	£0.00	-100%
<b>Deputy Cabinet Member</b>	£6,287.14	£0.00	-100%	£0.00	-100%
<b>Chair Service Committee</b>	£0.00	£5,938.00		£4,000.00	
<b>Vice-Chair Service Committee</b>	£0.00	£0.00		£0.00	
<b>Chair Planning Committee</b>	£7,334.82	£6,786.00	-7%	£7,334.82	0%
<b>Vice-Chair Planning Committee</b>	£0.00	£0.00		£0.00	
<b>Chair Licensing Committee</b>	£2,095.37	£2,036.00	-3%	£2,000.00	-5%
<b>Chair Audit Committee</b>	£2,095.37	£2,036.00	-3%	£2,000.00	-5%
<b>Chair Scrutiny Committee</b>	£6,287.14	£0.00		£0.00	-100%
<b>Chair PDRC</b>	£6,287.14	£0.00	-100%	£0.00	-100%
<b>Chair Area Committee</b>	£2,095.37	£2,036.00	-3%	£2,000.00	-5%

### 4 Alternative Options

4.1 Council is required to set a Members' Allowance Scheme and in doing so, it must have regard to the Panel's recommendations. However, the Council does not have to approve the recommendations made by the Panel. Council may choose to implement an alternative proposal.

## 5 Consultation Undertaken or Proposed

- 5.1 A questionnaire was circulated to all Members, in advance of the Panel meeting to seek feedback. 16 of 47 Members completed the questionnaire and the responses are attached to the IRP's report. In addition, 6 Members were interviewed as part of the Panel's review.

## 6 Implications

Issue	Implications
Corporate Plan	None for the purposes of this report
Financial, Resource and Property	The implications are contained within the report
Legal, Statutory and Procurement	The Local Authorities (Members' Allowances) (England) Regulations 2003 set out the rules regarding allowances schemes for Members and the requirement to establish an Independent Panel and to consider their recommendations.
Crime and Disorder	None for the purposes of this report
Environment and Climate/Ecological Emergency	None for the purposes of this report
Health and Wellbeing	None for the purposes of this report
Safeguarding of Children, Young People and Vulnerable Adults	None for the purposes of this report
Risk Management and Health and Safety	None for the purposes of this report
Equality and Diversity	Remuneration may encourage and support a greater diversity of Councillor representation.
Privacy and Data Protection	None for the purposes of this report

## 7 Appendices

7.1 The following documents are to be published with this report and form part of the report:

- Appendix I: Report of the Independent Remuneration Panel
- Appendix II: SBC Constitution Working Group Member Allowance Scheme – Proposal to Independent Remuneration Panel

## **8 Background Papers**

Reports and Minutes considered by previous Council meetings:

[Link to Agenda and minutes of Review Panel 17 June 2020](#)

[Link to Review Panel report 31 March Council 2021](#)