

**INDEPENDENT REMUNERATION PANEL AND MEMBERS' ALLOWANCES
SCHEME - 2018/2019****Report of the Executive Director of Corporate Services and Head of Law and
Governance****1. Purpose of report**

- 1.1 To present the report of the Independent Remuneration Panel on the level of members' allowances for the next financial year, in order for Cabinet to make appropriate recommendations to Council and also to propose changes in the arrangements for convening Panels.

2. Description of decision

- 2.1 To consider the report and recommendations of the Independent Remuneration Panel and make appropriate recommendations to Council.
- 2.2 To authorise the Executive Director of Corporate Services, in consultation with the Head of Law and Governance, to appoint a pool of up to six individuals from whom an Independent Remuneration Panel of no less than three members may be drawn and to take all necessary action to appoint Panels and facilitate reviews of the members' allowances scheme.

3. Independent Remuneration Panel

- 3.1 Each Local Authority is required to establish and maintain an Independent Remuneration Panel to make recommendations to the Council about the allowances to be paid to elected members. The members of the Panel are John Anderson CBE, John Cuthbert and Karen Straughair.
- 3.2 The Council is required to renew the Members' Allowances Scheme for each financial year and to do so before the beginning of each new year. When making or amending a Scheme, the Council is required to have regard to the Panel's recommendations.
- 3.3 The Panel has considered the number and level of allowances payable to Members and its report is attached as Appendix 1. No changes are proposed to the scheme for 2018/2019.
- 3.4 In addition, with regard to the membership of the Panel, it is proposed that in future there be a pool from which Panel members may be drawn, in order to assist with succession planning and continuity, whilst also having the benefit of bringing a fresh perspective to bear. This will also help to address instances where existing Panel members may be unavailable.

3.5 Whilst it is proposed that the existing members of the Panel may continue to serve if they so wish, the Executive Director of Corporate Services, together with the Head of Law and Governance, will advertise for interested persons and will appoint a pool of up to six individuals, from which Panels of no less than three will be drawn. As well as advertising the role of Panel member, organisations in the third sector and business community may be invited to propose candidates for consideration.

3.6 It is important that an individual appointed to the “pool” is independent from the Council and seen to be so. For example, they should not be an active member of a political party, a relative or personal friend of a member of the Council, or be in dispute with the Council.

4. Reasons for decision

4.1 The Council must make a new Scheme before the beginning of each financial year.

4.2 There are benefits in providing for a pool of individuals from which an Independent Remuneration Panel may be drawn, as set out in paragraph 3 of the report.

5. Alternative Options

5.1 There are no alternative options in respect of the adoption of a Scheme for 2018/2019 as this is a statutory requirement.

5.2 The alternative option to appointing a pool from which Panels may be drawn is to continue with the existing arrangement, however this would not secure the benefits referred to in paragraph 3 of the report.

6. Financial Implications

6.1 The proposal is to make no changes to the Member Allowances scheme for 2018/2019. The cost of the current scheme can be contained within the budget provision for 2018/2019.

Background papers

Report of the Independent Remuneration Panel