

Present: Councillors Sargeant (Chair), Davey (Vice-Chair), Dalzell, Dryden Gehring and Moore

FOR ADOPTION BY THE COUNCIL

22/11/Civ Members Allowances / Parental Leave Policy / Virtual Area Committees

The Committee received a report from the Council's Independent Person and the Assistant Chief Executive regarding three topics within democratic services. Firstly the consideration of the Independent Remuneration Panel's report on recommendations for a Members' Allowance Scheme 2022/23; secondly a review of Area Committees which had been held virtually June-December 2021; and finally a response to a Council Motion on a parental leave policy for Councillors.

Councillor Davey proposed the following amendments to the Member Allowance Scheme (deleted text ~~struck through~~, additional text underlined).

Recommendations

- (i) Consider the Panel's report and ~~recommend an~~ with respect to the Allowance Scheme and recommend making the following amendments to Council on 3 March 2022

1) Basic Allowances

The Independent Remuneration Panel Report noted:

"There was a general concern among Councillors that, although the Basic Allowance for City Councillors is now commensurate with that of benchmarked District Councils, the non-typical nature of this council could mean that there are anomalies in the level of Basic Allowance in relation to the spread and depth of responsibilities undertaken by Councillors in Cambridge. The IRP recommends that the level of Basic Allowance be reviewed again in four years – together with the distribution between BA and SRAs."

Cambridge City Council has had a City Deal since 2015 and a Devolution Deal from 2017. These have put additional responsibilities on the Council in addition to those of a District Council. It has also put additional workload on Councillors and this has been partly reflected by SRAs for those who served on the Greater Cambridge Partnership and Cambridgeshire and Peterborough Combined Authority Boards and Committees. The Basic Allowance however has not been

updated to reflect the additional work for Councillors who are for instance directly involved now in transport and highways projects such as the GCP Histon Road and Milton Road schemes and consultations across the city. This has involved working with residents, residents' associations and officers of the GCP and Cambridgeshire County Council and serving as Chairs of Local Liaison Forums.

The Independent Remuneration Panel recommendation is to review the Basic Allowances in 4 years time -2025. This will be 10 years after the City Deal was implemented and 8 years after the Devolution Deal was implemented increasing the responsibilities and workload for Cambridge City Councillors.

Civic Affairs Committee therefore resolves to ask the Independent Remuneration Panel to review the Basic Allowance for Councillors due to the non-typical nature of Cambridge City Council in addition to benchmarked District Councils with an in-year recommendation to be back dated to the beginning of the 2022 / 23 municipal year.

2) Planning Committee and Joint Development Control Committee SRAs

The Planning Committee and Joint Development Control Committee both meet on a monthly basis with meetings lasting typically all day for the Planning Committee and nearly all day for the Joint Development Control Committee. They are regulatory committees and are therefore making decisions on behalf of the Council. They are also involved in site visits. Both committees are typically composed of members who are retired or of independent means and are therefore unrepresentative of Cambridge City Councillors and residents.

Members of the Planning Committee receive 15% of SRA and members of the Joint Development Control Committee receive no SRA. This does not reflect the workload for members of these 2 committees.

Civic Affairs Committee therefore resolves to address this situation by updating the SRAs:

Planning Committee members 30% of Basic Allowance

Joint Development Control Committee members 20% of Basic Allowance

3) SRA for Leader

Civic Affairs Committee notes that the Independent Remuneration Panel recommends the two Deputies SRAs at 25% of an Executive Councillor's allowance – i.e. 0.5 times Basic Allowance. While welcoming this recognition of the role of the Deputy Leaders, this would create the anomaly that Deputy Leaders that have a portfolio responsibility will have allowances close to that of

the Leader of the Council - Leader 2.75 Basic Allowance, Deputy Leader with portfolio responsibility 2.5 Basic Allowance.

Civic Affairs therefore resolves that the SRA for the Leader should be 3 times Basic Allowance to recognise the responsibilities of the Leader of Cambridge City Council

- 4) Any percentage increase in the Basic Allowance increases in line with the National Living Wage

On a show of hands the amendment was carried by 4 votes to 0.

[Updating the financial implications in the attached officer report at paragraph 4a, the amendment results in a total addition to the Allowances Budget of £49,553 in financial year 2022/23. This is because it links to the National Living Wage increase which is known for 2022/23 at 6.6%. An updated Allowance Scheme will be published with the Council Information Pack]

Resolved (by 4 votes to 0) to recommend to Council:

- i. To approve the Members Allowances Scheme as amended above.
- ii. To approve that the Area Committees continue virtually for the March cycle 2022 as set out in paragraph 1.6 of the officer's report.

The Committee also agreed (by 4 votes to 0):

- i. To receive a progress report on the Independent Remuneration Panel's non-financial recommendations in February 2023.
- ii. To note a report recommending a parental leave policy will be submitted later this year.