

Independent Person(s) Remuneration

To: Constitution and Ethics Committee

Meeting Date: 2 May 2023

From: Service Director: Legal and Governance

Outcome: The committee is asked to review its decision to increase the remuneration to Independent Person(s) annually in line with the percentage increase in staff salaries (non-management band).

Recommendation: The committee is asked to:

Agree that the annual increase in remuneration for Independent Person(s) be based on an indexation of 3.8% per annum.

Officer contact:

Name: Michelle Rowe
Post: Democratic Services Manager
Email: michelle.rowe@cambridgeshire.gov.uk
Tel: 01223 699180

Member contact:

Names: Councillors Sebastian Kindersley and Alex Bulat
Post: Chair / Vice-Chair
Email: skindersley@hotmail.com, alex.bulat@cambridgeshire.gov.uk
Tel: 01223 706398

1. Background

- 1.1 Section 28 of the Localism Act 2011 requires an authority to appoint at least one independent person whose views will be sought and taken into account in connection with the process for handling allegations that members have breached the code. These independent persons also sit on the advisory panel for the appointment of the Head of the Paid Service and the dismissal of the Head of the Paid Service, Section 151 Officer or Monitoring Officer, in order that the Council meets the requirements of the Local Authorities (Standing Orders) (England) Regulations 2015.
- 1.2 On 10 May 2022, Full Council approved recommendations from the Constitution and Ethics Committee to reappoint Gillian Holmes and Grant Osbourn for a period of two years until 15 October 2024. Following difficulty recruiting to the role in 2019, it also set the level of remuneration for independent person(s) to £1000 per annum, to be increased annually in line with the percentage increase in staff salaries (non-management band).

2. Main Issues

- 2.1 National negotiations for the National Joint Council pay scale that applies to the Council grades 1-SO2 resulted in an increase of £1,925 per scale point. The Council's Corporate Leadership Team agreed to also pay this to all points on the Professional and Management (P&M) pay scale. The Staffing and Appeals Committee also agreed to provide this increase to Leadership Pay Scales.
- 2.2 The Independent Remuneration Panel was asked as part of its mini review in November 2022 to re-consider the recommendation, agreed by Full Council at its meeting on 20 May 2021, that members' allowances be increased annually in line with the percentage increase in staff salaries (non-management band) from 10 May 2021 for a period of up to four years. This was in the light of the complexities associated with the proposed pay rise in staff salaries (non-management band) employees.
- 2.3 At its meeting on 13 December 2022, Full Council agreed to accept the Independent Remuneration Panel's recommendations, which were that indexation should now be based on the median P&M Pay Scale of £50,838. This equated to an indexation of 3.8% per annum.
- 2.4 It is therefore proposed that the remuneration for independent person(s) should also be based on an indexation of 3.8% per annum, which would result in an increase of £38 in 2023/24.

3. Source Documents

- 3.1 [Chapter 7 of the Localism Act 2011](#)
- 3.2 [The Local Authorities \(Standing Orders\) \(England\) \(Amendment\) Regulations 2015](#)
- 3.3 [Constitution and Ethics Committee Meeting - 26 April 2022](#)
- 3.4 [Full Council Meeting - 10 May 2022](#)
- 3.5 [Full Council Meeting - 13 December 2022](#)