

**South Lakeland District Council**  
**Council**  
**Tuesday 25 February 2020**  
**Report from the Independent Remuneration Panel**  
**For 2020/2021**

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<b>Portfolio:</b>	Not applicable
<b>Report from:</b>	Legal, Governance and Democracy Lead Specialist (Monitoring Officer)
<b>Report Author:</b>	Linda Fisher – Legal, Governance and Democracy Lead Specialist (Monitoring Officer)
<b>Wards:</b>	(All Wards)
<b>Forward Plan:</b>	Not applicable

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**1.0 Expected Outcome**

- 1.1 That Members consider the recommendations of a Report received from the Independent Remuneration Panel for Members' Allowances.

**2.0 Recommendation**

- 2.1 Council is asked to consider the recommendations of the Independent Remuneration Panel for Members' Allowances to be adopted with effect from 1 April 2020.**

**3.0 Background and Proposals**

- 3.1 A copy of the Report of the Independent Remuneration Panel, together with a revised Members' Allowance Scheme that is being put forward as part of the Panel's recommendations, is attached to this report at **Appendix 1**. A copy of the current Members' Allowances Scheme is set out in the Council's Constitution.
- 3.2 Under the Local Authorities (Members Allowances) (England) Regulations 2003 ("the Regulations"), before making or amending its allowance scheme, the Council has a duty to have regard to the recommendations made in relation to it by the Independent Remuneration Panel. Once the report is received, the Council is also required to ensure that copies are available for inspection by the public, and a notice published in a local newspaper advising of its receipt. This has been done, and a notice has been published in the Westmorland Gazette on 30 January 2020.
- 3.3 If Members resolve to amend the Members' Allowance Scheme, officers will place an advertisement in the Westmorland Gazette setting out the details of the revised scheme that will be in effect from 1 April 2020.

**4.0 Consultation**

- 4.1 The attached Report of the Independent Remuneration Panel sets out at paragraphs 6 to 12 the research and consultation that it has carried out as preparatory work in guiding it to its recommendations.

## **5.0 Alternative Options**

- 5.1 The Council has discretion as to whether or not it accepts any of the recommendations proposed in the report.

## **6.0 Links to Council Priorities**

- 6.1 Having an appropriate Members' Allowances Scheme will serve to strengthen the Council's priorities and objectives and is relevant to the Council's vision of "Working together to make South Lakeland the best place to live, work and explore".

## **7.0 Implications**

### **7.1 Financial, Resources and Procurement**

- 7.1.1 The recommended allowance scheme is estimated to cost up to a maximum of £322,686. Broken down, this amounts to £291,586 in respect of basic and special responsibility allowances, and £31,100 in respect of travel and subsistence allowances.
- 7.1.2 The figures for South Lakeland District Council's (SLDC's) 2020/21 budget with respect to its General Fund are outlined in other reports on this agenda. If the projected budget for 2020/21 from the Council's Medium Term Financial Plan is used then the cost of this scheme represents up to a maximum of 2.14% of the SLDC budget projection of £15,067,200 (being the total to be met from the General Government Grants, Business Rates and Council Tax).
- 7.1.3 The proposal for the introduction of an additional Special Responsibility Allowance of £250 per annum to Members of the Planning Committee in recognition of the additional workload and training involved. It is estimated to cost up to a maximum of £4,500 per annum which is included in the total allowance scheme, as estimated above.

### **7.2 Human Resources**

- 7.2.1 If approved, the Finance Team will be required to implement the new Members' Allowances Scheme.

### **7.3 Legal**

- 7.3.1 Under the Regulations the Council is required to establish and maintain an Independent Remuneration Panel. The purpose of the Panel is to review the existing Scheme of Allowances, including the Special Responsibility Allowances, paid to Members and to make recommendations to the Council on the appropriate level of payments to be made in the future.
- 7.3.2 The Panel also acts as the Parish Remuneration Panel for all Parish and Town Councils within the district, making recommendations as to the level of Basic and Chairman's allowances and expenses for Parish and Town Councillors.

### **7.4 Health, Social, Economic and Environmental**

- 7.4.1 Have you completed a Health, Social, Economic and Environmental Impact Assessment? No
- 7.4.2 If you have not completed an Impact Assessment, please explain your reasons:  
The proposals are limited in scope and therefore have no substantial social, economic or environmental considerations.

### **7.5 Equality and Diversity**

- 7.5.1 Have you completed an Equality Impact Analysis? No

7.5.2 If you have not completed an Impact Assessment, please explain your reasons:

The proposals are considered to have a neutral impact in terms of equality issues. The current Members' Allowance Scheme has provision for double journeys to be carried out by spouses/partners for members with a disability who need to be driven to meetings. This provision avoids the need for the spouse /partner to wait for the duration of the meeting.

**Risk**

<b>Risk</b>	<b>Consequence</b>	<b>Controls required</b>
That Members fail to properly give due regard to the report of the Independent Remuneration Panel	Potential reputational issue to the Council in the event that Members' decision as to remuneration appears not to have regard to the report of the Independent Remuneration Panel	Whilst Council has discretion to resolve to make alterations to the Members' Allowance Scheme over and above those recommended by the Panel, it has a duty to have regard to the recommendations of the Panel in doing so. This can be achieved by Members giving thorough consideration of the recommendations of the Panel in full Council.

**Contact Officers**

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**Appendices Attached to this Report**

<b>Appendix No.</b>	<b>Name of Appendix</b>
1	Report from the Independent Remuneration Panel for 2020/2021

**Tracking Information**

<b>Signed off by</b>	<b>Date sent</b>
Legal Services	11-02-2020
Section 151 Officer	11-02-2020
Monitoring Officer	11-02-2020
CMT	15-01-2020

<b>Circulated to</b>	<b>Date sent</b>
Assistant Director	N/A
Human Resources Manager	N/A
Communications Team	N/A
Leader	N/A
Committee Chairman	N/A
Portfolio Holder	N/A

<b>Circulated to</b>	<b>Date sent</b>
Ward Councillor(s)	
Committee	
Executive (Cabinet)	
Council	