

Brighton & Hove City Council
For General Release

Meeting: Policy and Resources Committee
Council

Date: 13 April 2005
28 April 2005

Report of: The Independent Remuneration Panel

Subject: Review of Mayoral Allowances

1. Purpose of Report and Policy Context

- 1.1 To consider the recommendations of the Independent Remuneration Panel following it's review of the allowances paid to the Mayor and Deputy Mayor.

2. Recommendations

- 2.1 That the Mayor's Allowance be increased by 2.5% to £11,255 in line with non-salary inflation with effect from 13th May 2005;
- 2.2 That having concluded that there was scope for a greater increase to be applied to the Deputy Mayor's allowance but also having regard to budgetary constraints for 2005/06, this allowance be increased by 2.5% to £2,803 in line with non-salary inflation with effect from 13th May 2005;
- 2.3 That with regard to 2.2 above, the Deputy Mayor's allowance be increased to £3,151 in May 2006 and the non-salary inflation rate be applied to this figure when it can be established;
- 2.4 That each municipal year thereafter non-salary inflation be added to the Mayor's and Deputy Mayor's Allowances provided that the inflation rate remains constant and subject to any further review of the Independent Remuneration Panel;
- 2.5 That an attendance allowance of £35.00 be made payable to past mayors who undertake engagements on behalf of the Mayor as detailed in paragraphs 3.6 and 3.7 of the report.

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3. Background/Information

- 3.1 Although the payment of the mayoral allowances does not fall within the remit of the Panel, having undertaken a review in the spring of 2004, and having regard to the fact that the Panel had recently reviewed Members' allowances, it was felt that the Panel

should be requested to undertake a further review.

- 3.2 The Panel decided that as well as undertaking research in respect of the level allowances paid by other authorities, individual interviews with the current Mayor, Deputy Mayor and a former-mayor should be completed. The Panel met on the 21st February with the Members concerned and agreed to also meet with the Mayor's Secretary.
- 3.3 The Panel met on the 16th March to review the results of the interviews and the information in respect of other authorities taking into account the following:
- the level of allowances currently paid to the Mayor and Deputy Mayor for undertaking their duties and learnt whether the post-holders felt that these were adequate for the purpose they were intended;
 - the option of reversing the current procedures and appointing Councillors to the position of Deputy Mayor immediately before becoming Mayor rather than in the following year; and
 - that former Mayors undertaking mayoral engagements did not receive any form of remuneration and were asked to consider whether this situation should be changed in any way.
- 3.4 The Panel was informed that the current Mayor had undertaken 371 engagements between the start of the municipal year in mid May 2004 and the end of January 2005. Previous years' engagements had ranged from 411 to 556. The allowance paid for the full mayoral term was £10,980 and it was felt that the allowance was set at broadly the right level.
- 3.5 The Panel was informed that the current Deputy Mayor had undertaken 55 mayoral engagements to date during the municipal year and noted that each of the three councillors questioned felt the level of allowance of £2,745 was insufficient. The councillors felt that given the number of engagements covered, the time impact and personal financial contributions that had to be made an increase was warranted.
- 3.6 The Panel accepted the view that the Deputy Mayor's allowance should be revised but did not accept that the differential with the mayoral allowance was significant. The Panel also felt that there was a need to take into account the budgetary implications of any increase and in order to allow for necessary financial planning, took the view that a slightly larger increase should not be implemented until the 2006/07 municipal year. Having considered the differing levels of allowances paid by other authorities and taking into account the number of engagements that were undertaken by the Deputy Mayor, the Panel concluded that the allowance should be

increased to £3,151 plus non-salary inflation.

- 3.7 Members interviewed did not support the idea of reversing the mayoral roles at the current time having regard to the political make-up of the council. The Panel were

mindful of the fact that the National Association of Civic Officers supported the process of a Deputy Mayor becoming the Mayor in the following year, but felt that the current system was appropriate for the Council.

- 3.8 The Panel noted that former Mayors received no remuneration for attending mayoral engagements on behalf of the Mayor other than reimbursement of mileage for the use of private transport in accordance with the rates determined under the Members' Allowances Scheme. The Panel was of the view that no parallels could be drawn between the various engagements that were covered by former Mayors and that it would not be appropriate to seek to have an annual allowance in line with either the Mayor or Deputy Mayor.
- 3.9 In view of the fact that a number of former Mayors may be asked to represent the Mayor during the year, it was felt that a flat-rate attendance allowance would be more appropriate. This would ensure all former Mayors were treated equally irrespective of the engagement they had to cover and would be the most cost-effective method in terms of administration and payment for such duties.
- 3.10 Having reviewed the number and variety of engagements undertaken by former Mayors and noting that for the current year a total of 19 had been covered, the Panel were of the view that the average length for an engagement inclusive of travel time was three hours. It was felt that this should then be multiplied by a suitable hourly-rate and that the rate of £11.963 used for calculating the Basic Allowance was regarded as the most appropriate. This then gave a figure of £35.00 which would be payable for each engagement undertaken by a former Mayor, and would be subject to revision following any increase in the calculation of the hourly-rate.

4. Consultation

- 4.1 The Panel has met with the Mayor, Deputy Mayor and a former Mayor all of whom came from different political groups. The comments made by those councillors have been taken into consideration in conjunction with the information obtained from other authorities and the National Association of Civic Officers.

COMMITTEE REPORT APPENDIX



Meeting/Date	Policy & Resources Committee 13 April 2005
Report of	Independent Remuneration Panel
Subject	Review of Mayoral Allowances
Wards affected	All
Financial implications The proposed 2.5% increase in allowances equates to an increase in expenditure of £333.00 in a full year. The proposed attendance allowance for former mayors would have to be met from the mayoral budget and based on the current year would equate to an increase in expenditure of £665.00 in a full year although this could differ for each mayoral year. The anticipated cost of this proposal can be met from the Mayoral Budget for 2005/2006.	
Finance Officer consulted: <i>Allan Clarkson</i> Date <i>29.03.05</i>	
Legal implications The proposals in this report comply with the requirements of the Local Authorities (Members' Allowances) (England) Regulations 2003 and associated guidance. There are no adverse Human Rights Act implications arising from this report.	
Lawyer consulted: Abraham Ghebre-Ghiorghis, Head of Law. Date 14/03/05	

Corporate/Citywide implications There are no implications arising from the report.	Risk assessment Not applicable
Sustainability implications There are no direct sustainability issues arising from the report.	Equalities implications There are no implications arising from the report.
Implications for the prevention of crime and disorder There are no specific implications arising from this report.	

Background papers 1. Notes of the meeting held on the 21 st March 2005 2. Information obtained from other local authorities.
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