

## 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:

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

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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.

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

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

### iii) Deputy Leader

The benchmarking information was as follows: -

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

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

The panel recommends that this allowance continues at the current level

### v) Main Opposition Group leader

The benchmarking information was:

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

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

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

### vi) Chair of Planning

The benchmarking information was: -

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

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

### vii) Chair of Scrutiny Committee

The benchmarking information was: -

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

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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