

## **DRAFT REPORT FROM THE INDEPENDENT REMUNERATION PANEL**

**SEPTEMBER 2003**

### **1. Introduction**

The Independent Remuneration Panel (IRP) reported to the Annual Meeting of the Council on 21 May and made recommendations for:

- Basic allowance
- Special responsibility allowance
- Travel allowance – for travel within the Borough
- Carer's allowances

Following the publication of the Local Authorities (Members Allowances) (England) Regulations 2003, The Council asked the IRP to consider the following:

Travel and subsistence allowances  
Which allowances (if any) should be treated as pensionable  
A co-optees allowance

### **2. Summary of Recommendations**

2.1 That for travel outside the Borough on official duties Members should be paid second class rail fare or the same car allowance that officers of the Council are entitled to claim.

2.2 Members be entitled to claim subsistence allowance for official duties that are outside of the Borough at the same rate as applies to officers of the Council.

2.3 That no subsistence allowance be paid for official duties within the Borough.

2.4 That any representative of the Council on an outside body, who is not a Councillor, should be entitled to claim travel allowance at the same rate as applies to officers of the Council.

2.5 That all basic and special responsibility allowances be eligible for pension.

2.6 That if the Council, appoints any co-opted Members to any of its Committees, Boards or Panels then the allowance paid to the co-opted member should be based on the same

methodology as used by the IRP to calculate the basic allowance.

### 3. **Background Information**

When considering travel and subsistence allowances the IRP considered:

The national rates that used to apply  
The rate paid by a major local employer  
The inland revenue implications  
The cost of evening meals in the general locality  
Allowances paid to officers of the Council

When considering which allowances should be subject to pension entitlement the IRP were grateful that Mr Pat Luscombe – KCC Pensions Manager, - was able explain the main points of the local government pension scheme to the IRP and also answer questions.

The IRP had additionally given all Members the opportunity to write expressing their views on the matters before the IRP. Very few Members had written but the views of those that had were taken into account.

### 4. **Considerations and recommendations by the IRP**

#### 4.1 **Travel and subsistence allowance**

Having considered the matter and taken account of research and submitted viewsthings in section xx above, the IRP agreed to recommend to the Council that:

Travel outside the Borough should be payable at the same rate as for officers of the Council.

That subsistence allowance could only be claimed for duties outside the Borough and that it should be at the same rates as apply to officers of the Council.

The IRP also considered the case of a non Councillor representing the Council at meetings of outside bodies. The IRP recommends that travel allowance should be payable at the same rate as applies to officers of the Council.

#### 4.2 **Allowances to be treated as pensionable**

The IRP considered this at length. The IRP had to consider:

Which mMembers of the Council authority should be entitled to \_\_ pensions, and

INDEPENDENT REMUNERATION PANEL  
APPENDIX A TO AGENDA ITEM 4  
3 SEPTEMBER 2003

Whether the basic allowance or special responsibility \_\_\_\_\_ allowances, or both, should be eligible for pension \_\_\_\_\_ entitlement

The IRP were also mindful of the original consultation from the government which suggested that only Members of the Cabinet and the Chairmen of Overview and Scrutiny Committees should have their allowances treated as being pensionable.

The IRP was split on its views.

On the one hand, On the one hand, if adopting the principles of equality and fairness then all ~~m~~Members should be entitled to have all their allowances treated as pensionable.

An alternative A different view ~~was~~ expressed was that it was only those ~~m~~Members in receipt of special responsibility allowances and who were, by definition, undertaking significant additional duties that should be eligible for pensions.

The IRP were also mindful of the original consultation from the government that only Members of the Cabinet and the Chairmen of Overview and Scrutiny Committees should have their allowances pensionable.

The IRP gave due also consideration toed the implications of their recommendation and recognised that w. When the Council decides which Members should be entitled to have their allowances treated as pensionable, the Council can only include someone a Member whose office who has been recommended by the IRP.

Having considered all of the above the IRP agreed to recommend to the Council that all Members be entitled to have their allowances treated as pensionable and that it apply to ~~p~~ both basic and special responsibility allowances.

There remained one dissenting voice that believed that only those Members receiving special responsibility allowances should be entitled to pensions and that ~~it should~~ only apply to the special responsibility allowance element of their allowance should and not the basic allowance be treated as pensionable.

### 4.3 **Co-optees allowance**

At present there are no co-opted Members on the Council and, in the absence of any criteria for appointment of co-opted members or any assessment of their likely role or time commitment, tThe IRP therefore found it difficult to make any recommendations to the Council as to about a specific allowance for co-opted Members. At present there are no co-opted Members on the Council. The IRP also felt that the time commitment of co-opted members could be different depending on what they were co-opted to do.

The IRP came to the view that the Council should consider each co-optee appointment separately but should use the same methodology as recommended by the IRP for the calculation of the basic allowance for elected Members.

**5. Conclusion**

The IRP has concluded its deliberations on all matters referred to it and is happy to offer the recommendations in section 2 above to the General Assembly of the Council for consideration.

~~Sheri I don't have a copy of the final report on my system so can't copy the relevant part in here.~~

~~Need also to say something about comments from Members—not sure how much you want to say or where to put it.~~