

SUPPLEMENTAL REPORT OF THE DEMOCRATIC SERVICES MANAGER
Agenda item 11.1

5. Appointment of Co-opted members to the First Class Education and Children Overview & Scrutiny Committee.

Following the expiry of Mr Stephen Parkin's term of office as the co-opted parent Governor Representative for Secondary Schools on this Overview and Scrutiny Committee, an election was held for a further representative.

Two nominations were received and the closing date for ballot papers was 29 February, 2008. The results are as follows:

Name	Note of votes recorded
Casey, Maria	15
Parkin, Stephen	14

RECOMMEND – That Maria Casey be appointed as a Co-opted Member to the First Class Education and Children Overview and Scrutiny Committee for the period ending March 2010 or earlier, should Ms Casey become ineligible.

6. Members Allowance Scheme 2008/09 – Report of the Independent Review Panel.

The Council is required under the Local Authorities (Members' Allowances) (England) Regulations 2003 to make a Members' Allowance Scheme before the beginning of each year providing for the payment of a basic allowance to each Member. The scheme may also provide for the payment of a Special Responsibility Allowance, Childcare and Dependant Allowance, Travel and Subsistence Allowance and Co-optees Allowance. Barnet's current scheme is contained within the Constitution.

Local Authorities have the choice of adopting either their own local scheme for members' allowances or a scheme recommended by the relevant local government association. Barnet has always taken the first option in adopting a local scheme rather than that of "London Councils" (formerly the Association of London Government).

Before making or amending a Scheme, the Council must have regard to the recommendation of an independent remuneration panel.

The Independent Remuneration Panel met on 11 February 2008 to carry out a full review of the Scheme and their recommendations are contained in the report attached at Appendix C of this report.

RECOMMENDED

1. That, having regard to the recommendation of the Independent Remuneration Panel, the Members' Allowance Scheme attached as Appendix C for the year 2008/09 be approved for the period 1 April 2008 to 31 March 2009.

7. Amendment to items on the Agenda:

(i) Agenda Item 8: Report of Cabinet held on 21 February 2008 – Council Budget and Council Tax 2008/9 – amendments in the names of

Councillor Alison Moore

The amendment is attached at Appendix D

Councillor Monroe Palmer

The amendment is attached at Appendix E.

Janet Rawlings
Democratic Services Manager

LONDON BOROUGH OF BARNET

REPORT OF THE INDEPENDENT PANEL ON MEMBERS' ALLOWANCES

MEETING HELD 11 FEBRUARY 2008

Panel Members present

Firoozeh Ghaffari	Head of Department, Accounting and Finance, Middlesex University
Andrew Leslie	Head of HR, Pentland Brands Ltd
Linda Turner	Chairman, Barnet Voluntary Services Council

Council Officers in attendance

Jeff Lustig	Director of Corporate Governance
Janet Rawlings	Democratic Services Manager
Nick Musgrove	Senior Democratic Services Officer

REVIEW OF MEMBERS' ALLOWANCES SCHEME 2007/08 & RECOMMENDATIONS FOR 2008/09

1. Background:

The need for independent review

- 1.1 The officers reminded us that the statutory requirements on members' allowances could be satisfied by either
- Adopting a local scheme, or
 - Adopting a scheme devised by one of the local government organisations – in Barnet's case the scheme devised by "London Councils" previously the ALG.

Barnet having chosen the former action the scheme requires review by a local independent panel.

The current scheme in outline

- 1.2 The officers outlined the main features of the current statutory allowances scheme, the key features of which were:
- A Basic Allowance payable to all members encompassing all in-borough travel and attendance at meetings
 - Special Responsibility Allowances based on multiples of the Basic Allowance payable to the holders of specified posts: chairmen, vice-chairman and group officers.
 - Separate allowances payable to reimburse travel and subsistence costs outside the borough as well as attendance at conferences.
 - An annual allowance for co-opted (non-council) members

- 1.3 Outside the statutory scheme a carer's allowance recognised the cost of hiring care for dependant relatives in order to attend meetings.

Last year's review

- 1.4 The officers also summarised the outcome of last year's review in which we recommended
- an increase in the Basic Allowance from £9,081.80 to £9,500;
 - no inflationary increase for that year;
 - thereafter the Local Government Pay Settlement to be the yardstick for considering future increases;
 - adjustments to the Special Responsibility Allowances, involving
 - the number of scales (down from 7 to 6);
 - the amounts payable under each scale;
 - the responsibilities recognised by each scale;
 - Carers' allowance increased from £5.20 to £6 per hour (up to 8 hours cover, subject to extension if justified by circumstances).
- 1.5 The majority of our recommendations had been accepted by the Council with the exception of
- the addition of a new scale 7 to recognise the responsibilities of Vice-Chairmen of Area Forums.
 - A recommended SRA for the Chairman of the Constitutional Review Committee was not accepted
 - Cap on multiple SRAs abolished
- 1.6 We had, during the year, agreed to add an SRA to the Chairman of the newly created Pension Fund Committee at level 4.

2. Background Material

- 2.1 To help us review the scheme, the officers supplied us with comparative details of allowances paid to members in other authorities, including
- Details supplied by London Councils of
 - The levels of basic allowance paid across London Boroughs;
 - A limited number of key positions recognised by SRAs and the sums payable
 - A more detailed schedule of the allowances paid within Barnet's neighbouring London Boroughs
 - A comparison with London Councils' own scheme.

3. Reviewing the 2007/08 Scheme

- 3.1 We were asked to review
- the scheme generally, including the basic allowance and the levels, amounts and responsibilities applying to the SRAs
 - requests made to consider SRAs for
 - members of the Pension Fund Committee
 - the chairman of the amalgamated Corporate JNCC

3.2 The limits of external comparative data and the need for a fundamental re-evaluation of roles and responsibilities

3.2.1 We discussed with the officers the difficulty of making objective judgements on the basis of external comparisons. While some valid like-for-like comparison could be made between London Boroughs on the basic allowance, it was less easy to make meaningful comparisons on the SRAs. Different authorities had evolved different systems of governance and different allowance schemes based on local considerations. Even where role titles appear to be the same there is no guarantee that role responsibilities will be the same.

3.2.2 It became increasingly clear to us in our discussion that we need to focus internally in understanding more thoroughly the roles and responsibilities of key post holders within the Council.

3.2.3 We would like to review the details of each key post, and from that make informed comparisons that will allow a fundamental reappraisal of the bands of allowances and the amounts payable.

3.2.4 The officers have undertaken to supply us with information that will allow us to carry out this task, including role profiles, frequency of meetings etc. with a view to commencing the review during the summer and feeding the results into the 2008/09 review.

3.3 Proposals for 2007/08

3.3.1 With our review under way during the coming year, we could see no need for any fundamental change in the interim.

3.3.2 Council has accepted that the annual uplift provision should be based on the local government pay settlement. On the basis of an increase of 2.475% this would produce a basic allowance of £9,735.12 and affect the levels of SRA as shown in Appendix 1 on the basis that

- the responsibilities attached to each level will remain unchanged except as mentioned below, and
- there will similarly be no change in the multiples of the basic allowance used to determine the amount payable for each level of SRA .

3.3.3 As regards the suggested allowances for members of the Pension Fund Committee and the Chairman of the amalgamated CJNCC we concluded as follows:

- **Pension Fund members:**

Based on the level 4 SRA already approved for the Chairman of this committee we felt that level 6 would be an appropriate recognition for the committee's members

- **CJNCC Chairman:**

We felt that this should be related to the level 5 allowance of the Chairman of the General Functions Committee (the parent body) and that the same level would therefore be appropriate for this position.

(these proposals have been incorporated into Appendix 1)

3.3.4 We also looked at the carers' allowance and consider that a small increase from £6 to £7 per hour would be justified.

6. Recommendations

6.1 We recommend that Council

- (a) note that we will be carrying out a review during 2008/9 as described in 3.2 above**
- (b) implement the changes set out in 3.3 above and Appendix 1 for the financial year 2008/09**

Proposed Special Responsibility Allowances 1 April 2008 to 31 March 2009**(old rates in brackets)**

Basic Allowance £9,735 (£9,500)

Scale	Multiple of basic allowance	Proposed amount £	Responsibilities
1	3.5	34,073 (33,250)	Leader
2	1.75	17,036 (16,625)	Cabinet Members Leader of major opposition group
3	1	9,735 (9,500)	Deputy Leader Leader of smaller opposition Group
4	0.75	7,301 (7,125)	Chairmen of Overview and Scrutiny Committees Chairman of Audit Committee Chairman of Planning & Environment Committee Chairmen of Area Planning Sub-Committees Chairman of Pension Fund Committee
5	0.4	3,894 (3,800)	Chairman of General Functions Committee, Chairman Area Environment Sub Committees, Group Secretaries Member of Panel of Licensing Committee Chairmen Chairmen of Residents Forums Chairman of Licensing Committee Chairman of Standards Committee Group Whip (majority party) Chairman of new amalgamated CJNCC (new proposal)
6	0.25	2,434	Group Whips (minority groups)

Scale	Multiple of basic allowance	Proposed amount £	Responsibilities
		(2,375)	Vice Chairman of Cabinet Overview & Scrutiny Committee Vice-Chairman of Planning & Environment Committee Vice-Chairmen of Area Planning and Area Environment Sub-Committees Shadow Cabinet Members (main opposition group) Licensing Committee members Pension Fund Committee members (new proposal)
7.	Not applicable	2,050 (2,000)	Vice-Chairmen of Residents Forums

Council Meeting – 4 March 2008

APPENDIX D

Amendment to be moved in the name of Councillor Alison Moore

To amend 1.5 [a]	replace		£837,156,980	with	£837,777,792
To amend 1.5 [b]	replace		£599,655,090	with	£601,155,090
To amend 1.5 [c]	replace		£237,501,890	with	£236,622,702
To amend 1.6 [e]	replace		£1,082.75	with	£1,076.29
	replace	Band A	£721.83	with	£717.53
	replace	Band B	£842.14	with	£837.11
	replace	Band C	£962.44	with	£956.70
	replace	Band D	£1,082.75	with	£1,076.29
	replace	Band E	£1,323.36	with	£1,315.47
	replace	Band F	£1,563.97	with	£1,554.64
	replace	Band G	£1,804.58	with	£1,793.82
To amend 1.7	replace	Band H	£2,165.50	with	£2,152.58
	replace	Band A	£928.38	with	£924.08
	replace	Band B	£1,083.11	with	£1,078.08
	replace	Band C	£1,237.84	with	£1,232.10
	replace	Band D	£1,392.57	with	£1,386.11
	replace	Band E	£1,702.03	with	£1,694.14
	replace	Band F	£2,011.49	with	£2,002.16
	replace	Band G	£2,320.95	with	£2,310.19
	replace	Band H	£2,785.14	with	£2,772.22

The Labour Group Budget Proposals for 2008-09

PART 1 - REVENUE

	£	£
<u>Variations in Expenditure</u>		
Responsive Park Keepers - 6 posts	168,000	
Youth bus - acquisition and running costs (ongoing costs £46,000 pa)	250,000	
Holiday scheme - 8 weeks Easter / Summer (40 children)	24,000	
Extra Street sweep - weekly in roads off Town Centres	190,000	
Street litter bin	14,100	
Extra Graffiti Team	84,000	
Sustainability Information Officer	65,000	
Empty Homes Officer - make post full time	58,100	
Detached Youth Workers - 2 posts	78,300	
Cycling and Green Transport Development Officer	45,000	
Reduce Cabinet to 8	(38,000)	
Delete Cabinet Adviser post	(62,110)	
Delete Director of Communications	(124,920)	
Delete GIS officer	(28,978)	
Communications & Marketing expenses	(100,000)	
Councillors free CPZ permits	(1,000)	
Parks budget (Mayor making flowers)	(680)	620,812
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<u>Variations in Income</u>		
-	0	0
	<hr/>	
Variation in net service expenditure		620,812
Contribution from balances	(1,500,000)	(1,500,000)
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Variation to revenue budget recommended by Cabinet	(879,188)	(879,188)
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Commentary on Recommendation

It is noted that the contribution from balances is contrary to the Chief Finance Officer's recommendation to Cabinet and Council.

Amendment to be moved in the name of Councillor Monroe Palmer

To amend 1.5 [a]	replace	£837,156,980	with	£837,726,980
To amend 1.5 [b]	replace	£599,655,090	with	£600,225,090

The Liberal Democrat Group Budget Proposals for 2008-09

£ £

PART 1 - REVENUEVariations in Expenditure

Abolish Political Assistants - 2 posts	(82,720)	
Delete post of Cabinet Officer	(62,110)	
Reduce Policy & Partnerships - 5 or more posts	(234,300)	
Neighbourhood Management - 1 post per ward + management and expenses	899,130	
Parks - more flower planting	50,000	570,000
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Variations in Income

-	0	0
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Variation in net service expenditure		570,000
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Contribution from balances	(570,000)	(570,000)
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Variation to revenue budget recommended by Cabinet	0	0
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PART 2 - CAPITAL PROGRAMMEVariation in Capital Programme

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Variation to capital programme recommended by Cabinet	0	0
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Commentary on Recommendation

It is noted that the contribution from balances is contrary to the Chief Finance Officer's recommendation to Cabinet and Council.