

## BABERGH DISTRICT COUNCIL

<b>To: BDC Council</b>	<b>Report Number: BC/23/17</b>
<b>From: Independent Remuneration Panel</b>	<b>Date of meeting: 19 September 2023</b>
<b>Officer: Janice Robinson Corporate Manager – Democratic Services</b>	

### RECOMMENDATION FROM THE INDEPENDENT REMUNERATION PANEL

#### 1. PURPOSE OF REPORT

- 1.1 The new role of 'Political Deputy Leader' was formed as part of the creation of the coalition administration, following the district elections in May 2023. Council is asked to consider the recommendations in this report and decide whether the role should attract a special responsibility allowance.

#### 2. RECOMMENDATIONS

- 2.1 That Council adopts a Special Responsibility Allowance for the role of Political Deputy Leader.

a) That the Special Responsibility Allowance (SRA) be set at:-

<b>Deputy Political Leader</b>	<b>Multiplier</b>	<b>SRA</b>
2	1.25	£ 8,137

- 2.2 That the Special Responsibility Allowance for the Political Deputy Leader take effect from 9th May 2023.
- 2.3 That the Monitoring Officer be authorised to make any necessary amendments to the Members Allowance scheme following approval of the recommendations.

#### 3. KEY INFORMATION

- 3.1 Council appointed a pool of five people to form an Independent Remuneration Panel ('IRP') at the Council meeting on 21<sup>st</sup> March 2021 under the Local Authorities (Members Allowances) (England) Regulations 2003.
- 3.2 The IRP carried out an extensive review of councillor allowances in 2022 and the changes were implemented in May 2023.
- 3.3 Following the election in May 2023, a new coalition administration was formed to run the Council for the next 4 years.

- 3.4 To reflect the political proportions of each group within the coalition administration a power sharing arrangement has been agreed. The arrangement is based upon the rotation of the Leader and two Political Deputy Leader roles, with continuous collective leadership. A role description for the Political Deputy Leader is attached at Appendix A.
- 3.5 The IRP were consulted on the new role and asked the Corporate Manager for Governance & Civic Office to undertake further research with similar councils that have more than one deputy leader and ascertain whether those roles were remunerated.
- 3.6 The Corporate Manager for Governance & Civic office has consulted with the Local Government Association and the councils listed in section 7 where they have two or more non-statutory deputy leaders. All Councils that were consulted pay a remuneration to both of their deputy leaders in recognition of the additional responsibilities that they undertake.
- 3.7 The current Special Responsibility Allowance for the statutory role of Deputy Leader is a multiplier of 1.25 of basic allowance = £8137. The IRP have been consulted on the proposal to introduce a Special Responsibility Allowance for the Political Deputy Leader. They recommend that a multiplier of 1.25 is adopted for the Political Deputy Leader as they consider this would reflect the importance of the role and the need for continuous leadership whilst recognising that the role is not the statutory Deputy Leader role.

#### 4. Financial Implications

Type of Allowance	Current Costs 2023/2024 £	Projected Costs 2023/24 based on recommendations £
Special Responsibility Allowance	118,230	126,367

(Projected costs are based on current placings and 2 SRA's)

- 4.1 There is provision in the budget for the proposed amendment to the Scheme of Allowances based on Council accepting the recommendations in the report.

#### 5. Legal Implications

- 5.1 Under the Local Authorities (Members' Allowances) (England) Regulations 2003 ("the Regulations"), the Council is required to establish and maintain an Independent Remuneration Panel to make recommendations to it about the allowances to be paid to Members. It is important that the Council appoints an Independent Remuneration Panel 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. The IRP has been fully consulted on the proposals.

## 6. Risk Management

- 6.1 This report is most closely linked with the Council's Corporate / Significant Business Risk No.5C *Failure to develop clear governance arrangements that enable the right decisions to be taken that are appropriate for the environment that we are operating in.* Key risks are set out below:

Risk Description	Likelihood	Impact	Mitigation Measures
Inability to attract candidates to become district Councillors	Unlikely (2)	Noticeable (2)	The IRP have been asked to consider a SRA to reflect the additional work that the postholder will be required to do. This will encourage a wider demographic of councillors to be able to take on additional responsibilities.
Reputational risk to the council of adopting a Scheme of Allowances which is disproportionate or without having regard to the IRP	Unlikely (2)	Noticeable (2)	The IRP have been fully consulted.
Not having a lawful scheme of allowances	Unlikely (2)	Noticeable (2)	The Council reviews its allowance scheme at least every 4 years in line with statutory requirements.

## 7. Consultations

- 7.1 The Corporate Manager for Governance and Civic office has consulted with the LGA and the following councils where they have two or more non-statutory deputy leaders.

Cumberland

<https://cumberland.moderngov.co.uk/mgMemberIndex.aspx?bcr=1>

Statutory Deputy Leader

Non Statutory Deputy Leader

Thameside

<https://thameside.moderngov.co.uk/mgMemberIndex.aspx?bcr=1>

First Deputy

Deputy Executive Leader

Oldham

[https://www.oldham.gov.uk/info/200142/councillors\\_and\\_leadership/1917/cabinet\\_and\\_chairs](https://www.oldham.gov.uk/info/200142/councillors_and_leadership/1917/cabinet_and_chairs)

Statutory Deputy Leader  
Non- Statutory Leader

The IRP have been consulted on the proposals to introduce a Special Responsibility Allowance for the Political Deputy Leader and recommend the SRA in recommendation 2.1 of the report.

## **8. Equality Analysis**

8.1 There are no equality implications arising from this report.

## **9. Links to the Corporate Plan**

9.1 By providing an appropriate remuneration, the decision will support the delivery of the Council's strategic priorities by helping to ensure that our communities are democratically represented and that we have sufficient councillors to fill our decision-making structures.

## **10. Environmental Implications**

10.1 There are no environmental implications arising from this report.

## **11. APPENDICES**

Title	Location
(A) Role description Political Deputy Leader	Attached

## **12. BACKGROUND DOCUMENTS**

12.1 Existing Babergh District Council Scheme of Member Allowances.

[BDC Members Allowance Scheme](#)

12.2 Report and Minutes to Council 21 March 2021 Appointment of an Independent Remuneration Panel.

[Report of Appointment of IRP](#)

[Minutes IRP](#)

12.3 Report and minutes to Council 25<sup>th</sup> October 2022 Report of the IRP

[IRP report to Council](#)

<https://baberghmidsuffolk.moderngov.co.uk/ieListDocuments.aspx?CId=153&MID=3419#A18419>