

Standards Committee 14 October 2019

Member's Allowances review 2020/21

Review Topic	Review / Project Title
Rationale	<p>To explore potential disparities between the current Special Responsibility Allowances as initially discussed at the Standards Committee meetings held in January and March. These meetings noted the differences in the Leader's allowance in proportion to the Cabinet Member allowances, the perceived higher number of committee meetings chaired and attended by some Committee memberships in comparison to other committees where an SRA was payable. The discussions demonstrated considering, the functions and responsibilities of Council committees together with the volume and complexity of their decision making to ascertain whether the SRA's provided to the Leader, Cabinet Members, Committee chairs ,Vice -Chairs and Scrutiny Panel Chair's reflects the allocated allowance.</p> <p>The Committee also discussed the review including consideration of an uplift of Allowances to correlate with the equivalent percentage staff pay. It will also be prudent to confirm whether the Mayoral allowances remain as separate statutory provisions in the Member Allowance Scheme (under Section 3 and 5 of the Local Government Act 1972).</p> <p>This exercise is to ensure that members are appropriately remunerated and to address any inequalities in the allocation of Members Allowances and SRA's.</p> <p>The review will also allow a benchmarking exercise to be completed to further ensure that the borough is in line with comparator boroughs for the provision of SRA's.</p>

Committee Member	Councillors Opoku, Cllr Weston, Cllr Chiriyankandath, Cllr Demir, Cllr Cawley- Harrison Richard Penn – independent adviser
Terms of Reference (Purpose of the Review/ Objectives)	An independent review of the Member Allowance Scheme to be completed between July 2019 and March 2020, for implementation in 2020/21, undertaking analysis of roles and responsibilities with reference to neighbouring and comparator boroughs, as well as considering the recommendations of the Independent Remuneration Panel.
Evidence Sources	These will include: <ul style="list-style-type: none"> • Data on number of meetings covered by Members • Submission to Boundary Commission on the business case for maintaining 57 councillors • References to the recent review of Scrutiny Functions • Interviews with relevant key Council officers, Planning Licensing, Policy, Scrutiny, • Independent Panel Review report 2018 • Officer review of member’s Allowances carried out in 2017 -18
Witnesses	<ul style="list-style-type: none"> • Council officers • Members • Independent advisor
Methodology/Approach	A variety of methods will be used to gather evidence from the witnesses above, including: <ul style="list-style-type: none"> • Desk top research; • Questionnaire • Independent Advisor meeting with the Chair of Standards Committee, Leader of the Council and Leader of the Opposition .

<p>Equalities Implications</p>	<p>The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to: (1) Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act; (2) Advance equality of opportunity between people who share those protected characteristics and people who do not; (3) Foster good relations between people who share those characteristics and people who do not.</p> <p>The three parts of the duty applies to the following protected characteristics: age; disability; gender reassignment; pregnancy/maternity; race; religion/faith; sex and sexual orientation. In addition, marriage and civil partnership status applies to the first part of the duty.</p> <p>The Committee should ensure that it addresses these duties by considering them during final scoping, evidence gathering and final reporting. This should include considering and clearly stating: How policy issues impact on different groups within the community, particularly those that share the nine protected characteristics; Whether the impact on particular groups is fair and proportionate; Whether there is equality of access to service and fair representation of all groups within Haringey; Whether any positive opportunities to advance equality of opportunity and/or good relations between people, are being realised.</p> <p>The Panel should ensure that equalities comments are based on evidence, when possible. Wherever possible this should include demographic and service level data and evidence of residents/service-users views gathered through consultation.</p>
<p>Timescale</p>	<p>The Committee will aim to complete its evidence gathering by November 2019, compiling proposals between December, draft report to Standards Committee in January, final report to the March meeting of Standards and seeking agreement to the Allowances at the Full Council in March.</p>
<p>Reporting arrangements</p>	<p>Acting Democratic Services and Scrutiny Manager to compile reports to the October and January and March meetings of Standards</p>
<p>Publicity</p>	<p>The review will be publicised through the Members area web page and Members newsletter .The outcomes of the review will be similarly published once complete.</p>

Officer Support	Lead Officer; Ayshe Simsek, Acting Democratic services and Scrutiny Manager Ajda Ovat Principal Committee Co-ordinator
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