



## OFFICER REPORT TO COUNCIL

### MEMBERS ALLOWANCES – FOLLOW UP FROM INDEPENDENT REMUNERATION PANEL REPORT

#### KEY ISSUE/DECISION:

The report follows up on recommendations made by the Independent Remuneration Panel (IRP) which were approved by Council in July 2020. Council is asked to approve two new role profiles and a new parental leave policy for Members.

#### BACKGROUND:

1. At its meeting on 7 July 2020, Council approved all of the IRP's recommendations in relation to Member Allowances.
2. After the meeting, the Member Allowances Policy and associated guidance was updated and circulated to all Members. Four recommendations required further action, which Council is asked to consider today.

#### RECOMMENDATIONS OF THE INDEPENDENT REMUNERATION PANEL REQUIRING FOLLOW UP:

3. The recommendations from the previous report that required further consideration by Council are listed below in bold, alongside details of the action taken:

- **That the role description for the Deputy Cabinet Member role is updated.**

This role description has been updated with input from the Cabinet and consideration from the cross-party Member Development Steering Group. It is attached to this report as **appendix A**.

- **That the governance arrangements for select committees and their task groups or sub committees are clarified, including a role description prepared setting out the responsibilities assumed by Members currently designated as select committee Vice-Chairs.**

A new role description for select committee Vice-Chairmen has been developed and is attached to this report as **appendix B**. This role description has been developed with the input of Select Committee Chairmen and the input of the cross-party Member Development

Steering Group. The updated role profile makes clear that the work of task groups should be governed by clear scoping reports and project plans.

- **The eight Members currently designated as select committee Vice-Chairs receive a new SRA. The role attracting this new SRA will be known as Select Committee Task Group leads and will be interim pending the formal review. These Members will receive an SRA of £1,530 effective from the date of the AGM.**

It is suggested that the IRP performs this review in 6 months time – when a number of task groups led by the new Select Committee Task Group leads will have completed.

- **That the Council introduces a shared parental leave policy for Members.**

A new Parental Leave policy for Members has been developed, with input from HR and the Local Government Association. The policy has been reviewed by the cross-party Member Development Steering Group and is attached to this report as **appendix C**.

## **RECOMMENDATIONS:**

It is recommended that:

1. The updated Deputy Cabinet Member Role Profile is approved and adopted by Council.
2. The new Select Committee Task Group Lead Role Profile is approved and adopted by Council.
3. The new Parental Leave Policy is approved and adopted by Council.
4. The IRP is invited to review the operation of the Select Committee Task Group Lead, and it's associated SRA, in six months time.

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### **Sources/background papers:**

None.

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