

Report of: The Independent Remuneration Panel
To: Blackpool Council on Wednesday 26 June 2019

Review of the Members' Allowances Scheme

1. Introduction

- 1.1 The Council has appointed an Independent Remuneration Panel to advise the Council on the adoption of a scheme of members' allowances.
- 1.2 The Panel was convened under the Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021). These regulations, which arise out of the relevant provisions in the Local Government Act 2000, require all local authorities to set up and maintain an advisory Independent Remuneration Allowances Panel to review and provide advice on Members' allowances. All Councils are required to convene their Allowances Panel and seek its advice before they make any changes or amendments to their allowances scheme and they must 'pay regard' to the Panel's recommendations before setting a new or amended Members' Allowances Scheme.
- 1.3 We undertake a full review once every four years and have met on eight occasions since January 2019 to undertake this review of the Members' Allowances Scheme and have met with both the Leader of the Council and the Leader of the Principal Opposition Group.

2. Methodology

- 2.1 We were supplied with the following information to assist us in our work:
 - The Government's Guidance on Consolidated Regulations for Local Authority Allowances published in July 2003
 - The Council's current Members' Allowances Scheme
 - A chart outlining the Council's political management structure (both pre election and post election)
 - A calendar of meetings for 2019/2020 (post election)
 - Research on levels of allowances from single tier Councils in the North of England and in the former Audit Commission Group of Councils (mainly seaside towns)
 - Details of Executive responsibilities of the Cabinet Members (pre and post-election).
 - National Federation of ALMO (Arm's-Length Management Organisations) Board Member Remuneration Survey 2016 and a survey update
 - Details of various parental leave of absence policies from Councils, which had implemented such a scheme.
 - Committee on Standards in Public Life - Local Government Ethical Standards Review
 - Details of the Independent Audit Person Workload
 - Statistics for number of Civic Events over the last 4 years

2.2 We also met with the Leader of the Council and the Leader of the Principal Opposition to seek their views on the level of allowances and other factors including the new scrutiny arrangements.

2.3 The Director of Governance and Partnerships and the Scrutiny Manager attended various meetings to answer questions from the Panel.

3. Basic principles – the overall Allowances Scheme

3.1 In undertaking the review of the Scheme, we were aware of and had regard to the following:

- (a) That following the Local Elections in May 2019, on the whole there had been some minimal change to the positions within the Council's Executive and committee structures, with some minor alterations to responsibilities and reporting lines in the Executive and some changes in scrutiny committee responsibilities. There was also to be a new Scrutiny Leadership Board and we were asked to give consideration to an allowance for its Chair.
- (b) The comments made by the Leader of the Council and the Leader of the Principal Opposition at the Panel meeting in April 2019 that the changes to the allowances scheme agreed in July 2015 and the use of the formula utilising the Joseph Rowntree Foundation Living Wage had had a positive impact on recruitment of candidates. It was acknowledged that the decision of Council in 2015 had brought the Council's levels of basic allowance to the northern average for basic allowances for single tier authorities/ former Audit Commission family group Councils ('northern single tier average').
- (c) The Panel also felt that in view of the renewed focus on scrutiny as well as the Scrutiny Lead Member's allowance they were asked to look at, there had been continuous vacancies with the 4 Co-opted Scrutiny Committee Members and an allowance should be considered for these positions.

4. The formulae for calculating allowances

4.1 In 2015, the last time a full review of the Members Allowances Scheme was undertaken we adopted a number of formulae for calculating members allowances, centered around the Joseph Rowntree Living Wage, now known as the Living Wage Foundation ('living wage'). This was in line with good practice adopted by other Councils. It was considered that these formulae were wholly appropriate and should be continued to be used for this review.

4.2 Allowances had been significantly uplifted in 2015 to meet the northern single tier average, prior to 2015 they had been significantly lower than this average. The review should therefore 'test' whether continue to use the formulae ensured that the allowances remained at that level.

4.3 The living wage had been used in the basic allowance formula, which in 2015 was

£7.85 and would rise to £9.00 per hour in April 2019.

4.4 The basic allowance formula agreed in 2015 was based on hours worked per week and an average wage per week with a percentage deduction for public service. (For information, the basic allowance as of 1 April 2019 is £9,551.81). The hours per week had come from a Members Survey in 2013 (completed by 40 out of 42 councillors) and had determined that Blackpool councillors worked on average 25 hours per week. From our research and feedback this figure was consistent with current hours applied to the role and had in effect risen.

4.5 In 2015, we came up with the following formula for the basic allowance and decided to apply the same for 2019. The increase in living wage would be a good factor to maintain a consistency:

Living wage @25 hours per week, less approximately 12% for public service (as was established in 2015).

4.6 To test this figure was still valid we worked out the average allowances for comparable positions across all single tier Councils in the north of England together with those in the former audit commission family group (northern single tier average). This provided very similar results and we concluded that the formula was still valid.

Table: Level of allowance recommended using relevant formula

	Formula (all same as 2015)	Formula outcome/ recommended allowance for each position Less 12% public service	Comments
Basic allowance	Living wage (£9.00 per hour) @25 hours per week, less approximately 12% for public service	£11,700 less approx.12% = £10,296 (rounded) £10,200	See section 5 – subject to annual uplift
Leader of the Council	3 x basic	£30,600	See section 9 - subject to annual uplift
Deputy Leader of the Council (x 2)	60% of Leader of the Council	£18,360	See section 9 - subject to annual uplift
Cabinet Member	45% of Leader of the Council	£13,770	See section 9 - subject to annual uplift
Leader of Principal Opposition (Minimum of 25% of seats on Council i.e. 11)	Same as Cabinet Member	£13,770	See section 10 - subject to annual uplift
Deputy Leader of Principal Opposition	50% of Leader of Principal Opposition Group.	£6,885	See section 10 - subject to annual uplift
Leader of another	No formula applied in 2015 but one applied	£6,885	See section 10 - subject to annual uplift

Appendix 5(a)

	Formula (all same as 2015)	Formula outcome/ recommended allowance for each position Less 12% public service	Comments
Opposition Group (minimum 10% of seats on Council i.e. 4)	in September 2018. This was the amount would be the same as the Deputy Leader of the Principal Opposition Group.		
Chair of Scrutiny Leadership Board	Same as Cabinet Member	£13,770	See section 11 - subject to annual uplift
Chairs of Scrutiny Committee	1 x basic	£10,200	See section 11 - subject to annual uplift
Vice-Chairs of Scrutiny Committees	50% of Chairs of Scrutiny Committee	£5,100	See section 11 - subject to annual uplift
Scrutiny Co-opted Member	New allowance	£500	See section 11 - no annual uplift, to be reviewed at the same time as Independent Person Standards and Independent Person Audit.
Cabinet Assistant	Same as Vice Chairs of Scrutiny Committees – as per previous rationale	£5,100	See section 11 - subject to annual uplift
Chairs: Planning, Licensing, Appeals and Audit committees	0.8 x basic	£8,160	See section 12 - subject to annual uplift
Vice-Chairs: Planning, Licensing, Appeals and Audit committees	50% of Chairs of Committees	£4,080	See section 12 - subject to annual uplift
Independent Person Standards	Based on comparable authorities and review of role.	£800	(Allowance to be jointly agreed with Fylde Borough council). See section 13 - no annual uplift but to be reviewed after the Government has responded to the review recently undertaken by the Committee on

	Formula (all same as 2015)	Formula outcome/ recommended allowance for each position Less 12% public service	Comments
			Standards in Public Life, or within two years, whichever is the shorter.
Independent Person Audit	Allowance did not exist in 2015. Based on comparable authorities and review of role.	£750	See section 13 - no annual uplift but to be reviewed after the Government has responded to the review recently undertaken by the Committee on Standards in Public Life, or within two years, whichever is the shorter
Chairs of Council Companies and Chair of Shareholder's Advisory Board.	In line with ALMO Board Governance survey	£5,000	These payments would continue to be paid as a second allowance (where applicable). No annual uplift – review in May 2021.
Other Non-Executive Directors/ Members of SAB	In line with ALMO Board Governance survey	£2,500	These payments would continue to be paid as a second allowance (where applicable). No annual uplift – review in May 2021.
Mayor	1 x 1.25 basic (changed formula from 2015 – see section 15)	£12,750	See section 15 – to be applied from Annual Council 2020 (annual uplift to only be applied from 2021).
Deputy Mayor	25% of Mayor	£3,188	See section 15 – to be applied from Annual Council 2020 (annual uplift to only be applied from 2021) Allowed as a second allowance from date of Annual meeting on 22 May 2019.

5. Level of basic allowance

- 5.1 We note that the data showed that the basic allowance as of 1 April 2019 was now below the average for the 'northern single tier average'. However when the formula was applied which included the 'Living Wage' uplift then this brought it to a

comparable figure. As the current basic allowance was based on the Living Wage for 2015, then we considered this to be consistent and not to allow Blackpool's allowances to drop behind the 'northern single tier average' as it had prior to 2015.

- 5.2 We recognise that the basic allowance is an integral part of the overall scheme and that this payment is the only allowance to which many of the Councillors are entitled. We believe that we have strong evidence on which to base our recommendations, which are referenced in this report.
- 5.3 In the meeting with the Leader of the Council and the Principal Opposition Leader both had commented that the level of allowances seemed appropriate following the 2015 review and the living wage part of the formula was a reasonable factor to use and that increases then would be in line with the Living Wage.
- 5.4 Applying the formula therefore brought the basic allowance to £10,296 per annum and the 'northern single tier average' was £10,198. As the average figure had been researched in 2018, it was concluded that a rounded figure of £10,200 would be a recommended basic allowance.

6.0 Special Responsibility Allowance

The basic allowance using the formula agreed in 2015, would be factored to determine other Special Responsibility allowances (SRA). In comparing the resultant SRA figures these all compared favourably with the average our research had shown from 'northern single tier average' for SRA positions in all instances except the Civic Mayor.

7.0 Public Service Principle

This is the principle that an important part of being a councillor is the desire to serve the public and therefore, not all of what a councillor does should be remunerated. Part of a Councillor's time should be given voluntarily. This public service concept or ethos was a key introduction in 2015 to the formulae and we therefore wished to continue to use this.

8.0 Fair Remuneration Principle

In putting forward our recommendations in 2015 we considered those provided a package of financial support which was reasonable and in some way went towards addressing the disincentives from serving in local politics. This was based on our research at the time and speaking with the Leader of the Council and Leader of the Principal Opposition Group. By continuing to use the formulae from 2015 we felt our recommendations would continue to assist in this regard. In essence, this meant that the recommendations we made reflected the increases in the 'Living Wage'.

9.0 Leader of the Council and Executive Members

- 9.1 We noted on the list of responsibilities for Executive members following the election that the positions of Deputy Leader of the Council (Tourism and Place) and Cabinet

Secretary (now titled Deputy Leader – Children) had amended reporting lines from Cabinet Members who reported to them. The Leader of the Council confirmed that he had appointed them on that basis and in his view held comparable responsibilities and duties, in particular with the priority of the Council on children’s services.

9.2 We therefore concluded that they continued to be at the same level and therefore in our view should continue to receive the same level of remuneration. It was noted that the Deputy Leader (Tourism and Place) would be the formal deputy should the Leader be indisposed. We also noted that the other Cabinet Members had similar roles and responsibilities as prior to the election. The formulae for calculating the Leader, Deputy Leader and Cabinet Members allowances used in 2015 also held true in comparison with the average for those positions in northern single tier Unitaries.

10.0 Leader and Deputy Leader of the Principal Opposition Group and Leader of Second Opposition Group

10.1 In 2015, we came to the view that the allowance for the Leader of the Principal Opposition Group should be at the same level as a Cabinet Member (subject to that group consisting of at least 25% of the Council members – i.e. 11 members) and the Deputy Leader of that Group should receive an allowance at 50% of that level of remuneration. In September 2018 we recommended to Council and it agreed that in order for a Second Opposition Group Leader to qualify for an allowance the Group should consist of 10% of the Council members (i.e. four members). As part of our review for 2019, we conclude that these criteria should be retained.

11.0 Scrutiny Review, Scrutiny Positions and Cabinet Assistants

11.1 We were informed that North West Employers (NWE) had carried out a review of Scrutiny at Blackpool Council in 2018 and made a number of recommendations and comments regarding parity of esteem with the Executive and the appointment of a Scrutiny Leadership Board to oversee the scrutiny function. We were advised that the Chair of the Scrutiny Leadership Board would be high status and have a very important leadership role.

11.2 NWE had recommended that the Special Responsibility Allowance for the Chair to be at the same level as the two Deputy Leaders. They would be charged with the task of producing a step change improvement in scrutiny. We were provided with the full details of the proposed Scrutiny Leadership Board roles and responsibilities and chairing arrangements, together with a role profile for the chair’s position.

11.3 We were also informed that Blackpool Council had a Scrutiny Development Management Committee from 2003 to 2005 and during this time the allowance for the Chair of that committee was the same as that of an Executive Cabinet Member.

11.4 We also questioned the Leader of the Council and the Leader of the Principal Opposition Group on the matter. We concluded looking at the responsibilities of the role of Chair of the Scrutiny Leadership Board and the time commitment expected that it warranted an allowance the same as a Cabinet Member.

- 11.5 We were also informed that the Council had Scrutiny Co-opted Members who were non-councillor members of one of the council's overview and scrutiny committees, appointed where specialist input is required or where an outside view of the council can be useful in guiding councillors' deliberations. We understand that some Scrutiny co-opted members are statutory and these members will only be able to vote on educational matters which fall within their remit. Such members, also being subject to the elected members' code of conduct, were required to make a declaration of registerable interests and to declare offers of gifts and hospitality made to them in their role as a Co-opted Member.
- 11.6 In reviewing the Members' Allowances Scheme we noted that the Council currently paid no allowance to such positions and had two vacancies out of four positions. We considered comparative data from similar authorities and compared it to the Independent Person Audit role. We agreed it should be paid an allowance but at a lower level than the Independent Person Audit role due to a smaller number of Committee meetings to attend and subsequent smaller workload.
- 11.7 For the Scrutiny Committee Chairs and Vice Chairs we considered that the formula applied in 2015 also was applicable for this review (1 x basic). In the last two full reviews we had agreed that the positions of Cabinet Assistants be given the same level of allowance as the Vice Chair of the Scrutiny Committees and we agreed that this should continue.

12.0 Other Committee Chair, Vice Chairs and Cabinet Assistants

- 12.1 Our research also showed that the formula for Chairs of Planning, Licensing, Appeals and Audit Committees was 0.8 x basic and in checking comparable rates for authorities we believed this to be still applicable. This also applied to the Vice Chairs of these committees who would receive 50% of what the Chairs received.

13.0 Independent Standards Persons and Co-opted Independent Audit Committee Member

- 13.1 Blackpool Council and Fylde Borough Council have shared arrangements in relation to the standards framework and have adopted the same Code of Conduct for Members and arrangements for dealing with complaints of member misconduct. As part of these shared arrangements we were aware that there is a shared pool of three Independent Persons.
- 13.2 The role at Blackpool and Fylde currently receives an allowance payment of £700 per year which was agreed in October 2016 and the cost is shared 50/50 between both authorities. That allowance is not currently updated annually.
- 13.3 In January a review of the current standards framework, the first since the Localism Act 2011 has been undertaken by the Committee on Standards in Public Life to see if the Framework is conducive to promoting and maintaining the standards expected by the public. This report was published in January 2019. The recommendations from this report have been submitted to Government but no response has yet been made.

- 13.4 We considered that this report would have an effect on the role of the Independent Person and would necessitate a further review of the allowance paid for the position. We also acknowledged that across both Councils, the role had become more demanding and there had been no annual uplift. We therefore recommend that the allowance be increased up to £800 but be reviewed after the Government has responded to the review by the Committee on Standards in Public Life, or within two years, whichever is the shorter.
- 13.5 We also acknowledged that one area subject to recommendation was the term of office for the Independent Persons and understand that this is subject to a separate recommendation to extend due to this review. (Mr Mozley, also served as an Independent Person for standards and did not attend the joint meeting with Fylde Council Independent Remuneration Panel on these issues and consequently took no part in the consideration of this recommendation).
- 13.6 In June 2017, we had considered the allowance for the newly created position of Independent Audit Person and had recommended Council to set an allowance of £700 which had been based on the allowance payable to Independent Standards Persons but no annual uplift had been put in place.
- 13.7 We considered that the allowance should still be comparable in some form to that for the Independent Standard Persons but acknowledged that the standards role had increased in its time commitment more than the Independent Audit Person had. However, it was acknowledged that it had not benefitted from an annual uplift and therefore should be increased to reflect that. Whereas the Independent Persons allowance for standards was to be increased to £800, it was suggested that the allowance for the Independent Audit Person allowance be increased to £750.
- 13.8 However, as we are recommending the allowance for the Independent Standards Person to be reviewed (i.e. after the Government has responded to the review recently undertaken by the Committee on Standards in Public Life, or within two years, whichever is the shorter), then we consider that this should also apply to the Independent Audit person.

14 Payments to Company Directors and Shareholder's Advisory Board Members

- 14.1 We recalled that Council on our recommendation had agreed in November 2016 that the remuneration for non-executive chairmen of the Council wholly owned companies be set at £3,500 per annum and £1,750 for other non-executive directors but no annual uplift be set and that the allowance be reviewed at this point in time. The allowances for the Chair of the Shareholder's Advisory Board and the members of the Board, which had been brought into existence since that date had also been set at the same level, with a similar review date.
- 14.2 In 2016 we had used the findings of the ALMO 2016 Board Governance Survey, with particular reference to Part 3: Payment methods for Chairmen and Board Members, which compared different levels of payments for these positions. We had believed that this was a fair comparator, giving some recognition of payment for the role and public duty. We had noted that in 2016 we considered that the Chair's allowance

should eventually rise to £5,000 and had recommended an interim figure of £3,500 and the Non Executive directors allowance eventually rise to £2,500 with an interim figure of £1,750 per annum, with a review at this point in time. Neither to be subject to an annual uplift.

- 14.3 We considered further information relating to the skills, appointment and selection process of independent non-executive director positions and independent non executive councillor positions. We are of the view that the increases in remuneration could be further justified by the knowledge that an emphasis was being placed on appointing non-executive directors (NED) with a skill set identified by the Company Board as required, through a competitive process for the Independent NEDs. Each NED had both general and specialist skills that would benefit the company they were appointed to. In the discussions with the Leader of the Council and the Leader of the Principal Opposition Group, they also advised that they would try to match estimated required skills and diversity requirements of the Boards when making their appointments.
- 14.4 We were reminded of the legal view that special responsibility allowances for directors of wholly owned 'transport' companies must be paid by the Council rather than directly by the company. It was noted that this would apply to both Transport and Airport Companies. The same amount would be paid whether paid direct by the company or through the Members' Allowances Scheme. In the same regard we also consider that a councillor NED through the company should claim expenses to the value of that agreed in the Council's Members' Allowances Scheme and not to the value of that paid by the Company.
- 14.5 We considered that the evidence base in 2016 was sound, logical and fair and recommend that the Chair's allowance be set at £5,000 with the other NEDs allowance set at £2,500. It was agreed that the allowances be reviewed two years following May 2019.

15 Civic Mayor and Deputy Mayor

- 15.1 In 2012 we had recommended to Council that this position should be remunerated at a lower level and Council agreed that this be the case. In 2015, we again recommended a further reduction which Council agreed. Following the research undertaken again this year and using the recommended formula to calculate the allowance, highlighted the allowance at being over £3,470 (over 20%) above the northern single tier average. We also noted that in the 2018 review undertaken by Brighton and Hove City Council a similar seaside town had reduced its Mayor's allowance by £3,300 as it considered that the level of the allowance had reduced based on its comparable research in the south of England. We were also provided with statistics of events attended by the Mayor and Deputy Mayor and noted that there had been a significant reduction of 42% in events attended from four years earlier.
- 15.2 We have come to the conclusion that the Mayor's allowance is still on too high a level and recommend a further reduction and a new formula for calculating this allowance going forward (1.25 x basic). However, as it is now some months into this position for the current Mayor and Deputy Mayor and as costs relating to these positions are

mainly occurred at the start of the civic year, we recommend that any reduction in allowance takes place from the beginning of the 2020/2021 Municipal Year.

- 15.3 We have also concluded that the Deputy Mayor's allowance be a second allowable allowance. It was noted that the Deputy Mayor was a Councillor appointed by the Mayor and was expected to attend around 25% of events on behalf of the Mayor which equated to approximately 60-70 events. The Mayoral allowances were in place to allow for purchase of clothing and any other necessary items required to attend such events. It was therefore considered that the Deputy Mayor should receive the allowance for the position on top of any other allowance already paid.

16 Parental Leave of Absence Policy

- 16.1 At the Council meeting on 21 November 2018, a notice of motion was passed to request that the Director of Governance and Partnerships to consult with ourselves and report back to a future Council meeting on a parental leave of absence policy for elected members. We considered a report setting out the reasons for the request and examples of existing policies in place at other Local Authorities. The reasons given in the motion for the introduction of a policy include that the role of a Councillor should be open to all, we noted that a minority of Councils were led by women and that only 34% of all Councillors are women. In conclusion we believe that a parental leave of absence policy should be introduced in Blackpool and appropriate adjustments be made to the Members' Allowances Scheme.
- 16.2 Our recommended policy is attached to this report but is based on the following principles:
- A SRA be paid for a six month period for a councillor on parental leave of absence and then it be reviewed (in line with a dispensation being granted by Council if an extension is required, before the end of the six month period).
 - Subject to the dispensation from Council, this SRA can then be extended for a further six months. (SRA also includes councillor appointed NEDs for council companies).
 - Attending a council/ committee meeting terminates their leave as would resigning from office or losing seat at an election.
 - A replacement office holder can be appointed in the above circumstances who would also be entitled to a SRA (pro rata of length served).
 - There would be a 'Paternity' leave of absence for two weeks.

17 Payment of Two Allowances

- 17.1 As part of this full review we considered the current guidance regarding payment of two allowances and noted the exceptional circumstances in which two allowances were currently paid (i.e. Shareholder's Advisory Board and Company Non-Executive Directors/ Chairs). We have also recommended considering paying a second SRA for a member covering another member's absence whilst on Parental Leave of absence and for someone undertaking the role of Deputy Mayor. It was considered that the expectation that only one allowance should be paid should continue, however, where a councillor is appointed to two roles and there is a direct request to do so, then we believe that as a Panel we should consider such a request on its merits.

17.2 Such consideration would cover the level of responsibility, time required for each role and the public perception of the additional allowance to determine whether the circumstance warranted payment of one allowance, both allowances or a percentage thereof. We could then recommend Council accordingly.

18 Other Allowances

18.1 We considered that the ‘other allowances’ in the scheme were on the whole correct or required minor change or removal and make the following recommendations:

School Appeal Panel Members	As part of our review we noted that in many authorities it was no longer the role of the Independent Remuneration Panel to set rates for school appeal panel members, due to the significant reduction in the number of maintained schools. It is therefore recommended that the allowance for school appeal panel members be removed from the Members’ Allowances Scheme, as had been the case in a number of Authorities where benchmarking information had been sought.
Carer’s and Dependents Allowance	It is recommended that to ensure the carer’s allowance remained in line with the remainder of the scheme that the Joseph Rowntree / ‘Living Wage’ be used as a basis. The level of allowance is therefore recommended as ‘Actual expenditure up to a maximum of the equivalent of the ‘living wage’. The rate applicable shall be subject to automatic increase in line with uprating of the ‘living wage.’
Bus/ Tram Passes	Recommend no change - the wording to remain the same as the current Members’ Allowances Scheme.
Car Parking	Recommend the formal withdrawal of an admin charge for councillors due to the decision in 2015 to not apply it, due to costs of collecting it being disproportionate to the charge.
Mileage allowances	Recommend no change – i.e. continue to use casual user staff rates and this can then be uprated when staff rates are (annual uprating in line with NJC pay award therefore will not apply)
Public and Other Transport	No change.
Subsistence allowances and overnight subsistence	No change.
Accommodation claims	No change.

18.2 We also noted that some clarity was required in the list of approved duties and the Panel agreed to remove the following entry, ‘Opening of tenders where a member is required to be present’ and amend the following by the insertion of the words

underlined, 'Attendance at meetings and events in connection with their appointed position, held outside Blackpool by a councillor in connection with the role for which a special responsibility allowance is paid'

19 Recommendations to Council

- 19.1 The Panel recommends that the new Members Allowances Scheme adopted by the Council arising from this allowances review be implemented from the date of the Annual Council Meeting on 22 May 2019, subject to the provision of the payment of the Basic Allowance from the fourth day after the elections. The principal recommended changes to the scheme are listed below:
- 19.2 That the basic allowance for members should be set at £10,200 per annum and backdated to the fourth day after the local election (Monday 6 May 2019).
- 19.3 That the special responsibility allowances for members should be as set out as recommended in the table following paragraph 4.6 of this report and commence from the current date of appointment for the councillor concerned (except for the positions of Civic Mayor and Deputy Mayor).
- 19.4 That the special responsibility allowances for the Civic Mayor and Deputy Mayor should remain at their current level for the rest of this Municipal year, but be as set out in the table following paragraph 4.6 of this report from the date of the annual meeting in 2020.
- 19.5 That the criterion for the payment of two SRAs be added to the Members' Allowances Scheme as set out in section 17 and that the position of Deputy Mayor also be paid (if applicable) as an allowed second allowance.
- 19.6 That the 'other' allowances as set out within the scheme should be set as recommended at paragraph 18.
- 19.7 That the Parental Leave of Absence Policy at Appendix 1 be agreed and added to the published Members' Allowances Scheme.
- 19.8 That in relation to mileage allowances, the rate for members should continue to be the same as staff rates and uprated at the same time when staff rates are amended (annual uprating in line with NJC pay award therefore will not apply).
- 19.9 That for clarification purposes the list of approved duties be amended as set out in paragraph 18.3.
- 19.10 That the annual uprating to be applied to the Members' Allowances Scheme continue to be in accordance with the National Joint Council for Local Government Service pay award.
- 19.11 That in relation to the seven wholly owned Council companies, we suggest that the non-executive chairs should receive an allowance of £5,000 per annum and that other non-executive directors on each company should receive £2,500 per annum. The

expenses for these roles to be in line with the Members' Allowances Scheme. This would acknowledge the level of responsibility required with some deduction for public service. We would recommend that these allowances/ remuneration be reviewed in May 2021.

- 19.12 That in relation to the recommendation above the payments for the Chairs and non executive directors for the Transport and Airport companies be paid via the Members' Allowances Scheme, with the payments to the other companies paid by the companies themselves.

Mr A R Mozley

Mrs H Hockenhull

Mrs K Eaton

Mr G Molyneux