



**REPORT of  
DIRECTOR OF STRATEGY, PERFORMANCE AND GOVERNANCE**

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**to  
ANNUAL COUNCIL  
18 MAY 2023**

**REVIEW OF MEMBERS SPECIAL RESPONSIBILITY ALLOWANCES**

**1. PURPOSE OF THE REPORT**

- 1.1 This report is to present recommendations from the Independent Remuneration Panel (IRP) on Special Responsibility Allowances (SRA) (attached at **APPENDIX 1**) for review and approval by the Council.

**2. RECOMMENDATIONS**

That the Council considers the following recommendations from the Independent Remuneration Panel on Special Responsibility Allowances (SRA):

- (i) That the role of the District Planning Committee Chairman be awarded an SRA of 37.5%. (The Panel understands that this role is currently not receiving an SRA and is of the opinion that this anomaly should be addressed as early as possible.);
- (ii) That the SRA currently paid to the role of the Overview and Scrutiny Committee Chairman be reviewed to 37.5% to reflect the infrequency of meetings and the workload.

**3. SUMMARY OF KEY ISSUES**

- 3.1 At the Council meeting held on 15 December 2022 Members requested that the current SRAs for Members be reviewed to ensure they are fairly applied and consistent with other Local Authorities.
- 3.2 Benchmarking data was collated and compared to Maldon District Council's payments along with statistics on the frequency of meetings and responsibilities that attract the SRA payments.
- 3.3 The IRP met on 17 February 2023, reviewed the data and provided recommendations (**APPENDIX 1**) illustrating their assessment of the questions asked of them by Members and set out their recommendations based on these. The details of the IRP findings and decisions governing the suggested amendments to the SRAs are clearly outlined.
- 3.4 Since the IRP met there have been further meetings of the Overview and Scrutiny Committee. At the end of the municipal year the Committee met four times and twice as the Crime and Disorder Committee.

3.5 The following table shows the current SRA allowances:

<b>Special Responsibility</b>	<b>Percentage</b>
Leader of the Council	250.0%
Deputy Leader of the Council	100.0%
Leader of the Opposition	100.0%
Chairman of the Council	100.0%
Vice-Chairman of the Council	10.0%
Chairman of a main Committee	100.0%
Vice-Chairman of a main Committee	25.0%
Chairman of an Area Planning Committee	37.5%
Chairman of the Overview and Scrutiny Committee	75.0%

#### **4. CONCLUSION**

4.1 The IRP reviewed the SRAs using the data provided and discussed their findings with the Resources Manager. The reasons for their findings and explanations for the two recommendations were understood and agreed. Members are asked to consider the notes of the IRP and approve the changes to the SRAs recommended.

#### **5. IMPACT ON STRATEGIC THEMES**

5.1 With regard to the three Strategic Themes, which underpin the Council's vision for the District this report ensures that allowances paid for Members to work on behalf of Maldon District are transparent, fair and equitable and have been benchmarked with other Councils.

#### **6. IMPLICATIONS**

- (i) **Impact on Customers** – None identified.
- (ii) **Impact on Equalities** – None identified.
- (iii) **Impact on Risk** – None identified.
- (iv) **Impact on Resources (financial)** – The cost of the additional allowance for the District Planning Committee Chairman is £2k. The saving on the reduction in allowance of the Overview and Scrutiny Committee Chairman would be £2k.
- (v) **Impact on Resources (human)** – None identified.
- (vi) **Impact on the Environment** – None identified.
- (vii) **Impact on Strengthening Communities** - None identified.

Background Papers: None.

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