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|  | Part one Open to the public | ITEM NO. 7 |
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| REPORT OF  THE CHIEF EXECUTIVE | | |
| TO  Council  ON  Wednesday, 18th July 2012 | | |
| TITLE: REPORT OF THE INDEPENDENT REMUNERATION PANEL ON THE REVIEW OF ALLOWANCES FOR THE CITY MAYOR AND THE DEPUTY CITY MAYOR | | |
| RECOMMENDATION: That the Council consider the report and recommendations of the Independent Remuneration Panel as attached. | | |
| EXECUTIVE SUMMARY:  At the meeting of Council on 16th May, I was asked to progress the immediate appointment of an Independent Remuneration Panel to be comprised of up to four independent advisors. The Panel were to undertake a review of the full Members’ Allowances Scheme and report its recommendations for the posts of City Mayor and Deputy City Mayor to the Council meeting on 18th July, 2012 and recommendations for all other member positions to the council meeting on 19th September, 2012.  This Panel was established in accordance with the statutory guidance and comprised: Keith Barnes, Pro-Vice Chancellor at the University of Salford; Jayne Bessant, Chief Executive at St Ann’s Hospice; Maria McGeoghan, PR Director and former editor of the Manchester Evening News and Clive Memmot, Chief Executive at Greater Manchester Chamber of Commerce. No fee was paid to any member of the Independent Panel.  Having appointed the Panel to ensure independence, I then ensured that the Panel were advised and supported by Martin Vickers, Strategic Director for Customer and Support Services and Debbie Brown, Assistant Director (HR) and expert advice was provided externally by Richard Penn. | | |
| BACKGROUND DOCUMENTS:  (Available for public inspection)  Report of the Independent Remuneration Panel : July 2012 | | |
| KEY DECISION: No | | |
| CONTACT OFFICER: Barbara Spicer TEL. NO.793 3400 | | |
| WARD(S) TO WHICH REPORT RELATE(S): All | | |

**DETAIL**

* 1. The Local Authorities (Members Allowances ) Regulations 2003 provide for Local Authorities to establish and maintain an Independent Remuneration Panel to be responsible for the monitoring of the Members’ Allowance Scheme and to make recommendations to the council regarding the scheme. The Panel makes recommendations about the level of basic allowance for all members, recommendations about the special responsibility allowances that can be paid and the levels of these allowances, recommendations about childcare and dependent carers’ allowances and the level of these allowances and the level of any travel and subsistence allowances payable.
  2. Council first received such a report in May 2001 which was adopted in August 2001. The same Panel reconvened in 2003 and Council approved their recommendations in October, 2003. The Panel next made recommendations in December ,2005 that were implemented in 2006. There has been no further review since that time. Panel members undertaking those reviews were David Compston, Dame Alexandra Burslem (academia) and Peter Heginbotham (business).
  3. Following the election in Salford of a City Mayor in May 2012, the scheme of allowances must be amended to take account of this new role and to comply with the statutory requirement that the allowance of the elected mayor is subject to review by an independent panel for a final decision by full Council.
  4. The current scheme of allowances having not been reviewed since its implementation in 2006 does not include the positions of City Mayor, Deputy City Mayor, Strategic Assistant Mayor or Assistant Mayor.
  5. In establishing a new Panel, I was mindful of the need to ensure a good mix of experienced professionals with a cross sector representation of business, academia and the third sector who are well aware of the issues facing the City and its context in Greater Manchester. Details of the members are attached at Appendix One.
  6. The remit of the Panel was to undertake a review initially of the remuneration for the City Mayor and Deputy City Mayor. The Panel were required to give an objective view of the proper levels of remuneration and not to be fettered by any external considerations, or other political considerations. However, there clearly is a context in which these recommendations will be considered; the council is having to manage its services in a time of unprecedented cuts to public funding and austerity measures. In addition, there has been no pay increase for officers since 2009 and the council has been through a major restructuring exercise which has seen the loss of around 1,000 jobs. Other measures such as the introduction of car park charges have affected pay and this also included elected members.
  7. The findings and recommendations of the panel are contained in the attached report and Council are asked to consider the report and determine whether they wish to agree, amend, dismiss or adjourn a decision on accepting the report.
  8. Once Council has received a copy of the report, there is a requirement in the statutory regulations to ensure that copies of the report are available for inspection and for a notice to be published in respect of the scheme.

**APPENDIX ONE**

**INDEPENDENT REMUNERATION PANEL MEMBERS**

**Keith Barnes**

Keith is a Pro-Vice Chancellor at University of Salford where he leads on strategic partnerships. At the same time, he chairs the local Groundwork Trust, an environmental charity.

Until 2008, he had been Regional Director at the Government Office for the North West (GONW). A role he played since 2000. The Office was responsible for ensuring the effective delivery of Government policies and programmes across the region.

**Jayne Bessant**

Jayne is the Chief Executive at St Ann’s Hospice which delivers a wide range of specialist palliative care services across the Greater Manchester area.

Prior to taking up post in July 2010 she had worked at East Cheshire Hospice as Chief Executive for three years.

She has a long history with St Ann’s after joining in 1997 as a Staff Nurse. Prior to this she worked in senior management for a number of years at the Manchester Royal Eye Hospital.

She has served as a publicly elected Governor at Central Manchester Foundation Trust for the past three years, with specific responsibility for chairing the Patient Experience Committee.

**Maria McGeoghan**

Maria is director of strategy and operations at The Scott Partnership.

A journalist for 30 years Maria started her career on a freelance agency in the UK writing for national newspaper titles before moving in to health writing as a specialism.

She then moved to the Liverpool Daily Post and Echo where she held a number of senior roles including deputy editor.

Then followed a move to the Manchester Evening News, one of the UK’s best regional newspapers, where she was appointed Editor-In-Chief of the MEN, 20 weekly newspapers, and an award-winning website in 2010 – the first woman ever to be given the role in the paper’s 144 year history.

Maria won the North West Inspiring Woman Award for services to creative media in May.

She joined Scott Partnership Holdings as director of strategy and operations in June.

**Clive Memmot**

Clive took up his appointment as Chief Executive of Greater Manchester Chamber of Commerce in September 2010. Prior to this he was a Director of Robinson Keane the executive recruitment consultancy and is also a very experienced Non Executive Director. He is Chairman of Enworks, a business support programme that works with NW SME’s to improve their environmental and economic performance and is a non executive Director of Brockholes Enterprises Ltd, the commercial company of the Wildlife Trust for Lancashire Ltd and a Trustee of the National Football Museum.

He is an Honorary Research Fellow of Lancaster University Management School and has co-authored a book on improving business performance through effective and practical employee engagement – “Growing your own Heroes”.