

## HAMPSHIRE COUNTY COUNCIL

### Decision Report

<b>Decision Maker/Committee/Panel:</b>	Employment in Hampshire County Council
<b>Date:</b>	22 October 2019
<b>Title:</b>	Members Allowances Scheme – Assistant to the Executive – Climate Change
<b>Report From:</b>	Monitoring Officer

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#### Purpose of this Report

1. The purpose of this report is to set out proposals for amendments to the Members' Allowances Scheme following the recommendations of the Independent Remuneration Panel.

#### Recommendation

2. That the EHCC Committee recommends to the County Council that approval be given to amendment of the Members' Allowances Scheme for 2019/20, which takes into account the recommendations of the Independent Remuneration Panel, and the views of the EHCC Committee.

#### Executive Summary

3. The legislative framework governing the payment of Members Allowances is set out in the Local Authorities (Members' Allowances) (England) Regulations 2003 ('the Members Allowances Regulations').
4. Under the provisions of the Members' Allowances Regulations, the County Council is required to make a Members' Allowances Scheme for the payment each year of Members' Allowances. Provisions in respect of the current Members' Allowances Scheme for the years 2018/19 to 2021/22 were determined by the County Council at its meeting on 22 February 2018. Once a Members' Allowance Scheme is made for any year it may be amended during the year in question in accordance with the Members' Allowances

Regulations. It is also possible under the Members' Allowances Regulations for any amendment to the Members' Allowances Scheme to be backdated to the beginning of the financial year in which any such amendment is made.

5. By virtue of the Members' Allowances Regulations, before the County Council can make or amend a Members' Allowances Scheme, it is required to have regard to recommendations made in relation to it by an Independent Remuneration Panel ("IRP"). In this regard the IRP met on 24 September 2019. Minutes of the IRP meeting, and the recommendations of the IRP are attached as an Appendix 1 to this report.

### **Contextual Information**

6. Consideration of amendment to the Members' Allowances Scheme 2019/20 is required in consequence of changes to the County Council's Governance Arrangements following the creation of the new role of Assistant to the Executive – Climate Change.
7. At its meeting on 18 July 2019, the County Council endorsed the decision of Cabinet to declare a Climate Emergency, and the Leader reported to the County Council that there would be a new position of Assistant to the Executive – Environment. At the Extraordinary Council Meeting on 23 September 2019, the Leader announced an update to the title of the position to Assistant to the Executive – Climate Change. This position would be in keeping with the previous role of Assistant to the Executive – Rural Affairs Champion, for which an SRA of 25 per cent of an Executive Member role (£4,345) was payable.
8. The essence of the Assistant to the Executive role is to help support and coordinate political engagement and to provide political advice and support for the developing work of the County Council in respect to the specific remit appointed to by the Leader. In context of the appointment of Assistant to the Executive being a means of providing additional political capacity, the IRP considered whether a standardised SRA for this role be defined, in the same way as for an Executive Member, Select Committee Chairman etc.
9. Amendments to the Members' Allowances Scheme for 2019/20 will be considered by the County Council at its meeting on 7 November 2019.
10. The generic role description for an Assistant to the Executive and the supporting statement for the Assistant to the Executive – Climate Change are attached to this report. Should the recommendation of the IRP in respect of the SRA for the post of Assistant to the Executive – Climate Change be approved, this would be contained within the budget for the Members' Allowances Scheme.

## **11. Recommendations of the Independent Remuneration Panel**

- a) that the IRP supported the proposal of a generic role of Assistant to the Executive and, subject to b) below, that an SRA of 25 per cent of an Executive Member role be applied to the role**
- b) that any future appointments to the role of Assistant to the Executive be based on the generic role and supported by a statement setting out the specific remit of the post for consideration by the IRP**
- c) that the SRA at a) above be applied to the new post of Assistant to the Executive – Climate Change, backdated to the date of appointment (18 July 2019) and reviewed by the IRP in 12 months' time**
- d) that the list of approved duties for the purpose of the payment of travelling and other relevant expenses in the Members' Allowances Scheme be amended to include provision of the role of Assistant to the Executive.**

**REQUIRED CORPORATE AND LEGAL INFORMATION:**

**Links to the Strategic Plan**

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	no
<b>People in Hampshire live safe, healthy and independent lives:</b>	no
<b>People in Hampshire enjoy a rich and diverse environment:</b>	no
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	no

**Other Significant Links**

<b>Links to previous Member decisions:</b>	
<u>Title</u> MEMBERS' ALLOWANCES SCHEME 2017/18, 2018/19, 2019/20, 2020/21 AND 2021/22	<u>Date</u> 22 February 2018
<b>Direct links to specific legislation or Government Directives</b>	
<u>Title</u>	<u>Date</u>

<b>Section 100 D - Local Government Act 1972 - background documents</b>	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

## **EQUALITIES IMPACT ASSESSMENT:**

### **1. Equality Duty**

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

### **2. Equalities Impact Assessment:**

The recommendations in this report relate to the allowances paid for specific roles of individual elected Members and as such there is no impact on groups with protected characteristics.