

AGENDA ITEM

REPORT TO COUNCIL

20 SEPTEMBER 2018

REPORT OF INDEPENDENT RENUMERATION PANEL

INDEPENDANT RENUMERATION PANEL

SUMMARY

This report presents the findings from the review of Stockton Council's members' allowances scheme and the recommends that changes to the scheme to be implemented from 1 April 2019.

RECOMMENDATIONS

Recommend to Council that:-

1. The recommendations of the Independent Remuneration Panel be noted and the following changes to the Council's Members Allowance Scheme be approved:-
 - i) In accordance with the practice adopted by the majority of other local authorities in the region and the Council's CIPFA family nationally, remuneration of co-optee post for Diocesan and Parent Governor representatives be removed.
 - ii) Travel and subsistence allowance be paid to each of these co-opted representatives in accordance with the rates specified within the Members Allowances Scheme.
 - iii) Council write to those recruiting parent governors and diocesan reps to encourage them to actively promote the role.
 - iv) Changes to the scheme be implemented with effect from April 2019

BACKGROUND

1. The relevant legislation is The Local Authorities (Members' Allowances) (England) Regulations 2003. The regulations provide that an authority must make a members' allowances scheme which must include a basic allowance payable to all members and may provide for the following:
 - Special Responsibility Allowance
 - Dependant's carers' allowance
 - Travelling and subsistence allowance
 - Co-optees' allowance

2. The same Regulations also provide for local authorities to establish and maintain an Independent Remuneration Panel (IRP) to make recommendations to the Authority about the allowances to be paid. Details of the current Panel members can be found at **Appendix 1**.
3. The Panel are required to review the operation of the Members allowance scheme as requested and on this occasion, following a request by Members, the Panel have reviewed the Co-optees allowance only.

DETAIL

4. The current members' allowances scheme is based on the recommendations that were agreed by Council on 30 April 2014.
5. The principles of the review were as follows:-
 - Comparable figures, using comparable authorities and Nationally available information (**Appendix 2**)
 - Consideration of previous allowances paid to co-optees through the Stockton Members Allowance Scheme and the number of co-optees appointed from 2005 – 2018 (**Appendix 3**)
 - Consideration of the time input expected of co-optees (**Appendix 4**)
 - Draw Conclusions
 - Agree recommendations to be made to the Full Council
6. In order to draw their conclusion and formulate recommendations for consideration by Cabinet and agreement by Council, the Panel re-assessed the expected time commitment of co-opted representatives, compared and analysed the amount paid to co-optees across the North East and with those authorities that are deemed to be near neighbours as defined by the Chartered Institute of Public Finance Accountants. In addition the Panel considered the number of parent governor co-optees currently appointed compared to previous years and the amount of allowance previously paid.

CONCLUSIONS

7. The IRP agreed that the allowance paid should reflect the level of responsibility and time commitment required by the role. They acknowledged and applauded the work of co-optees and the role they play in the consideration of Education matters on the Councils committees however, the IRP felt strongly that this role should be performed willingly for the benefit of the public and not attract any remuneration. The panel would also like to encourage the recruiting bodies to actively promote the role of the co-optee to avoid vacancies and agreed that it would be appropriate for expenses to be paid in line with the existing members allowances for travel and subsistence scheme. The IRP recommended this approach on a pilot basis until such time as the full Members Allowance scheme is reviewed.

COMMUNITY IMPACT IMPLICATIONS

8. There are no Community Impact Implications arising from this report.

FINANCIAL IMPLICATIONS

9. The proposals submitted by the IRP, if approved by Council, will result in a saving of £2,600 per year from the Council's Members Allowance budget. The costs of the IRP consideration of this matter was approx. £200 based on a half day rate payment of 2 of the 3 panel members.

LEGAL IMPLICATIONS

10. As set out within Section 99 of the Local Government Act 2000 and the Local Authorities Members Allowances Regulations 2001.

COUNCIL PLAN POLICY PRINCIPLES AND PRIORITIES

11. None.

CORPORATE PARENTING IMPLICATIONS

12. None.

RISK ASSESSMENT

13. Low Risk.

CONSULTATION INCLUDING WARD/COUNCILLORS

14. Consultation carried out with the Independent Remuneration Panel.

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Education related No

Background Papers: None

Ward(s) and Ward Councillors: N/A

Property: None

TONY CAMPBELL

PEN PORTRAIT

CURRENT ROLES

MANAGING DIRECTOR – CREATIVE GLASS LTD, STOCKTON-ON-TEES

Founded new design based company in 1992 to operate in a niche market. With no previous experience in glass industry researched and identified a gap, Creative Glass have now filled this gap and gone beyond this to further develop their own markets through innovation and technological advancement. Company has now grown to employ 10 staff, often collaborate and project manage a cluster of specialists to compete for and complete major projects. Very strong brand identity (registered trademark) operates across UK and beyond.

CURRENT INVOLVEMENT WITH REGIONAL ACTIVITIES

STOCKTON RENAISSANCE – MAIN BOARD MEMBER founder member 2000 (voluntary)

CHAIR – STOCKTON ECONOMIC REGENERATION AND TRANSPORT THEMATIC PARTNERSHIP founding Chair from 2000 to present (voluntary)

CHAIR – TEES VALLEY ARTS 2006 to present (voluntary)

CHAIR – CREATIVE STOCKTON STEERING GROUP (voluntary) New initiative to develop the creative industries in Stockton.

STOCKTON ART AND CULTURE PARTNERSHIP BOARD 2008 to present (voluntary)

COHESION GLASS MAKERS NETWORK – BOARD MEMBER 2000 to present (voluntary) organisation closely tied with the National Glass Centre and University of Sunderland, to develop and support glass as a business activity in the north east.

COMMUNITY FOUNDATION – FAIR SHARE TRUST PANEL 2004 to present (voluntary)

YOUNG ENTERPRISE involved at various stages as mentor and judging panels (voluntary)

NORTH EAST BUSINESS SUPPORT NETWORK – EXEC BOARD 2004 to 2008 (voluntary)

PREVIOUS EMPLOYMENT HISTORY

1989-1992 NETA GROUP – BUSINESS DEVELOPMENT MANAGER

Charged with diversification of groups activities, many of which still form the basis of the company today.

1983-1989 CROSSLEY BUILDERS' MERCHANTS GROUP – Group Business Development Manager. During a very exciting period the group expanded from initial 22 locations to 125. Commenced as General Manager of flagship branch with 120 staff. Following take-over of competitor moved to coordinate integration of new acquisition.

1977-1983 J.T. DOVE BUILDERS' MERCHANTS

ACADEMIC HISTORY

1986 Post Graduate DIPLOMA IN MANAGEMENT STUDIES – TEESSIDE UNIVERSITY

1977 B.A. Social Science (ECONOMICS) – SUNDERLAND POLYTECHNIC

1979 INSTITUTE OF BUILDERS' MERCHANTS DIPLOMA – Regional Prize Winner – Herbert Dove Memorial Prize.

PERSONAL STATEMENT

Resident of Stockton since 1977. Actively involved in the economic and cultural development of the area. Have attended almost every SIRF since its inception in 1987. Keen to support democratic processes of the borough.

MARK WHITE OBE DL

PEN PICTURE

Chair of Governors of Stockton Riverside College (and chair of Finance & Employment Committee and Remuneration Committee); Visiting Fellow of Teesside University; a Deputy Lieutenant of County Durham; appointed OBE in the Queen's birthday honours list 2016 for services to education particularly in Teesside; former Head of Vice-Chancellor's Office and Secretary to Board of Governors of Teesside University; Chair of Association of Colleges (AoC) Governors Council; AoC Board member and Chair of Governance Portfolio Group; Board member of AoC Sport; Trustee of AoC Charitable Trust; Chair of AoC north east Regional Committee; member of AoC Audit Committee, Remuneration Committee and Employment Committee; Director and Trustee of Education and Training Foundation (ETF); Chair of ETF Finance & Resources Committee; Chair of Governors of Abingdon Primary School, Middlesbrough; Director of Longfield Academy Trust, Darlington; Chair of Governors of Darlington School of Mathematics and Science; Governor of North Tees and Hartlepool NHS Foundation Trust (and member of Strategy and Service Development Committee); Trustee of Halo Project; Patron of Investing in People and Cultures community interest company; former Chair of Bede 6th Form College, Billingham; former member of Court of University of Bradford; former Chair of mima (Middlesbrough Institute of Modern Art) Friends; former Governor of North East Ambulance Service NHS Foundation Trust; Fellow of Royal Society of Arts (FRSA); Accredited member of Association of University Administrators (AAUA); honorary life member of Teesside University Students' Union (and awarded Extraordinary Contribution to Student Life Award 2016); awarded Tees Valley BME Network Lifetime Achievement Award 2015; awarded elected Mayor of Middlesbrough Mayor's Award 2014.

TERRY LAING

PEN PICTURE

Married with one grown up son.

Actively employed before retiring in 2006 having spent some 40 years mainly with a multi national manufacturing company.

I am a vastly experienced accountant with extensive business and accounting knowledge. This covers many aspects of a highly successful business organisation.

A highly motivated, respected manager able to promote team based working in a low cost, high quality changing business environment.

In the latter years headed up a team that implemented and managed a corporate shared service accounting solution for UK and European subsidiaries.

Served Hartburn as a local councillor for nine years, four years as a cabinet member for Finance and Human Resources. I was also a member of the Police Authority and more latterly the Police and Crime panel. Having served on a multitude of committees I am very knowledgeable regarding the activities of a very diverse council service within the borough of Stockton-on-Tees.

I am a keen golfer and a well-known local sportsman. Served as a treasurer and management committee member of Stockton Victim Support. Past chair of Stockton Referees Association and Holy Trinity parent teachers association.

Together with my wife, Sue, we are local ambassadors for a meningitis charity, which has kindly been nominated by this year's mayor, Ken Dixon as one of his sponsored charities.

CIPFA Family

Authority	Co-opted/Parent Governor Rep	£
Telford and Wrekin	TBC	
Darlington	3 Reps (All vacant)	0
St Helens	5 Reps 3 PG, 2 Diocesan	0
Rotherham	TBC	
Calderdale	4 Reps 2 PG, 2 Diocesan	PG – 317 Diocesan - 0
Wakefield	TBC	
Dudley	TBC	
Medway	3 Reps 2 PG, 1 Diocesan	0
Barnsley	5 Reps 2 PG (1 vacancy), 2 Diocesan	0
Doncaster	3 Reps 1 PG, 2 Diocesan	618
Bolton	TBC	
Bury	5 Reps 2 PG, 3 Diocesan	0
Warrington	4 Reps 2 PG, 2 Diocesan	0
North Lincolnshire	TBC	

Legislation provides for the following co-optees to be appointed

- 2-7 Parent Governors (PG)
- 1 Catholic Diocese (CD)
- 1 Church of England Diocese (CofED)

TWELVE NORTH EAST AUTHORITIES

Authority	Co-opted/Parent Governor Rep & Diocesan Reps	£
Stockton	2 PG Reps 2 Diocesan Reps	650
Redcar and Cleveland	2 PG (co-opted members)	620
Hartlepool	3 PG Reps 2 Diocesan Reps	0
Middlesbrough	0 PG Reps 1 Diocesan Reps	£10 per meeting to cover mileage / subsistence
Darlington	3 Reps (All vacant)	0
Gateshead	5 Co-opted Reps	0
Newcastle	2 PG (Vacant) 2 Diocesan	439
South Tyneside	1 PG (Vacant) 1 Diocesan rep	0
Sunderland	1 PG (1 Vacant) 2 Diocesan Reps	0
North Tyneside	2 PG Reps 2 Diocesan Reps	996
Durham	2 PG Reps (Vacant)	0
Northumberland	2 PG Reps (Vacant) 3 Diocesan Reps	0

PAYMENTS TO PARENT GOVERNOR REPS

Date	Payment £	
2005/6	500	6 P.G. Reps
2007/8	512.50	6 P.G. Reps
2008/9	525	6 P.G. Reps
2009/10	600	6 P.G. Reps
2010/11	650	6 P.G. Reps
2012/13	650	6 P.G. Reps until 2013
2013/14		
2014/15	650	4 P.G. Reps from 2015 due to resignations
2015/16	650	3 P.G. Reps from 2016 (resignation)
2016/17	650	2 P.G. Reps from 2017 (resignation)
2017/18		

TIME COMMITMENT

Exec Scrutiny

- 2 Meetings per year
- Length of Meeting 2 hours

CYP Select

- 10 meetings per year
- Length of Meeting 2 hours