

Agenda Item No: 7

Report to: Council

Date of Meeting: 17 December 2014

Report Title: Members' allowances index review

Report By: Neil Dart
Director of Corporate Resources

Purpose of Report

To present the report of the Independent Remuneration Panel (IRP) to Council for consideration

Recommendation(s)

- 1. To agree the four recommendations made by the Independent Remuneration Panel set out in paragraph 8 of the report.**

Reasons for Recommendations

To review the index applied to calculate Members' allowances in accord with the provisions of the Local Authorities (Members Allowances) (England) Regulations 2003.

Introduction

Background

1. The Council's Independent Remuneration Panel (IRP) last sat in 2010 to consider Members' allowances.
2. Under the Local Authorities (Members' Allowances) (England) Regulations 2003 Reg 10(5), the local authority must not rely on the annual index that it uses for longer than a period of four years before seeking a further recommendation from the Independent Remuneration Panel established in respect of that authority on the application of an index to its scheme.
3. The IRP was reconvened in early November 2014 to test the index for uplifting the allowances paid to Members. The full report by the IRP is attached as appendix A.

Report overview

4. The report outlines the membership, terms of reference and the principles adopted by the Panel.
5. A comparative analysis with other local authorities is provided exploring review mechanisms used.
6. The views of the leader, opposition leader and a non-cabinet Member, as well as those of senior officers were sought via qualitative interviews as part of the review process.
7. The comparative analysis and qualitative interviews were used to inform the IRP's recommendations.

Recommendations

8. The IRP makes the following four recommendations in the attached report:
 - (1) The annual adjustment of the Members' allowances should continue to be the same as the annual adjustment to the officers' salaries as determined by the National Joint Council (NJC) scheme.
 - (2) In respect of travelling, the HM Revenue and Customs specified mileage rates for cars and motor cycles be paid and that at the time any revisions are made by HM Revenue and Customs then the revised rates be implemented.
 - (3) The Subsistence allowances should be paid up to the maximum rates as set out for NJC officers and that these be revised in future in accordance with any changes to these rates.
 - (4) The Dependants, Carers and Child Care allowances be based on the actual cost incurred whilst undertaking an approved duty up to the Living Wage hourly rate and that this continue to be the basis for the adjustment mechanism with no upper limit to the amount payable to any individual Member for each year.

Wards Affected

None

Area(s) Affected

None

Policy Implications

Please identify if this report contains any implications for the following:

Equalities and Community Cohesiveness	No
Crime and Fear of Crime (Section 17)	No
Risk Management	No
Environmental Issues	No
Economic/Financial Implications	No
Human Rights Act	No
Organisational Consequences	No
Local People's Views	No

Background Information

Appendix A IRP report

Officer to Contact

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