



Report to: Council, 19th February 2019

Report of: Chair and Vice Chairs of Policy and Resources Committee

Subject: MEMBERS' ALLOWANCES:

- **INDEPENDENT REMUNERATION PANEL RECOMMENDATION FOR MEMBERS' ALLOWANCES 2019/20**
- **MAYOR'S ALLOWANCE 2019/20**

1. Recommendation

- 1.1 That the Council note and consider the recommendations of the Independent Remuneration Panel for Members' Allowances;**
- 1.2 That the Council consider other options identified in this report regarding the level of Members' Allowances; and**
- 1.3 That the Council adopt a Scheme for Members' Allowances from 1st April 2019.**

2. Background

- 2.1 The Members' Allowances Regulations require Local Authorities to establish and maintain an Independent Remuneration Panel (IRP). The Panel represents the following Councils:
 - Bromsgrove District
 - Malvern Hills District
 - Redditch Borough
 - Worcester City
 - Wychavon District
- 2.2 The IRP conducts its work in accordance with the legislation governing the role of the Panel as set out by the Local Government Act 2000, subsequent legislation and statutory guidance produced in 2006.
- 2.3 The purpose of the Panel is to make recommendations to the Authority about allowances to be paid to Elected Members and the legislation states that Local Authorities must have regard to this advice.
- 2.4 At its meeting on 22nd November 2016 Council resolved to change its governance system from the Cabinet Model to the Committee System with effect from Annual Council on 16th May 2017.
- 2.5 In light of the Council's decision to change the governance system from the Cabinet Model to the Committee System, it was necessary for the IRP to review Members' Allowances and to recommend a new scheme of Members' Allowances for the Council to consider at its Annual Meeting on 16th May 2017.

At this meeting the Council agreed the adoption of a scheme for Members' Allowances and the level of allowances payable. The IRP's recommendation and the level of Basic and Special Responsibility Allowances agreed by the Council are set out in **Appendix 1**.

- 2.6 It was recognised by the IRP and Group Leaders that the full detail of the new roles under the Committee System would not be fully understood until the Committee System had been in operation for a period of 12 months. Therefore the Council did not consider any changes to the level of Members' Allowances for 2018/19.
- 2.7 Following a review carried out by the Monitoring Officer and Deputy Monitoring Officer of the first 12 months of the operation of the Committee System and a meeting with Group Leaders in January 2019, the IRP have recommended in their report that the level of allowances payable for 2019/20 should be revised. The proposed new allowances are set out in **Appendix 2**.
- 2.8 In summary, the IRP has recommended a 2% increase on the Basic Allowance recommended for 2018/19, which gives a figure of £4,437. The IRP has recommended no change to the level of Special Responsibility Allowances meaning that no change is made to the multiplying factors applied, pending a further Council review in 2019/20 of the operation of the Committee System including the roles and responsibilities of the Deputy Leader, Chairs and Vice Chairs. The IRP will consider the outcome of the review when recommending the level of Special Responsibility Allowances for 2020/21.
- 2.9 The IRP recommended that for 2019/20 Travel Allowances continue to be paid in accordance with the HMRC rate, and that Subsistence Allowances and the Dependent Carer's Allowance for 2019/20 remain unchanged.
- 2.10 Council at its meeting on 16th May 2017 also agreed that the Mayor should receive a separate allowance. This is not part of the IRP's role and is at the discretion of the Council. In recognition of the significant number of duties that are carried out annually by the Mayor, it was agreed that the Mayor should receive an additional allowance based on a multiple of 1.0 of the level of the Basic Allowance agreed by Council.

3. Options for Consideration 2019/20

3.1 Option 1 – No Increase

The level of Basic and Special Responsibility Allowances remain at the same level as agreed by Council at its meeting on 16th May 2017.

3.2 Option 2 – 1% Increase

The level of Basic and Special Responsibility Allowances are increased by 1% from the level agreed by Council at its meeting on 16th May 2017.

3.3 Option 3 – 2% Increase

The level of Basic and Special Responsibility Allowances are increased by 2% from the level agreed by Council at its meeting on 16th May 2017.

3.4 Option 4 – Recommendation of the IRP

The level of the Basic Allowance is set at £4,437 and the Special Responsibility Allowances are adjusted accordingly based on the level of the Basic Allowances, with no change being made to the multiplying factors applied.

4. Implications

4.1 Financial and Budgetary Implications

Full Year Effect			
Option 1 No Increase	Option 2 1% Increase	Option 3 2% Increase	Option 4 IRP Recommendation
-	£2,187	£4,373	£6,966

A budget provision has been made for 2019/20 and subsequent years for all options.

4.2 Legal and Governance Implications

The Council is obliged to have regard to the recommendations of the IRP and adopt a Members' Allowance Scheme as set out in Part 16 of the Constitution.

4.3 Risk Implications

The recommendations of the IRP were the outcome of an independent review process of Members' Allowances. There is an on-going risk associated with not accepting the recommendations of the IRP in that this could have an impact on the attractiveness of the role of a councillor and the likelihood of appealing to a diverse range of potential candidates. Equally there is a risk of potential negative publicity of accepting the recommendations of the IRP and this should be balanced against the risk of not increasing Members' Allowances.

4.4 Corporate/Policy Implications

None directly arising from this report.

4.5 Equality Implications

None directly arising from this report.

4.6 Human Resources Implications

None directly arising from this report.

4.7 Health and Safety Implications

None directly arising from this report.

4.8 Social, Environmental and Economic Implications

None directly arising from this report.

Ward(s):

All wards

Contact Officer:

Claire Chaplin, Democratic and Civic Services Manager

Tel. No. 01905 722005

Email: claire.chaplin@worcester.gov.uk

Background Papers:

None

Appendix 1

The IRP's Recommendation for 2017/18 and the Level of Basic and Special Responsibility Allowances agreed by the Council on 16th May 2017

Role	IRP Recd. Multiplier 2017/18	Council Agreed Multiplier 2017/18	IRP Recd. Allowance 2017/18 £	Council Agreed Allowance 2017/18 £
Basic Allowance – all Councillors x 35	1	1	4,300	4,300
Leader	2.5	2.5	10,750	10,750
Deputy Leader	1.75	2	7,525	8,600
Chair of Policy & Resources	1.75	1.25	7,525	5,375
Chair of Place & Economic Development Sub-Committee	0.50	0.50	2,150	2,150
Chair of Income Generation Sub-Committee	0.50	0.50	2,150	2,150
Chair of Personnel & General Purposes Sub-Committee	0.25	0.25	1,075	1,075
Chair of Communities Committee	1.5	1.25	6,450	5,375
Vice Chair of Communities Committee	0.5	1	2,150	4,300
Chair of Environment Committee	1.5	1.25	6,450	5,375
Vice Chair of Environment Committee	0.5	1	2,150	4,300
Chair of Planning Committee	1	1	4,300	4,300
Chair of Licensing & Environmental Health Committee	0.75	0.75	3,225	3,225
Chair Standards Committee	0.25	0.25	1,075	1,075
Chair of Audit & Governance Committee	0.6	0.6	2,580	2,580
Political Group Leaders	0.25	0.25	1,075	1,075
Mayor	0	1	0	4,300

**Independent Remuneration Panel
for Worcestershire District Councils**

Annual Report and Recommendations for 2019/20

Worcester City Council

January 2019

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Recommendations

The Independent Remuneration Panel recommends to Worcester City Council the following:

- 1. That the Basic Allowance for 2019/20 is £4,437 representing a 2% increase on the level recommended for 2018/19.**
- 2. That the Special Responsibility Allowances for 2019/20 are as set out in Appendix 1 and remain unchanged.**
- 3. That Travel Allowances for 2019/20 continue to be paid in accordance with the HMRC mileage allowance.**
- 4. That Subsistence Allowances for 2019/20 remain unchanged.**
- 5. That the Dependent Carer's Allowance for 2019/20 remains unchanged.**
- 6. That for Parish Councils in Worcester City, if travel and subsistence is paid, the Panel recommends that it is paid in accordance with the rates paid by Worcester City Council and in accordance with the relevant Regulations.**

Introduction

The Independent Remuneration Panel (IRP) has been appointed by the Council to carry out reviews of the allowances paid to Councillors, as required by the Local Government Act 2000 and subsequent legislation. The Panel has carried out its work in accordance with the legislation and statutory guidance.

The law requires the Council to "have regard" to the recommendations of the Independent Panel. The Panel note that Worcester City Council did not consider their recommendation for 2018/19, due to the pending completion of the review of the first 12 months of the operation of the Committee System of Governance. The Panel also note that the findings of the review did not identify any specific issues regarding the level of Members Allowances agreed as part of the implementation of the Committee System of Governance in 2017/18.

This year the Panel offered to meet with Group Leaders of the Council to discuss any other particular issues. A meeting with the Panel and Group Leaders took place in January 2019 to discuss the move to the new Committee System of Governance and the associated roles and responsibilities. At the meeting the Panel recommended no change be made to the level of Special Responsibility Allowances meaning that no change is made to the multiplying factors applied, pending a further Council review in 2019/20 of the operation of the Committee System including the roles and responsibilities of the Deputy Leader, Chairs and Vice Chairs. The Panel agreed to consider the outcome of the review when recommending the level of Special Responsibility Allowances for 2020/21.

Our recommendations are based on thorough research and benchmarking. We have presented the Council with what we consider to be an appropriate set of allowances to reflect the roles carried out by the Councillors. The purpose of allowances is to enable people from all walks of life to become involved in local politics if they choose. The Panel does acknowledge that in the current challenging financial climate there are difficult choices for the Council to make. It is for the Council to decide how or whether to adopt the recommendations that we make.

Background Evidence and Research Undertaken

2017/18

At its meeting on 22nd November 2016 Worcester City Council resolved to change its governance system from the Cabinet model to the Committee System with effect from Annual Council on 16th May 2017.

In light of the Council's decision to change the governance system from the Cabinet model to the Committee System, it had been necessary for the Council to review Members' Allowances and to prepare a new scheme of Members' Allowances for adoption at the City Council's Annual Meeting in May 2017.

As a result there was early engagement with the IRP to prepare a new scheme of Members' Allowances that could be used for the Committee System. In preparing its report for 2017/18, the IRP carried out thorough research and benchmarking. This included a review of the City Council's decisions for the transition to the Committee System as well as comparative data from other authorities which are currently operating the Committee System.

The IRP met on a number of occasions to consider its research, including a meeting with the City Council's Group Leaders, Monitoring Officer and Deputy Monitoring Officer. It had been recognised by the IRP and Group Leaders at the City Council that the detail of the new roles under the Committee System would not be fully understood until the Committee System had been in operation for a period of 12 months. In light of this, there had been a recommendation from the IRP and a commitment from Group Leaders to undertake a review of Members' Allowances within 12 months. Therefore at the City Council's Annual Meeting in May 2017 the Council agreed to carry out a review of Members' Allowances by May 2018.

Following the research carried out by the IRP, the Panel recommended a 1% increase on the Basic Allowance for 2017/18, which was an increase from £4,250 to £4,300 per annum.

The IRP's recommendations for Special Responsibility Allowances for the existing and new roles within the Committee System for 2017/18 and the multiplier and allowance agreed by Worcester City Council and its Annual Meeting in May 2017 are set as follows:

Role	Multiplier 2016/17	Allowance Paid 2016/17 £	IRP Recd. Multiplier 2017/18	IRP Recd. Allowance 2017/18 £	Council Agreed Multiplier and Allowance 2017/18 £
Basic Allowance – all Councillors x 35	1	4,250	1	4,300	1 4,300
Leader	3	12,750	2.5	10,750	2.5 10,750
Deputy Leader	1.75	7,438	1.75	7,525	2 8,600
Chair of Policy & Resources	-	-	1.75	7,525	1.25 5,375
Chair of Place & Economic Development Sub- Committee	-	-	0.50	2,150	0.50 2,150
Chair of Income Generation Sub-Committee	-	-	0.50	2,150	0.50 2,150
Chair of Personnel & General Purposes Sub- Committee	-	-	0.25	1,075	0.25 1,075
Chair of Communities Committee	-	-	1.5	6,450	1.25 5,375
Vice Chair of Communities Committee	-	-	0.5	2,150	1 4,300
Chair of Environment Committee	-	-	1.5	6,450	1.25 5,375
Vice Chair of Environment Committee	-	-	0.5	2,150	1 4,300
Chair of Planning Committee	1	4,250	1	4,300	1 4,300

Role	Multiplier 2016/17	Allowance Paid 2016/17 £	IRP Recd. Multiplier 2017/18	IRP Recd. Allowance 2017/18 £	Council Agreed Multiplier and Allowance 2017/18 £
Chair of Licensing & Environmental Health Committee	0.75	3,188	0.75	3,225	0.75 3,225
Chair Standards Committee	0.25	1,063	0.25	1,075	0.25 1,075
Chair of Audit & Governance Committee	0.6	2,550	0.6	2,580	0.6 2,580
Political Group Leaders	0.25	1,063	0.25	1,075	0.25 1,075
Mayor	0	0	0	0	1 4,300

The IRP had considered Travel Allowances and had recommended that for 2017/18 they continue to be paid in accordance with the HMRC mileage allowance. The IRP also recommended that the Subsistence Allowances and the Dependent Carer's Allowance for 2017/18 remain unchanged.

In summary, the IRP note that at its Annual Meeting in May 2017 the City Council agreed the following differences between the recommendations of the IRP and the views of the City Council's Group Leaders:

1. That the multiplier for the Deputy Leader is increased from 1.75 to a multiplier of 2.0.
2. That the three main policy committees (Policy and Resources, Communities and Environment) be reduced from 1.5 and have the same multiplier of 1.25.
3. That the multiplier for the Vice-Chairs of the policy committees be increased from 0.5 to a multiplier of 1.0.
4. That the Mayor receives a multiplier of 1.0. The consideration and recommendation of an allowance being paid to the Mayor is not within the remit of the IRP. The decision to pay the Mayor an allowance was taken by Worcester City Council.

2018 /19

Special Responsibility Allowance

As the City Council agreed to carry out a review of all Members' Allowances by June 2018 the IRP did not feel it appropriate at this stage to recommend any changes to the Special Responsibility Allowances for 2018/19. The Panel was willing to work with and support the Group Leaders at the City Council to carry out the review of all Members' Allowances and it was proposed by the IRP that it would submit its recommendations for any changes to the Special Responsibility Allowances in February 2019.

Basic Allowance

The IRP had recommended to the Council's represented by the Panel an increase of 1% from £4,300 to £4,350. As stated earlier the Council did not consider any changes to the level of Members' Allowances for 2018/19 due to the pending review of the Committee System of Governance.

2019/20

There is a rich and varied choice of market indicators on pay which can be used for comparison purposes. These include:

- Survey data on a national, regional or local level;
- Focussed surveys on a particular public sector;
- Regular or specific surveys
- Use of specific indices to indicate movement in rewards or cost of living.

As background for the decisions taken by the Panel this year we have:

- Analysed and considered the Annual Survey of Hours and Earnings (ASHE) statistics for 2017 which gives the mean hourly wage rate for Worcestershire at £14.09.
- Benchmarked the Basic Allowance against allowances for comparable roles paid by the Chartered Institute of Public Finance and Accountancy (CIPFA) "Nearest Neighbour" Councils for each authority.
- Information from local analysis of time spent by councillors on Council business (carried out by Worcester City Council in 2015).
- Considered Local Government pay awards.

We give more details about these areas of research at the end of the report.

In 2015, Worcester City Councillors recorded time spent on Council business for a number of weeks. This enabled the Panel to confirm the number of hours per week for front line councillors, which is used to calculate the recommended basic allowance. More detail is given about this under the Basic Allowance heading later in the Report.

The figure being recommended by the Panel of £4,437 for the Basic Allowance appears reasonable and appropriate when compared to other Local Authorities representing an increase of 2%.

Arising from our research, in **Table 1** we have included information showing the Members' allowances budget for Basic and Special Responsibility Allowances paid for 2017-18 as a cost per head of population for each Council. To give context, we have included details of the proportion of net revenue budget spent by each Council on basic and Special Responsibility allowances.

In **Table 2** we show the average payment per member of each authority of the Basic and Special Responsibility Allowances, which illustrates the balance between the level of Special Responsibility Allowances paid and the Basic Allowance.

Table 1 - Total spend on Basic and Special Responsibility Allowances (SRA) as a cost per head of population 2017/18 figures

Authority, population¹ and number of Councillors	Total spend Basic Allowances	Total spend on SRA	SRA as a percentage of total Basic Allowance	Cost of total basic and SRA per head of population	Total of basic and SRA as a percentage of Net General Revenue Fund expenditure
	£	£	%	£	%
Bromsgrove DC (31) 94,744	134,885	61,892	45.89	2.02	1.8
Malvern Hills DC (38) 75,339	159,204.84	63,497.12	39.88	2.89	2.8
Redditch Borough (29) 84,521	95,019	38,876	40.91	1.57	1.36
Worcester City (35) 100,405	149,675	67,188	44.88	2.16	1.78
Wychavon (45) 118,738	192,949	71,984	37.31	2.23	1.69

Table 2 - Average allowance per Member of each authority (Basic and Special Responsibility Allowances, 2017/18 figures)

Authority (number of Councillors)	Amount £
Bromsgrove District (31)	6,348
Malvern Hills District (38)	5,860.58
Redditch Borough (29)	4,617
Worcester City (35)	6,196
Wychavon District (45)	5,887

Calculation of Basic Allowance 2019/20

The Basic Allowance is based on:

- The roles and responsibilities of Members; and

¹ ONS population figures mid 2018. Totals for Basic and Special Responsibility allowances paid are as published by each authority for the 2017-18 financial year.

- Their time commitments, including the total average number of hours worked per week on Council business.
- A public service discount of 40% to reflect that Councillors volunteer some of their time to the role.

The Basic Allowance is paid to all Members of the Council.

Whilst each Council may set out role descriptions for Councillors, the Panel accepts that each councillor will carry out that role differently, reflecting personal circumstances and local requirements. However, we consider the Basic Allowance to include Councillors' roles in Overview and Scrutiny, as any Member of the Council is able to contribute to this aspect of the Council's work. We also consider that ICT could be included in the Basic Allowance as it is generally more readily available to individuals than in previous years. However, we are comfortable that specific local decisions may be made about how ICT support is provided, however it is felt that where iPads or other equipment is provided for use by Councillors, an ICT Allowance should not be paid.

As mentioned earlier, in 2015 Worcester City Councillors recorded the time spent per week on Council business for a number of weeks during the early autumn. This was considered to reflect an appropriate "average" period of time for meetings and other commitments. The results from this survey showed that the average input was 10 hours and 50 minutes per week. This figure matches the one used for a number of years by the Panel, based on previous research with constituent councils, to calculate the Basic Allowance.

As outlined above we reviewed the levels of wage rates for Worcestershire as set out in the ASHE data in **Appendix 2**, and the benchmark information available to us from the Chartered Institute of Public Finance and Accountancy (CIPFA) "nearest neighbours" authorities as part of our research into the level of Basic Allowance recommended. We are also aware that the majority of local government employees received an average of 2% increase in pay in April 2018 (dependant on scale).

The figure being recommended by the Panel of £4,437 for the Basic Allowance appears reasonable and appropriate when compared to other Local Authorities. It represents an increase of 2%.

The calculation used to arrive at the Basic Allowance is set out in **Appendix 2**.

Special Responsibility Allowances (SRA) 2019/20

General Calculation of SRAs

The basis for the calculation of SRAs is a multiplier of the Basic Allowance as advocated in the published Guidance.

The Panel has reviewed the responsibilities of each post, the multipliers and allowances paid by similar authorities. As in previous years, the Panel has benchmarked the allowances against those paid by authorities listed as "nearest neighbours" by CIPFA.

The Panel has been asked on occasions to consider recommending SRAs for Vice-Chairmen of Committees. Having considered evidence presented to us and the nature of the roles, as a principle the Panel does not recommend SRAs for Vice-Chair roles with the exception of Worcester City Council who operate a Committee System of Governance.

Appendix 1 to this report sets out the allowances recommended for 2019/20.

Mileage and Other Allowances 2019/20

The Panel notes that the Council has used the HMRC flat rate for payment of mileage for Councillors and recommends that this continues.

The Panel is satisfied that the current levels of Subsistence Allowances are set at an appropriate level and recommends that these continue.

The Panel notes that the Council's Scheme of Members' Allowances provides that Dependant Carer Allowances are payable to cover reasonable and legitimate costs incurred in attending approved duties and recommends that this provision continues.

Allowances to Parish Councils 2019/20

The Independent Remuneration Panel for Worcestershire District Councils acts as the Remuneration Panel for the Parish Councils in each District.

This year the Panel has not been asked to make recommendations on any matters by any Parish in Worcester City.

The Independent Remuneration Panel

The Members' Allowances Regulations require Local Authorities to establish and maintain an Independent Remuneration Panel. The purpose of the Panel is to make recommendations to the authority about allowances to be paid to Elected Members and Local Authorities must have regard to this advice. This Council's Independent Remuneration Panel is set up on a joint basis with 4 of the other 5 District Councils in Worcestershire. Separate Annual Reports have been prepared for each Council.

Recruitment of New IRP Panel

Following the retirement of three of the five existing Panel members at the end of the 2017 reporting cycle, including panel Chair Bill Simpson, the authorities embarked on a recruitment process for new Panel members during the early summer of 2018. The job description and person specification were reviewed and updated and adverts for new Panel members were placed in WM Jobs and the authorities' websites in July 2018. A very good response was received and the shortlisting panel met on 24th July. Seven candidates were shortlisted for interview on 9th and 21st August and five candidates were subsequently offered and accepted appointments.

The two remaining members of the 2017 Panel continued to serve in 2018, though one of the two (Terry Cotton) agreed to serve for one further year to provide some continuity and support to the new Panel.

The shortlisting and interview Panel members were:

- Cllr Linda Robinson, Leader Wychavon
- Cllr Geoffrey Denaro, Leader Bromsgrove
- Terry Cotton, Vice Chair IRP
- Claire Chaplin, Democratic and Civic Services Manager/Deputy Monitoring Officer, Worcester City Council
- Mel Harris, Member Support Officer, Wychavon District Council

- Matthew Box, Member Support Officer, Malvern Hills District Council
- Darren Whitney, Member Support Officer, Bromsgrove and Redditch Councils

Therefore the new members of the IRP for 2019/2020 are:

Polly Reed, Chair of the Panel - Polly has 15 years experience working in local government and public sector organisations, within the West Midlands. Between 2009 and 2015 she was a Programme Manager for a regional West Midlands Children's Services programme, delivering efficiency and improvement projects and supporting Lead Members to deliver their safeguarding responsibilities. She is currently the Head of Business Services for the West Midlands Police and Crime Commissioner, and manages a portfolio including governance and the Strategic Police and Crime Board, engaging with members of the public and delivering against workforce and HR priorities. The Police and Crime Commissioner is supporting her to undertake the ICSA Qualifying Scheme to become a Company Secretary, which is a professional qualification at Master's Level. She is also a school governor in Bromsgrove.

Terry Cotton - Terry spent 34 years working in central and local Government, mostly managing regeneration programmes across the West Midlands. Until May 2011 he worked at The Government Office for The West Midlands where he was a Relationship Manager between central and local Government and a lead negotiator for local performance targets. Following voluntary early retirement in May 2011, he worked part-time in Birmingham's Jewellery Quarter, setting up a new business led community development trust and currently works part-time for Worcestershire County Council on sustainable transport initiatives. He is also a trustee of a small charitable trust providing grants to grass roots community initiatives in deprived communities.

Don Barber – After several Human Resources and Productivity Improvement Management roles in Industry, Don became Chief Executive of a change management facilitating consultancy. Over the last 20 years he has been an independent consultant and advisor on a number of United Nations, European Commission, and World Bank transition projects, in particular in Europe, Africa, Asia, and Australasia. He also operates in an advisory role to other consultancy groups seeking EU contracts. This experience has included the development of national civil service/public sector reform programmes including aspects of the effect of legislative change for central and local government and, in the U.K., working for the Office of Manpower Economics (advisors to the Prime Minister) on Public Sector Pay, in particular relating to: Civil Service Pay Reform, UK Armed Forces and the Medical Professions.

Caroline Murphy – Caroline has 20 years' experience of working in public and voluntary sector organisations, including three West Midlands Local Authorities and the Civil Service. She was a senior Education Manager at Wolverhampton City Council until 2011 developing and delivering a large part of the 14-19 Pathfinder, during which time her department was recognised as achieving Beacon Council Status. She has a wealth of experience at building partnerships. Caroline now works as freelance Education, Skills and Development Adviser supporting individuals and organisations with strategic management, quality assurance and improvement, safeguarding, regulation compliance, research and evaluation, data protection and developing policies and procedures. She has worked in a consultancy capacity for a number of organisations, specialising in those who support vulnerable young people. She also spent 14 years as the Vice Chair of Governors of a primary school in Birmingham.

Jonathan Glover – Jonathan has over 30 years experience working in central and local government. He has worked mostly in central government, in a range of departments and disciplines. These include: regional finance and accounts; building management; personnel management; contract management. At a local level he specialised in employment support for people with disabilities. Returning to a regional role, he ensured projects throughout the West Midlands region, which were receiving European Commission grants, complied with EC financial and regulatory compliance. Since leaving the civil service he has worked in both the public and private sector. Jonathan was a governor at his local junior school for eight years.

He was vice chair of the full governing body, representing the school at Ofsted inspection and appeal panels; chair of its curriculum sub committee; and a member of personal and finance sub committees. He was a member of several recruitment and interview panels, including for a new headteacher.

Reuben Bergman – Reuben is a Fellow of the CIPD with significant senior HR leadership experience across a range of public sector organisations in both England and Wales. He currently runs a HR Consultancy Business in Worcestershire providing advice and support on managing change, employment law, HR policy development, mediation, management coaching and employee relations. Reuben has led successful equal pay reviews in three separate local authorities and is known for his successful work in managing change and developing effective employee relations. He is a qualified coach, mediator and a Shared Service architect. He has won national awards for his work on employee engagement and the development of an innovative Café style leadership development programme.

Matthew Davies – Matthew qualified as a Social Worker in 2008, and subsequently worked in Worcestershire and Jersey in the Channel Islands with children, their families and carers. On returning to Worcestershire in 2013 he worked with children in the care of the local authority before he was appointed as a Safeguarding Manager in Worcestershire in 2014, a role he continued in Manchester City until 2017. Currently he's employed as an Independent Reviewing Officer in Worcestershire. Independent Reviewing Officers are Social Workers, who are also experienced social work managers whose duty is to ensure the care plans for children in care are legally compliant and in the child's best interest. Passionate about learning and development Matthew is a guest speaker who contributes toward the West Midlands Step Up To Social Work Programme for the West Midlands, contributing toward the learning of social workers in training. He is also an Independent Panel Member of an Independent Fostering Agency, contributing toward the approval of prospective and established foster parents for children in care.

The Panel has been advised and assisted by:

- Claire Chaplin and Margaret Johnson from Worcester City Council;
- Darren Whitney from Bromsgrove and Redditch Councils;
- Mel Harris from Wychavon District Council;
- Matthew Box and Lisa Perks from Malvern Hills District Council.

The Panel wishes to acknowledge its gratitude to these officers who have provided advice and guidance in a professional and dedicated manner.

Polly Reed, Chair of Independent Remuneration Panel

IRP Recommended Allowances for 2019/20

Role	Multiplier 2017/18 & 2018/19	Level of Allowance 2017/18 & 2018/19	IRP Recd. Multiplier 2019/20	IRP Recd. Allowance 2019/20
			£	£
Basic Allowance – all Councillors x 35	1	4,300	1	4,437
Leader	2.5	10,750	2.5	11,093
Deputy Leader	2	8,600	2	8,874
Chair of Policy & Resources	1.25	5,375	1.25	5,546
Chair of Place & Economic Development Sub- Committee	0.50	2,150	0.50	2,219
Chair of Income Generation Sub-Committee	0.50	2,150	0.50	2,219
Chair of Personnel & General Purposes Sub- Committee	0.25	1,075	0.25	1,109
Chair of Communities Committee	1.25	5,375	1.25	5,546
Vice Chair of Communities Committee	1	4,300	1	4,437
Chair of Environment Committee	1.25	5,375	1.25	5,546
Vice Chair of Environment Committee	1	4,300	1	4,437
Chair of Planning Committee	1	4,300	1	4,437
Chair of Licensing & Environmental Health Committee	0.75	3,225	0.75	3,328
Chair Standards Committee	0.25	1,075	0.25	1,109
Chair of Audit & Governance Committee	0.6	2,580	0.6	2,662
Political Group Leaders	0.25	1,075	0.25	1,109
Mayor (Not Part of IRP Remit to Consider)	1	4,300	0	0

Summary of Research and Influencing Factors

Chartered Institute of Public Finance and Accountancy (CIPFA) "Nearest Neighbour" authorities tool

No two Councils or sets of Councillors are the same. Developed to aid local authorities in comparative and benchmarking exercises, the CIPFA Nearest Neighbours Model adopts a scientific approach to measuring the similarity between authorities. Using the data, Wychavon District Council's "nearest neighbours" are:

- Rushmoor Borough Council
- Cannock Chase District Council
- Gloucester City Council
- Carlisle City Council
- East Staffordshire Borough Council
- Kettering Borough Council

The average basic allowance for all nearest neighbour councils* is £5250. (*This figure is the average of all named nearest neighbours for all 5 Worcestershire Districts.)

Annual Survey of Hours and Earnings (ASHE) Data on Pay

Published by the Office for National Statistics, the Annual Survey of Hours and Earnings (ASHE) shows detailed information at District level about rates of pay. For benchmarking purposes the Panel uses the levels for hourly rates of pay excluding overtime (£14.09 for 2018). This is multiplied by 11 to give a weekly rate, which is then multiplied by 44.4 weeks to allow for holidays. This was the number of hours spent on Council business by frontline Councillors which had been reported in previous surveys and substantiated by a survey with Worcester City Councillors in the autumn of 2015. The rate is then discounted by 40% to reflect the element of volunteering that each Councillor undertakes in the role. Applying this formula produces a figure of £4,129 per annum.

CPI (Consumer Price Inflation)

In arriving at its recommendations the Panel has taken into account the latest reported CPI figure available to it, published by the Office for National Statistics. This was 2.2% for November 2017 – November 2018.

Local Government Pay Award

The Panel was also mindful of the latest Local Government Pay award implemented from 1st April 2018. For the majority of Local Government employees (ie, those on salaries of £19,430 per annum and above) this resulted in a pay increase of 2% on 1st April 2018 with a further 2% payable on 1st April 2019.

From this analysis we have determined that a 2% increase in the figure from last year is an appropriate recommendation, in line with the increases in our bench mark figures.