

<b>DECISION-MAKER:</b>	COUNCIL		
<b>SUBJECT:</b>	MEMBERS' ALLOWANCE SCHEME		
<b>DATE OF DECISION:</b>	21 NOVEMBER 2018		
<b>REPORT OF:</b>	DIRECTOR OF LEGAL & GOVERNANCE		
<b><u>CONTACT DETAILS</u></b>			
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<b>Director</b>	<b>Name:</b>	Richard Ivory	Tel: 023 8083 2794
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<b>STATEMENT OF CONFIDENTIALITY</b>	
N/A	
<b>BRIEF SUMMARY</b>	
<p>Under the Local Government (Members' Allowances) (England) Regulations 2003, local authorities are required to have Independent Remuneration Panels for the purpose of reviewing their schemes of Members' allowances. Southampton City Council is required to review its scheme by 19<sup>th</sup> November 2018 at the latest and have regard to the recommendations of the Independent Remuneration Panel before adoption of a new one.</p>	
<b>RECOMMENDATIONS:</b>	
(i)	To consider the recommendations of the Independent Remuneration Panel as set out in the Panel's report (attached at Appendix 1) and adopt a new scheme with effect from 1 <sup>st</sup> June 2019
(ii)	To adopt the draft LGA Maternity and Paternity policy and resolve that members of either sex taking advantage of the policy are not compulsorily required to attend meetings as required by Section 85 Local Government Act 1972 ie the "6 month" rule.
(iii)	To thank the members of the Independent Remuneration Panel for their work in reviewing the Members' Allowance Scheme
<b>REASONS FOR REPORT RECOMMENDATIONS</b>	
1.	Under the Local Government (Members' Allowances) (England) Regulations 2003, the Council is required to have an Independent Remuneration Panel review the Members' Allowance Scheme within four years of the date that the Scheme was approved.
2.	Council last reviewed and approved the Members' Allowance Scheme on 19 <sup>th</sup> November 2014. The Basic and Special Responsibility Allowances have not been revised since the Scheme was last approved.
3.	Council has a duty to have regard to the recommendations of the Independent Remuneration Panel when make or amending the scheme of allowances. However, it is not bound to follow its recommendations.

<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>	
4.	None. Council is required to approve a Members' Allowance Scheme by 19 <sup>th</sup> November 2018 in order to comply with the Local Government (Members' Allowances) (England) Regulations 2003.
<b>DETAIL (Including consultation carried out)</b>	
5.	The attached report of the Independent Remuneration Panel details the reasons and rationale for the recommendations made by the Panel.
6.	The Council is required by law to appoint an Independent Remuneration Panel, established for the purpose of considering the Members' Allowances, prior to making any decision to amend, revoke or replace the existing scheme of allowances. The Independent Remuneration Panel which met three times during Autumn 2018, met with members and officers and considered the responses to a members' questionnaire.
<u>Draft Parental Leave Policy</u>	
7.	<p>Members will note the Panel's recommendations on page...of the report regarding parental etc leave. Since the Independent Remuneration Panel met, the Labour LGA group has drafted a model policy for parental etc leave.</p> <p>The LGA Labour Group Women's Taskforce has stated that "As of 2017, only 4 per cent of local authorities had a parental leave policy in place for councillors, and in all other councils, arrangements for leave after the birth of a child is discretionary based on arrangements with the Leader at the time. A parental leave policy will make it easier for parents and councils alike to plan for when councillors take parental leave. Our parental leave policy covers birth and adoption."</p> <p>Accordingly, members may wish to adopt the draft policy attached at Appendix 2 to fulfil this recommendation.</p>
<b>RESOURCE IMPLICATIONS</b>	
<u>Capital/Revenue</u>	
8.	If all the recommendations set out in the report are implemented with a commencement date of 1 <sup>st</sup> June 2019, this will result in an ongoing annual full year pressure of circa £25,000 from 2019/20. However, this figure will need to be re-calculated if any variation or partial implementation is approved and the budget impact amended accordingly or additional SRAs are created.
<u>Property/Other</u>	
9.	None.
<b>LEGAL IMPLICATIONS</b>	
<u>Statutory power to undertake proposals in the report:</u>	
10.	Local Government (Members' Allowances) (England) Regulations 2003.
<u>Other Legal Implications:</u>	
11.	None.
<b>RISK MANAGEMENT IMPLICATIONS</b>	
12.	None.
<b>POLICY FRAMEWORK IMPLICATIONS</b>	

13.	None.
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<b>KEY DECISION?</b>	<b>No</b>
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<b>WARDS/COMMUNITIES AFFECTED:</b>	None
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SUPPORTING DOCUMENTATION

**Appendices**

1.	Report of the Independent Remuneration Panel
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2.	Draft LGA policy on Parental etc Leave
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**Documents In Members' Rooms**

1.	None
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**Equality Impact Assessment**

<b>Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.</b>	<b>No</b>
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**Data Protection Impact Assessment**

<b>Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.</b>	<b>No</b>
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**Other Background Documents**

**Other Background documents available for inspection at:**

<b>Title of Background Paper(s)</b>	<b>Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)</b>
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