

## BABERGH DISTRICT COUNCIL

<b>From: Assistant Director - Law and Governance</b>	<b>Report Number: BC/17/18</b>
<b>To: Council</b>	<b>Date of meeting: 24 October 2017</b>

### APPOINTMENT OF AN INDEPENDENT REMUNERATION PANEL

#### 1. Purpose of Report

- 1.1 To consider a proposal to appoint a new Independent Remuneration Panel (IRP) for Babergh District Council.

#### 2. Recommendation

- 2.1 That the Independent Remuneration Panel appointed by Mid Suffolk District Council on 22 September 2016 also be appointed by Babergh District Council.

#### 3. Financial Implications

- 3.1 It is proposed that panel members are paid a fee for each panel meeting at a rate of £100 per member per meeting and reimbursed any expenses reasonably incurred in the performance of their duties. This level of fee and expenses is consistent with the approach taken by other local councils.

#### 4. Legal Implications

- 4.1 Under the Local Authorities (Members' Allowances) (England) Regulations 2003 ("the Regulations"), the Council is required to establish and maintain an IRP to make recommendations to it about the allowances to be paid to Members. It is important that the Council appoints an IRP, and has regard to the views of the Panel before any decisions are made in respect of changes to the scheme of allowances for members.

#### 5. Risk Management

- 5.1 Key risks are set out below:

Risk Description	Likelihood	Impact	Mitigation Measures
The Council would not be able to review the Scheme of allowances for councillors	2 – Unlikely	2 – Noticeable	Working with other local councils to share IRP panel members provides resilience

#### 6. Consultations

- 6.1 The Leaders of Babergh District Council and Mid Suffolk District Council have been consulted in preparation for this report.

## **7. Equality Analysis**

- 7.1 The decision recommended in this report does not give rise to any equality or diversity implications.

## **8. Shared Service / Partnership Implications**

- 8.1 The opportunity to appoint persons who are also appointed in the same capacity by another council could provide a more informed and rounded view in discharging their duty, as the panel members will be able to bring the experience and perspective they have gained advising another authority.

## **9. Links to Joint Strategic Plan**

- 9.1 This decision underpins the Enabling and Efficient Organisation theme: Strengthened and clear governance to enable delivery.

## **10. Key Information**

- 10.1 The Council is required to establish a Panel, known as the Independent Remuneration Panel (IRP), to make recommendations on the making and amendment of the Members Allowances Scheme.
- 10.2 It is proposed that a Panel of 5 members be appointed. This provides the Council with a pool of panel members to draw on for individual reviews. Panel members should be experienced in dealing with remuneration issues and at least some members should be knowledgeable of local government affairs and the public sector.
- 10.3 Councillors (on any principal area authority) and any person disqualified from being a Councillor cannot be Panel members. Employees of this Council and Co-opted members are also not permitted to sit on the Panel.
- 10.4 It is proposed that Babergh District Council appoints the same panel as Mid Suffolk District Council. Details of Mid Suffolk District Council's appointment are contained in report number C/68/16. This would provide parity between the two Councils' processes and allow for reviews of the Councillor Allowances Scheme to be run concurrently.
- 10.5 Following the change to a Leader-Cabinet style of decision making, a review of the Councillor Allowances scheme is now required to take into account the altered roles of Cabinet Members, Lead Members and Committee Chairs. As this affects a large proportion of Councillors, it is suggested that the whole scheme be reviewed. The Leaders of the Councils will meet with the Panel to determine the terms of reference for this review and to set the timetable, however it is initially envisaged that the findings of the Panel will be reported to Council in February 2018.

## **11. Background Documents**

- 11.1 Report appointing the Independent Remuneration Panel to Mid Suffolk District Council, C/68/17.

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