

**Report to:** Council

**Date of Meeting(s):** 4 March 2020

**Subject:** Report of the Independent Remuneration Panel

**Report of:** Assistant Director – Legal

**Contact Officer:** Christine Charnock-Jones (01942 827156)

**Cabinet Portfolio Holder and area:** Executive Leader, Councillor D T Molyneux

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**Summary:** To consider the report of the Council’s Independent Remuneration Panel and to decide whether or not to implement the recommendations of the Panel.

**Link to Corporate Priorities:**

Our People: Together we feel happy, safe, included and look out for each other;

- Best start in life for children and young people
- Happy healthy people
- Communities that care for each other

Our Place: Together we are proud of our towns and look after our environment;

- Vibrant town centres for all
- An environment to be proud of
- Embracing Culture, Sport and Heritage

Our Future: Together we will build a future where everyone has the opportunity to thrive;

- Economic growth that benefits everyone
- A well-connected place
- Confidently digital
- A home for all

**Wards Affected:**

All

**Recommendation(s):**

The Council is requested to:-

(1) consider the report of the Council's Independent Remuneration Panel and to decide whether or not to implement the recommendations of the Panel in whole, in part or not at all.

## Implications:

<i>What are the <b>financial</b> implications?</i>	If every recommendation in the report were implemented, the Council would decrease its expenditure on Members' allowances by the cost of providing phones of £27,000 and a reduction in Members' allowances by approximately £23,000 per annum.
<i>Is budget release necessary (Capital Expenditure Only)?</i>	No
<i>What are the <b>legal</b> implications?</i>	In amending the Members Allowances for 2019/20, the Council must have regard to the report of the Independent Remuneration Panel.
<i>What are the <b>staffing</b> implications?</i>	None
<i>Equality and Diversity Impact Assessment attached or not required because (please give reason). If not required, then a relevance check needs to be completed.</i>	A diversity impact assessment is not necessary at this stage, however, equality and diversity implications have been considered when producing this report.
<i>What are the <b>property</b> implications in terms of reduction, addition or change to the council's asset base or its occupation?</i>	None
<b>Risks:</b>	Provided that Council has regard to the Panel's report, and the risks considered are minimal.
<b>Sustainability:</b>	N/A

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Has the relevant Legal Officer confirmed that the recommendations within this report are lawful and comply with the Council's Constitution?	Yes
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Has the relevant Finance Officer confirmed that any expenditure referred to within this report is consistent with the Council's budget?	Yes
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Are any of the recommendations within this report contrary to the Policy Framework of the Council?	No
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**What are the alternative option(s) to be considered? Please give the reason(s) for recommendation(s):**

In accordance with the Statutory Guidance, the Council must review its Members' Allowances Scheme.

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**There are no background papers for this report**

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<b>Directorate Sign-off:</b>	Brendan Whitworth
<b>Date:</b>	5 December 2019

Please list any appendices:-

<b>Appendix number or letter</b>	<b>Description</b>
1	Independent Remuneration Panel Report

## **Background**

1. The report of the Independent Remuneration Panel is now complete and is attached to this report at appendix 1.
2. In accordance with The Local Authorities (Members Allowances) (England) Regulations 2003 No 1021, before the Council amends its Scheme of Members Allowances it must have regard to the report of the Independent Remuneration Panel.
3. The Council is not obliged to follow the proposals of the Independent Remuneration Panel.

## **Summary of the Panel's Recommendations**

4. The Panel has recommended that the Council's existing scheme of Members' allowances be amended as follows:-
  - (1) That when the Wigan Councillor is appointed as the Chairman of the Greater Manchester Transport Committee, then the Special Responsibility Allowance for the be set at £5,139, and be backdated to when the Chairman took up the position on 12 July 2019 at the first Annual Meeting of that Committee. That any interim payments already made in that regard be deducted from the amount to be paid, should the same Councillor continue with this role.
  - (2) The Panel does not recommend that the Wigan political balance appointee to the Greater Manchester Transport Committee is paid a Special Responsibility Allowance.
  - (3) The Panel does not recommend that when the Wigan appointee to the Greater Manchester Transport Committee is a Vice-Chairman, he/she is paid a Special Responsibility Allowance.
  - (4) The Panel recommends that a payment of £600 per year be paid to the Tenant Representatives on the Housing Advisory Panel and that this be paid from the Housing Revenue Account.
  - (5) The Panel recommends that from the Annual Council meeting held on 22 May 2019, that any Member who uses their personal mobile phone for Council related calls is paid a monthly Telephone Allowance of £10 net (an increase of £2.50 per month). In addition the Panel recommends that the Council does not offer Council provided mobile phones going forward and when the current Council mobile phones come to the end of life, then Members purchase their own phones and are switched to the monthly allowance.
  - (6) That the amendments as referred to above be reviewed at the next meeting of the Independent Remuneration Panel at its next meeting to be held in 2020.

## **Amendment to the Scheme of Members' Allowances**

5. If the Council amends its Scheme of Members Allowances then regulations require that the Council publishes the main features of the Scheme it has approved and the main features of the Independent Remuneration Panel's recommendations.
6. Under the current scheme basic and special responsibility allowances are indexed to the annual percentage salary increase for local government staff until the end of 2020/21.

## **Indexation and Implementation**

7. The Panel recommends that the following allowances are indexed for 2020/21 as follows:-

- (1) Special Responsibility Allowance for the Wigan Member appointed as the Chairman of the Greater Manchester Transport Committee.
- (2) Payments to the Tenant Representatives on the Housing Advisory Panel.
- (3) The Panel recommends that the above mentioned allowances be uplifted in 2020/21 in line with the annual percentage pay increase given to Wigan Council staff as agreed by the National Joint Council for Local Government Staff.

### **Conclusion:**

The Independent Remuneration Panel will meet in 2020 to undertake a full review of Members Allowances at Wigan Council.

**Relevance Check**



**Budget Reduction/Service Area: Resources**

**Service Lead: Democratic Services**

**Date: 5 December 2019**

**In what ways does this Budget reduction have an impact on an outward facing service? How will the service feel different to your customers or potential customers?**

NA

**If not, how does it impact on staff e.g. redundancies, pay grades, working conditions? Why are you confident that these staff changes will not affect the service you provide?**

NA

Is a Customer Impact Assessment needed? NO

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