

**CAMBRIDGE CITY COUNCIL'S INDEPENDENT REMUNERATION PANEL(IRP);
SUPPLEMENTARY REPORT ON SPECIAL RESPONSIBILITY ALLOWANCES(SRAS), OCTOBER
2017**

Background

1.This report sets out the findings and recommendations of a review which the City Council asked the IRP to undertake in August 2017 as to whether or not SRA payments should be made to City Councillors taking on the following representative roles on bodies external to the City Council.

- Cabinet Member, Audit and Governance Committee Member and Overview and Scrutiny Committee Members of the Cambridgeshire and Peterborough Combined Authority
- Members of the Greater Cambridge Partnership(GCP) Assembly and Police and Crime Panel Member

2.These roles were brought to our attention after the IRP had concluded and reported to the Council on its recommendations on changes to the level and distribution of SRAs.

Review and Conclusions

3.These are, at present, roles where there is minimal evidence available to the IRP as to

- The time commitment involved in taking on these roles or the scope and weight of decision making in these roles
- The impact that Councillor involvement in these new bodies has on their current Council roles and commitments; (whether for instance these are clearly an additional commitment or simply an extension of / adaptation to their current roles)
- The approach being taken by other Councils to remunerating their representatives when sitting on these bodies alongside City Council representatives.

4.In consequence the IRP has decided that any recommendations made on SRA payments at this stage should be for a defined time limited period only and should then be reviewed.

- **Cabinet Member, Combined Authority;** the current post holder has the Strategic Planning portfolio and is a member of the Authority's Investment Group which appears to represent a reasonably significant time commitment in a potentially important role. It is proposed that this role attracts a 25% SRA as was recommended by the IRP to be paid to the GCP/City Deal Board member, but that given the potential overlap between these roles this SRA is reviewed by no later than December 2018
- **Members of the Overview and Scrutiny and Audit and Governance Committees;** the IRP considered recommending that an SRA only be paid to Councillor representatives when they took on the Chair of these committees, (as is normal

practice in other Councils). However given that these are important Committees requiring active councillor engagement in assuring the new Combined Authority's good governance, and that the IRP is being asked to make a recommendation at this stage then it is proposed that an interim SRA of 10% is applied to both roles to be reviewed by no later than 31 December 2018.

- **Members of the GCP Assembly and the Police and Crime Panel;** the GCP Assembly has been in operation for three years without representatives receiving an SRA and there is no evident case for introducing such an allowance. Similarly there is no evidence that any other elected or independent members of the Police and Crime Panel are receiving an allowance for membership.

Summary

5. It is recommended that

- an SRA of 25%¹ of Basic Allowance be paid to the Cabinet Member and an SRA of 10%² of Basic Allowance be paid to Members of the Audit and Governance and Overview and Scrutiny Committees of the Combined Authority
- these payments will be reviewed by no later than 31 December 2018
- The recommended review should take account of clearer and more substantive evidence available at that time as to the requirements on Councillors undertaking these new roles and responsibilities, (and of the remuneration practice of the other Councils involved in the Assembly). Depending on the outcome of this review the SRA payments recommended in this report may be confirmed, adjusted or withdrawn as appropriate at that time.

See over for important addendum to the report dated December 2017

¹ =£1,120 for 2017/18

² =£448 for 2017/18

Addendum to our report of October 2017

The information the group leaders have given us (on 20/12/17) in response to our report of October 2017 has been helpful and we do see that some of the special responsibilities under consideration have evolved further since our work in the early autumn.

We conclude that the only special responsibility allowance which should be recognised at this stage is the Cabinet Member on the Combined Authority and consequently an allowance for 2017/18 should be created. Following discussion with Group Leaders we have decided that further evidence will be required for recommendations on the other outstanding responsibilities which the Council has asked us to review. For the Combined Authority, one year of business will have been completed in May 2018, so our goal is to have a report for consideration in place as soon as is possible after that date. .

We therefore **have amended our recommendations** in our report of October 2017 for consideration by the Civic Affairs Committee on 14 February 2018:

- 1) A special responsibility allowance of 25% of the Basic Allowance (£1,120) be paid to the Cabinet Member on the Cambridgeshire and Peterborough Combined Authority. This is for the 2017/18 Municipal Year ie. backdated to May 2017.
- 2) To carry out further evidence gathering on the work of the city councillor responsibilities on the Combined Authority, Greater Cambridge Partnership and Police and Crime Panel, reporting back to the Civic Affairs Committee in the new Municipal Year.

Background information used by the Panel:

Overview of the Combined Authority (and its governance structure), Greater Cambridge Partnership and Police and Crime Panel and information gathered from each bodies websites.

Role descriptors of the various positions (not all are available)