

**Motion in response to the Recommendations of the Independent
Remuneration Panel**

To be moved by Councillor David Finch, Leader of the Council

**Seconded by Councillor Rodney Bass, Cabinet Member for Highways and
Transportation**

That the Council notes the detailed findings and recommendations of the Independent Remuneration Panel appointed at the request of the Leader of the Council to review the Council's Member Allowance Scheme.

That the Council welcomes the broad thrust of the IRP proposals, particularly its recognition of the relative scale and complexity of issues which the Council and its members face.

That the members of the IRP, namely Dr Declan Hall (Chairman), Elaine Oddie, OBE and Mary Williamson be thanked for the excellent work they have done in reviewing the Council's Members' Allowances Scheme.

That the Council notes that a modernised and efficient arrangement for the provision of lunches to Members in the Members Area will be developed and agrees that all such lunches will be paid for by Councillors through an account management or payment card system to avoid large volumes of small cash transactions. Lunches will continue to be made available on County Council meeting days to all Councillors at their own expense, but on a much simplified buffet style basis. This will deliver a saving of approximately £22,000 per annum.

That the Council notes that the Leader will require any councillor who is appointed to an external body by the Leader or the Cabinet to forego any additional allowance payable by that other body if they are already in receipt of an SRA under the Members' Allowances Scheme.

That the Council notes that the Leader and other members of the Cabinet are likely to waive voluntarily their right to receive any overall increase in their total remuneration package that would otherwise be payable to them under the new scheme once agreed. The total value of the voluntary waivers made by the Leader and other Cabinet Members amounts to £24,178.

That the Council **AGREES** all other recommendations of the Panel **SUBJECT TO** the following:

1. In the interests of simplicity and ease of calculation, the Basic Allowance be set at £12,000 per annum
2. The following Special Responsibility Allowances be agreed:
 - the SRA for the Chairman be set at £21,600

- the SRA for the Vice-Chairman be set at £10,800
 - the SRA for the Leader be set at £54,000
 - the SRA for the Deputy Leader be set at £42,000
 - the SRA for the Cabinet Members be set at £36,000
 - the SRA for the Deputies to Cabinet Members be set at £12,000
 - the SRA for the Chairman of the Scrutiny Board be set at £16,200
 - the SRAs for the Chairmen of the Overview and Scrutiny Committees, the Development and Regulation Committee, the Essex Pension Fund Strategy Board and the Audit Committee be set at £13,500
 - the SRA for the Leader of the Main Opposition Group be set at £16,200
3. The Chairman of the Audit Committee will also chair the Joint Standards Committee from January onwards, for which no separate SRA will be payable.
 4. The SRA for the Leader of the Opposition will be split equally between two or more leaders of opposition groups for the duration of any period of time in which they have an equality of members in their groups.
 5. The IRP recommendation in relation to indexation of member allowances is not agreed and there will be no indexation of the Allowances set out in the Member Allowance Scheme (this would have increased the cost of the IRP proposals by £15,043, assuming an increase of 1% pa).
 6. The agreed changes to the Members Allowance Scheme be implemented with effect from 1 January 2016.

And that the Monitoring Officer be authorised to amend the Council's Members' Allowances Scheme accordingly with effect from 1 January 2016.