

**REPORT OF THE INDEPENDENT REMUNERATION PANEL FOR TENDRING DISTRICT COUNCIL**  
**October 2019**

**Background**

The Independent Remuneration Panel (IRP) is established under the requirements of the Local Government Act 2000 (as amended) and the Local Authorities (Members' Allowances) (England) Regulations 2003. Its role is to make recommendations on the Council's Scheme of Allowances for Councillors. The Council must have regard to the recommendations from the IRP in respect of any changes to the Scheme of Allowances for Councillors.

The Membership of the IRP, as determined on 27 November 2018 by this Council is as follows:

Jane Watts (Chair)

Sue Gallone

David Irvine

Clarissa Gosling

**The current Scheme of Allowances**

The IRP considered the Allowances scheme for Councillors on the Tendring District Council for the Municipal Year 2019/20. The IRP's report covered the basic allowance for Councillors, Special Responsibility Allowances and related matters. It is available at the following link:

<https://tdcdemocracy.tendringdc.gov.uk/documents/s19548/A2%20Appendix%20A.pdf>

The report included the following summary of the IRPs recommendations:

*Basic Allowance - £5,556*

*Leader of the Council - £18,900*

*Cabinet Member (where there are eight or nine Cabinet Members the total allowances for seven Cabinet Members to be divided between them) - £9,072*

*Opposition Group Leaders (with 4 or more members in the Group) – Amount for being a Group Leader - £900 plus an amount per Group Member of £96*

*Chairman – Planning Committee - £6,600*

*Members – Planning Committee - £900*

*Chairman – Licensing and Registration Committee - £2,784*

*Chairman – Miscellaneous Licensing Sub Committees - £720*

*Members of Licensing and Registration Committees - £276*

*Chairman - Audit Committee - £3,900*

*Chairman – Community Leadership Overview and Scrutiny Committee - £3,900*

*Chairman – Resources and Services Overview and Scrutiny Committee - £3,900*

*Chairman – Human Resources and Council Tax Committee - £2,784*

*Chairman – Planning Policy and Local Plan Committee - £2,784*

*Chairman of the Council - £6,348*  
*Vice Chairman of the Council - £1,788*

In the report from the IRP in May there was reference to component elements considered by the Panel. These included the workload implications of changes to Councillor numbers from 1 May 2019, the relative workloads and requirements of Committees, comparability with the allowances paid by similar Councils, a 15 hours work per week for Councillors with no special responsibilities, the average Tendring full-time wage of £11.88 per hour and a 40% Public Service Discount. While these were referenced, the IRP was clear that these were more of a guide in determining the recommended allowance figures as set out above.

Tendring District Council considered the report of the IRP at its Annual Meeting on 28 May following the elections to the Council that took place on 2 May 2019. The decisions of Council were:

*“RESOLVED that –*

*(a) the allowances recommended by the Independent Remuneration Panel, as set out in its report attached at Appendix A to item A.2 of the Report of the Head of Democratic Services and Elections, be approved;*

*(b) the IRP undertakes a high level and light touch review after three months;*

*(c) the IRP undertakes a further full review for the 2020/21 Municipal Year and makes recommendations to the Annual Meeting of the Council in 2020; and*

*(d) the Scheme of Members’ Allowances in Part 7 of the Constitution be amended to reflect the agreed allowances and expenses.*

*The Leader of the Council (Councillor Stock OBE) informed Members that a meeting of all Group Leaders would be held as part of the three month review.”*

### **The high level and light touch review**

In accordance with the decision at (b) above, the IRP met on 27 September to undertake the high level and light touch review approved by Council on 28 May.

In advance of that meeting, Group Leaders were invited to submit observations, comments and proposals to the IRP so that these could be considered at the meeting on 27 September.

The received views are set out at Appendix A to this Report. In addition, the IRP was provided with details of Councillor Allowances adopted by Babergh District Council, Braintree District Council, Chelmsford City Council, Colchester Borough Council, East Suffolk District Council, Ipswich Borough Council, Maldon District Council and Mid-Suffolk District Council. It was also supplied with details of the electorates for the 35 Tendring District Council Wards that existed prior to the elections on 2 May and the 32 Wards that are now in place.

In addition to the matters set out in the submissions from Group Leaders at Appendix A, the IRP also looked at:

- (1) Whether there should continue to be the restriction of each Councillor being able to claim their Basic Allowance and one Special Responsibility Allowance.
- (2) Whether the Vice Chairman of the Planning Committee should receive a special responsibility allowance.
- (3) Whether Group Leader Allowances should apply to Opposition Group Leaders or all Group Leaders.

## **Conclusions/Recommendations**

The IRP reached the following conclusions:

That the average number of electors per councillor varied between 1895 and 2515. However the issues raised by those electors and other residents in the 32 wards will also differ across and between the wards. The Basic Allowance has been set utilising as a base a 15 hour week, before any consideration of special responsibilities, and looking at the numbers of electors does not of itself give a clearer basis for the Basic Allowance than the base hours per week used.

When comparing the Basic Allowance for Councillors in Tendring District Council with those of neighbouring authorities, it was noted that while Tendring's was not the highest, it was in the top half of those for which the IRP had data.

The proposals set out in the May 2018 review, removed the special responsibility allowance for the Vice-Chairman of the Planning Committee. The IRP had increased the recommended Special Responsibility Allowance for all Members of the Planning Committee to reflect the amount of time spent on site visits, training and the business of the Committee. The Vice-Chairman of that Committee would be entitled to that Allowance along with all other Members of it (except the Chairman of the Committee for whom there was a specific Allowance). Having reviewed the approach taken, the IRP considered that it did not have the evidence to suggest that the overall workload of the Committee warranted further public funds to be applied to allowances to that Committee.

In respect of the Special Responsibility Allowances for Group Leaders, the applicability of that Allowance to Leaders of Groups where there are Members in the Administration/Cabinet of the Council and whether there should be a change to the default position of only one Special Responsibility Allowance in respect of Group Leaders, the Panel felt there was a need for more information before making a recommendation. In doing so, it reflected on the fact that a full review of the scheme was scheduled later in the Municipal Year. If there were continuing views and evidence to be considered in respect of these matters (and others) then that was the appropriate time to receive those views/that evidence.

In view of the conclusions reached, the IRP makes the following recommendations:

- (1) That, in respect for the proposal for the re-introduction of a Vice-Chairman's Allowance in respect of the Planning Committee, Council approve either:**
  - (a) Retention of the current position:**
    - a. Chairman of Planning Committee - £6,600**
    - b. All other Members of Planning Committee (including the Vice-Chairman) - £900**
  - (b) Adjust the allowances in respect of Planning Committee to the following:**
    - a. Chairman of Planning Committee - £6000,**
    - b. Vice-Chairman of Planning Committee - £1500,**
    - c. All other Members of the Planning Committee - £900.**
- (2) To make no other change to the scheme of Allowances recommended to, and adopted by, Tendring District Council at its meeting on 28 May 2019.**

## **The next full review**

A full review of the allowances scheme which will be undertaken in time for a report to be submitted to next year's Annual Council. In view of this timetable, the IRP has agreed to meet on Friday 20th March 2020.

**Tendring District Council's Independent Remuneration Panel**

**Meeting to be held on 27 September 2019**

**Submissions from Group Leaders to the Panel (ordered in date of submission)**

<b>Submission from which Group</b>	<b>Submission made by</b>	<b>Date of Submission</b>	<b>Submitted detail</b>
Labour Group	Ivan Henderson	12 September 2019	Having consulted members of my group the unanimous view is we are happy with the present agreed Members' allowances.
UKIP	Mary Newton	19 September 2019	We are happy with the review and timetable and have no submissions to give to the IRP.
Tendring Independents	Mark Stephenson	19 September 2019	<p>I wanted to reiterate my point earlier to the IRP that the uplift in councillor allowances did not reflect the additional work created per councillor when the boundary review was implemented. Going from 60 councillors down to 48 gave most councillors an up lift To use my own ward as an example this resulted in approximately 1400 electorate added to our responsibility. In truth this added 700 per councillor as we are a two seat ward. However this must be taken into account given that, pre-boundary review my electorate would have been around 1800 according to council figures used when setting the boundary review. So rough maths shows an uplift of at least 25% in residents that we are now responsible for something not reflected in the remuneration adjustments post boundary review.</p> <p>It most also be noted that the electorate does not comprise of everyone just those on the electorate role. There are those residents who still place demands on councillors that do not appear on the electorate role and of course anyone under the age of 16 is also not represented. Another factor to consider (although to be fair this could be factored in on forthcoming IRP reviews) is that we are serving an ever increasing population (according to ONS predictions).</p> <p>My second point is around group leaders' allowances. Currently there are eight group leaders on the council. Only one group leader is able to claim the group leaders' allowance. With a reduced number of councillors many councillors find themselves wearing two or in the past even three positions that received remuneration. As per the rules (which I have no</p>

			problem with) councillors are only allowed to receive the highest paid remuneration. I believe the group leaders' allowances give a false impression of what is actually being received with so many unable to claim them. I'm not sure what can be done but perhaps the IRP can suggest a solution if they think one is needed.
Independent	Jayne Chapman	19 September 2019	I have to agree with Mark's comments, although Brightlingsea was not involved with Boundary changes our work load has dramatically increased. Even without boundary changes the amount of new residents to all of our areas has significantly increased.
Conservative	Neil Stock	19 September 2019	Mark does make some really good points that I think we should explore further.
Holland on Sea & Eastcliff Matters	No response submitted		
Liberal Democrat			
Tendring First			