

**REPORT TO: WEST OF ENGLAND COMBINED AUTHORITY  
COMMITTEE**

**DATE: 28 JANUARY 2022**

**REPORT TITLE:**

**REPORT OF THE INDEPENDENT REMUNERATION PANEL**

**DIRECTOR: SHAHZIA DAYA, DIRECTOR OF LEGAL SERVICES**

**AUTHOR: SHAHZIA DAYA, DIRECTOR OF LEGAL SERVICES**

#### **Purpose of Report**

- 1 To receive and consider the recommendations of the Independent Remuneration Panel.

#### **Recommendation**

That the committee consider the recommendations of the Independent Remuneration Panel, which are as follows:

1. **RECOMMENDATION: That the allowance for the WECA Mayor be increased to £72,000\* with effect from May, 2021 (when the last election for Mayor took place), and that the allowance be increased in subsequent years, as described in para 13 above (i.e. incremental progression + pay awards)**
2. **RECOMMENDATION: That the present position regarding the Deputy Mayor be noted (i.e. that no allowance be paid) and the matter be re-considered once all options relating to this position have been explored and the Mayor's intentions known.**
3. **RECOMMENDATION: That an allowance for the Chair of the Overview and Scrutiny Committee be set at £5,625 with effect from May, 2021.**
4. **RECOMMENDATION: That an allowance for the Chair of the Audit Committee be set at £5,625 with effect from May, 2021.**
5. **RECOMMENDATION: That the allowance for the Independent Adviser to the WECA Audit Committee be set at £650 per annum,**

**subject to the same application of annual pay adjustments as for all other allowances.**

6. **RECOMMENDATION: That the Panel's position stated at para 48 be noted and that the allowance for this position be upgraded to £268 per day.**

### **Background / Issues for Consideration**

- 2 The full report of the Independent Remuneration Panel is set out at Appendix 1
- 2.1 The Panel was guided by the following general principles:
- The Panel would make recommendations that recognised, and were consistent with, the Allowances schemes of the constituent authorities;
  - The Panel would take account of the financial and economic climate but in doing so the Panel would take into consideration the importance of ensuring Allowances were fairly set to enable engagement from across all the communities of the constituent authorities.
- 2.2 The Panel was provided with the following information:
- The statutory framework of the combined authority;
  - Previous IRP reports;
  - Terms of Reference and meeting frequency information for the Audit and Scrutiny Committees;
  - Benchmarking information from other combined authorities, Core Cities and SW Authorities;
  - Interview with the Metro Mayor, Chair of the Overview and Scrutiny Committee and information provided by the Chair of Audit committee.
- 2.3 The Panel was asked to consider current allowances paid by the Combined Authority.

### **Consultation**

- 3 The panel interviewed the Metro Mayor and Chair of Overview and Scrutiny and took account of a statement from the Chair of Audit committee.

### **Public Sector Equality Duties**

- 4 The public sector equality duty created under the Equality Act 2010 means that public authorities must have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the Act.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
- 4.1 The Act explains that having due regard for advancing equality involves:
- Removing or minimising disadvantages suffered by people due to their protected

characteristics.

- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

4.2 The general equality duty therefore requires organisations to consider how they could positively contribute to the advancement of equality and good relations. It requires equality considerations to be reflected in the design of policies and the delivery of services, including policies, and for these issues to be kept under review.

4.3 There are no specific implications in relation to this report.

### **Finance Implications:**

5 Members allowances are funded through an approved drawdown of the Investment Fund each year as part of the Mayoral budget setting. 2020/21 in-year budget monitoring will be adjusted following the approval of the recommendations within this report. Likewise, budget setting for 2022/22 will incorporate the recommendations as approved.

Advice given by: Malcolm Coe.

### **Legal Implications:**

6 The Panel has undertaken its work in line with the Local Government (Members Allowances) Regulations 2003 and Article 8 of the West of England Combined Authority Order 2017

Advice given by: Shahzia Daya, Director of Legal Services

### **Land/property implications**

7 None

### **Human Resources Implications:**

8 There are no direct impact on human resources in relation to the contents of this report

Advice given by Alex Holly

### **Appendices:**

Appendix 1 – Report of the West of England Combined Authority Independent Remuneration Panel

### **Background papers:**

None

### **West of England Combined Authority Contact:**

Any person seeking background information relating to this item should seek the assistance of the contact officer for the meeting who is Ian Hird / Tim Milgate on 0117 332 1486; or by writing to West of England Combined Authority, 3 Rivergate, Temple Quay, Bristol BS1 6EW; email: [democratic.services@westofengland-ca.gov.uk](mailto:democratic.services@westofengland-ca.gov.uk)