

GREATER MANCHESTER FIRE
AND RESCUE AUTHORITY

6 SEPTEMBER 2012

Subject: INDEPENDENT REMUNERATION PANEL SECOND
SUPPLEMENTARY REPORT – SCHEME OF MEMBERS'
ALLOWANCES

Report of the Clerk

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PURPOSE OF THE REPORT

This report sets out the allowances recommended by the Independent Remuneration Panel, following the decision of the Authority at its annual meeting on 21st June 2012 (Minute 9 refers) to refer certain special responsibility allowances (SRAs) back to the Panel for reconsideration.

EXECUTIVE SUMMARY

1. The Independent Remuneration Panel has been asked to review SRA's paid to the Deputy Chairman of the Authority and the Chairman and Vice-Chairman of the Audit, Scrutiny and Standards Committee in light of the changes to the Authority's committee structure and the implementation of the Localism Act 2011.

INTRODUCTION/BACKGROUND

2. At its annual meeting on 23rd June 2011 (Minute 10 refers), the Authority made appointments to a new committee structure for 2011/12, involving a move to three strategic committees representing the Authority's major functions aligned to the Authority's Business Model.
3. At the Authority meeting on 20 October 2011 (Minute 57 refers) Members considered a report setting out the allowances recommended by the Independent Remuneration Panel for the roles of Chairman and Vice-Chairman of Audit & Scrutiny Committee. The Panel recommended that the SRA for the Chairman of the Audit & Scrutiny Committee was set at £7,282, including special responsibility for majority opposition leadership.

CURRENT POSITION

4. At the annual meeting on 21st June 2012 (Minute 9 refers), the Authority created a second vice-chairman of the Authority, designated

Deputy Chairman, to work alongside the Chairman and Vice-Chairman of the Authority and the leader of the majority opposition group (the Conservative group) was appointed to this position.

5. Also at this meeting, standards matters were incorporated into the Audit and Scrutiny Committee Terms of Reference, this was due to the implementation of the new Standards Framework which came into force on 1st July 2012. The Audit and Scrutiny Committee was re-named the 'Audit, Scrutiny and Standards Committee' (This was agreed in principle, at the meeting of the Policy, Resources and Performance Committee held on 17th May 2012 (Minute 60 refers) and the Standards Committee was decommissioned from 1st July 2012 and the three independent members ceased to hold office.
6. Due to the creation of the post of Deputy Chairman, the SRA for Chairman of Audit, Scrutiny and Standards Committee no longer carried the responsibility for majority opposition leadership and would therefore need to be reviewed.
7. It was therefore agreed by the Authority on 21st June 2012 that the SRA for the role of Chairman of Audit, Scrutiny and Standards Committee be referred to the Independent Remuneration Panel for re-evaluation.
8. The Independent Remuneration Panel, chaired by Dr. Declan Hall with panel members Bill Berry, Regional Officer, UNISON and Clive Memmott, CEO, GM Chamber of Commerce has now undertaken the further review. The report of the Panel is attached at Appendix A.

THE PANEL'S RECOMMENDATIONS

The New Post of Deputy Chairman of the Authority

9. In arriving at the appropriate remuneration for the Deputy Chairman of the Authority/Leader of the Main Opposition Group, the Panel has recommended the appropriate SRA be set at 45% of the Authority Chairman's SRA (the same as the Vice-Chairman of the Authority).
10. The recommended SRA for the Deputy Chairman of the Authority/Leader of the Main Opposition Group is £13,104, with the 12% pension uplift included.

The Chairman of the Audit, Scrutiny and Standards Committee

11. In arriving at the appropriate remuneration for the freestanding role of Chairman of the Audit, Scrutiny and Standards Committee reference was made to the recommendation of the first joint review in June 2011, which was £2,722 (£3,048 with 12% pension uplift) plus the Co-opted Chairman of the former Standards Committee Co-optees' Allowance that was paid up to 30th June 2012, which was £594. This equates to

£665 with the 12% pension uplift applied, which was never applied to the Co-optees' Allowances as the pensions regulations did not apply to this allowance at the principal councils.

12. The Panel recommends that the SRA for the freestanding role of the Chairman of the Audit, Scrutiny and Standards Committee is £3,316 with the 12% pension uplift included. (A reduction from £7,282 with the 12% pension uplift included from the first supplementary review in October 2011).

The Vice-Chairman of Audit, Scrutiny and Standards Committee

13. The Vice-Chair of the Audit & Scrutiny Committee is *ex officio* the Leader of the third or minority opposition party and is unchanged from the first joint review in June 2011.
14. The Panel recommends that the SRA for the Vice-Chairman of the Audit, Scrutiny and Standards Committee remains the same at £2,185 with the 12% pension uplift included. This includes special responsibility for opposition leadership.

Co-optees Member Allowance (former Standards Committee)

15. The Panel noted that the Localism Act 2011 does not provide for statutory voting co-optees of standards committee from 1st July 2012. Therefore, the payment and reference to the Co-optees Allowance for the co-opted members on the former standards committee is now redundant.
16. The Panel recommends that the Authority's current Members' Allowance Scheme be amended to reflect there is no longer a Co-Optees Allowance of £297 payable to the original independent Standards Members and a further £297 for the Independent Standards Chairman.

Independent Person to the Authority

17. The Localism Act states that the Authority must appoint at least one 'Independent Person' to deal with complaints received that Members have failed to comply with the Code of Conduct for Members.

(Note: Please refer to paragraphs 22 to 25 of 'The Localism Act 2011 New Code of Conduct for Members and Arrangements to Deal with Complaints' report which is also on this agenda).

18. It is proposed that the Authority make a Co-optees Allowance of £297 to this position. The same as the co-optees allowance paid to Independent Members of the Audit, Scrutiny and Standards Committee.

OPTIONS/ALTRNATIVES

19. The alternatives are to continue with the Authority's existing 'Scheme of Members' Allowances and dismiss the recommendations from the Independent Remuneration Panel.

PERFERRED OPTION

20. The Panel recommends that the Authority implements the recommendations in its report from the date of the annual meeting.
21. In light of these changes an amended version of the 'Scheme of Members' Allowances made in accordance with the Local Authorities (Members' Allowances)(England) Regulations 2003 is attached at Appendix B.

CONSULTATION

22. The Chairman, Vice-Chairman and Deputy Chairman of the Authority along with the Chairman and Vice-Chairman of the Audit, Scrutiny and Standards Committee have been consulted on the content of report.

RESOURCE IMPLICATIONS

23.
 - (a) Financial and Procurement - The committee structure containing the roles of special responsibility as evaluated by the Panel will result in a slight increase in respect of SRAs payable under the Members' Allowances Scheme.
 - (b) Human Resources (including Equality and Diversity Implications) – N/A.
 - (c) Legal and Constitutional – as detailed within the report.
 - (d) Health & Safety – N/A.
 - (e) Sustainability – N/A

RECOMMENDATION

24. The Authority is requested to:
 - a. Approve the special responsibility allowances recommended by the Independent Remuneration Panel;
 - b. Confirm that the special responsibility allowances in respect of the Deputy Chairman of the Authority to include special responsibility for opposition leadership;

- c. Approve the implementation of the revised allowances with effect from 21st June 2012;
- d. Approve a Co-optee allowance of £297 per annum for the Independent Person of the Authority (appointed under the Localism Act 2011);
- e. Approve the amendment of the Scheme of Members' Allowances accordingly.

DONNA HALL
CLERK

LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE
LOCAL GOVERNMENT ACT 1972

DOCUMENT	DATE	FILE OR OTHER REFERENCE	PLACE OF INSPECTION
A Review Of Members' Allowances for GMFRA Second supplementary report	August 2012	Members' Allowances	Fire and Rescue Service Headquarters 146 Bolton Road Swinton Manchester M27 8US

D. Hall
(Proper Officer)
23.08.2012

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