

Report to Council

Agenda
Item:

16.

Meeting Date: 2 March 2021
 Portfolio: Cross Cutting
 Key Decision:
 Policy and Budget Framework: Yes/No
 Public / Private: Public
 Title: REPORT OF THE INDEPENDENT REMUNERATION PANEL:
 MEMBERS' ALLOWANCE SCHEME
 Report of: Corporate Director of Governance and Regulatory Services
 Report Number: GD.25/21

Purpose / Summary:

In accordance with the Local Authorities (Members Allowances) (England) Regulations 2003, this report presents to the Council the report and recommendations of Carlisle City Council's Independent Remuneration Panel.

Recommendations:

It is recommended that Council, having had regard to the report of the Independent Remuneration Panel, thank the Panel for their Report and resolve one or more (as appropriate) of the following options:

- a. To approve the recommendations of the Independent Remuneration Panel and adopt a Member Scheme of Allowances for 1 April 2021 onwards.
- b. To approve the recommendation to amend the existing Scheme of Allowances for 2020/21 for an increase of £360 to this year's allowance to reflect the additional costs of ICT equipment, accessories and broadband.
- c. To not accept the recommendations and confirm that the existing scheme be used unaltered from 1 April 2021 onwards.
- d. To propose and agree an alternative.

Tracking

Executive:	
Scrutiny:	
Council:	2 March 2021

1. BACKGROUND

- 1.1 The Carlisle City Council Independent Remuneration Panel (the Panel) was established in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003. The rules relating to the Panel and Allowance Scheme are set out in detail in section 3 of this Report.
- 1.2 The Panel has now produced its report and recommendations for consideration by the Council and this is appended to this Report.

2 The Options for the Council

- 2.1 The options available to the Council once it has had regard to the report of the Independent Remuneration Panel are as follows:
 - a. To approve the recommendations of the Independent Remuneration Panel and adopt a Member Scheme of Allowances for 1 April 2021 onwards.
 - b. To approve the recommendation to amend the existing Scheme of Allowances for 2020/21 for an increase of £360 to this year's allowance to reflect the additional costs of ICT equipment, accessories and broadband.
 - c. To not accept the recommendations and confirm that the existing scheme be used unaltered from 1 April 2021 onwards.
 - d. To propose and agree an alternative.

3. THE ALLOWANCE SCHEME AND ROLE OF THE INDEPENDENT REMUNERATION PANEL

- 3.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 provides that the Council must make a scheme in accordance with the regulations and the scheme must provide for the payment of a "basic allowance" in respect of each year to each member. The amount of basic allowance must be the same for each member. Where the term of office begins or ends otherwise than at the beginning or end of a year, the allowance must be paid pro rata to the number of days served in office. The Scheme is to run for a period of 12 months ending on March 31. The scheme may specify that where a member is suspended or partially suspended from his responsibilities or duties as a member in accordance with Pt 3 of the 2000 Act or regulations made thereunder, the part of basic allowance payable in respect of the period for which he is suspended or partially suspended may be withheld by the authority.
- 3.2 The scheme may provide for the payment for each year for which that scheme relates a "special responsibility allowance" to such members as have such special

responsibilities in relation to the authority as are specified in the scheme and are within one or more of the categories specified in the regulations. The specified categories are:

- (a) acting as leader or deputy leader of a political group within the authority (i.e. a group constituted in accordance with reg.8 of the Local Government (Committees and Political Group) Regulations 1990);
- (b) acting as a member of an executive where the authority is operating executive arrangements under Pt 2 of the 2000 Act;
- (c) presiding at meetings of a committee or sub-committee of the authority, or a joint committee of the authority and one or more other authorities, or a sub-committee of such a joint committee;
- (d) representing the authority at meetings of, or arranged by, any other body;
- (e) acting as a member of a committee or sub-committee of the authority which meets with exceptional frequency or for exceptionally long periods;
- (f) acting as the spokesman of a political group on a committee or subcommittee of the authority;
- (g) acting as a member of any committee or sub-committee that deals with any functions arising under any enactment authorising the authority to license or control the carrying on of any activity;
- (h) carrying out such other activities in relation to the discharge of the authority's functions as required of the member an amount of time and effort equal to or greater than would be required of them by any one of the activities mentioned in (a) to (g), whether or not that activity is specified in the scheme.

3.3 Any scheme providing for special responsibility allowances must specify the amount of each such allowance, which need not be the same. It must provide that where members are divided into at least two political groups and a majority of members belong to the same group ("the controlling group"), a SRA must be paid to at least one person who is not a member of the controlling group and has special responsibilities described in (a) to (f) above. It must also provide that where a member does not have throughout the whole of a year such special responsibilities as entitle them to a SRA, the entitlement is to be pro rata according to the number of days he has such responsibilities. The scheme may provide for SRA to be withheld during a period of suspension or partial suspension from the relevant responsibility or duties.

3.4 A scheme may provide for the payment to members of "dependants' carers' allowance" in respect of such expenses of arranging for the care of their children or dependants as are necessarily incurred in attendance at any of a series of specified

meetings (including meetings of the council, executive, committees and subcommittees and the performance of other specified duties).

- 3.5 A scheme made by an authority may provide for the payment of “travelling and subsistence allowance”, including an allowance in respect of travel by bicycles or by any other non-motorised form of transport. This is an allowance in respect of travelling and subsistence undertaking in connection with or relating to such duties as are specified in the scheme and are within one or more of the categories set out in the regulations. These categories include attendance at meetings of the council, executive, committees and sub-committees of the authority, or of any other body to which the authority makes appointments or nominations, and the performance of other specified duties. The scheme may specify that the allowance may be withheld during periods of suspension or partial suspension from the relevant responsibilities or duties. For the purpose of this regulation, a member of a committee or sub-committee of an authority is to be treated as a member of an authority.
- 3.6 The scheme may provide for the payment of a “co-optee’s allowance” for each year to a person who is not a member of the authority but who is a member of a committee or sub-committee of an authority, in respect of attendance at conferences and meetings. The scheme must specify the amount of entitlement by way of co-optee’s allowance in respect of any year to which it relates and provide for payment pro rata where a person holds office for part of a year. It may provide that the allowance may be withheld during periods of suspension or partial suspension from the relevant responsibilities or duties.
- 3.7 Before the beginning of each year, an authority must make the required scheme for the payment of basic allowance. The scheme must also provide for any or all of the other forms of allowance if it intends to make such payments in respect of the year. The scheme may be amended at any time but may only be revoked from the beginning of a year, except that a scheme may be revoked at any time, following a report of an independent remuneration panel, once a council has begun to operate executive arrangements in place of alternative arrangements, or vice versa, or different executive arrangements involving a different form of executive.
- 3.8 A scheme may provide for an annual adjustment by reference to such index as may be specified by the authority and, where the only change made to a scheme in any year is such an annual adjustment, the scheme is deemed not to have been amended. An index cannot be relied upon for longer than four years without a further recommendation from the independent remuneration panel on the application of an index to the authority’s scheme. Amendments affecting an

allowance payable for the year in which the amendment is made can be applied with effect from the beginning of the year. A scheme may provide that the authority may require repayment of allowance already paid in respect of any period during which the member is suspended or partially suspended, ceases to be a member of the authority or is in any other way not entitled to receive the allowance in respect of the period. Where a scheme is revoked, a further scheme must be made before the revocation takes effect for the period between the date the revocation takes effect and the end of the year. A scheme must make provision to ensure that where a member of an authority is also a member of another authority, that member may not receive allowances from more than one authority in respect of the same duties.

- 3.9 A scheme must set out which members are to be entitled to pensions in accordance with a scheme made under s.7 of the Superannuation Act 1972, and whether the basic allowance, the special responsibility allowance or both are to be treated as amounts in respect of which such pensions are payable.
- 3.10 The scheme must provide that a person may, by notice in writing to the proper officer, elect to forgo his entitlement or any part of his entitlement to allowances. It must specify a time limit for claims to dependants' carer's allowance, travelling and subsistence allowance and co-optee's allowance, although this does not prevent an authority from making a payment where it is not claimed within the specified period. It may provide for payments to be made at specified times.
- 3.11 An authority must keep a record of payments made in accordance with a scheme and the record must be available for inspection at all reasonable times by relevant local government electors. As soon as reasonably practicable after the end of a year, an authority must make arrangements for the publication within its area of the total sum paid by it in the year to each recipient in respect of each allowance.
- 3.12 An authority must, as soon as reasonably practicable after the making or amendment of a scheme, make arrangements for its publication by ensuring that copies are available for inspection by members of the public, and publishing specified particulars in one or more local newspapers. A copy of the scheme must be supplied to any person on request on payment of such reasonable fee as the authority may determine.
- 3.13 Before the Council makes or amends a scheme it must have regard to the recommendations made to it by the Independent Remuneration Panel. Each panel must produce a report in relation to the authority or authorities in respect of which it was established, making recommendations:

- (a) as to the responsibilities or duties in respect of which, special responsibility, travelling and subsistence and co-optee's allowance should be available;
- (b) as to the amount of such allowances and of basic allowance;
- (c) as to whether dependants' carer's allowance should be payable to members of an authority, and as to the amount of such an allowance;
- (d) as to whether payment of allowance may be backdated following an amendment;
- (e) as to whether adjustments to the level of allowances may be determined according to an index, and if so which and how long that index should apply, subject to a maximum of four years before it is reviewed;
- (f) as to which members are to be entitled to pensions; and
- (g) as to treating basic or special responsibility allowance or both as superannuable.

3.14 The Council must make copies of the Panel's Report available for inspection by members of the public, publicise its recommendations in one or more local newspaper and supply a copy on request to any person, for such reasonable fee as it may determine.

Contact Officer: Mark Lambert

Ext:

Appendices attached to report: Report of the Independent Remuneration Panel

Note: in compliance with section 100d of the Local Government Act 1972 the report has been prepared in part from the following papers:

- None

CORPORATE IMPLICATIONS:

LEGAL – Contained within the Report

FINANCE – There is £296,900 within the 2020/21 revenue budget (£299,700 in the 2021/22 budget) to cover Members Allowances' including the Basic Allowance, Special Responsibility Allowance, National Insurance and provisions for transport related costs and subsistence. If Members were minded to approve the recommendations of the Independent Remuneration Panel this would add a further £14,040 to the budget which would need to be funded either from base budgets on a recurring basis or approved as a supplementary estimate.

REPORT TO: CARLISLE CITY COUNCIL

FROM: THE INDEPENDENT REMUNERATION PANEL

**RECOMMENDATIONS FOR COUNCILLOR'S REMUNERATION FOR THE
FINANCIAL YEARS 2020/21 & 2021/22**

DATE : 18 February 2021

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SUMMARY OF RECOMMENDATIONS

In accordance with its responsibilities under the Local Authorities (Members Allowances) (England) Regulations 2003, the Independent Remuneration Panel has reviewed the current scheme of allowances in place for members of Carlisle City Council and makes the following recommendations to take effect from 1 April 2021.

BASIC ALLOWANCE

Increase the current level of £4887 by £360 to £5247 (for the reasons set out in paras 4.2.4 & 4.3 below)

SPECIAL RESPONSIBILITY ALLOWANCES

Leader of the Council - no increase from current level of £17,967

Deputy Leader - no increase from current level of £11,229

Cabinet Members - no increase from current level of £6,735

Chair of Development Control Committee - no increase from current level of £4,497

Chair of Regulatory Panel - no increase from current level of £1,128

Chair of Appeals panel - no increase from current level of £1,128

Chair of Audit Committee - no increase from current level of £4,497

Chair of Overview & Scrutiny Committee - no increase from current level of £4,497

Minority Group Leaders - no increase from current levels as follows:

- Less than 5 members - £0
- 5 – 9 members - £2,247
- 10-14 members- £3,375
- Over 14 members - £ 4,497

DEPENDANT CARER'S ALLOWANCE

Increase from the current level of £5.92 per hour to the national living wage at the time of implementation of these recommendations (for reference £8.72 for aged 25 and above in 2020/21) up to a maximum of £2,000 per annum.

TRAVEL AND SUBSISTENCE ALLOWANCES

Travel allowances to align with HMRC guidance at the time of implementation of these recommendations.

For reference in tax year 2020/21:

- 45p/mile for cars for the first 10,000 miles travelled and 25p for each additional mile
- 24p/mile for motorcycles
- 20p/mile for bicycles
- 5p/mile for each official passenger for whom a travelling allowance would otherwise be payable

No increase for subsistence allowances.

CO-OPTEE ALLOWANCES

Standards Committee Chair and Member - no increase to the current levels of £510 and £255 respectively.

INDEXATION OF ALLOWANCES

Increase in all allowances on an annual basis in line with the national pay award for Council employees from 2021/22 onwards.

PENSIONS

No change to be made at the present time to previous recommendations advising that Members should not be eligible to join the Local Government Pension Scheme (LGPS).

AVAILABILITY OF IRP REPORTS

The Council to comply fully with the statutory requirements and in addition, in the interests of openness and transparency, to publish an appropriate notice in each of the newspapers serving the Carlisle Council geographical area.

OVERALL COST IMPLICATIONS

In a full year, the cost of the current members allowances scheme will increase by an estimated £14,040.00. However, given the continuing impact of Covid-19 this may not be fully realised in practice.

1. PANEL REMIT

1.1 The Carlisle City Council Independent Remuneration Panel (the Panel) was established in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003.

1.2 A local authority is required to establish and maintain an Independent Remuneration panel to provide it with recommendations on a scheme of allowances to be paid to members and others. The authority must have regard to the recommendations of its panel before it makes or amends its members' allowance scheme.

1.3 The allowances payable under a local authority scheme of allowances are as follows:

- Basic Allowance

- Special Responsibility Allowance
- Dependant Carers Allowance
- Travelling and Subsistence Allowance
- Co-optee Allowance

1.4 The Panel can also make recommendations to the Council on the backdating of allowances and annual adjustments to allowance levels. The Regulations also set out the circumstances in which allowances can be withheld from members. The Scheme provides that any Councillor may forego all or part of any allowance to which they are entitled.

2. PANEL MEMBERSHIP

2.1 The term of the previous Panel expired, and a new Panel was appointed at the full Council Meeting held on 10 September 2019. It was appointed for a five-year period which will expire on 9 September 2024. There are three members on the current Panel all of whom were appointed following an open public recruitment process:

Mr Nigel Woodcock (Chair)
 Mr Malcolm Iredale
 Mr Peter Stockdale

The Panel's revised terms of reference are attached at Appendix 1.

3. APPROACH OF THE PANEL

3.1 Context to recommendations

3.1.1 In July 2018, the Council agreed to freeze Members' Allowances at the current rate for 2018/19 for the period effective from 21 May 2018 and to review again for 2019/20 after the May 2019 elections for the newly constituted Council.

3.1.2 In May 2019 a new Council membership reduced from 52 to 39 seats was established.

3.1.3 The review of the Members' Allowances scheme has taken place against a background of unprecedented national and local challenge with the advent of Covid-19. This has resulted in a proactive response from the Council, introducing 'new ways of working' to ensure continued effective functioning including the introduction of virtual meetings and engagement with both its Members and the local community.

3.1.4 The current and future economic implications for the local economy resulting from Covid-19 will have significant consequences for both the Council and wider community. The national economy is already officially in recession with

unemployment increasing and real incomes falling for local families. Consequently, the existing financial and service challenges for the Council will become significantly more challenging than before and future financial sustainability even more difficult to achieve.

3.1.5 The Panel were keen to understand the key factors and barriers affecting the retention of existing Councillors and the future recruitment of new Councillors and whether either issue could be addressed by this review of the current scheme.

3.1.6 The Panel considered all of these issues in its review of the current Members' Allowances Scheme (Appendix 2).

3.2 Methodology and Commentary

3.2.1 In approaching its review of the current Scheme of Members' Allowances 2020/21, the Panel used a methodology that reviewed independent national and local benchmarking information on members allowances from the Local Government Association (Appendix 3), reviewed Members' role descriptors, identified key emergent themes in a structured interview questionnaire and undertook in depth 'virtual' discussions with a sample group of senior councillors and officers (Appendix 4). These responses provided a framework by which the Panel could address the key objectives it had originally identified for the review. The Panel thanks them for their time, openness, insight, views and ideas.

3.2.2 The Panel then held a range of 'virtual' meetings to review the responses received in the interviews and 'sense check' them with independent benchmarking information before forwarding the final draft report and recommendations to the Monitoring Officer for review before their final sign off.

3.2.3 The Panel decided not to undertake further public consultation for this review given the overall context of the review.

4. BASIC ALLOWANCE

4.1 Current arrangements

All 39 Councillors currently receive a basic allowance of £4,887 per annum. In accordance with the Regulations, this allowance is intended to recognise the time commitment of members including calls on their time with officers and constituents. It is also intended to cover incidental costs such as the use of members' homes and the day to day costs of being a member.

4.2 Review

4.2.1 The Panel reviewed the Council's peer group both regionally and nationally in independent benchmarking data from the LGA and noted that even taking into account the recent overall reduction in the number of councillors from 52 to 39 that the basic allowance was realistic and fair in the context of other local authorities.

4.2.2 The Panel noted the deteriorating current and future outlook for the local economy in Carlisle arising from Covid-19, e.g. increasing unemployment, greater financial pressures on the business community (including retail) and decreasing real incomes for families.

4.2.3 The Panel noted that there had been no increase in members allowances since May 2018.

4.2.4 In undertaking this review during the Covid-19 pandemic, the Panel was able to fully understand and reflect upon the wide range of practical implications that have arisen for the Council and Councillors that have necessitated adapting to new 'ways of working' and a transition to 'virtual' meetings, etc.

The Panel noted that the Council has responded proactively to this unique challenge and was one of the first local authorities nationally to establish 'virtual' Council meetings to ensure the smooth continuation of its democratic decision making and overall service provision to the local community.

This 'new world' provides the Council with a unique opportunity to 'future proof' itself to achieve potential clear benefits for:

- better access and engagement with the local community
- better access between Councillors themselves and with Officers
- reduced Councillor time spent on travelling to meetings and reduction in mileage costs
- better and more consistent Councillor meeting attendance
- reduction in stationery and printing costs
- improved overall carbon footprint
- removal of some current barriers to the retention of current Councillors as well as future recruitment of new Councillors

4.2.5 The Panel noted that financial remuneration is not the major motivating factor for anyone becoming a Councillor and that future recruitment and retention of Councillors is more of a national than local issue to address.

4.2.6 The Panel noted that there was no formal exit interview process in place to support the Council in more fully identifying the key reasons and factors for Councillors leaving office other than by electoral defeat. The Panel felt that this

would also have the added benefit of establishing an independent confidential database of Councillors recruitment and retention information which could be proactively used in the future.

4.3 Recommendations

The Panel recommends that there should be no increase in the basic allowance for 2019/20 but that it is increased by £360 for 2020/21 to reflect the additional costs of ICT equipment, accessories and broadband from the introduction of ‘new ways of working’ as a result of Covid-19. This has resulted in an accelerated in take up and is now an essential requirement for Councillors’ in performing their role.

The Panel recommends that the revised allowance is monitored on an ongoing basis to ensure its effectiveness in achieving the Council’s objectives.

The Panel recommends that the Council continues to invest in ICT providing all Councillors with the appropriate ICT equipment. This is alongside the Councillors’ own provision of ICT with costs covered by the basic allowance, so that Councillors are be able to work effectively from home on an ongoing basis.

The Panel recommends that a formal exit interview process based upon national best HR practice is implemented to support the Council in more fully identifying the key reasons and factors for Councillors leaving office other than by electoral defeat.

5. SPECIAL RESPONSIBILTY ALLOWANCES (SRAs)

5.1 Current arrangements

The current range of SRAs are as follows:

Leader of the Council - £17,967
Deputy Leader - £11,229
Cabinet Members - £6,735
Chair of Development Control Committee - £4,497
Chair of Regulatory Panel - £1,128
Chair of Appeals panel - £ 1,128
Chair of Audit Committee - £4,497
Chair of Overview & Scrutiny Committee - £ 4,497

Minority Group Leaders:

- Less than 5 members - £0
- 5 - 9 members - £2,247

- 10 - 14 members - £3,375
- Over 14 members - £ 4,497

5.2 Review

5.2.1 SRAs are payable to Councillors who undertake significant additional responsibilities over and above those recognised by the basic allowance and a Councillor can only receive one responsibility allowance.

5.2.2 The Panel reviewed the Council's peer group both regionally and nationally in independent benchmarking data from the LGA and noted that even taking into account the recent overall reduction in the number of councillors from 52 to 39 that the SRA allowances were realistic and fair in the context of other local authorities.

5.2.3 The Panel did give specific consideration to increasing the current allowances for the Chair of the Regulatory Panel and Vice Chair of the Development Control Committee but decided not to recommend any changes at present but to keep them under ongoing review.

5.3 Recommendation

The Panel recommends that there should be no increase in SRA allowances.

6. DEPENDANT CARER'S ALLOWANCE

6.1 Current Arrangements

The current arrangements are £5.69 per hour to a maximum of £1,500 per annum.

6.2 Review

The Panel's review of this allowance concluded that the current arrangement is inadequate, does not accurately reflect the actual costs incurred, and that it needs to be increased to incentivise better utilisation and to remove potential current and future barriers to the retention and recruitment of Councillors.

6.3 Recommendation

The Panel recommends that the Dependant Carers' Allowance should be aligned with the National Living Wage (currently £8.72 per hour) up to a maximum of £2,000 per annum and that a payment should not be made if a member already receives a carers' allowance.

7. TRAVEL AND SUBSISTENCE ALLOWANCES

7.1 Current arrangements

7.1.1 The current range of travel allowances are as follows:

Cars first 120 miles:

Up to 999cc 46.p pence

1000cc plus 52.2 pence

Cars additional miles:

Up to 999cc 9.406 pence

1000cc plus 10.366 pence

7.1.2 The current subsistence allowances are as follows:

Breakfast £6.34p

Lunch £8.71p

Overnight outside London £71 plus VAT

In London £91 plus VAT

Out of pocket expenses £5 per night

Out of country expenses £35 per 24-hour period

7.2 Review

The Panel's review of the current allowances concluded that there was no requirement to change the subsistence allowances but that mileage rates should be revised and linked for consistency to HMRC mileage rates (which are not engine cc specific) as follows:

- 45p/mile for cars for the first 10,000 miles travelled and 25p for every additional mile
- 24p/mile for motorcycles
- 20p/mile for bicycles
- 5p/mile for passengers

7.3 Recommendation

The Panel recommends that the current mileage allowances should be aligned to HMRC mileage rates and no changes are made to the current subsistence allowances.

8. CO-OPTEE ALLOWANCES

8.1 Current Arrangements

The current arrangements are as follows:

Standards Committee Chair £510 and Member £255.

8.2 Review

The Panel's review of these arrangements concluded that no changes should be made to the current allowances but that they should be kept under review.

8.3 Recommendation

The Panel recommends that no changes are made to the current allowances for co-optees but that this should be kept under review.

9 REVIEW OF ALLOWANCE LEVELS

9.1 Current Arrangements

The Regulations allow the Panel to recommend that allowances can be adjusted annually in accordance with an index. If the Panel recommends an index, it may not run for longer than four years before a new recommendation is sought from the Panel. In July 2018, the Council rejected a proposed increase to members allowances aligned to the 2% pay award for council staff for each year of a two-year period from 21st May 2018. Therefore, current members allowances have not increased since then.

9.2 Review

The Panel have considered this issue very carefully in the light of the overall context in which the Council is both currently and expected to continue operating in over the next few years as recognised in 3.1 above. In addition, the Panel recognised the importance of ensuring that there is a consistent approach for the future indexation of members allowances. It was felt that this was necessary to prevent any intervening years of no increase which inadvertently results in an 'allowance lag' and the subsequent need for a future significant one off 'catch up' increase which may only potentially result in unjustified local media and public criticism. Therefore, the Panel concluded that all members allowances should be aligned to future council staff pay increases from 2021/22 onwards.

9.3 Recommendation

The Panel recommends that all members allowances should be aligned to future council staff pay increases from 2021/22 onwards.

10 PENSIONS

No link is established between Councillors Allowances and pensions in line with current national guidance.

11 COSTS OF RECOMMENDATIONS

12.1 In a full year the Scheme of Members Allowances recommended in this report would cost up to an additional £14,040.00. However, given the continuing impact of Covid-19 this may not be fully realised in practice.

12 AVAILABILITY OF REPORT

12.1 The 2003 Regulations place specific statutory duties on local authorities in relation to publicising the recommendations made by their independent remuneration panel, their scheme of allowances and actual allowances paid in any given year.

12.2 The Council complies fully with the statutory requirement and in addition publishes an appropriate notice in each of the newspapers serving Carlisle in the interests of openness and transparency.

12.3 Recommendation

The Panel recommends that the Council should comply fully with the statutory requirements.

13 ACKNOWLEDGEMENTS

13.1 The Panel wishes to thank all of those who shared their views with them and assisted in enabling the Panel to acquire an understanding of the relevant components within the council's corporate governance. The Panel thanks Rachel Plant, Assistant Democratic Services Officer, for all her support in facilitating the work of the Panel and Mark Lambert, Corporate Director of Governance and Regulatory Services for authorising the report.

CARLISLE CITY COUNCIL

INDEPENDENT REMUNERATION PANEL

TERMS OF REFERENCE OF THE PANEL

1. To consider relevant information and statutory guidance relating to schemes for the payment of Members' Allowances.
2. To propose a scheme of allowances for Carlisle City Council which ensures that Members receive reasonable recompense for the time they spend on Council activities and encourages Members not to be deterred from seeking election to the Council by financial considerations.
3. The proposed scheme should fully recognise the roles, duties and responsibilities of Members in managing the City Council, in particular the Panel should take account of:
 - the roles, duties and responsibilities of Members, both as decision makers and as community representatives
 - the additional duties and responsibilities which apply to Leading Members (e.g. Leader, Deputy Leader Portfolio holders, Chairs of overview and Scrutiny, chairs of Regulatory Committees, Opposition Group Leader)
4. When proposing a revised scheme of members allowances the Panel should:
 - consider how (and to what extent) the current scheme for the payment of Members Allowances should be revised to reflect the changed roles and responsibilities of the new political management structure.
 - consider relevant guidance, if legislation permits, whether Members Allowances should be pensionable
 - consider what other allowances should be paid
 - make such other recommendations as it considers necessary.
5. In addition, the Panel should take into account the following:
 - the scheme should be easy to understand and operate
 - the proposed scheme should recognise the difficult financial pressures on local authorities (although not with a view of constraining the panel to a particular overall budget) and take into account appropriate benchmarking data.



Elected Members' Allowances Scheme

2020/21

CARLISLE CITY COUNCIL

CARLISLE CITY COUNCIL MEMBERS' ALLOWANCES SCHEME 2018/19

Carlisle City Council, in exercise of the powers conferred by the Local Authorities (Members' Allowances) (England) Regulations 2003, hereby makes the following Scheme.

1. This Scheme may be cited as the Carlisle City Council Members' Allowances Scheme, and shall have effect for the period set out in ***Schedule 1 to this scheme, until amended or revoked.***
2. In this Scheme, 'Councillor' means a Member of the Carlisle City Council who is a Councillor.
3. Duties of Councillors, Executive Members & Portfolio Holders are set out in the ***Guidance Notes at Appendix 1*** which accompany this scheme.
4. **Independent Remuneration Panel (IRP)**
 - The Council is required by the Local Authorities (Members Allowances) (England) Regulations 2003 to establish and maintain an Independent Remuneration Panel (IRP), which will broadly have the functions of providing the Council with advice on its scheme and the amounts to be paid.
 - The IRP will make recommendations about the level of basic allowance for all Councillors, a recommendation about the special responsibilities for which a special responsibility allowance should be paid and the levels of those allowances.
 - The IRP will make recommendations about childcare and dependent carer's allowance and the level of this allowance.
 - The IRP will make decisions regarding Pension arrangements for Elected Members, and which Members are eligible to join the Local Government Pension Scheme (LGPS).
 - The IRP will make recommendations regarding which aspects of a Members Remuneration i.e. Basic & Special Responsibility Allowances are subject to Pension contributions.
 - The IRP will make recommendations about the rates of travel & subsistence allowances which Members can claim when undertaking Official Council business.
 - The IRP will make recommendations in respect of allowances to be paid to co opted members of committees and the levels of those allowances.

Any decision of the Council to amend, revoke or replace their scheme of allowances, and to make a new annual scheme must be taken having regard to the recommendations of the IRP. The function of agreeing and adopting a scheme is the function of the full Council.

The decision by the Council to amend or revoke recommendations made by the IRP, does not extend to the issue of Pensions for Elected Members. The Council can only approve admission to the LGPS in respect of those Members explicitly recommended by the IRP.

5. Basic Allowance

Subject to paragraph 12, a Basic Allowance shall be paid to each Councillor **at the annual rate specified in Schedule 1 to this Scheme**. The allowance shall be paid in monthly instalments on the 15th day of each month.

6. Special Responsibility Allowances

Subject to paragraph 12, a Special Responsibility Allowance shall be paid **at the annual rate specified in Schedule 1** to those Councillors who hold the special responsibilities in relation to the City Council as are specified in that Schedule. The allowance shall be paid in monthly instalments on the 15th day of each month. No Councillor shall be entitled to be paid more than one Special Responsibility Allowance at any one time and in the event that a Councillor undertakes more than one Special Responsibility at a time, then the entitlement shall be to the Special Responsibility Allowance of that Councillor's choice.

SRA ceases to be payable as at the day immediately prior to the Annual Council meeting. Chair's re elected at the Annual Council meeting will receive SRA payable effective from that date. Where a committee does not sit until some time after the Annual Council meeting, SRA will not be payable to the outgoing Chair after the day before the Annual Council meeting, and will only be payable from the date the committee sits and the Chair is elected or re elected.

7. Telephone Provision / Miscellaneous expenses

No separate provision shall be paid in respect of line rental, telephone calls or other miscellaneous expenses associated with being a Councillor except as provided within this scheme. All such costs are to be met from the annual amount of Basic Allowance identified in *Schedule 1*.

8. Dependant Carer's Allowances

A Dependant Carer's Allowance shall be payable based upon a reimbursement of actual receipted costs of **up to the rate per hour specified in Schedule 1** to any Councillor who incurs expenditure in respect of the care of their children or dependent relatives, whilst undertaking the qualifying duties specified in **Schedule 1**.

9. Subsistence Allowances

Subsistence Expenses shall be reimbursed in accordance with **the scales detailed in Schedule 1**, in respect of the qualifying duties specified in that Schedule by reference to the period of absence from home or place of work as appropriate

10. Travel Arrangements

Members should travel by Public Transport where reasonably possible. Where Members travel by rail, they shall be entitled to travel at Standard Class rates, and tickets for the journey can be organised through your member support officer.

Where a Member undertakes a journey by car then reimbursement shall not exceed **the mileage rates specified in Schedule 1**.

Travel by Air will only be authorised and paid on the conditions and rates set out *in Schedule 1*.

11. Travel Abroad

When travelling beyond the United Kingdom, the Member in consultation with the organising department and the Chief Finance Officer should ensure as far as practical that the arrangements are made for accommodation to be provided on a fully inclusive basis as a direct charge to the City Council. Where this is not practical, the Chief Finance Officer will determine an appropriate scale of allowance having regard to the nature of the event, the location, and the published scales relating to Senior Civil Servants undertaking duties abroad in the location concerned.

12. Town Twinning

When Members visit Flensburg or Slupsk or participate in other approved activities beyond the United Kingdom in circumstances when no other entitlement to a Conference Attendance or full Subsistence Allowance arises, then an **out of country** expense allowance as specified in *Schedule 1* will be payable.

13. Part Year Entitlements

- (i) The provisions of this paragraph regulate the entitlement of a Councillor to a Basic or Special Responsibility Allowance, where, in the course of a year, this Scheme is amended, or a Councillor becomes or ceases to be a Councillor, or accepts or relinquishes a Special Responsibility in respect of which a Special Responsibility Allowance is payable.
- (ii) If an amendment to this Scheme changes the amount to which a Councillor is entitled by way of a Basic Allowance or a Special Responsibility Allowance, or if a Councillor accepts or relinquishes a Special Responsibility Allowance, then the entitlement to the allowance shall be in proportion to the number of days entitlement to each allowance relative to the number of days in that year.
- (iii) If an amendment to this Scheme changes the amount payable by way of a Conference, Dependant Carer's or Subsistence Allowance or to the rates of travel entitlement, the entitlement to such an allowance or payment shall be to the amount under the scheme as it has effect when the duty was carried out.
- (iv) Where the term of office of a Councillor begins or ends otherwise than at the beginning or end of a year, the entitlement of that Councillor to a Basic or Special Responsibility Allowance shall be in proportion to the number of days of his term of office, relative to the number of days in that year.

14. Renunciation

A Councillor may by notice, in writing given to the Chief Finance Officer, forego any part of his entitlement to an allowance under this Scheme.

15. **Annual Review of Allowances**

The Basic Allowance, Special Responsibility Allowance and Dependent Carer's Allowance shall be index linked to the Council's annual salary increase for staff, and submitted annually for approval by Council.

Travel and Subsistence rates will also be index linked to the Council's annual increase for staff and submitted annually for approval by Council.

16. **Claims and Payments**

- (a) A claim for Dependant Carer's or Subsistence Allowance or to reimbursement of travel expenses under this Scheme shall be made in writing within **two months** of the date of the meeting in respect of which the entitlement arises.
- (b) A claim for Dependant Carer's or Subsistence Allowance or to reimbursement of any travel expenses, shall be on the form provided by the Chief Finance Officer and shall include a statement by the Councillor making the claim that he or she is not entitled to receive remuneration, reimbursement or any allowance claimable from another body in respect of the matter to which the claim relates, otherwise than under this Scheme.
- (c) Where a payment of the amount specified in this Scheme in respect of a Basic Allowance or a Special Responsibility Allowance would result in a Councillor receiving more than the amount to which he or she is entitled, the payment shall be restricted to such an amount as will ensure that no more is paid than the amount to which he or she is entitled. In the event of a Councillor no longer holding a Special Responsibility, or ceasing to be a Councillor, the amount of any allowance that has been overpaid will be recovered.

17. **Chief Officers**

Chief Officers shall be subject to the same terms and conditions in respect of subsistence as relate to Members.

18. **Elected Members' Pensions**

The Local Authorities (Members' Allowances) (England) Regulations 2003, allow the Council to provide Pension arrangements for any Elected members explicitly recommended by the IRP.

The IRP has recommended that no Members should be entitled to currently participate in the Pension Scheme.

The IRP will reconsider this matter with a view to making a further recommendation to Council.

19. **Co Opted Members Allowances**

The Local Authorities (Members' Allowances) Regulations 2003, allow the Council to pay Co opted members of committees an annual allowance in respect of their attendance at meetings.

The City Council will pay each Co Opted Member of the Standards Committee an amount per annum in full recompense for their time & involvement on the committee. **See Schedule 1**

20. **Guidance Notes**

Guidance Notes which are produced to assist Councillors, and which do not form part of the regulations are set out in **Appendix 1** to this document.

1. Basic and Special Responsibility Allowances (SRA)

The following are specified as the **Basic and Special Responsibility Allowances** which shall be payable at the **Annual** rates specified below *for the period commencing 7th May 2015, until revoked or amended:-*

	BASIC £	SRA £	TOTAL £
Leader of the Council	4,887	17967	22,854
Deputy Leader	4,887	11229	16,116
Executive Portfolio Holder	4,887	6735	11,622
Chair Development Control Committee	4,887	4497	9,384
Chair of Regulatory Panel	4,887	1128	6,015
Chairs of Appeals Panel (3)	4,887	1128	6,015
Chair of Chief Officers Panel	4,887	0	4,887
Chair of Audit Committee	4,887	4497	9,384
Chairs of Overview and Scrutiny Panels (3)	4,887	4497	9,384
Minority Group Leaders:			
- Less than 5 members	4,887	0	4,887
- 5 to 9 members	4,887	2,247	7,134
- 10 to 14 members	4,887	3,375	8,262
- Over 14 members	4,887	4,497	9,384
All other Council Members	4,887	0	4,887
Co opted members of Standards Committee			
Chair	0	510	510
Member	0	255	255

Notes

(i) **No separate provision shall be paid in respect of line rental, telephone calls or other miscellaneous expenses associated with being a Councillor, except as provided within this scheme. All such costs are to be met from the annual amount of Basic Allowance identified above**

(ii) No Councillor shall receive more than one Special Responsibility Allowance.

2. Dependant Carer's Allowances

A carer's allowance of up to **£5.69** hour (i.e. actual expenditure incurred up to a maximum of **£5.69** hour) will be paid for care of dependents whether children, elderly person's or people with disabilities, to those Members representing the Council on approved duties (see paragraph 6). The maximum period of the entitlement will be the duration of the approved duty and reasonable travelling time. The allowance will not be payable where the care is provided by a member of the claimant's own household.

3. Travel

Members should travel by Public Transport where reasonably possible.

Rail Travel – the amount of the ordinary Standard Class fare at the cheapest rate available for the journey wherever possible.

Taxi Cab - in cases of urgency or where no other form of public transport is reasonably available the amount of the actual fare and any reasonable gratuity paid - in any other cases the amount of the fare for travel by appropriate public transport.

Private Motor Vehicle – the rates approved by Council, for the cubic capacity of the car used for the journey up to 120 miles round distance.
Any distances paid over 120 miles will be reimbursed at the petrol element.

The current rates (effective from 1st Sept 2012) are:

Rate for 1st 120 miles		Rate payable for each additional mile	
Up to 999c.c	= 46.9p	9.406p	per mile
1000c.c and over	= 52.2p	10.366p	per mile

Air - the rate for travel by air shall not exceed the rate applicable to travel by appropriate alternative means of transport together with an allowance equivalent to the amount of any saving in subsistence allowance consequent on travel by air. Where the saving in time is so substantial as to justify payment of the fare for travel by air, the amount paid shall not exceed:

- a) The ordinary fare or any available cheap fare for travel by regular air service, or
- b) Where no such service is available or in the case of urgency, the fare actually paid by the member

Other Costs - The rates detailed above may be increased by not more than the amount of any necessary expenditure incurred on tolls, ferries or parking fees including overnight garaging, however where possible receipts should be submitted with claims.

4. Subsistence

No subsistence will be payable for carrying out approved duties in the City of Carlisle area.

Where expenditure on subsistence is necessarily incurred in the performance of an 'approved duty' out with the Carlisle area, an allowance not exceeding the following maximum rates (effective from 1st April 2009) may be claimed as set out below:

- (a) Breakfast allowance (more than 4 hours away from normal place of residence before 11 a.m.) **£6.34**
- (b) Lunch allowance (more than 4 hours away from normal place of residence including the period between 12 noon and 2 p.m.) **£8.71**
- (c) Evening meal allowance (more than 4 hours away from the normal place of residence ending after 6 p.m.) **£14.21**
- (d) In the case of an **absence overnight** from the usual place of residence, Accommodation should be pre arranged through Carlisle City Council.

However where a member **makes their own accommodation arrangements** reimbursement of hotel bills will be limited to the following maximum rates.

Non London Hotel - **£71.00 plus VAT**

* London Hotels - **£92.00 plus VAT**

- (e) In addition, for each night that a member is away from their usual place of residence, an Out of Pocket Allowance is payable at a rate of - **£5.00 per night. This is the maximum allowable by HMRC in respect of personal incidental expenditure.**
- (f) Out of Country expenses allowance - **£35.00** per 24 hour period on foreign soil.

* For the purposes of this, London means the City of London and the London Boroughs of Camden, Greenwich, Hackney, Hammersmith and Fulham, Islington, Kensington and Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth and the City of Westminster.

5. Qualifying Approved Duties

(i) For payment of Travel and Subsistence and Dependent Carer's Allowance:

- Attendance at any meeting of the Council, Executive, Committee, Sub Committee, Panel or Working Group to which the Member has been appointed in an official capacity.
- Attendance as the Council's appointed representative on any public body, charity, voluntary body or other organisation formed for a public purpose (and not for the benefit of the Member).
- Attendance at a Group meeting preceding any meeting of the full Council.
- Attendance by the Chair, Vice Chair or Executive Member for the purposes of a briefing prior to a meeting of any meeting of the Council, Executive, Committee, Sub Committee, Panel or Working Group.
- Attendance at Parish Council meetings within the City Councillor's Ward (Travel only).
- Attendance at a properly organised and advertised surgery for the Councillor's own Ward (Travel only).

GUIDANCE NOTES –CARLISLE CITY COUNCIL MEMBERS’ ALLOWANCES SCHEME

These notes are produced to assist elected Members in submitting their claims and do not form part of the regulations.

1. ALLOWANCES FROM MORE THAN ONE AUTHORITY OR BODY

Membership of more than one authority or body may involve the Member in attendance at separate meetings of or the performance of other approved duties, for more than one such authority or body during the course of any 24 hour period.

If a Member who is a member of more than one authority or body attends a qualifying meeting then any claim for a Conference Allowance, Carer’s Allowance or Travel and Subsistence, shall be made only against the authority nominating their attendance.

2. PAYMENT OF ALLOWANCES

One-twelfth of the basic allowance and/or the special responsibility allowance shall be paid monthly on the pay date on or preceding the **15th** of each month, in respect of that calendar month.

Claims for Dependent Carers’ Allowances should be made **within two months** of the date of the meeting and be submitted to the Chief Finance Officer by the **2nd** of the month for payment on the **15th** of that month directly into a Member's bank account.

An advice note detailing the amount of each payment and the cumulative position during the fiscal year to date will be forwarded to the Member's home address.

Payment will be made each month

3. PAYMENT OF DEPENDENT CARER’S ALLOWANCE

Expenditure incurred by a Councillor for the care of their children or dependent relatives whilst undertaking particular duties shall be reimbursed to a maximum amount ***detailed in Schedule 1***, for such reasonable period of the absence giving rise to the claim including reasonable travelling time to and from the meeting.

- (i) Each Councillor who wishes to claim a Dependent Carer’s Allowance will register their intention to do so (on a form designed for that purpose available from the Service Support Team Leader in the Corporate Support & Resources Directorate), together with the broad details of the circumstances and dependents giving rise to the claim. This initial registration must be approved by the Chief Finance Officer and can be undertaken at any time during a Councillor’s membership of the Council.
- (ii) Thereafter, each individual claim will be made on a Dependent Carer’s Allowance Claim form and submitted to the Service Support Team.
A valid invoice must accompany all claims.

4. **TRAVELLING ALLOWANCES**

Claims for reimbursement of travelling costs should be made **within two months** of the date of the meeting and be submitted to the Service Support Team Leader by the **2nd** of the month for payment on the **15th** of that month directly into a Member's bank account.

Please note that Receipts must be provided for fuel, Public Transport fares and other expenses in order to negate any tax/Ni liability, and allow VAT to be reclaimed by the City Council.

Councillors should note that if they use their own vehicle for the purpose of Council business (including attendance at Council meetings), they should ensure that they are fully covered for business purposes on their motor vehicle insurance policy, their vehicle is roadworthy and covered by a current MOT certificate (see also section 11). And that they hold a valid UK driving licence.

5. **VAT RECEIPTS FOR MILEAGE CLAIMS**

Members who submit mileage claims for reimbursement must request and submit VAT receipts for the purchase of fuel to support their claim. This procedure is necessary to allow the Council to recover VAT from HM Revenue & Customs (HMRC).

Receipts are not required to substantiate every journey. A single (or a few) VAT receipts from the start of the period to the end of the period of the claim would be acceptable.

6. **SUBSISTENCE ALLOWANCES**

Claims for subsistence should be made **within two months** of the date of the meeting and be submitted to the Service Support Team Leader by the **2nd** of the month for payment on the **15th** of that month directly into a Member's bank account.

Receipts must be retained in order to negate any tax/Ni liability, and allow VAT to be reclaimed by the City Council.

7. **SUSPENSION OF ALLOWANCES**

Payment of all Allowances will be suspended where a Member is suspended, or partly suspended, under Part 3 of the Local Government Act 2000, is adopted.

Subject to the outcome of any investigation, any amount suspended or recouped may be reimbursed.

8. **MISCELLANEOUS PROVISIONS**

The Council also provides the following services for Members;

- i. Visiting Cards, letter headed paper & compliment slips
- ii. Reimbursement of costs personally incurred by Members in hiring accommodation for surgeries
- iii. A new Members' Development framework for the development of all Elected Members is currently under consideration by Council

- iv. The provision of home based computer facilities to assist Members in the performance of their role as Councillors and in representing and assisting their constituents.
- v. Office stationery & IT consumables

9 INCOME TAX ON BASIC, SPECIAL RESPONSIBILITY AND CONFERENCE ALLOWANCES

- 9.1 Allowances are taxed under Schedule E. Deductions will be made from attendance allowances in accordance with the Members' tax code: A Member will then be able to claim tax allowances from HM Revenues and Customs in respect of expenses incurred and not re-claimed from the Council.
- 9.2 In determining the liability to tax, allowances will be made for expenses agreed between the Member and the HM Revenues and Customs. Basic Allowance is designed to include an element for miscellaneous expenditure on postage, telephones etc.
- 9.3 Members should take up the question of allowable expenses with HM Revenues and Customs.
- 9.4 Council Members liable to pay income tax at the higher rate should advise the Service Support Team Leader accordingly, in order that a correct notice of coding can be obtained from HM Revenues and Customs.
- 9.5 All taxation matters relating to allowances are centred at Bootle and any queries should be referred to the following address, quoting **tax reference No. 083/100**:

Bootle Merseyview

Taxpayer Service Office

The Triad

Stanley Road

Bootle

Merseyside L75 2YY

Tel. No. 0300 200 3300

9.6 INCOME TAX ON MILEAGE

All business miles will be reported to HM Revenues and Customs at the end of the tax year and may incur a tax liability.

10.0 NATIONAL INSURANCE MATTERS INCLUDING THE EFFECT OF RECEIVING ATTENDANCE ALLOWANCES ON RETIREMENT AND OTHER BENEFITS

- 10.1 unless otherwise instructed, the Council is required to deduct Class 1 National Insurance contributions from allowance payments above the Primary Threshold..
- 10.2 A Member over minimum state retirement pension age need pay no contribution, whether or not they are receiving a pension, but must obtain a certificate of age-exemption to pass to the Service Support Team Leader.
- 10.3 If you do not fall into any of these categories, then the Department for Works and Pension (DWP) strongly advise that you contact them to establish your position. They say that because of the large variety of individual circumstances it is difficult to set out

everybody's position. They also stress that the National Insurance regulations put the onus on each individual to find out his/her position.

- 10.4 The DWP have requested that Members be reminded that the receipt of attendance and dependent carers' allowances may affect any benefit that they are receiving, and amounts received must be declared to the local office. If Members elect to forego any part of their entitlement to an allowance, this will be disregarded when calculating entitlement to many benefits and the Member is treated as still in receipt of the Allowance. Again, it means a visit to your local Job Centre Plus office if you are affected.
- 10.5 The level of reimbursement currently payable for business mileage may incur a NI liability.
- 10.6 Council Members who currently pay National Insurance up to or over the Upper Earnings Limit in an employed position should apply to the DWP in order that they are subjected to correct NI payments on their Council earnings. This may need to be done on an annual basis.**

11 **METHOD OF CLAIMING**

- 11.1 National Insurance contributions will be calculated on a monthly basis and it would be helpful if Members could complete claims for travel and subsistence so that each calendar month is entered on a separate claim.
- 11.2 National Insurance is calculated by reference to the date and payment period in which payment is made. Members should therefore try to ensure that they submit a claim for payment each month. Failure to submit claims on a monthly basis may result in the Member paying more National Insurance than they would otherwise, i.e. receiving a large payment covering a period of several months may result in a higher liability arising.

12 **STATUTORY SICK PAY**

- 12.1 Members who are required to make National Insurance contributions in respect of Allowance payments are entitled to receive Statutory Sick Pay (SSP).
- 12.2 Members who are exempt from paying National Insurance contributions are not eligible for SSP.
- 12.3 SSP is payable only if average 'monthly' earnings (i.e. Allowances and NI'able mileage) are above the lower earnings limit at which National Insurance contributions become payable. If a Member does qualify then the entitlement on average earnings of **£521.40** per month and above would be **£95.85** per week of sickness.
- 12.4 Any SSP entitlement paid by the City Council is quite independent of any entitlement a Member may have from any other employment. SSP is payable for the first 28 weeks of sickness and is subject to income tax and National Insurance contributions.
- 12.5 The entitlement (if any) of an individual Member will depend on a number of factors/calculations. SSP is payable only on the production of medical evidence.
- 12.6 Members under the State Retirement Pension Age who are subject to National Insurance deduction from their allowances and who are ill for a period of four consecutive days

(including Saturday, Sunday and Bank Holidays) are therefore advised to contact **Mrs Eileen Reid on 01228 817272** no later than the fourth day. They will be advised as to whether or not they will be entitled to SSP and if so the procedures that they are required to follow. Any delay in notification may affect the entitlement.

13 INSURANCE COVER FOR COUNCILLORS IN UNDERTAKING THEIR DUTIES

13.1 The basic level and details of the insurance cover provided by the Council for Members in undertaking their duties are as detailed below. Members are covered by the Council's insurances whilst undertaking their official Council duties (whether those duties qualify as Approved Duties or not). However, as with any other insurance policy, various conditions and exclusions apply to each policy. If Members require any further details or guidance, they should contact **Steven Tickner, Chief Accountant on 817280**.

(i) Employers Liability

Limit of Indemnity £30,000,000

(ii) Public Liability

Limit of Indemnity £25,000,000

Libel and Slander included within this cover but with a reduced limit of indemnity of £1,000,000

(iii) Professional and Officials Indemnity (including Outside Bodies Cover)

Limit of Indemnity £5,000,000

NB. Exclusions on this policy include:

Liability in respect of surcharge by the District Auditor or other competent body.

Other Criminal Acts

(iv) Personal Accident

Employees - Capital Sum Benefit Only (3 times Annual Earnings)

Members - Capital Sum Benefit - £100,000

Temporary Total Disablement - £200 per week

Temporary Partial Disablement - £100 per week

(v) Outside Bodies Cover

Contingency insurance cover is provided for Councillors appointed by the Council to serve as the Council's representative on Outside Bodies. This cover will come into effect in the event that claims are made against the Council in the absence of the Outside Body having insurance cover.

A full and up to date list of all representations on outside bodies can be viewed on the Council's website:

<https://carlisle.cmis.uk.com/OutsideBodies.aspx>

14.	<u>SOURCES OF HELP</u>	<u>Telephone</u>
	Jason Gooding – Town Clerk & Chief Executive	817009
	Community Services	
	Darren Crossley - Deputy Town Clerk & Chief Executive	817004
	Governance & Regulatory Services	
	Mark Lambert – Director	817019
	Corporate Support & Resources	
	Alison Taylor – Chief Finance Officer	817290
	Eileen Reid – Support Services Team Leader/Payroll	817272
	Economic Development	
	Jane Meek - Director	817190

HM Revenues and Customs

All queries should be referred to the following address, quoting **reference 083/100**:

Bootle Merseyview
 Taxpayer Service Office
 The Triad
 Stanley Road
 Bootle
 Merseyside L75 2YY

Tel. No. 0300 200 3300

To help Councillors have a clearer idea of what is involved in the various Councillor roles, the Council has designed a set of Role Descriptors for all of the main Councillor functions. These are not strict 'role descriptions' but are created to guide and inform.

Role descriptors exist for the following roles and a copy of each one is provided for your information:

- Core Councillor
- Council Leader
- Deputy Leader
- Group Leader
- Portfolio Holder/Executive Member
- Mayor
- Overview & Scrutiny Chairperson
- Overview and Scrutiny Member
- Committee Chairperson
- Committee Member
- Audit Committee Chair
- Regulatory Panel And Licensing Committee Or Sub-Committee Chairman

1. CORE COUNCILLOR - ROLE DESCRIPTOR

Council Duties

- To represent their electors and the people of Carlisle by acting as effective advocates, campaigners and representatives.
- To promote the economic, social and environmental well-being of their electorate and the City as a whole, and to act in accordance with the highest standards of probity in public life, seeking to serve the community without personal gain.
- To attend Full Council, its committees as necessary and contribute effectively.
- To undertake other official duties or act as representatives of the City Council on outside bodies to which they have been appointed.
- To participate in setting a budget and the forming the Council's policy.
- To monitor performance against targets in all areas of the Council's direct and indirect activity.
- To co-operate with other agencies to the benefit of people.
- To promote and represent the City Council in the local community.
- To liaise with other levels of government, agencies or bodies which influence the well-being of the City and local area.
- To Chair Committees, Panels, Working Groups and other meetings as required.
- To undertake appropriate development necessary to carry out their role(s) or designated responsibilities.

Community duties

- To promote the economic, social and environmental well-being of the community.
- To find ways of effectively and regularly communicating with their constituents.
- To be an advocate with whom constituents can raise issues of importance or personal concern.
- To explore new ways of being accountable to the constituents.
- To actively campaign for measures that will secure strong, safer communities.
- To help access funding from different sources for the benefit of the community.
- To liaise with other levels of government, agencies or bodies which influence the well-being of their constituency.

2. LEADER – ROLE DESCRIPTOR

Key duties

- To represent the City at local, regional and national levels, acting as ambassador and leading the development of key strategic partnerships with local communities, outside agencies and key stakeholders to deliver the Council's corporate objectives and provide quality services to residents.
- To provide clear political leadership for the Council, relating to all Members, citizens, staff and stakeholders.
- To act as the Council spokesperson on all key corporate issues, consistent with the overall policy and budgetary framework agreed by the Council.
- To lead the development of local and regional policies which fulfil the Council's corporate policy objectives as stated in the Best Value Performance Plan.
- To lead on the Council's effective decision-making processes and supporting administration.
- To lead the budget making processes of the Council, closely linked to performance management.
- To lead the Council's public participation activities, encouraging local people to take part in the Authority's decision making processes.
- To lead on all regional affairs.
- To Chair all Executive meetings.

The above activities are in addition to the responsibilities set out in the Core Councillor, Group Leader and Portfolio Holder Role Descriptors.

3. DEPUTY LEADER - ROLE DESCRIPTOR

Key duties

- To deputise for the Leader of the Council in his/her absence.
- To chair Executive meetings in the absence of the Leader of the Council.
- To act as the Council's spokesperson on all key corporate issues, consistent with the Council's overall policy and budgetary framework, in the absence of the Leader.
- To hold and lead on any Portfolio which the Council may allocate.
- To undertake specified delegated/ designated Leader duties.

The above activities are in addition to the responsibilities set out in the Core Councillor and Executive/Portfolio Holder Role Descriptors.

4. GROUP LEADER - ROLE DESCRIPTOR

Key duties

- To provide clear political leadership for the party represented absence.
- When in opposite, to provide credible checks and balances, challenges and alternatives to the ruling party.
- To canvas a range of views within the party in the formulation of policy.
- To integrate and represent party policy at a local level.
- To co-operate with other groups where appropriate, particularly in matters of a non-party political nature.
- To chair and/or attend meetings where appointed to a representative role within the council.
- To liaise with other local and regional representatives of the party.
- To monitor the performance of the council against its budget, policy and performance plan.

. The above activities are in addition to the responsibilities set out in the Core Councillor Role Descriptor

5. PORTFOLIO-HOLDER/EXECUTIVE MEMBER - ROLE DESCRIPTOR

Executive duties

- To work at meeting the Council's corporate objectives, as set out in the Best Value Performance Plan.
- To encourage performance improvement in all services, consistent with Best Value principles and within the policy and budgetary framework agreed by the Council. This includes responding appropriately to statutory reports on external inspections and service reviews, together with all Best Value Review Action Plans.
- To facilitate and encourage public participation in the Council's activities by engaging key stakeholders in the Authority's decision-making processes. Overseeing the publication of consultation papers on key issues and appropriate public consultation.
- To consider budget priorities and actions on the delivery of Council services within the overall policy and budgetary framework agreed by the Council.
- To consult with Overview and Scrutiny Committees on matters relating to the development and formulation of policy.
- To consult with Area Committees and local Ward Members about policy developments or service initiatives which have a specific relevance to their areas.
- Support positive relationships and practices through co-operative working with Officers and unions.
- To oversee the investigation of and responses to all Local Authority Ombudsman reports, including any findings of maladministration.
- To commission research, studies or the collection of information relating to policy issues or service delivery.

Portfolio holding duties

- To provide pro-active political leadership for the designated function/service of the Council set out in the allocated Portfolio.
- To initiate and promote policies and programmes in the allocated Portfolio within the Council and externally.
- To present and consult on the Council's policies in the allocated Portfolio with the public, directly and through appropriate media.
- To engage actively and represent the Council in appropriate local, regional and national groupings involved with the service areas set out in the allocated Portfolio.
- To make recommendations about the implementation of policies within the allocated

Portfolio.

- To report to the Council on decisions made, actions taken and progress achieved within the allocated Portfolio.
- To consult with and report as required to the Executive Committee and the Overview and Scrutiny Committee of the Portfolio.
- To commission and consider reports from appropriate Officers as required for the efficient discharge of the Portfolio Holder's duties/responsibilities.
- To keep abreast of national best practice/new initiatives in the areas covered by the Portfolio to help ensure high local service standards and provision.
- To consider and act on performance data and reports from the Executive Committee and the Scrutiny Committee.
- To contribute to the corporate development of the Council's policies and objectives through active engagement of the Executive Committee.
- To work closely with relevant Senior Officers of the Council to support the efficient management of the authority and to uphold high standards of performance and conduct in enabling Officers to exercise any powers delegated to them.
- To attend meetings of the Overview and Scrutiny Committee as and when required.

The above activities are in addition to the responsibilities set out in the Core Councillor Role Descriptor.

6. MAYOR – ROLE DESCRIPTOR

Key duties

- As the city's first citizen, the main role of the Mayor is to act as the non-political, Civic and Ceremonial Head of the city.
- To Chair meetings of the Full Council.
- To maintain the historical and ceremonial traditions of the Office of Mayor.
- To promote the Council locally, nationally and internationally.
- To promote, liaise and link with private and voluntary sector organisations in the city.
- To participate in and help initiate activities which enhance the economic, social, cultural and environmental well-being of the city and its residents.
- To act as patron/president to local organisations.
- To act as host to official visitors to the city.
- To attend annual civic events and local community activities.
- To represent the city at ceremonial events.
- To act as the city's representative on other occasions determined by Council.
- To carry out all duties in a manner appropriate to the status and tradition of the Office.

The Deputy Mayor will on occasions, also perform this role

The above activities are in addition to the responsibilities set out in the Core Councillor Role Descriptor.

7. OVERVIEW & SCRUTINY CHAIRMEN - ROLE DESCRIPTOR

Key duties

- To undertake the functions of a Councillor whilst also leading and co-ordinating the relevant scrutiny activities of the Council to ensure that transparency and accountability are of priority.
- To Chair a Scrutiny Committee.
- To work with the Vice-Chair and Overview and Scrutiny Manager to co-ordinate the activities and the work programme of the Scrutiny Committee.
- To foster and maintain a disciplined approach by the Members involved in Scrutiny having regard to high standards of behaviour and ethics.
- To monitor the Council's decision-making processes, ensuring that such decisions are consistent with Council policy.
- To scrutinise the activities of the Executive.
- To invite Members of the Executive, Officers and others to attend meetings of the Scrutiny Committee to answer questions.
- To own and present the reports of the Scrutiny Committee to the relevant bodies with the Council.
- To organise Committee Members input into the Council's Best Value processes and to advise the Council on its approach to Best Value.
- To act as a focus for liaison between the Council and communities and partners in the scrutiny function.

Deputy Chairmen will on occasions, also perform this role

The above activities are in addition to the responsibilities set out in the Core Councillor Role Descriptor.

8. OVERVIEW & SCRUTINY COMMITTEE MEMBER - ROLE DESCRIPTOR

Key duties

- To scrutinise Executive decisions, to assess how these contribute to effective service delivery and help to achieve the Council's Corporate Plan/Best Value Performance Plan and whether they are in accordance with the agreed budgetary and policy framework.
- To review individual policies and projects to evaluate their effectiveness and success and consult with all relevant stakeholders in this process.
- To monitor how the Council is meeting its agreed corporate objectives, as set out in the Corporate Plan/Best Value Performance Plan.
- To facilitate and encourage participation in the Council's activities by effectively engaging local residents, businesses, outside agencies and other key stakeholders in the committee's work as appropriate.
- To check that the Council continues to improve performance in all services within the policy and budgetary framework agreed by the Council and recommend areas for improvement and change.
- To undertake Best Value reviews of the Council's services and make recommendations which positively contribute to improving service delivery.

The above activities are in addition to the responsibilities set out in the Core Councillor Role Descriptor.

9. COMMITTEE CHAIRMEN - ROLE DESCRIPTOR

Key duties

- To enable the smooth and orderly conduct of business within the Standing Orders and Terms of Reference of the Council.
- To ensure an orderly debate or deliberation of the business in hand.
- To report on the workings of the Committee, Sub-Committee, Panel or working Group to the full Council and to present, where appropriate, recommendations to the Council.
- To ensure that there is proper consideration of any item.
- To bring, where appropriate, the views of co-opted Members (if any) to the attention of Council.
- To liaise with Officers in formulating Agenda and to attend any meetings with Officers to discuss matters relevant to the business of the Committee, Sub-Committee, Panel or Working Group.
- Where appropriate, to liaise with other interested parties in establishing co-opted membership, and topics for consideration.
- Where applicable, to liaise with other tiers of local government and to contribute to any other joint working arrangement.
- Where applicable, to lead such site visits that may assist Members arriving at a considered decision.
- To attend training necessary and appropriate to the role and to remain fully updated on relevant changes in legislation and Government practice.

Deputy Chairmen will on occasions, also perform this role

The above activities are in addition to the responsibilities set out in the Core Councillor Role Descriptor.

10. COMMITTEE MEMBER - ROLE DESCRIPTOR

Key duties

- To participate in service committee discussions.
- To give proper consideration to items before and during meetings.
- To offer opinions based upon an understanding of the legal requirements of the subject discussed.
- To inform the committee of constituent opinion.
- To take into consideration a range of views and issues when reaching a decision.
- To conduct oneself with dignity and decorum when offering views at variance from other Members.
- To undertake appropriate site visits.
- To undertake specific training including updates in the law pertaining to the work of the committee.

The above activities are in addition to the responsibilities set out in the Core Councillor Role Descriptor.

Introduction to the Skills and Knowledge Requirements for the Various Member Roles

A set of skills and knowledge requirements which correspond to the Member Role Descriptors have also been created.

These should be viewed not as hard and fast list of prerequisites but as a suggestion of the sorts of skills and knowledge likely to be required.

There has not been a direct linking of skills against each element of the Role Descriptor but instead a focus on the key requirements.

It was felt that it was more useful to provide an essential condensed version rather than an exhaustive list.

1. Core Councillor - Skills and Knowledge

This may be considered in conjunction with any other roles that the Councillor may take on within the council.

Knowledge

- Council constitution
- Standing orders
- Council policies
- Council services
- Who to contact to pursue enquiries
- Relevant legislation
- Ethics, standards and legal responsibilities
- Community groups within the ward
- Social and economic initiatives affecting the council

Skills

- Running a surgery
- Working with groups
- Relationship building, developing trust
- Diplomacy and influencing
- Public speaking
- Dealing with the media
- Contributing to meetings
- Pursuing case work resulting from ward consultations
- Personal organisational skills
- Analysing information
- Basic computer literacy

2. Council Leader - Skills and Knowledge

To be viewed in conjunction with the Core Councillor Role and Group Leader and Portfolio Holder

Knowledge

- Broad local and national political issues
- Economic and regeneration initiatives and opportunities
- Strategic planning
- Social and business aspirations and concerns within the city and rural environs
- Thorough understanding of political, budgeting and legal processes within the council

Skills

- A high level of media and personal presentation skills
- Chairing meetings
- Analysing considerable and varied complex information
- Decision making
- Leadership and the ability to gain support
- Relationship building, particularly with key players inside and outside of the council
- Strategy development
- Personal planning, prioritisation and delegation
- Highly developed negotiation and influencing skills
- The ability to act as a role model as the figurehead of the council

3. Deputy Leader - Skills and Knowledge

The skills and knowledge for this role need to cover all of the areas outlined in the Core Councillor role, portfolio holder and the leader role but in the latter not to the same depth.

Additionally, the Deputy needs to be skilled in:

- Flexibility and responsiveness
- Interpreting and enacting the views and actions of the leader
- If agreed, developing specific skills in designated, delegated Leader responsibilities

4. Group Leaders - Skills and Knowledge

To be viewed in conjunction with the Core Councillor role. Reference to aspects of the Council Leader Skills and Knowledge may also be helpful.

Knowledge

- A thorough understanding of political, budgetary and legal processes within the council.
- A detailed knowledge of party rules
- An awareness of and the ability to interpret party politics at national and local levels.

Skills

- Ability to manage and co-ordinate varying views within the party
- Influencing, negotiating and mediation skills
- Presenting arguments and alternatives persuasively
- Chairing meetings
- Decision making
- Leadership and team-building
- Managing complex information

5. Portfolio Holder/Executive Member – Skills and Knowledge

Knowledge

- Excellent practical knowledge of the constitution, council policies and procedures
- A good working knowledge of the issues and legal requirements of the services for which the Portfolio Holder has responsibility.
- An understanding of the lines of authority as they relate to individual as they relate to individual responsibility
- An understanding of CPA, Best Value and Performance Indicators, particularly relating to areas of responsibility

Skills

- The ability to take a broad, objective overview for the areas for which they have responsibility
- Excellent communication skills and the ability to engage with people individually and collectively
- The ability to contribute to wider strategic discussions and decisions
- The ability to chair meetings where appropriate and maximise their effectiveness
- Well developed analytical skills and the ability to evaluate services against a range of quality standards
- Good relationship building skills in working with officers, other parties and agencies

6. Mayor – Skills and Knowledge

To be viewed in conjunction with the Core Councillor Role

Knowledge

- Thorough understanding of Standing Orders and Council Chamber procedures
- Knowledge of Mayoral protocols and appropriate behaviours in a variety of public situations
- Appropriate forms of address for public and religious dignitaries
- A credible knowledge of local and civic history

Skills

- Excellent media skills
- Well developed personal presentation
- Conversational skills and the ability to engage quickly and effectively with a wide variety of people
- The ability to deliver prepared speeches and where necessary ad-hoc speeches
- Commanding respect and order in Full Council meetings
- Chairing meetings
- To be able to be diplomatic and professional at all times

These requirements are likely to be also expected of the Deputy Mayor

7. Overview and Scrutiny Chairmen – Skills and Knowledge

To be viewed in conjunction with the Core Councillor Role

Knowledge

- Thorough understanding of the purpose and process of Overview and Scrutiny and how this relates to Executive decisions
- An understanding of the parameters of the powers of Overview and Scrutiny
- A knowledge of analytical and evaluation processes
- A knowledge of the particular type of chairing required for an O&S meeting
- A knowledge of CPA, Best Value and performance management criteria

Skills

- How to prepare for an overview and scrutiny meeting
- Chairing skills which encourage participation
- The ability to analyse and evaluate detailed and complex information
- Team building along cross part lines
- The ability to offer direction and process skills to O&S members
- The encouragement of creative approaches to evaluation
- Policy development

These requirements are also likely to be expected of Deputy Chairmen.

8. Overview and Scrutiny Member – Skills and Knowledge

To be viewed in conjunction with the Core Councillor Role. Reference to the Skills and Knowledge requirements for O&S Chairmen will also prove useful.

All of the skills and knowledge for O&S Chairmen will be applicable except those relating directly to Chairing Skills. Additionally, O&S Members will need to be able to:

- Apply a range of thinking, analysing and decision making techniques
- Be able to articulate conclusions based on sound reasoning

- Be prepared to operate from a primarily objective rather than partly political perspective

9. Committee Chairmen – Skills and Knowledge

Knowledge

- A detailed understanding of the role of the committee and how this relates to council wide decision making processes.
- Specific knowledge of the law as it applies to the particular committee – e.g. Development Control, Licensing, Audit etc. (furthermore, it may be that the chair possesses a higher level of knowledge in this area, in order to be able to guide and inform Members)
- Knowledge of the constitution, Council policies and correct decision making procedures to be adopted by the Committee.
- A knowledge of analytical and evaluation processes
- A knowledge of how to prepare for and chair a committee meeting
- An understanding of CPA, best value, value for money and Performance Indicators.

Skills

- Chairing and meeting skills including encouragement, management and summarising
- Managing time and the agenda within a meeting
- The ability to analyse and evaluate information against a range of quality standards and measurements.
- The ability to differentiate between subjective and objective judgements
- Relationship building, particularly with other committee members and reporting Officers

10. Committee Member – Skills and Knowledge

To be viewed in conjunction with Core Councillor Role. Reference to Committee Chairmen will also be useful

All of the skills and knowledge requirements for Committee Chairmen will be relevant except those relating specifically to Chairing Skills.

- Prepare appropriately for meetings
- Absorb, digest and interpret sometimes complex and detailed information
- Articulate views based on sound judgement and objective interpretation
- Respond to community interests and opinions

	Travel	Subsistence	Dependant Carer's	Telephone Provision	IT																		
Carlisle (39) (108,000)	Rail/Air – standard/cheapest Car – Rate for 1 st 120 miles: Up to 999cc 46.9p 1000cc+ 52.2p Rate for additional miles: Up to 999cc 9.406p 1000cc+ 10.366p	Breakfast £6.34 Lunch £8.71 Evening £14.21 Accommodation non London £71.00 +VAT London £92.00 +VAT Out of pocket allowance £5.00 per night Out of country £35.00 per 24 hour period	£5.69ph	Inc in BA	Provision of home based computer facilities																		
Allerdale (49) (96,422)	Cars and vans: First 10,000 miles: 45p Above 10,000 miles: 25p Motorcycles: First 10,000 miles: 24p Above 10,000 miles: 24p Travel by bicycle will be reimbursed at 20p per mile.	Breakfast £6.95 Lunch £9.50 Evening £13.15	paid at the full receipted rate from a registered carer, limited to 8 hours per week.	Inc in BA	BA inc broadband expenses																		
County (84) (499,200)	<table border="0"> <tr> <td></td> <td>1st</td> <td>10,000</td> </tr> <tr> <td></td> <td>10,000</td> <td>miles+</td> </tr> <tr> <td></td> <td>miles</td> <td></td> </tr> <tr> <td>Cars & vans</td> <td>45p</td> <td>25p</td> </tr> <tr> <td>Motorcycles</td> <td>24p</td> <td>24p</td> </tr> <tr> <td>Cycles</td> <td>20p</td> <td>20p</td> </tr> </table>		1 st	10,000		10,000	miles+		miles		Cars & vans	45p	25p	Motorcycles	24p	24p	Cycles	20p	20p	Day allowance 1p per day Overnight allowance £120, London £140 (accommodation & meals) Breakfast £6.10 Lunch £8.20 Evening £10.20	£6.25 limit of £1,250 A payment shall not be made if a member already receives a carers' allowance.		
	1 st	10,000																					
	10,000	miles+																					
	miles																						
Cars & vans	45p	25p																					
Motorcycles	24p	24p																					
Cycles	20p	20p																					
Eden (38) (52,600)	Mileage rates will be the same as those for officer Casual Users (Out-of-County journeys are paid at a reduced rate as for Casual Users), except that all cars over 1000cc will be paid the rate for 1000cc to 1199cc, plus 12p per mile for every passenger. Bicycles 20p per mile	No subsistence allowance shall be payable, except where an overnight stay is required. If an overnight stay is required, a Member can claim the actual reasonable cost of any meals necessarily taken away from home and the actual reasonable cost of any accommodation.	payable based upon reimbursement of actual receipted costs, subject to prior agreement with the Assistant Director Finance.																				

<p>South Lakeland (51) (103,658)</p>	<p>Travel expenses to be in accordance with the maximum rates set by HMRC without attracting a tax charge (currently 45p per mile), this to apply to the first 150 miles of a return journey regardless of the destination and 25p per mile thereafter;</p>	<p>Period of absence 4 – 8 hours Over 8 less than 12 Over 12 less than 24 Overnight Stay B&B</p>	<p>Max Allowance £9.67 £13.82 £26.05 Reasonable actual expenses Reasonable actual expenses</p>	<p>£3 - £15 per hour</p>		<p>£38.38 per meeting</p>
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LIST OF CONTRIBUTORS

Councillor John Mallinson	Council Leader & Leader Conservative Group
Councillor Colin Glover	Leader of the Opposition & Leader Labour Group
Councillor Jack Paton	Leader – Independent Group
Dr. Jason Gooding	Town Clerk & Chief Executive
Alison Taylor	Corporate Director of Finance & Resources (Section 151 Officer)
Mark Lambert	Corporate Director of Governance & Regulatory Services