



SHEFFIELD CITY COUNCIL Report to Council

Report of: Report of Interim Director of Legal and Governance

Date: 1st March 2023

Subject: Members' Allowances: Report of the Independent Remuneration Panel

Author of Report: Jason Dietsch, Head of Democratic & Member Services

Purpose of Report:

The purpose of the report is to seek approval of the recommendations made by the Independent Remuneration Panel to introduce a Special Responsibility Allowance (SRA) for the Chair of the Health Scrutiny Sub-Committee and any additional Sub-Committees that are established.

Recommendations:

That the Council approves:

1. a Special Responsibility Allowance (SRA) for the Chair of the Health Scrutiny Sub-Committee at Band C (£7,803 per annum) and that the allowance be backdated to the start of the Municipal Year 2022/23.
2. an SRA at Band C (£7,803 per annum) for the Chair of any additional Sub-Committees that are established, subject to the requirement that no Councillor shall be entitled to receive more than one payment by way of an SRA as detailed in The Local Authorities (Members Allowances) (England) Regulations 2003.

Background Papers: NONE

Category of Report: OPEN

Statutory and Council Policy Checklist

Financial & Commercial Implications
YES – Cleared by Matthew Ardern
Legal Implications
YES – Cleared by Andrea Simpson
Equality of Opportunity Implications
YES – Cleared by Ed Sexton
Climate impact
NO
Tackling Health Inequalities implications
NO
Human Rights implications
NO
Economic impact
NO
Community Safety implications
NO
Human Resources implications
NO
Property implications
NO
Area(s) affected
NONE
Is the item a matter which is reserved for approval by the City Council?
YES
Press release
NO

1. INTRODUCTION & BACKGROUND

- 1.1 The current Members' Allowances Scheme was approved by Council on 18 May 2022. Since the Scheme's approval, a request has been received to consider whether a Special Responsibility Allowance should be introduced for the Chair of the Health Scrutiny Sub-Committee. The current Scheme does not include an SRA for the Chair of the Health Scrutiny Sub-Committee.
- 1.2 The Council can amend its Scheme at any time if it needs or chooses to do so and is required by regulations to seek, and have regard to, the views of an Independent Remuneration Panel (IRP).
- 1.3 The Independent Remuneration Panel met on 16 February 2023 to consider whether an SRA should be introduced for the role of Chair of the Health Scrutiny Sub-Committee. The Panel considered the role of the Chair of the Health Scrutiny Sub-Committee and research into other Council's Members' Allowances Schemes. The report of the Panel is attached at Appendix 1 of this report.

2. PROPOSALS

- 2.1 The Health Scrutiny Sub-Committee meets six times a year and carries out functions delegated from the Adult Health and Social Care Policy Committee regarding the review and scrutiny of local health services, including the power of referral to the Secretary of State for Health, under the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013.
- 2.2 The Chair of the Health Scrutiny Sub-Committee is also appointed by Council to serve on the South Yorkshire, Derbyshire and Nottinghamshire Joint Health Overview and Scrutiny Committee (JHOSC). This Committee is established jointly by Barnsley Metropolitan Borough Council, Derbyshire County Council, City of Doncaster Council, Nottinghamshire County Council, Rotherham Metropolitan Borough Council and Sheffield City Council, in accordance with the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013, to scrutinise healthcare decisions, strategy, and forward plans for transformation across the Integrated Care System footprint.
- 2.3 When the new governance system was implemented in 2022, it was expected that the Health Scrutiny Sub-Committee would be Chaired by the Chair of the Adult Health and Social Care Policy Committee, therefore an SRA was not included in the Members' Allowances Scheme. However, a different Chair was appointed to the Sub-Committee by Council in June 2022.
- 2.4 The Independent Remuneration Panel reviewed the role and responsibilities of the Chair in comparison with other Chairs, both within

the Council and in comparative Councils, and recommended that this role should receive an SRA on Band C (£7,803 per annum) to reflect the work and responsibilities of the position.

2.5 The Panel distinguished the SRA for Chairs of Sub-Committees from the SRA for the Chair of the Finance Sub-Committee, which is set at Band A in the current Members' Allowances Scheme, due to the Finance Sub-Committee having the ability to take decisions on some finance and property issues which are otherwise reserved to the Strategy and Resources Policy Committee.

2.6 It is proposed that the Council considers the recommendations of the Independent Remuneration Panel:

That the Council approves:

1. a Special Responsibility Allowance (SRA) for the Chair of the Health Scrutiny Sub-Committee at Band C (£7,803 per annum) and that the allowance be backdated to the start of the Municipal Year 2022/23.
2. an SRA at Band C (£7,803 per annum) for the Chair of any additional Sub-Committees that are established, subject to the requirement that no Councillor shall be entitled to receive more than one payment by way of an SRA as detailed in The Local Authorities (Members Allowances) (England) Regulations 2003.

2.7 The requirement that no Councillor shall be entitled to receive more than one payment by way of an SRA is a condition of the Members' Allowances Scheme approved by Council on 18 May 2022.

3. RISK ANALYSIS & IMPLICATIONS

3.1 Legal Implications

3.1.1 It is a requirement of the Local Authorities (Members' Allowances) (England) Regulations 2003 that an Independent Panel on Members' Allowances has to consider certain issues and put forward recommendations for the Council to consider. It is for the Council to decide on the Members' Allowances Scheme that is put in place, having regard to the Panel's recommendations.

3.2 Financial and Commercial Implications

3.2.1 The financial implications arising from the approval of the Members' Allowances Scheme are dependent upon the action which the Council takes in response to the issues raised in the report of the Independent Remuneration Panel.

3.2.2 The Panel recommendations are that a new Special Responsibility Allowance be introduced for the Chair of the Health Scrutiny Sub-Committee and other Sub-Committees that may be established in the

future. The Panel determined that the SRA should be introduced at Band C (£7,803 per annum) and that this be backdated for the Municipal Year 2022/23. The current budget for SRAs is £334k, therefore there is a cost increase to the SRA budget of £7,803 per annum which will be managed within the existing budget envelope until an appropriate time when the budget can be reviewed. This allowance is also subject to employer National Insurance (NI) contributions which increases costs.

- 3.2.3 Members' Allowances are subject to an annual adjustment which is ascertained by reference to an index. In relation to Special Responsibility Allowances, the annual index is the average percentage officer pay award in Sheffield (normally determined by using the annual pay increase awarded to local government employees under the National Joint Council for Local Government Services national agreement). The Members' Allowances Scheme approved by Council in May 2022 set the Band C SRA at £7,500, this was increased to £7,803 when the annual adjustment was applied for 2022/23.

3.3 **Equality of Opportunity Implications**

- 3.3.1 As a Public Authority, we have legal requirements under section 149 of the Equality Act 2010. These are often collectively referred to as the 'general duties to promote equality'. We have considered our obligations under this duty by completing an initial Equality Impact Assessment (no. 1478) which found that there are few direct equality of opportunity implications arising as a result of this report. We do however reflect that the level of allowances agreed for Members in general may impact on the aim of attracting more members of the public from all sections of the community to stand for public office, however these are in line with other Member Allowances.

4. **ALTERNATIVE OPTIONS CONSIDERED**

- 4.1 In their determination of the matter, the Panel considered two questions: (1) whether the role should receive an SRA and, if it was decided that it should receive an SRA, (2) what rate the SRA should be set at. The Panel's reasons for reaching their decisions are included throughout this report.

5. **REASONS FOR RECOMMENDATIONS**

- 5.1 In reaching the decision, the panel acknowledged that the role of the Chair of the Health Scrutiny Sub-Committee was broad and onerous and involved significant preparation ahead of meetings. They also recognised that the role included a commitment to working with regional partners including the Joint Health Overview and Scrutiny Committee.
- 5.2 In determining the level of SRA that should be awarded to this post, the Panel considered the need for the Chair to have the capacity to carry out community engagement work and that the profile of the role and review and scrutiny of health services should be recognised in the context of the

current situation and challenges for health services.

- 5.3 The Panel recognised that the role of Chair of the Charity Trustee Sub-Committee was not eligible for an SRA in the current Members' Allowances Scheme. This role is currently undertaken by the Co-Chair of the Finance Sub-Committee who would not be entitled to receive an SRA under the one SRA rule. However, if the role was filled by a Councillor not in receipt of an SRA, then this role, and other future Chairs of Sub-Committees, should receive an SRA at Band C, which was the same rate as the SRA for the Chair of the Health Scrutiny Sub-Committee, to ensure consistency.
- 5.4 The Panel considered the definition that Sub-Committees are bodies that are delegated specific functions from the Policy Committee and have the power to exercise those functions on behalf of that Policy Committee. Sub-Committees were distinguished from task and finish groups which the Panel defined as groups that are established to focus on one particular area to make best use of Committee resources and are time limited.



Report of the Independent Remuneration Panel

1 Purpose of Report

- 1.1 The purpose of this report is to outline the Independent Remuneration Panel's recommendations following their review of the Special Responsibility Allowance for the Chair of the Health Scrutiny Sub-Committee.

2 RECOMMENDATIONS

- 2.1 The Panel have made the following recommendations to Council:

1. That a Special Responsibility Allowance (SRA) be introduced for the Chair of the Health Scrutiny Sub-Committee at Band C (£7,803 per annum) and that the allowance be backdated to the start of the Municipal Year 2022/23.
2. That an SRA be introduced at Band C (£7,803 per annum) for the Chair of any additional Sub-Committees that are established, subject to the requirement that no Councillor shall be entitled to receive more than one payment by way of an SRA as detailed in The Local Authorities (Members Allowances) (England) Regulations 2003.

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- 4.1 In reaching the decision, the Panel acknowledge that the role of the Chair of the Health Scrutiny Sub-Committee is broad and onerous and involves significant preparation ahead of meetings. The Panel also recognises that the role includes a commitment to working with regional partners including the Joint Health Overview and Scrutiny Committee.
- 4.2 In determining the level of SRA that should be awarded to this post, the Panel acknowledges the need for the Chair to have the capacity to carry out community engagement work and that the profile of the role and review and scrutiny of health services should be recognised in the context of the current situation and challenges for health services.
- 4.3 The panel recognises that the role of Chair of the Charity Trustee Sub-Committee is not eligible for a SRA in the current Members' Allowances Scheme. This role is currently undertaken by the Co-Chair of the Finance Sub-Committee who would not be entitled to receive an SRA under the one SRA rule. However, the Panel determines that, if the role was filled by a Councillor not in receipt of an SRA, then this role and other future Chairs of Sub-Committees should receive a SRA at Band C, which is the same

rate as the SRA for the Chair of the Health Scrutiny Sub-Committee, to ensure consistency.

- 4.4 The Panel recognises the definition that Sub-Committees are bodies that are delegated specific functions from the Policy Committee and have the power to exercise those functions on behalf of that Policy Committee. Sub-Committees were distinguished from task and finish groups which the Panel define as groups that are established to focus on one particular area to make best use of Committee resources and are time limited.