

DATE: Friday 30 January 2015  
MY REF: Independent Remuneration Panel  
YOUR REF:  
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**To Members of the Independent Remuneration Panel**

Dr B.W. Kiernan

Mr S. Knott

Mr B. North

Dear Member,

A meeting of the **INDEPENDENT REMUNERATION PANEL** will be held in the Brooks Room - Council Offices, Narborough at these offices on **MONDAY, 9 FEBRUARY 2015** at **5.00 p.m.** for the transaction of the following business and your attendance is requested.

Yours faithfully



**Colin Jones**  
**Corporate Services Group Manager**

**AGENDA**

1. Apologies for Absence
2. Minutes (Pages 3 - 4)

To approve and sign the minutes of the meeting held on Wednesday 12 November 2014 (enclosed).

3. Members' Consultation

To consider any verbal representations made by Councillors.

4. Review of Members' Allowances Scheme (Pages 5 - 10)

To consider the report of the Director of People (enclosed).

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## **INDEPENDENT REMUNERATION PANEL**

Minutes of a meeting held at the Council Offices, Narborough

**WEDNESDAY, 12 NOVEMBER 2014**

### **Present:-**

Dr B.W. Kiernan

Mr S. Knott

Mr B. North

### **Officers present:-**

Mrs J. Toman

- Director of People

Mr C. Jones

- Corporate Services Group Manager

Mrs S. Tienza

- Senior Democratic Services Officer

### **1. MINUTES**

The minutes of the meeting held on 7 July 2014, as circulated, were approved and signed as a correct record.

### **2. MEMBER CONSULTATION**

The Chairman was informed that there was no feedback from Members to consider.

### **3. REVIEW OF MEMBERS' ALLOWANCES SCHEME**

Considered – Report of the Director of People.

A supplemental report was circulated to Members of the Panel at the start of the meeting.

#### **RECOMMENDATIONS TO COUNCIL**

1. That the Blaby Lifestyle benefits scheme be offered to all Members of the Council.
2. That the recommendations of the Independent Remuneration Panel be considered at the meeting of Council on 16 December 2014.
3. That the remainder of the Members' Allowances Scheme, including travel allowances, remain unchanged.

Reason:

It is appropriate for the Independent Remuneration Panel to consider whether to make changes to the Members' Allowances Scheme.

**THE MEETING CONCLUDED AT 5.15 P.M.**

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## **Blaby District Council Independent Remuneration Panel**

**Date of Meeting**        9 February 2015  
**Title of Report**        **Review of Members Allowances**  
**Report Author**        Director of People

### **1.    What is this report about?**

- 1.1    To advise Members of the Panel on the outcome of the meeting of Council on 16 December 2015 where Members considered the Panel's recommendations.

### **2.    Recommendation**

- 2.1    That the Independent Remuneration Panel considers the recommendations by Council as detailed in Section 4 of the report.

### **3.    Reason for Decision(s) Recommended**

- 3.1    It is appropriate for the Independent Remuneration Panel to consider requests from Council and suggest any changes to the Members Allowances Scheme.

### **4.    Matters to consider**

#### **4.1    Background**

At the meeting of Council on 16 December 2014, Members considered the following recommendations from the Independent Remuneration Panel:

1. *That a Special Responsibility Allowance of £200 per annum, be paid to Members of the Development Control Committee (excluding named Substitutes and the Chairman and Vice Chairman).*
2. *That the Blaby Lifestyle benefits scheme be offered to all Members of the Council.*
3. *That the remainder of the Members' Allowances Scheme remains unchanged.*

At the meeting Members of the Council requested that the first recommendation be referred back to the Independent Remuneration Panel to consider the following options:

- *That the Special Responsibility Allowance (SRA) of £200 be extended to named substitutes on Development Control Committee;*
- *Consideration of payment by attendance allowance.*

Recommendations 2 and 3 were voted upon and agreed.

Members expressed views that Substitute Members should receive the Special Responsibility Allowance as a condition of being a substitute was they had to attend mandatory training sessions. Substitute Members were also required to attend committee meetings, usually at short notice if the appointed Councillor was unable to attend.

Any recommendations made by the Panel will be submitted to the meeting of Council to be held on 19 February 2015 for Council's consideration.

#### 4.2 Proposal(s)

The Independent Remuneration Panel are asked to consider the requests from Council and make further recommendations.

#### 4.3 Relevant Consultations

All District Councillors were written to on 12 January 2015 asking for any representations for the meeting. A representation received from Cllr E.F. White is attached at Appendix 1.

### 5. What will it cost and are there opportunities for savings?

5.1 As detailed in the report.

### 6. What are the risks and how can they be reduced?

6.1 Not applicable.

### 7. Other options considered

7.1 None.

### 8. Other significant issues

8.1 In preparing this report, the author has considered issues related to Human Rights, Legal Implications, Human Resources, Equalities, Public Health Inequalities, and Climate Local and there are no areas of concern.

### 9. Appendix

9.1 Appendix A – Representation from Cllr. E.F White, Leader of the Council

**10. Background paper(s)**

- 10.1 The report to Council from the Independent Remuneration Panel and the Minutes can be found here:  
<http://w3.blaby.gov.uk/decision-making/ieListDocuments.aspx?CId=287&MIId=2949&Ver=4>

## 11. Report author's contact details

Jane Toman    Director of People

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**‘There were two reasons why the report was referred back to the panel for further consideration, a decision that was supported by the whole Council.**

**It was felt that the additional payment should be conditional on attendance. As it stands persistent non attendance would be rewarded at the same level as 100% attendance and that simply is not fair!**

**And that it should be paid to named substitutes because we expect the named substitutes to attend the same training sessions and keep up to date with planning world in the same way that the permanent committee members are expected to do and so are ready and able to serve on the committee whenever a substitute is needed.’**

**Thank You**

**Ernie White  
Leader of the Council**

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