

Oldham Borough Council



**Council Meeting
Wednesday 7 September 2022**

OLDHAM BOROUGH COUNCIL

To: ALL MEMBERS OF OLDHAM BOROUGH COUNCIL,
CIVIC CENTRE, OLDHAM

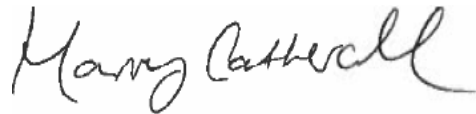
Tuesday, 30 August 2022

You are hereby summoned to attend a meeting of the Council which will be held on Wednesday 7 September 2022 at 6.00 pm in the Council Chamber, Civic Centre, for the following purposes:

14 Members Allowance Scheme (Pages 1 - 14)

Report to follow

NOTE: The meeting of the Council will conclude 3 hours and 30 minutes after the commencement of the meeting.



**Harry Catherall
Chief Executive**

PROCEDURE FOR NOTICE OF MOTIONS
NO AMENDMENT

MOTION – Mover of the Motion to MOVE



MOTION – Secunder of the Motion to SECOND – May reserve right to speak



DEBATE ON THE MOTION: Include Timings



MOVER of Motion – Right of Reply



VOTE – For/Against/Abstain



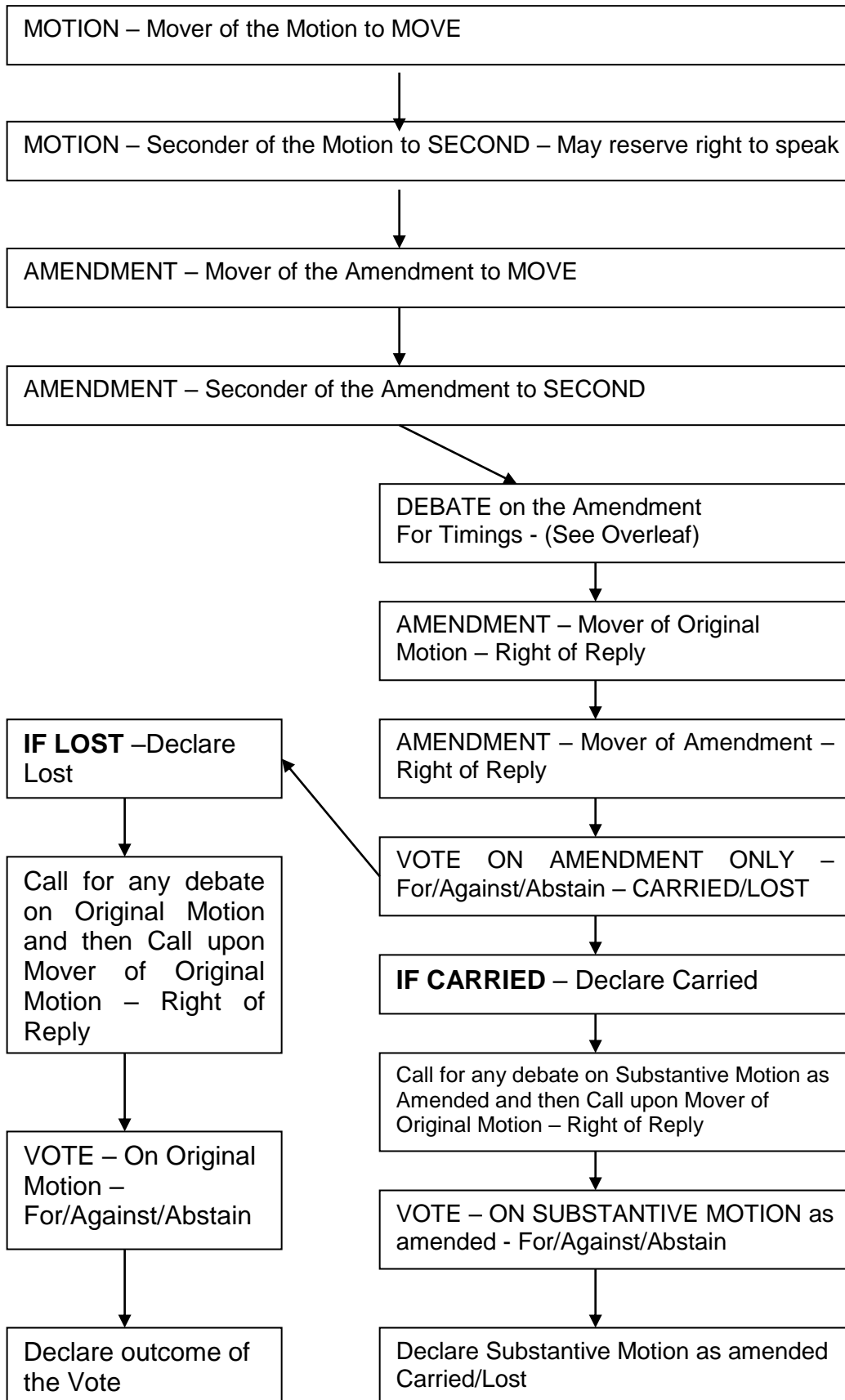
Declare outcome of the VOTE

RULE ON TIMINGS

(a) No Member shall speak longer than four minutes on any **Motion or Amendment**, or by way of question, observation or reply, unless by consent of the Members of the Council present, he/she is allowed an extension, in which case only one extension of 30 seconds shall be allowed.

(b) A Member replying to more than one question will have up to six minutes to reply to each question with an extension of 30 seconds

WITH AMENDMENT



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COUNCIL

MEMBER ALLOWANCES

Officer Contact: Paul Entwistle, Director Legal Services

7th September 2022

Council

7th September 2022

Members Allowance

1 Background

1.1 Members Allowances Scheme 2023/24

1.1.2 The Members Allowance Scheme for 2023/24 has also been considered for implementation from 2023/24. The Independent Remuneration Panel have been requested to consider the scheme and their report and recommendations are attached at Appendix 1. Members are requested to consider each of the recommendations in the report. The recommendations are:

- a) the basic allowance be unchanged (pay award not included as linked to officer pay which has not been determined yet)
- b) Special Responsibility Allowances
 - i The Assistant to Cabinet Member allowance be discontinued
 - ii The Shadow Executive members/shadow deputy allowance be discontinued
 - iii The Unity Chair allowance be discontinued
 - iv The Additional SRA allowance be discontinued
 - v The other SRAs continue at the level in the current scheme

vi No Member should be entitled to more than one SRA where it relates to internal Council business

c) No change is made to the Travel and Subsistence allowance, Dependent Carers Allowance and co-opted allowances

d) For 2023/24, the annual increase should be the percentage increase for local government officer at SCP 49.

Members are requested to consider and approve the scheme.

1.2 Matters arising from Members Allowances Scheme 2022/23

1.2.1 The Members Allowance scheme for 2022/23 provided an annual increase in accordance with the local government pay award. This has historically been a percentage figure, but this year it is proposed to be a specified amount to all officers. It is proposed that the amount be the percentage applicable to Spinal Column Point 49 for officers which is line with a number of GM authorities and recommended by the Panel. Members are requested to consider this matter.

1.2.2 Also, for the 2022/23 scheme, an Additional SRA is available to cover significant additional responsibilities in year requiring equal or greater time and effort as would be required of any other SRA activities. A request has been received that Cllr Sykes be granted an allowance for activity undertaken relating to Greater Manchester, regional, national wide issues, including health and cost of living issues and Cllr Hamblett be granted an allowance as an opposition lead on equality, inclusion and diversity. Members are asked to consider the request.

2. Consultation

2.1 A number of members have been involved in the consideration by the Panel.

3. Financial Implications

3.1 If Members approve any allowances to be discontinued, this will lead to a reduction in the budget required.

4. Legal Services Comments

4.1 The Council is required to approve a Members Allowance Scheme

5. Co-operative Agenda

5.1 n/a

6. Human Resources Comments

6.1 n/A

7. Risk Assessments

7.1 n/a

8. IT Implications

8.1 n/a

9. Property Implications

9.1 n/a

10. Procurement Implications

10.1 n/a

11. Environmental and Health and Safety Implications

11.1 n/a

12. Equality, community and cohesion and crime implications

12.1 n/a

13. Equality Impact Assessment Completed?

13.1 n/a

14. Key Decision

14.1 n/a

15. Key Decision Reference

15.1 n/a

16. Background Papers

16.1 The following is a list of background papers on which this report is based in accordance with the requirements of Section 100(1) of the Local Government Act 1972. It does not include documents which would disclose exempt or confidential information as defined by the Act:

Members Allowances file

17. **Appendices**

17.1 Appendix 1 – Independent Remuneration Panel report

Appendix 1

1. Introduction

- i) This report is further to the consideration and recommendations made by the Independent Remuneration Panel (IRP) for Oldham Council to advise the council on its Members Allowances Scheme.
- ii) The purpose of this report is to make recommendations on the scheme for the municipal year 2023/24. Councils are required to have regard to the recommendations of the IRP before setting a scheme. The current scheme is attached.

2. Process

- i) The IRP consists of Peter Claber (chair) John Barlow and Geoffrey Millard. The panel received representation from a range of members about the scheme and their roles, responsibilities and accountabilities. The members who spoke to the panel were four Group Leaders, a Deputy Leader, the Executive members for Childrens Services and Health and Social Care, the Chair of Planning Committee, District Lead Members and a chair of an Overview and Scrutiny Committee. The members were also able to outline the broad responsibilities of a member in addition to their specific role.
- ii. For benchmarking purposes, the IRP also took into account the positions and levels of allowances paid in other Greater Manchester councils and the relevant guidance.

3. IRP Recommendations

a) Basic Allowance

The IRP considered the views expressed and the time commitment and responsibilities required to undertake the role.

The GM comparators are:

	Basic Allowance
Tameside (2020/21)	12,787
Bolton (2019/20)	11,644
Trafford (2022/23)	7,061
Bury (2022/23)	10,791
Stockport (2020/21)	10,716
Manchester (2020/21)	17,525
Wigan (2022/23)	13,380
Salford (2022/23)	11,545
Oldham (2022/23)	£10,151

The panel considers that the basic allowances were lower than a majority of other GM authorities and no views was expressed by members that the allowances was in need of revision. There is no recommended change to the basic allowance.

b) Special Responsibility Allowances

Appendix 1

The panel recommended the following changes: -

- i) Assistant to Cabinet Member
 - The IRP considered given the partial overlap with the role of Deputy Executive Member this allowance should be discontinued.
- ii) Shadow Executive members/Shadow Deputy
 - The IRP listened to the differing views on the responsibilities and were mindful of the GM councils comparators. Only 2 GM local authorities provide for an SRA for the Shadow Executive role. The IRP considered the views of the main opposition group leader on these roles and the importance of holding the executive to account. The panel however recommend that these allowances be discontinued.
- iii) Unity Chair
 - The IRP recommend that the allowance is discontinued as part of the scheme as Unity's arrangements will have concluded.
- iv) Additional SRA
 - The additional SRA were introduced to reflect significant additional responsibilities which a member may have in year. Having considered the views expressed, it is recommended that this allowance is discontinued. This would not prevent group leaders identifying responsibilities which would justify an allowance being considered as part of the scheme.

Views on other SRAs

- i) District Leads
 - The IRP listened to different views on these roles and effectiveness. The panel were aware of the important community leadership responsibilities and liaison with partnerships which the role undertakes. The IRP recommend that the SRA continues but given different views expressed, leadership need to ensure appropriate levels of consistency in the activities undertaken.
- ii) Leaders Allowance
 - The IRP recommend that having regard to the benchmark information that the allowance should continue at the level reflecting council and GMCA responsibilities.

	Leader/Mayor (inc CA work)
Tameside (2020/21)	39,588
Bolton (2019/20)	31,924
Trafford (2022/23)	38,678
Bury (2022/23)	38,373
Stockport (2020/21)	32,151
Manchester (2020/21)	43,732

Appendix 1

Wigan (2022/23)	50,689
Salford (2022/23)	65,696
Oldham (2022/23)	36,542

iii) Deputy Leader

The benchmarking information was as follows: -

	Deputy Leader
Tameside (2020/21)	25,812
Bolton (2019/20)	18,775
Trafford (2022/23)	19,770
Bury (2022/23)	19,424
Stockport (2020/21)	17,683
Manchester (2020/21)	18,680
Wigan (2022/23)	13,380
Salford (2022/23)	33,696
Oldham (2022/23)	21,317

The IRP recommended that this allowance should continue having regard to the responsibilities outlined

iv) Executive Members

The benchmarking information was as follows; -

	Cabinet Members
Tameside (2020/21)	22,081
Bolton (2019/20)	7,140
Trafford (2022/23)	14,122
Bury (2022/23)	14,568
Stockport (2020/21)	16,075
Manchester (2020/21)	18,393
Wigan (2022/23)	18,087
Salford (2022/23)	14,900
Oldham (2022/23)	18,272

The panel recommends that this allowance continues at the current level

v) Main Opposition Group leader

The benchmarking information was:

	Main opposition leader
Tameside (2020/21)	12,318
Bolton (2019/20)	10,555
Trafford (2022/23)	14,122

Appendix 1

Bury (2022/23)	10,683
Stockport (2020/21)	9,645
Manchester (2020/21)	11,220
Wigan (2022/23)	13,380
Salford (2022/23)	9,315
Oldham (2022/23)	15,227

The IRP recommend that this allowance should continue at the current level

vi) Chair of Planning

The benchmarking information was: -

	Chair Planning
Tameside (2020/21)	10,526
Bolton (2019/20)	8,177
Trafford (2022/23)	11,298
Bury (2022/23)	8,903
Stockport (2020/21)	8,037
Manchester (2020/21)	11,048
Wigan (2022/23)	12,056
Salford (2022/23)	9,315
Oldham (2022/23)	9,135

The IRP recommend that this allowance should continue at the current level

vii) Chair of Scrutiny Committee

The benchmarking information was: -

	Chair Scrutiny
Tameside (2020/21)	10,526
Bolton (2019/20)	5,100
Trafford (2022/23)	8,473
Bury (2022/23)	8,093
Stockport (2020/21)	6,430
Manchester (2020/21)	11,048
Wigan (2022/23)	8,039
Salford (2022/23)	9,315
Oldham (2022/23)	9,135

The IRP recommended that this allowance should continue at the current level

viii) Other SRA roles in the current scheme

The IRP recommend that the allowances continue for those roles at the current levels.

4. One SRA rule

It is recommended that no member should be entitled to more than one SRA where it relates to internal council business.

Appendix 1

5. Travel and subsistence Allowance and Dependent Care Allowance and Co-opted allowance

It is recommended that no change is made to these allowances.

6. Indexation

It is not recommended that the scheme be indexed for 4 years (as is the case with many authorities), but there should be an annual review. For 2023/24, it is recommended that the annual increase should be the percentage increase for local government officer at SCP49.

Members of the Independent Remuneration Panel

Peter Claber

John Barlow

Geoffrey Millard

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Scheme of Members Allowances

1. Introduction

1.1 The Council has adopted this Scheme of Members Allowances.

2. The Basic Allowance

2.1 The Basic Allowance is paid to all members of the Council and paid to individual members proportionate to the number of days served by that member within a particular year. The Basic Allowance is set out in Appendix 1

3. Special Responsibility Allowances

3.1 Special Responsibility Allowances are paid to members where they undertake specific duties and responsibilities. The Special Responsibility Allowances are set out in Appendix 1.

3.2 The Special Responsibility Allowance will be proportionate to the number of days where the member undertakes such special responsibilities.

4. Dependants Carers Allowance

4.1 The Dependants Carers Allowance is paid in respect of expenses necessarily incurred in arranging for the care of children or dependants to allow:-

- a) The attendance at a meeting of the Council, Cabinet, Committees or Sub-Committees or of any other body to which the Council makes appointments or nominations or any other committee or sub-committee of such body.
- b) The attendance at any other meeting, the holding of which is authorised by the Council, a Committee, a sub-committee or a joint committee provided that it is a meeting to which at least two political groups have been invited.
- c) The attendance at a meeting of any association of authorities of which the Council is a member.
- d) The performance of any duty in connection with the discharge of any function of the Council conferred by or under any enactment and empowering or requiring the Council to inspect or authorise inspection of premises.
- e) The carrying out of any other duty approved by the Council or the Chief Executive for the purpose of or in connection with the discharge of the functions of the Council or any of its committees or sub-committees including attendance on a training development course for the purpose of fulfilling the duties of an elected member.

4.2 A dependant is defined as someone who is living with a member and is:-

- A child aged 15 or under
- An elderly relative requiring full time care
- A relative with disabilities who requires full time care

4.3 A member claiming the allowance shall provide medical or social work or other evidence that care is required for the purpose of the audit as requested.

Scheme of Members Allowances

4.4 The allowance shall not be payable in respect of care provided by a member of the councillor's immediate family or household.

4.5 The Carer's Allowance will be capped at a maximum of ten hours in any week and the hourly rate will be the National Living Wage hourly rate. Hours may be calculated from the time of leaving home to the time of returning home following attendance on Council business as detailed above.

5. Travel and Subsistence allowances

5.1 Travel and Subsistence allowances are paid in respect of expenses necessarily incurred in the exercise of duties and responsibilities shown at paragraph 4.1 above outside of the borough only. The amounts payable are indicated in the Appendix to the scheme. Claims under paragraph 4.1 and 5.1 shall be made in writing to the Chief Executive within three months of the date of which the entitlement to the allowance arises.

6. A member may, by notice in writing to the Chief Executive, elect to forgo their entitlement or any part of their entitlement to allowances.

Member Allowances Scheme

Position	Index	Explanatory Note	Amount
All Members of the Council		BASIC ALLOWANCE	£10,151
All Positions set out below		SPECIAL RESPONSIBILITY ALLOWANCE (SRA)	
Leader	100%	Fixed point for the SRA's where indicated, to be set at 3 times the basic members allowance.	£30,453
		Combined Authority Element	£6,089
Deputy Leader	70%		£21,317
Main Opposition Leader	50%		£15,227
Deputy Main Opposition Leader	20%		£6,091
Executive Members	60%		£18,272
Chairs of: Licensing Planning Overview & Scrutiny Board Performance & Value for Money Board Health and Well-being Board Health Scrutiny Oldham care & Support Company Unity	30%		£9,135
Deputy Executive Member	25%		£7,613
Assistant to Cabinet Member	8%		£2,436
District Leads:			£6,396
Appointed Deputy District Leads	20% (of Lead)		£1,257
Shadow Executive Members	10%		£3,045
Shadow Deputy Executive Member	5%		£1,523
Minority Opposition Leader (provided the group has 6 members)	15%		£4,568
Additional SRA: The Leader to notify the Chief Executive of the proposed recipients of this allowance and the responsibilities undertaken to be agreed by Council (Maximum Labour 5, Lib Dem/Con 2)	5%		£1,523
GM Transport Committee			£4,140
Co-opted/Independent Members of Audit and Standards Committee	n/a		£415
Chair of Audit Committee	n/a		£2,245
Chair of Standards Committee	n/a		£709
Refreshment Allowance		Subsistence when absent from normal place of residence	
		Lunch	£8
		Evening meal	£14

Mileage			45p per mile for first 10,000 miles, outside the borough, per annum and a rate of 25p per mile over 10,000 miles
Mayoral Allowance	n/a		£15,925
Deputy Mayoral Allowance	n/a		£3,128

Council should note that while there is a normal rule of only one Special Responsibility Allowances per member given by the Council, there is an exception enabling a member to receive a SRA as a member of Transport for Greater Manchester, as Unity Chair an Additional SRA at the same time another SRA from the Council.