



**Haringey Council**

<b>Report for:</b>	<b>STANDARDS COMMITTEE 12 May 2015</b>	<b>Item number</b>	
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<b>Title:</b>	<b>Amendment to the Members' Allowances Scheme for 2015/16</b>
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<b>Report authorised by :</b>	<b>Assistant Director of Corporate Governance and Monitoring Officer Bernie Ryan</b> <i>Bernie Ryan</i>
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<b>Lead Officer:</b>	<b>Michelle Williams, Senior Corporate Lawyer</b>
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<b>Ward(s) affected:</b> N/A	<b>Report for Key/Non Key Decision:</b> N/A
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**1. Describe the issue under consideration**

- 1.1 Every year the Council is required, in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003, to adopt a Members' Allowances Scheme to run from 1 April to 31 March the following year.
- 1.2 This report requests that the Standards Committee recommend to Full Council two amendments to the Members' Allowances Scheme for the period 1 April 2015 to 31 March 2016, which was agreed by Full Council on 23 March 2015. The revised Members' Allowances Scheme is set out at Appendix 1 attached.
- 1.3 At its meeting on 23 March 2015 Full Council were informed by the Assistant Director of Corporate Governance and Monitoring Officer of the intention to amend the 2015/16 Scheme during the municipal year to distribute the approximately £48K savings that the Council is making in

employer contributions to the Local Government Pension Scheme (LGPS) for Members since the implementation of Regulations removing them from the LGPS. In addition, the proposed abolition of Area Committees will result in the need to amend the 2015/16 Members' Allowances Scheme.

- 1.4 This report and the amended Members' Allowances Scheme at Appendix 1 detail the recommended amendments to the Basic Allowance, Mayoral Allowances and Special Responsibility Allowances as a result of the changes set out in paragraph in 1.3 above.

**2. Cabinet Member Introduction**

N/A

**3. Recommendations**

- 3.1 That the Standards Committee recommend to Full Council that it resolves to amend the current Members' Allowance Scheme for 2015/16 to take effect from 15 May 2015 to increase the Basic Allowance, Mayoral Allowances and Special Responsibility Allowances as set out in the Members Allowances Scheme at Appendix 1 to this report.

**4. Comments of the Chief Finance Officer and Financial Implications**

- 4.1 The Chief Finance Officer has reviewed the proposed changes to the Members' Allowances scheme and confirms that there is sufficient budget provision within 2015/16 cash limits to cover the costs of the proposed scheme.

**5. Assistant Director of Corporate Governance comments and Legal Implications**

- 5.1 The legal implications have been considered within the body of this report and in the drafting of Appendix 1.

**6. Report**

- 6.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 ("the Regulations") require local authorities to make a scheme of allowances for their Members at the start of each municipal year. There is nothing to prevent Full Council from amending the scheme later in the year should it wish to do so.

- 6.2 The Regulations stipulate that before a Council can agree or amend its Members' Allowances Scheme, it must consider recommendations made

to it by an Independent Remuneration Panel (IRP), whose members cannot be members of the same authority.

6.3 The Regulations contain provisions for London Boroughs to use an Independent Remuneration Panel (IRP) set up by London Councils for this purpose rather than a local panel. The IRP for London Councils last reviewed Members' allowances in 2014 and attached at Appendix 2 is its report and recommendations. The IRP only make recommendations and it remains the responsibility of each local authority to decide the level of remuneration and which Members should be remunerated.

6.4 The recommendations in the 2014 IRP report at Appendix 2 have been considered in the preparation of the amended scheme which is subject of this report.

6.5 Appendix 1 to this report shows the recommended changes to the Members' Allowances Scheme. In order to redistribute the £48K savings in employer pensions contributions to the LGPS amongst members the recommendation is to increase the Basic Allowance from £10,500 to £10,703, which is the maximum recommended by the IRP. It is recommended that the remainder of the £48K is then redistributed amongst members in accordance with the percentage of the special responsibility budget (including the mayoral allowances) that applies to each role. This is seen as a fair redistribution as it reflects the fact that the Council would have been making higher employer contributions to the LGPS for members according to the seniority of their role and level of their allowance. Changes to the Members' Allowances Scheme are shown in italics and underlined.

## 7. **Local Government (Access to Information) Act 1985**

N/A

## 8. **Equalities and Community Cohesion Comments**

8.1 The Council has a public sector equality duty under S149 of the Equality Act 2010 to have due regard to need to:

- tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation;
- advance equality of opportunity between people who share those protected characteristics and people who do not;
- foster good relations between people who those characteristics and people who do not.

8.2 The proposals outlined in the report carry no apparent implications for any aspect of the duty outlined above.

9. Appendices

9.1 Appendix 1: Amended Members' Allowances Scheme 2015/16

9.2 Appendix 2: The Remuneration of Councillors in London 2014 - Report of the Independent Panel

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