

## **Overview and Scrutiny Councillor Remuneration 2013/14**

### **Purpose**

- 1 As requested by the Management Committee at the last meeting, to report on the initial ideas of the Chairman and Vice-Chairman to the allocation of the remuneration fund in support of key overview and scrutiny activities.

### **Background**

- 2 The report from the last meeting setting out the views of the Independent Remuneration Panel (IRP) and the current scheme based on a “share” allocation per qualifying activity can be accessed from the website for background if needed .
- 3 It was clear from the views expressed by the IRP, Leader and full Council that the scheme needed an overhaul in order to better reflect the key positions (other than those recognised as attracting a special responsibility allowance) and the important role OS had in supporting delivery of the Council’s Business Plan. The scheme should also reward exceptional performance and be simple to administer. The Management Committee felt at the last meeting that they would prefer the Chairman and Vice-Chairman to propose an alternative scheme for them to comment on rather than give initial guidance.

### **Revisions**

- 4 As a consequence, the Chairman and Vice-Chairman have developed some suggestions for a revised scheme based on the chairs of task groups being the main recipients of the fund subject to the following performance measures being applied to them (and the establishing parent select committee):
  - activity should support the delivery of the Business Plan
  - have clear terms of reference and timescale for the task group
  - ensure the task is adequately scoped including having outcome focused recommendations and demonstrating suitable engagement with partners, stakeholders, communities and customers (proportionate to the scale of the issue)
  - encourage participation from all members appointed to the task group especially those new to the work of OS

- ensure suitable consultation with the lead Cabinet member/Portfolio holder and senior officers throughout the process
  - demonstrate the efforts made to achieve consent among the members to the content of the final report
  - lead the presentation of the report at the select committee and the Cabinet (and/or Cabinet Member) and with partners and other contributors
  - manage suitable promotion/publicity of the review
  - ensure appropriate formal response from the Executive and other partners as necessary
  - continue engagement to ensure implementation of agreed recommendations
  - provide a final one-sided report to the chairs and vice–chairs of the management committee and relevant select committee as appropriate demonstrating the above (officers to devise proforma).
- 5 The scheme to also provide an incentive for those that lead a rapid scrutiny exercise and serve on project boards.

### **Calculation**

- 6 How individual payments from the fund are to be calculated has yet to be determined. A set fee or division of the total fund are options although they have implications depending on the number of activities during the year.

### **Limitations**

- 6 The current scheme requires a minimum of 50% attendance to qualify. A higher threshold should be applied to chairmen of task groups if payment is to be based on a range of performance requirements.
- 7 Those already in receipt of a Special Responsibility Allowance would not attract payment from the fund similar to the current scheme.
- 8 Consideration should be given to the maximum number of payments that can be made to one person - perhaps 2?
- 9 Depending on the approach this could create a balance in the fund at year end?

### **Conclusions**

- 10 The Chairman and Vice-Chairman have tried to reflect the views of the IRP in a scheme geared towards task group activity. Members have indicated this is where the most effective and enjoyable work is done especially when helping

to develop policy rather than post-decision scrutiny. The measures listed are not intended to be a definitive list and therefore open to the Management Committee to amend these as appropriate, to set and adjust limits and to add other activities.

- 11 It is clear from discussions that there is no one simple scheme that will provide the necessary incentive and reward. Change was needed (other than to abolish the scheme) but it should be inclusive, make sense and its purpose widely understood. A link to good performance was highlighted by the IRP.
- 12 The scheme provides for allocation at year end so the further challenge is how to apply a new scheme retrospectively. It may therefore be fair to agree a scheme for application in 2014/15 and use the current "share" scheme for 2013/14?

### **Recommendation**

- 13 To consider the suggestion made by the Chair and Vice-Chair of the Management Committee as set out in paragraphs 4-6 and amend as appropriate in order to gain acceptance throughout the OS function.
- 14 To consider utilising the current scheme for allocation of the fund in 2013/14 and apply the new scheme for 2014/15.

Reported authored by Paul Kelly, Scrutiny Manager on behalf of the Chairman and Vice-Chairman of the Management Committee