



**Hinckley & Bosworth  
Borough Council**

**FORWARD TIMETABLE OF CONSULTATION AND DECISION MAKING**

SCRUTINY COMMISSION/ FINANCE & PERFORMANCE SCRUTINY COUNCIL	6 FEBRUARY 2020 25 FEBRUARY 2020
---	-------------------------------------

WARDS AFFECTED: ALL WARDS

---

**REPORT OF THE INDEPENDENT REMUNERATION PANEL ON MEMBERS'  
ALLOWANCES**

---

Report of the Independent Remuneration Panel

**1. PURPOSE OF REPORT**

- 1.1 To present the recommendations of the Independent Remuneration Panel on members' allowances.

**2. RECOMMENDATION**

- 2.1 The following recommendations of the Independent Remuneration Panel be considered for adoption:
- (i) The current level of allowances be maintained, with annual increases in line with officer pay awards as agreed previously;
  - (ii) The ICT policy be reviewed in relation to use of members' own IT equipment;
  - (iii) The amended section on approved duties as appended to the report be approved;
  - (iv) The panel be supported in its review of special responsibility allowances;
  - (v) Consideration be given to reviewing the committee structure in relation to Audit Committee and Ethical Governance & Personnel Committee.

### **3. BACKGROUND TO THE REPORT**

- 3.1 In accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003, local authorities must establish and maintain an Independent Remuneration Panel to provide the authority with recommendations on its remuneration scheme and the amounts to be paid to councillors. Council must have regard to these recommendations when approving a scheme.
- 3.2 The scheme of allowances was last considered in 2017 and a two-year programme of increases was agreed for May 2018 and May 2019 in order to bring HBBC in line with other similar authorities. It was agreed that following this, the allowance would be increased annually in line with officer pay awards, with the panel meeting every four years prior to the budget setting for the election year, to set allowances for the new Council.
- 3.3 The panel was therefore due to meet towards the end of 2018 to review the allowances agreed for the new Council from May 2019 in light of some other recommendations made within the 2017 review, but due to members of the panel gradually resigning over time, this wasn't possible and a new panel had to be appointed. Advertisements were placed in the summer of 2019 and a new panel was appointed in autumn 2019.
- 3.4 Details of the new panel are contained within the attached report. The panel met four times in October – December 2019 and its deliberations are contained within the attached report.
- 3.5 Council is asked to consider the following options:
- (a) Accept the recommendations within the report;
  - (b) Reject the recommendations within the report;
  - (c) Accept any part of the recommendations within the report and include them in a revised scheme of allowances;
  - (d) Propose new amendments to the scheme of allowances.

### **4. EXEMPTIONS IN ACCORDANCE WITH THE ACCESS TO INFORMATION PROCEDURE RULES**

- 4.1 This report is to be taken in open session.

### **5. FINANCIAL IMPLICATIONS (FMc)**

- 5.1 The previously agreed increase will be funded from existing budgets which includes a 2% increase.

## **6. LEGAL IMPLICATIONS (MR)**

6.1 Set out in the report.

## **7. CORPORATE PLAN IMPLICATIONS**

7.1 This report supports all corporate aims as a member issue.

## **8. CONSULTATION**

8.1 A survey of members was undertaken in the course of the panel's work. The Scrutiny Commission gave consideration to the report at its meeting on 6 February 2020 and endorsed the report. An extract from the minutes of that meeting is attached.

## **9. RISK IMPLICATIONS**

9.1 It is the Council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.

9.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.

9.3 The following significant risks associated with this report / decisions were identified from this assessment:

Management of significant (Net Red) Risks		
Risk Description	Mitigating actions	Owner
Difficulty in recruiting, retaining and supporting councillors	Ensure the scheme of allowances is fit for purpose and provides fair recompense for the role	Chief Executive

## **10. KNOWING YOUR COMMUNITY – EQUALITY AND RURAL IMPLICATIONS**

10.1 This report does not impact any particular community, group or service. It serves to encourage and support members and to encourage membership from all communities. Any resulting changes would apply to members from all areas of the borough.

## **11. CORPORATE IMPLICATIONS**

11.1 By submitting this report, the report author has taken the following into account:

- Community Safety implications
- Environmental implications including the declared climate emergency

- ICT implications
  - Asset Management implications
  - Procurement implications
  - Human Resources implications
  - Planning implications
  - Data Protection implications
  - Voluntary Sector
- 

Background papers: Previous reports on members' allowances

Contact Officer: Rebecca Owen, ext 5879

Executive Member: Councillor SL Bray