

DATE: 22 August 2008
MY REF:
YOUR REF:
CONTACT: Mr Matthew Berry
TEL NO: 0116 272 7638
FAX NO: 0116 272 7596
EMAIL: secretariat@blaby.gov.uk

To Members of the Independent Remuneration Panel

Mr J.C. Dodd

Dr B.W. Kiernan

Mr B. North

Dear Councillor,

A meeting of the **INDEPENDENT REMUNERATION PANEL** will be held in the Gloucester Room - Council Offices, Narborough at these offices on **THURSDAY, 4 SEPTEMBER 2008** at **4.30 p.m.** for the transaction of the following business and your attendance is requested.

Yours faithfully

Kris Johnston
Head of Administration and Legal Services

AGENDA

1. Election of Chairman
2. Apologies for Absence
3. Minutes (Pages 1 - 2)

To approve and sign the minutes of the meeting held on 20 November 2007 (enclosed).



4. Review of Members' Allowances Scheme (Pages 3 - 20)

To consider the report of the Democratic Services Manager (enclosed).

INDEPENDENT REMUNERATION PANEL

Minutes of a meeting held at the Council Offices, Narborough

TUESDAY, 20 NOVEMBER 2007

Present:-

Mr J.C. Dodd

Dr B.W. Kiernan
(Chairman)

Mr B. North

Officers present:-

Mrs E.M. Read - Democratic Services Manager

Mr M. Berry - Democratic Services Officer

Also in attendance:-

None

Apologies:-

None

1. MINUTES

The minutes of the meeting held on 2 July 2007 ,as circulated, were approved and signed as a correct record, subject to a minor spelling correction being made under decision number 12.

2. MEMBERS ALLOWANCES

Considered – Report of the Democratic Services Manager.

The Democratic Services Manager clarified to the Panel that the two recommendations presented in the report had been referred back to the Panel for re-consideration following the meeting of Council held on 10 July 2007.

RECOMMENDATIONS TO COUNCIL

- (1) That all Special Responsibility Allowances be index linked in line with the staff pay award, with effect from 1 April 2007.
- (2) That no change be made to the Special Responsibility Allowance for the Leader of the Council.

Reasons:

- (1) Index linking in line with the staff pay award is considered the most appropriate way of increasing the Special Responsibility Allowances on a year by year basis.
- (2) After taking into consideration the following factors, the Panel deemed that the Leader's Allowance was set at the appropriate level:
 - Benchmarking of allowance against all local authorities within Council's 'family group';
 - Comparing against roles and responsibilities of leaders as detailed in Appendix A of the report of the Democratic Services Manager.
 - Guidance issued by Dr. Declan Hall, Lecturer, Institute of Local Government Studies, University of Birmingham.

THE MEETING CONCLUDED AT 5.00 P.M.

BLABY DISTRICT COUNCIL

Meeting:	Independent Remuneration Panel
Date:	04 September 2008
Subject:	Review of Members' Allowances Scheme
Report of:	Democratic Services Manager
Status:	Public

1. **Purpose of Report**

- 1.1 To advise the Independent Remuneration Panel that a full review of the Council's Members' Allowances Scheme needs to be conducted in accordance with The Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended).
- 1.2 To seek from the Independent Remuneration Panel recommendations for any changes to the Scheme.

2.	<u>Recommendation to Independent Remuneration Panel</u>
2.1	That the Panel considers what changes (if any) should be made to the Members' Allowances Scheme.
3.	<u>Reason for Decision Recommended</u>
3.1	To ensure that that Members' Allowances Scheme is reviewed on a regular basis and that the allowances payable to Members are appropriate.

4. **Forward Plan**

- 4.1 Not applicable.

5. **Key Decision**

- 5.1 Not applicable.

6. **Matters for Consideration**

- 6.1 The current Members' Allowances Scheme ('the Scheme') was first adopted in May 2003, and since then a number of revisions have been made to the Scheme.
- 6.2 The last full review of the Scheme took place in 2005, following the appointment of three new Panel Members, and accordingly it is appropriate to conduct a full review of the Scheme once again following reappointment of

those Members to the Panel in May 2008.

- 6.3 The Panel was written to on 15 May 2008, informing them that the Scheme was due to be reviewed in 2008, and to request that they read through the Scheme and identify any areas they wish to review.
- 6.4 A follow-up letter was sent to the Panel Members on the 7 July 2008, and responses were received from two of the Panel Members on 10 July 2008 requesting the following documents:
- Comparison of allowances for all Leicestershire district authorities – attached to this report at Appendix A;
 - Comparison of allowances for all authorities in the Blaby District ‘family group’ – attached at Appendix B;
 - Allowances paid to Blaby District Councillors for 2007/2008 – attached at Appendix C;
 - Officers’ Travel and Subsistence Scheme – Attached at Appendix D.
- 6.5 The Chairman of the Panel also requested that all Members of Council be written to requesting for them to submit any information to the Panel relating to any aspects of the Scheme they would like to see reviewed.
- 6.6 The Council Members were written to on 10 July 2008, and responses were received from Cllrs. P.N. Fox and F.G.H. Jackson, and are attached at Appendices E and F for reference.
- 6.7 An additional request for consideration by the Panel was submitted by the Head of Administration & Legal Services as follows:
- To submit claims for Members’ travel and subsistence allowances on a monthly basis and, in any event, within one month of the year end. (This sentence also appears in the Financial Regulations of the Council’s Constitution, under Part 12, Appendix D, Section 4.26.)
- 6.8 Any recommendations made by the Panel will be submitted to the meeting of Council to be held on 14 October 2008 for Council’s consideration.
- 6.9 Any recommendations approved by Council in respect of the Members’ Allowances Scheme will be published in the Blaby Chronicle or the Leicester Mercury following the meeting, as is required by the Scheme.

7. Other Relevant Considerations

- 7.1 None in the context of this report.

8. Other Options Considered

- 8.1 None.

9. Appropriate Consultations

- 9.1 All District Councillors.

10. Financial and Efficiency Implications

10.1 None in the context of this report.

11. Appendices to this report

11.1 Appendix A – Members’ Allowances Comparisons – Leicestershire District Authorities (July 2008).

11.2 Appendix B – Members’ Allowances Comparisons – Family Group Authorities (July 2008).

11.3 Appendix C – Councillors Allowances Paid - April 2007 to March 2008.

11.4 Appendix D – Officers Travel and Subsistence Scheme.

11.5 Appendix E – Letter from Cllr. F.G.H. Jackson to Independent Remuneration Panel – 08 August 2008.

11.6 Appendix F – Email from Cllr. P.N. Fox to Independent Remuneration Panel – 09 August 2008.

12. List of Background Papers

12.1 None.

The following Officer has been consulted (identified by ✓):

✓ Monitoring Officer

This page is intentionally left blank

MEMBERS ALLOWANCES COMPARISONS - LEICESTERSHIRE DISTRICT AND BOROUGH COUNCILS

	BLABY DC	HINCKLEY & BOSWORTH B	NORTH WEST LEICS D	CHARNWOOD B	HARBOROUGH DC	MELTON DC	OADBY & WIGSTON B	AVERAGE ALLOWANCE PAID
ALLOWANCES (£'s)								
BASIC	3,821.28	3,275.00	3,444.00	4,772.00	2,153.00	3,861.00	3,523.00	£3,549.90
LEADER OF COUNCIL	10,247.50	7,640.00	13,776.00	11,931.00	6,460.00	5,961.00	6,504.00	£8,931.35
DEPUTY LEADER OF COUNCIL	1,537.20	4,095.00	8,610.00	8,352.00	No payment made	No payment made	2,167.00	£4,952.24
OPPOSITION LEADER(S)	3,074.28	2,455.00	3,444.00	2,386.00	1,292.00	3,089.00	2,167.00	£2,558.18
OPPOSITION DEPUTY LEADER(S)	1,024.80	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	£1,024.80
CABINET EXECUTIVE MEMBERS	5,123.76	4,095.00	5,116.00	4,772.00	3,876.00	No payment made	No payment made	£4,596.55
CABINET SUPPORT MEMBERS/MEMBER CHAMPION	2,049.48	No payment made	No payment made	No payment made	No payment made	No payment made	512.00	£1,280.74
SHADOW CABINET MEMBERS	No payment made	No payment made	1,722.00	No payment made	No payment made	No payment made	No payment made	£1,722
CHAIRMAN/MAYOR OF COUNCIL	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	2710.00	£2,710
VICE-CHAIRMAN/DEPUTY MAYOR OF COUNCIL	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	813.00	£813
CHAIRMAN OF STANDARDS COMMITTEE	1,537.20	1,645.00	No payment made	1,432.00	2,850.00	1,590.00	813.00	£1,644.53
VICE-CHAIRMAN OF STANDARDS COMMITTEE	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	270.00	£270
MEMBER OF STANDARDS COMMITTEE	200.00	No payment made	No payment made	239.00	969 and 480	No payment made	200.00	£522
MEMBER OF STANDARDS SUB-COMMITTEE	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	41 or 82	N/A
CHAIRMAN OF LICENSING COMMITTEE	768.60	2,455.00	3,444.00	2,386.00	673.00	2,981.00	2,150.00	£2,122.51
VICE-CHAIRMAN OF LICENSING COMMITTEE	No payment made	No payment made	No payment made	716.00	No payment made	994.00	716.00	£808.66
MEMBER OF LICENSING COMMITTEE	No payment made	No payment made	No payment made	No payment made	538.00	No payment made	No payment made	£538
CHAIRMAN OF REGULATORY COMMITTEE	768.60	2,455.00	No payment made	1,432.00	673.00	No payment made	No payment made	£1,332.15
LICENSING SUB-COMMITTEE MEMBERS	25.62	No payment made	No payment made	No payment made	No payment made	No payment made	25.60 or 51.20	N/A
CHAIRMAN OF SCRUTINY COMMISSION	4,099.08	2,455.00	5,116.00	3,341.00	5,168.00	2,981.00	3,072.00	£3,747.44
DEPUTY CHAIRMAN OF SCRUTINY COMMISSION	No payment made	No payment made	1,722.00	1,432.00	No payment made	994.00	1,024.00	£1,293
SCRUTINY COMMISSIONERS	3,074.28	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	£3,074.28
MEMBER OF SCRUTINY COMMISSION	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	217.00	£217
CHAIRMAN OF SCRUTINY PANEL	No payment made	No payment made	No payment made	No payment made	2,584.00	No payment made	No payment made	£2,584
VICE-CHAIRMAN OF SCRUTINY PANEL	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	
CHAIRMAN OF DEVELOPMENT CONTROL	4,099.08	2,455.00	3,444.00	3,579.00	3,876.00	2,981.00	3,072.00	£3,358.01
VICE-CHAIRMAN OF DEVELOPMENT CONTROL	1,024.80	No payment made	No payment made	No payment made	No payment made	994.00	1,024.00	£1,014.26
MEMBER OF DEVELOPMENT CONTROL	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	217.00	£217
ATTENDANCE AT DEVELOPMENT CONTROL SITE	25.62	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	N/A
CHAIRMAN OF APPEALS COMMITTEE	No payment made	1,645.00	No payment made	No payment made	No payment made	1,590.00	No payment made	£1,617.50
CHAIRMAN OF PERSONNEL COMMITTEE	No payment made	1,645.00	No payment made	No payment made	No payment made	No payment made	No payment made	£1,645
CHAIRMAN OF OTHER COMMITTEES	No payment made	1,645.00	No payment made	No payment made	No payment made	2,981 x 3	3072.00	£4,553.33
VICE CHAIRMAN OF OTHER COMMITTEES	No payment made	No payment made	No payment made	No payment made	No payment made	994 x 3	1,024 and 813	£2,409.50
REPRESENTATIVE ON OUTSIDE BODY	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	25.60 or 51.20	N/A

Notes: Chairman of Standards Committee - From 1 April 2008, all standards committees' must have an Independent Member as Chairman.

Member of Standards Committee - This payment is made to Independent and Parish/Town Council Members of Standards Committee. Harborough DC also pays an SRA of 969 to the elected members of the Standards Committee.

Licensing Sub-Committee - Payment is made to Members for each Sub-Committee meeting they attend (4 different Members attend each meeting as required).

Scrutiny Commission - Blaby DC - Payment of Scrutiny Commissioners SRA is not paid to Chairman of Scrutiny Commission.

Allowances increase for each authority on 1 April each in line with the National Joint Council Staff Pay Award with the exception of the following authorities - Hinckley & Bosworth, Charnwood, Melton and Oadby & Wigston.

MEMBERS ALLOWANCES COMPARISONS - 'FAMILY GROUP' COUNCILS

	BLABY DC	BARKING & DAGENHAM LB	EAST NORTHAMPTONSHIRE	GEDLING BC	LANCASTER CITY	LICHFIELD DC	RUSHCLIFFE BC
ALLOWANCES (£'s)							
BASIC	3,821.28	10,006.00	4,290.00	3,500.00	3,220.00	2,890.00	4,260.00
LEADER OF COUNCIL	10,247.50	35,022.00	7,508.00	9,480.00	10,790.00	12,460.00	9,484.00
DEPUTY LEADER OF COUNCIL	1,537.20	22,513.00	3,647.00	7,896.00	No payment made	7,490.00	6,534.00
OPPOSITION LEADER(S)	3,074.28	332 + 342 per Party Member	3,647.00	4,735.00	800 + 90 per Party Member	2,500.00	4,371 or 2,188
OPPOSITION DEPUTY LEADER(S)	1,024.80	No payment made	No payment made	No payment made	No payment made	630.00	No payment made
CABINET EXECUTIVE MEMBERS	5,123.76	17,510.00	No payment made	6,324.00	5,390.00	6,000.00	4,808.00
CABINET SUPPORT MEMBERS/MEMBER CHAMPION	2,049.48	No payment made	805.00	2,108.00	No payment made	No payment made	No payment made
GROUPS WHIPS	No payment made	No payment made	No payment made	3,156.00	105 + 114 per Party Member	No payment made	No payment made
CHAIRMAN/MAYOR OF COUNCIL	No payment made	14,351.00	No payment made	4,740.00	6,555.00	2,740 + up to 6,180	537 - Mayor, 1,596 - Chairman
VICE-CHAIRMAN/DEPUTY MAYOR OF COUNCIL	No payment made	2,909.00	No payment made	1,578.00	1,305.00	800 + up to 2,630	1,949 - Deputy Mayor
CHAIRMAN OF STANDARDS COMMITTEE	1,537.20	No payment made	3,218.00	No payment made	1,180.00	50 per meeting	1,659.00
VICE-CHAIRMAN OF STANDARDS COMMITTEE	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made
MEMBER OF STANDARDS COMMITTEE	200.00	No payment made	805.00	525.00	No payment made	No payment made	279.00
CHAIRMAN OF LICENSING COMMITTEE	200.00	3,142.00	1,216.00	239.00	969 and 480	3,120.00	200.00
VICE-CHAIRMAN OF LICENSING COMMITTEE	No payment made	No payment made	No payment made	No payment made	No payment made	630.00	No payment made
CHAIRMAN OF REGULATORY COMMITTEE	768.60	No payment made	No payment made	No payment made	4,180.00	No payment made	No payment made
LICENSING SUB-COMMITTEE MEMBERS	25.62	No payment made	No payment made	250.00	850 - Chairman Only	No payment made	No payment made
CHAIRMAN OF SCRUTINY COMMISSION	4,099.08	17,510.00	3,218.00	3,156.00	4,045.00	No payment made	No payment made
DEPUTY CHAIRMAN OF SCRUTINY COMMISSION	No payment made	1,571.00	1,073.00	No payment made	No payment made	No payment made	No payment made
SCRUTINY COMMISSIONERS	3,074.28	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made
CHAIRMAN OF SCRUTINY PANEL	No payment made	3,142.00	No payment made	No payment made	3,235.00	2,500 x 4	No payment made
CHAIRMAN OF DEVELOPMENT CONTROL	4,099.08	3,142.00	3,647.00	3,156.00	4,180.00	6,890.00	4,500.00
VICE-CHAIRMAN OF DEVELOPMENT CONTROL	1,024.80	1,571.00	1,216.00	No payment made	No payment made	2,500.00	2,250.00
MEMBER OF DEVELOPMENT CONTROL	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made
ATTENDANCE AT DEVELOPMENT CONTROL SITE	25.62	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made
CHAIRMAN OF THE ASSEMBLY	No payment made	3,142.00	No payment made	No payment made	No payment made	No payment made	No payment made
DEPUTY CHAIRMAN OF THE ASSEMBLY	No payment made	1,571.00	No payment made	No payment made	No payment made	No payment made	No payment made
CHAIRMAN OF AUDIT COMMITTEE	No payment made	No payment made	3,218.00	No payment made	2,225.00	2,500.00	No payment made
DEPUTY CHAIRMAN OF AUDIT COMMITTEE	No payment made	No payment made	1,073.00	No payment made	No payment made	No payment made	No payment made
CHAIRMAN OF APPEALS COMMITTEE	No payment made	No payment made	No payment made	No payment made	560.00	No payment made	No payment made
CHAIRMAN OF PERSONNEL COMMITTEE	No payment made	3,142.00	1,216.00	3,156.00	3,190.00	2,500.00	No payment made
CHAIRMAN OF OTHER COMMITTEES	No payment made	No payment made	1,216.00	No payment made	No payment made	No payment made	3,278 and 2,394
VICE CHAIRMAN OF OTHER COMMITTEES	No payment made	No payment made	No payment made	No payment made	No payment made	No payment made	1,093 and 798

Notes: Chairman of Standards Committee - From 1 April 2008, all standards committees' must have an Independent Member as Chairman.

Member of Standards Committee - This payment is made to Independent and Parish/Town Council Members of Standards Committee. Harborough DC also pays an SRA of 969 to the elected members of the Standards Committee.

Allowances increase for each authority on 1 April in line with the National Joint Council Staff Pay Award with the exception of the following authorities - Barking & Dagenham, Gedling, Lancaster, Lichfield, South Holland and South Sta

MEMBERS ALLOWANCES COMPARISONS - 'FAMILY GROUP' COUNCILS

	BLABY DC	SLOUGH BC	SOUTH DERBYSHIRE	SOUTH HOLLAND DC	SOUTH STAFFORDSHIRE	TOWER HAMLETS LB	AVERAGE ALLOWANCE PAID
ALLOWANCES (£'s)							
BASIC	3,821.28	4,558.00	5,412.00	4,911.00	5,000.00	9,698.00	£5,138.85
LEADER OF COUNCIL	10,247.50	15,899.00	17,856.00	18,055.00	10,350.00	28,563.00	£15,474.54
DEPUTY LEADER OF COUNCIL	1,537.20	11,924.00	9,822.00	9,930.00	5,000.00	15,898.00	£9,289.20
OPPOSITION LEADER(S)	3,074.28	3,975 and 3,180	8,928.00	3,611 and 361 + 36 per Party Member	2,500.00	13,652.00	£6,082.77
OPPOSITION DEPUTY LEADER(S)	1,024.80	no payment made	2,232.00	No payment made	No payment made	4,947.00	£2,208.45
CABINET EXECUTIVE MEMBERS	5,123.76	7,949	No payment made	4,514.00	5,000.00	13,652.00	£7,713.07
CABINET SUPPORT MEMBERS/MEMBER CHAMPION	2,049.48	no payment made	No payment made	No payment made	No payment made	No payment made	£1,654.16
GROUPS WHIPS	no payment made	no payment made	No payment made	No payment made	No payment made	No payment made	£6,111.50
CHAIRMAN/MAYOR OF COUNCIL	no payment made	no payment made	No payment made	3,972.00	5,000.00	4,770.00	£6,032.62
VICE-CHAIRMAN/DEPUTY MAYOR OF COUNCIL	no payment made	no payment made	No payment made	1,986.00	2,500.00	2,650.00	£1,972.12
CHAIRMAN OF STANDARDS COMMITTEE	1,537.20	1,271.00	2,232.00	1,444.00	2,500.00	240 per meeting	£1,880.15
VICE-CHAIRMAN OF STANDARDS COMMITTEE	no payment made	no payment made	No payment made	632.00	No payment made	No payment made	£632
MEMBER OF STANDARDS COMMITTEE	200.00	636.00	288.00	361.00	No payment made	117.00	£407
CHAIRMAN OF LICENSING COMMITTEE	768.60	3,180.00	2,232.00	2,708.00	2,590.00	8,069.00	£2,777.55
VICE-CHAIRMAN OF LICENSING COMMITTEE	no payment made	1,060.00	No payment made	1,083.00	No payment made	No payment made	£924.33
CHAIRMAN OF REGULATORY COMMITTEE	768.60	no payment made	No payment made	No payment made	No payment made	No payment made	£2,474.30
LICENSING SUB-COMMITTEE MEMBERS	25.62	no payment made	No payment made	No payment made	No payment made	No payment made	N/A
CHAIRMAN OF SCRUTINY COMMISSION	4,099.08	7,949.00	8,928.00	No payment made	2,590.00	10,863.00	£6,928.67
DEPUTY CHAIRMAN OF SCRUTINY COMMISSION	no payment made	3,180.00	2,232.00	No payment made	No payment made	No payment made	£2,014
SCRUTINY COMMISSIONERS	3,074.28	no payment made	No payment made	No payment made	No payment made	No payment made	£3,074.28
CHAIRMAN OF SCRUTINY PANEL	no payment made	1,271.00	8,069	No payment made	No payment made	No payment made	£5,143.40
CHAIRMAN OF DEVELOPMENT CONTROL	4,099.08	3,180.00	8,928.00	4,514.00	2,590.00	8,069.00	£4,738.76
VICE-CHAIRMAN OF DEVELOPMENT CONTROL	1,024.80	1,060.00	2,232.00	1,806.00	No payment made	No payment made	£1,517.76
MEMBER OF DEVELOPMENT CONTROL	no payment made	no payment made	No payment made	No payment made	No payment made	No payment made	N/A
ATTENDANCE AT DEVELOPMENT CONTROL SITE	25.62	no payment made	No payment made	No payment made	No payment made	No payment made	N/A
CHAIRMAN OF THE ASSEMBLY	no payment made	no payment made	No payment made	No payment made	No payment made	No payment made	£3,142
DEPUTY CHAIRMAN OF THE ASSEMBLY	no payment made	no payment made	No payment made	No payment made	No payment made	No payment made	£1,571
CHAIRMAN OF AUDIT COMMITTEE	no payment made	no payment made	No payment made	No payment made	No payment made	No payment made	£2,647.66
DEPUTY CHAIRMAN OF AUDIT COMMITTEE	no payment made	No payment made	No payment made	No payment made	No payment made	No payment made	£1,073.00
CHAIRMAN OF APPEALS COMMITTEE	no payment made	1,271	No payment made	No payment made	No payment made	8,069.00	£3,300.00
CHAIRMAN OF PERSONNEL COMMITTEE	no payment made	no payment made	No payment made	No payment made	No payment made	No payment made	£2,640.80
CHAIRMAN OF OTHER COMMITTEES	no payment made	no payment made	8,928 x 3	3,611 x 2	No payment made	8,069.00	£9,792.60
VICE CHAIRMAN OF OTHER COMMITTEES	no payment made	no payment made	2,232 x 3	1,444 x 2	No payment made	No payment made	£3,825

This page is intentionally left blank

APPENDIX C

Councillor's Allowances Paid 2007/08 (1st April 2007 - 31st March 2008 inclusive)

Councillor	Basic	Special Responsibility Allowance	Travel/ Subsistence Allowance	Total
	£	£	£	£
Bailey A	3,821.28	855.00	74.19	4,750.47
Bailey C	3,821.28	256.20	136.91	4,214.39
Bell J	3,430.93	25.62	237.15	3,693.70
Berrington R	390.35	128.10	148.07	666.52
Blackwell J	3,821.28	2,461.26	363.68	6,646.22
Bradbury M	3,821.28			3,821.28
Clements D	3,821.28	5,123.76	500.29	9,445.33
Coles K	3,821.28	1,863.61	182.47	5,867.36
Dawson E	3,821.28	2,278.87		6,100.15
Dickinson J	3,821.28	5,123.76	71.42	9,016.46
Dilks J	3,821.28	502.86	360.69	4,684.83
Dixon R	3,821.28	1,306.62	834.81	5,962.71
Dolby J	3,821.28	1,332.24	386.11	5,539.63
Duffield F	3,821.28	1,181.00	254.53	5,256.81
Forey J	3,430.93	51.24	10.09	3,492.26
Freer D	3,430.93	231.20		3,662.13
Fox J	3,821.28	655.24	251.19	4,727.71
Fox P	3,821.28	6,148.56	141.54	10,111.38
Garner B	3,821.28			3,821.28
Gilson N	3,821.28	179.34	87.04	4,087.66
Hudson J	3,821.28	6,660.96	178.56	10,660.80
Jackson F	3,821.28	5,123.76	188.61	9,133.65
Jennings D	3,821.28	1,742.16	379.67	5,943.11
Kenney J	3,821.28	234.30		4,055.58
King S M	390.35			390.35
Law W	390.35	523.40		913.75
Murphy M A	3,430.93			3,430.93
Parkins B	3,821.28	1,296.02	279.50	5,396.80
Parsons D	390.35			390.35
Parsons E	3,430.93	25.62	176.89	3,633.44
Peachey J	3,821.28	358.68	1.30	4,181.26
Pollard D	3,821.28			3,821.28
Randle D	390.35			390.35
Roper J	3,821.28	104.34		3,925.62
Sanders G	3,821.28	4,784.16		8,605.44
Springthorpe J	3,821.28	436.78	656.50	4,914.56
Stuart D	390.35	287.86		678.21
Tanner A	3,821.28	3,211.93	580.70	7,613.91
Ward R	3,821.28	76.86	297.41	4,195.55
Weatherstone J	3,821.28	4,175.82	257.35	8,254.45
Webster-Williams E	3,821.28	5,123.76	414.28	9,359.32
Welsh G	3,821.28	7,057.62		10,878.90
Whailing I	3,430.93		41.07	3,472.00
White E	3,821.28	10,247.52	993.50	15,062.30
Wright W A	3,430.93	179.34	86.21	3,696.48
	148,639.57	81,355.37	8,571.73	238,566.67

This page is intentionally left blank

BLABY DISTRICT COUNCIL TRAVEL & SUBSISTENCE

Motor Vehicle Allowances

Where the Authority requires the use of a motor vehicle for the efficient performance of your duties, you are eligible to receive allowances for the use of your vehicle.

Where the Authority deems it a requirement for the employee to have the use of a vehicle at their disposal, the post will carry the "Essential User" allowance. In cases where it is merely desirable for a car to be available for occasional use then the post will be deemed "Casual User". This should be specified on your Contract of Employment.

The allowance payable is based on cubic capacity of the vehicle and applies to both motor cars and motor cycles. As at 1st April 2008, these allowances are as follows:

Essential User Allowance

<u>Mileage</u>	<u>451 - 999cc</u>	<u>1000 - 1199cc</u>	<u>1200 - 1450cc</u>
Lump sum per annum	£753	£849	£1,095
per mile first 8,500	34.0p	36.9p	45.8p
per mile after 8,500	13.3p	13.6p	15.8p

Casual User Allowances

<u>Mileage</u>	<u>451 - 999cc</u>	<u>1000 - 1199cc</u>	<u>1200 - 1450cc</u>
per mile first 8,500	42.9p	46.9p	58.7p
per mile after 8,500	13.3p	13.6p	15.8p

In order to be reimbursed for business mileage employees must provide Human Resources with their driving license, registration document and Certificate of Insurance detailing "Business Use".

Economic and environmental considerations must be taken into account for all business journeys. Wherever it is more cost efficient and/or environmentally friendly to car share or make use of public transport, it is expected that managers actively encourage this. Essential users will be required to use their vehicles, and where appropriate, carry passengers for all journeys within the district and to neighbouring authorities. Casual users should not carry essential users in their vehicle and claim mileage allowance, unless by prior arrangement.

Travel Outside Leicestershire

For journeys outside Leicestershire, all employees are required to make use of the appropriate public transport, where available. Rail travel in respect of training courses/seminars will be reimbursed at the standard public transport rate upon receipt of a ticket and/or receipt. Where travel is authorised by car, it is paid at the national contract hire vehicle rate, which is currently 13 pence per mile. This is also the rate of payment for candidates travelling to the district in respect of job interviews.

Overnight Accommodation

The current procedures for overnight stays are such that the seminar/course should provide you with a list of locally recommended hotels. An official Council order should be sent to the hotel and the invoice will be processed through Finance. However, should the hotel not want to comply with this and decline the payment when you leave, the Council will reimburse any personal expenditure incurred once the bill has been presented for payment. Any payment by credit card will be reimbursed through Finance. There is no agreed rate for overnight accommodation due to the varying costs of accommodation in the different locations around the country. Your accommodation must be authorised by your line manager in advance and it will be charged to your sections budget.

Meals

Every endeavour should be made to keep meal costs to a minimum. It is recommended that where overnight accommodation has been arranged that employees keep to the early bird/set menus. No reimbursement will be made in respect of alcohol.

Approved Expenses

Prior to attending any course, seminar, training session or conference, each employee should clarify travel and subsistence arrangements with their Line-Manager, in consultation with Human Resources, prior to travelling. Reimbursement of expenses can be made via the following:

Essential & Casual User Mileage – authorised via Line-Manager. Car mileage claim forms should be sent to Finance by 8th of the month in order to be paid in with your salary on the last Wednesday of the month. Any queries should be addressed to Wendy Schofield on ext 2252.

Subsistence Allowances – Paid via salary/cheque through Finance. Receipts must be supplied with your claim.

Hotel/Accommodation Invoices - an official purchase order should be placed in advance where possible with the invoice being sent to the Finance section for processing.

Subsistence Rates

Allowances will only be payable if the employee is prevented from having normal meal arrangements and therefore incurs extra cost. These amounts will be increased at the rate of inflation.

Breakfast

If leaving home before 6.30 am to travel or to attend a training course, other than Post Entry Training.

Maximum amount £5.48

Lunch

Where the employee is away from their workplace at lunchtime and their usual meal arrangements are disrupted.

Maximum amount £7.57

Tea

Where the employee is away from Blaby and not able to return to Blaby before 7.00 pm.

Maximum amount £2.98

Evening Meal

Where the employee is away from Blaby and not able to return to Blaby until after 8.30 pm

Maximum amount £9.38

Tea and evening meal allowances will also apply to employees who are required to continue working beyond their normal working time and are not in receipt of overtime payments. Tea and evening meal allowance will not both be paid in respect of the same evening's work.

Residential training courses

Maximum amount per night £4.47

Maximum amount per week £17.82

This page is intentionally left blank

Councillor Guy Jackson

67 The Pastures, Narborough, Leicestershire LE19 3DY
Tel. No:- 01162864382

08.08.2008

Here are my observations and suggestions for consideration by the Remuneration Panel.

Any system must be equitable and, as far as possible, take in to account the responsibilities, workload and attendance of each Councillor. The current system goes part way towards that ideal but there are a few anomalies. I believe that my suggestions will go some way to correcting this.

a) By allowing a member to claim more than one responsibility allowance, payment is greatly enhanced in two cases which allows them to receive more than a Cabinet member but without a similar responsibility. The Constitution requires that the political leaders of the opposition parties are the Chairman and Vice-chairman of Scrutiny and therefore it is unreasonable to make a political leadership payment as well. Therefore I suggest

1 That no member may claim more than one responsibility allowance.

2 That the political leadership payment be removed from the schedule.

3 That the Chairman of Scrutiny be at an identical level to that of a Cabinet Member.

4 That the Vice-chairman of Scrutiny be at the same level as the Chairman of the Development Control committee.

5 That the third Commissioner be at a reasonable level but below that of the Vice-chairman of Scrutiny.

This would produce a more equitable level of remuneration and, while I see no logic to a political deputy receiving payment, I would not suggest that it be removed.

b) In a couple of instances there are committees that only meet once or twice a year. To pay the Chairman around £750 hardly reflects the level of responsibility or work involved. **A re-examination of those positions would be reasonable.**

c) Attendance allowances. Last year, in order to acknowledge the desirability of Development Control committee members to attend site visits, an attendance payment was agreed. Unfortunately, observation has determined that not all members leave the bus to examine the site details which rather defeats the object of them going. Nevertheless I believe that there are sound reasons for extending the scheme. Through Cabinet and/or Council resolution, a number of Councillors represent the Council on outside bodies. The time spent at these meetings ranges from about 30 minutes to 6 or more hours plus total travelling time from a few minutes to in excess of two hours. **Currently no attendance payments are made and I would request the panel to consider rectifying this anomaly in the light of their decision on Development Control.**

d) The Deputy Leader of the Council is a responsible position. **It would seem logical to delete the allowance which is made on top of a Cabinet allowance and incorporate it into a stand alone position in the table of allowances.**

Councillor Guy Jackson

67 The Pastures, Narborough, Leicestershire LE19 3DY
Tel. No:- 01162864382

e) Cabinet Member responsibility and workload. I am not arguing for an increase in the remuneration levels but I thought it might be useful to the panel to provide information in my case. Details of the responsibilities of my colleagues are readily available elsewhere.

My Portfolio covers the Natural and Built Environment. This requires frequent liaison with officers covering a number of disciplines and requires attendance in the council offices two or three times a week for periods from about half an hour to more than four hours. A wide knowledge base is required to approve technical documentation and certain press releases, understand the complications of such diverse areas as Government policies in regard to planning, methods involved in waste collection services, and all the wide ranging environmental matters etc. There is also the requirement in my case to attend seminars and site visits as a necessary part of keeping my knowledge base up to date or putting the views of the Council. These may be for just a few hours or up to three days.

In addition I am the Climate Change Champion (no allowance) and lead the Climate Change group, Chair the Blaby Town Centre Partnership and represent the Council on such bodies as the Narborough Quarry Liaison Committee (currently Chairman), the Huncote Quarry Liaison Committee and the Leicestershire Waste Strategy Partnership to mention just a few. Without the suggestion concerning attendance allowances it should be obvious that the hourly rate is pitiful. I'm not complaining too much as I did not become a Councillor for the money but the anomalies described above have given rise to concerns on what should be expected from a Councillor in this day and age.

I trust you will find the above useful in your deliberations and look forward to your final recommendations.

Yours

Cabinet Portfolio Holder for the Natural and Built Environment (etc)

From: Philip Fox [philinfox@yahoo.co.uk]
Sent: 09 August 2008 13:33
To: Matthew Berry
Subject: Re: Review of Members Allowances Scheme

Dear Matthew,

Pse can you convey the following to Dr. Kiernan re the Allowance panel.

1. Re members' allowances. There is a greater demand on members now to participate in the fuller running of the council. More Scrutiny meetings are being designed to accommodate the growing list of issues requiring scrutiny and attention - hoisted by the increase of work being done by the cabinet and thus the mirror-effect taking place - so that we can keep pace with all the internal and external changes taking place. E.g. - the huge internal Review of staff and the effect it will undoubtedly have on staff and the smooth running of council. Members have requested constantly to be provided with IT equipment to sustain their role, but this still has not been addressed. It is something of an anomaly that a big council like Blaby still cannot budget for this essential part of the job. We still request hard-copy communication but more and more we are offered, perhaps for convenience and expediency - emails etc. That being the case, where an officer can easily access email equipment as part of their job, making it easy for them to communicate - members are still in the 'dark-ages'. We members meanwhile, are expected to have our own equipment and to use it and the resources to drive it from our own resources. Some members do not have computers, even of their own and this too seems to be discriminatory. To do the job properly members should either be compensated or equipment purchased for them. Accessing the info from the joint members room is also unfair in that travel has to take place to find out any messages if a member has no IT. The increasing inter-action between the tax-payer and their councillors needs IT. Customers are now accustomed to emailing information/ complains/ queries etc and expect a high-level of response. This is achievable via IT and not telephone and hard-copy. Perhaps the Allowance Board can consider this aspect of allowances/ requirement for members?
2. Although there is a regular review, annually, of members' allowances, it does seem that in only linking the basic allowance to alleged inflation members suffer a real cut - why?- because increases in petrol, cost-of-living items linked to council work, take their toll. I think therefore that an increase of say 2% on top of nominal inflation increases would be right and appropriate at this time.
3. As you may know, members from each political group have served for a long time on the shadow Housing Board called Three Oaks (now the proper Board) on behalf of the council. These meetings are not just set at Blaby but are regularly called through-out not only the district but even outside the district. The number of meetings during this difficult transition period has increased. Whilst some members have had compensation if they serve on Planning or Standards, this is NOT the case for members

serving on this essential Board - please remember they are representing the council and shall continue to do so AFTER transfer is completed. It would be appropriate that as they are council reps, they should be given a special allowance. We have councillors who do a great job re being 'champions'. Are not the Board members, approved by the Leader and council, as important? Their input to the Board is essential if the business of council is properly conducted and represented. Perhaps an allowance of 1k per member per annum? Seems fair and in accord with other allowances. Our tenants deserve to be represented fully.

4. I believe all other allowances should remain, esp. special allowances. They are an integral part of our scheme and are an 'incentive' to councillors who may aspire to taking on further responsibilities.
5. It is important that the allowance system be sustained. In a time when senior officer/staff pay is increasing via increasing challenges that demand up-lifts, members too should feel they are valued and essential to the operation of council. It is right to say that any consideration of discriminatory changes (cuts) to members allowances should be rejected. To maintain a council where democratic participation prevails requires 'equal' recognition (within fair limits) of both staff AND councillors. I do hope the Board appreciate this point.

Very many thanks for reading my input. I do hope it has been useful. Thank you for taking the time to review these matters.

Cllr. Phil Fox