

North Tyneside Council

Report to Council

Date: 24 November 2022

Title: **Report of the Independent Remuneration Panel**

Portfolio(s): Elected Mayor

Cabinet Member(s): Mrs N Redfearn

Report from Service Area: Law and Governance

Responsible Officer: Jon Ritchie, Director of Resources **Tel:** (0191) 643 5701

Wards affected: All

PART 1

1.1 Executive Summary:

This report requests the Council to consider the recommendation of the Independent Remuneration Panel in relation to the Members' Allowances Scheme for 2023/24.

The Authority is required to have in place a scheme for Members' Allowances and is required to have regard to the recommendations of the Independent Remuneration Panel when determining its Members' Allowance Scheme.

1.2 Recommendation(s):

It is recommended that Council:

- (1) consider the recommendation of the Independent Remuneration Panel; and
- (2) agree a Scheme of Members' Allowances for 2023/24.

1.3 Forward Plan:

Twenty-eight days notice of this report has been given and it first appeared on the Forward Plan that was published on 30 September 2022.

1.4 Council Plan and Policy Framework

This report has no direct relevance to the Authority's Our North Tyneside Plan priorities or to the Policy Framework.

1.5 Information:

1.5.1 Background

Independent Remuneration Panel

Each local authority is required to establish and maintain an Independent Remuneration Panel. The purpose of the Panel is to make recommendations to full Council about the allowances to be paid to Elected Members.

The members of the Panel are Mr John Anderson CBE, Mr Les Watson, formerly of the Audit Commission and Dr Rachid Zemouri, Managing Director of ICAS Limited.

Panel's Recommendation

The Council is required to renew its Members Allowance Scheme for each financial year.

Under the Local Authorities (Members Allowances) (England) Regulations 2003 (as amended) the Authority is required to have regard to the recommendations of the Independent Remuneration Panel when considering any changes to its Members' Allowances Scheme.

In previous years it has been agreed that Members' allowances be index linked to the annual pay award for employees working under the National Joint Council (NJC) for Local Government Services National Agreement on Pay and Conditions of Service.

The pay award offer for 2023/24 will not be a percentage increase across all NJC pay point but in the form of the same monetary sum award on all NJC pay points.

The Independent Remuneration Panel in its consideration considered a range of options, which included

- 1) To increase in line with the monetary sum a payment of £1,925.
- 2) Pay the percentage increase to the level of Payment Point 1.
- 3) Pay the percentage increase at the median payment point (21+22/2).

The Panel concluded that option 3 a median point percentage would be the most appropriate.

The Panel still considers that the approach taken in recent years should continue into future years whereby, allowance increases be in line with the annual pay award for employees working under the National Joint Council (NJC) for Local Government Services National Agreement on Pay and Conditions of Service.

The Panel will continue to monitor the Members' Allowances Scheme to ensure that the allowances reflect the level of duty/responsibility in the future.

1.6 Decision options:

The following decision options are available for consideration by Council:

Option 1

Approve the recommendation of the Independent Remuneration Panel.

Option 2

Refer the matter back to the Independent Remuneration Panel for further consideration of specific issues identified by Council; or

Option 3

Defer consideration of the matter to obtain appropriate advice on the implications of any alternative proposals.

1.7 Reasons for recommended option:

Option 1 is recommended for the following reasons:

The Authority is required to have in place a Members' Allowances Scheme before 1 April each year having had regard to the recommendations of the Independent Remuneration Panel. The Independent Remuneration Panel consulted and considered a range of options, and its independent view was its recommendation detailed at 3.5 in its report at Appendix 1 be the most appropriate.

1.8 Appendices:

Appendix: Report of the Independent Remuneration Panel November 2023/24.

1.9 Contact officers:

Paul Hanson, Chief Executive (0191) 643 2000
Claire Emmerson, Head of Finance (0191) 643 8109
Paul Wheeler, Democratic Services Officer, Law and Governance, (0191) 643 5318

1.10 Background information:

The following background papers/information have been used in the compilation of this report and are available at the office of the author:

North Tyneside Council Constitution
North Tyneside Members' Allowances Scheme
Local Authorities (Members Allowances) (England) Regulations 2003 (as amended).

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

2.1.1 The payment of Members' allowances under the proposed Members Allowance Scheme for 2023/24, will be met from existing budgets.

2.2 Legal

- 2.2.1 The report sets out the legal basis for the provision of the Members' Allowance Scheme. Under the Local Authorities (Members Allowances) (England) Regulations 2003 before making or amending a scheme the Authority is obliged to have regard to the recommendations of the Independent Remuneration Panel.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

The Elected Mayor, Deputy Mayor, Leaders of all political groups and Director of Resources were consulted as part of the Independent Remuneration Panel's preparation of the report.

2.3.2 External Consultation/Engagement

The report of the Independent Remuneration Panel was not subject to external engagement.

2.4 Human rights

- 2.4.1 The proposals within this report do not themselves have any direct implications in respect of the Human Rights Act 1998.

2.5 Equalities and diversity

- 2.5.1 There are no direct equalities or diversity implications arising from this report.

2.6 Risk management

- 2.6.1 The risks associated with this report will be managed in accordance with the North Tyneside Council risk management process.

2.7 Crime and disorder

- 2.7.1 There are no direct crime and disorder implications arising from this report.

2.8 Environment and sustainability

- 2.8.1 There are no direct environment and sustainability implications arising from this report.

PART 3 - SIGN OFF

- Chief Executive ☐
- Director(s) of Service ☐
- Mayor/Cabinet Member(s) ☐
- Chief Finance Officer ☐

- Monitoring Officer ☒
- Assistant Chief Executive ☒