



COUNCILLORS' ALLOWANCES

**Annual Report of the
Birmingham
Independent Remuneration Panel
2022 – 2023**

APRIL 2023

ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL

2022-2023

BIRMINGHAM CITY COUNCIL

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FOREWORD

The Birmingham Independent Remuneration Panel is required to make recommendations to Birmingham City Council on the level of allowances paid to Councillors. This report provides a summary of the evidence considered, the conclusions drawn and the recommendations made by the Panel to Birmingham City Council.

The Panel looked at evidence which compared Birmingham City Council with other Councils. This exercise identified many similarities in the way all Councils operate and how their Panels draw up recommendations for Councillors allowances. However this comparison also highlighted differences between Birmingham City Council and other Councils, not least the size of population served and size of budget, both are significantly bigger than other metropolitan or London boroughs. The Panel also identified relevant differences in the way some Councils calculate allowances, which have been used to inform the conclusions and recommendations in this report.

The Panel also reviewed the impact on Councillors' roles, responsibilities and workloads of the arrangements introduced by the Boundary Commission and implemented in May 2018. At that point the ward boundaries were redrawn resulting in 69 wards where previously there were 40, the number of Councillors was reduced from 120 to 101, with each ward being represented by 1 or 2 Councillors, whereas pre-May 2018 there were 3 Councillors representing each ward. In addition the Council moved to all out elections every 4 years, previously they were held every 3 with a third of the seats up for election.

Taking the above into account, all of which is explored further in this report, the Panel has concluded that the calculations used to set the allowances paid to Birmingham City Councillors should be amended and updated to reflect the realities of being a Councillor in 2023. The Panel has also concluded that the way any changes to allowances are implemented must recognise the current realities of the cost of living crisis and ongoing National and local pay award negotiations and settlements, especially those in the public sector.

The Panel has therefore drawn up recommendations to Birmingham City Council to update the Remuneration Scheme including revisions to the calculation used for the allowances. The recommended revisions to the allowances calculation result in an increase in the allowances from May 2023. But importantly the recommendations as to how the revisions are implemented also require that they are significantly tempered by the economic and financial situation of 2023. Therefore the Panel is recommending that the full monetary impact of the 2023 review is initially spread over 4 years and kept under annual review. This we feel values the work of Councillors but recognises the straitened times they and local communities are facing.

The Panel would like to record its heartfelt thanks to Ingrid Whyte and Catalina Tulea from Birmingham City Council for their professional and timely support.

Postscript - 18 September 2023

Since the Panel prepared this Report a new Leader, Deputy Leader and Cabinet have been appointed. Subsequently announcements were made by the City Council that it has experienced high profile instances of failure in terms of both the implementation of the Oracle ERP system and the unsustainable growth in its Equal Pay liability. This led to the issuing of a section 114 notice by the City Council, which confirms that it has insufficient funds to meet the equal pay expenditure and currently does not have any other means of meeting this liability.

The Panel's Report follows the requirements of the relevant legislation and recommendations were made in good faith at a point in time. Whilst we stand by the rationale and arguments presented to Full Council in our Report, the legislation decrees that only Councillors can decide whether the time is right to take forward all, some or none of the recommendations. Councillors will need to consider how they deal with those recommendations in the current and evolving circumstances.

Rose Poulter, Chair Birmingham Independent Remuneration Panel

RECOMMENDATIONS

1. The Basic Allowance (BA) increases to £19,744.00 p.a. (as set out in section 2.1 of the report and summarised in appendix 1).
2. The day rate increases from 3 days to 3.5 days.
3. The additional expenses element is removed from the calculation.
4. The Special Responsibility Allowances (SRAs) increases by 4.69% (as set out in section 2.2 of the report and summarised in appendix 1).
5. The co-optee allowances increases by 4.60% in line with the BA (as set out in section 2.3 of the report and summarised in appendix 1).
6. The Independent Carers' Allowance (hourly rate) continues to be raised in line with the Living Wage currently £10.90 per hour, and that this allowance remains linked to the Living Wage in future years (as set out in section 2.4 of the report).
7. The Professional Care Allowance (hourly rate) continues to be raised in line with the Council's rate for a Care Assistant (Grade 2 post) taking in the mid-range spinal point, currently at £11.34 (at time of writing). As set out in section 2.4 of the report.
8. Travel expenses and Subsistence Allowances continue to reflect the Council's Scheme for officers (as set out in section 2.5 of the report and Appendix 1).
9. The Parental Leave policy, to remain unchanged.
10. Members who are eligible for shared parental leave will be receiving the statutory amount (which as of April 2023 is £172.48 per week for statutory maternity and paternity pay), or at 90% of the SRA, if this figure is lower than the Government's set weekly rate, for the 39 weeks statutory maternity leave available. The remaining 13 weeks of shared parental leave are unpaid.

SUGGESTIONS

The Panel has identified a number of issues that it feels require additional action, but which fall outside of its remit; these are noted below as suggestions for Full Council to consider:-

1. Panel to write to the LGA seeking support to open up a discussion with the Secretary of State for Levelling Up, Housing and Communities (LUHC) regarding the matters noted in section 1.3 and below:-
 - a) the removal in 2014 of Councillors from the Local Government Pension Scheme (LGPS)
 - b) no redundancy payments if Councillors lose their seat and
 - c) Councils struggle to reflect the demographics of their adult communities.
2. Birmingham Members' Allowances Scheme is revised to include wording to clarify that Councillors are expected to abide by the Code of Conduct, as overseen by the Standards Committee.
3. The Panel to be advised on an annual basis of the training provided for Councillors and take up rates.
4. The wording set out in appendix 5 is adapted for inclusion in the Birmingham Remuneration Scheme.

INTRODUCTION

The Birmingham Independent Remuneration Panel was established under The Local Authorities' (Members' Allowances) (England) Regulations 2003 (SI 1021) ("the 2003 Regulations"). These regulations, which arise out of the relevant provisions contained in the Local Government Act 2000, require all local authorities to establish and maintain an advisory Independent Remuneration Panel to review and provide advice on Members' allowances on a periodic basis. All Councils are required to convene their IRP and seek its advice before they make any changes or amendments to their members' allowances scheme. They must 'pay regard' to their IRPs recommendations before setting a new or amended Members' Allowances Scheme.

The Birmingham Independent Remuneration Panel is well-established, having been formed by the City Council at its meeting on 3rd July 2001. The Panel has chosen to convene annually to review Birmingham Members Remuneration Scheme. The above legislation requires Panels to have the following functions:

- to make recommendations to the authority as to the amount of basic allowance that should be payable to its elected members
- to make recommendations to the authority about the responsibilities or duties which should lead to the payment of a special responsibility allowance and as to the amount of such an allowance
- to make recommendations to the authority about the duties for which a travelling and subsistence allowance can be paid and as to the amount of this allowance
- to make recommendations as to the amount of co-optees' allowance
- to make recommendations as to whether the authority's allowances scheme should include an allowance in respect of the expenses of arranging for the care of children and dependants and if it does make such a recommendation, the amount of this allowance and the means by which it is determined
- to make recommendations on whether any allowance should be backdated to the beginning of a financial year in the event of the scheme being amended
- to make recommendations as to whether annual adjustments of allowance levels may be made by reference to an index, and, if so, for how long such a measure should run.

In the same legislation and Government guidance it is stated that Independent Remuneration Panels should ensure that:

- some element of the work of Councillors is voluntary - that some hours are not remunerated – this is known as a public service discount
- financial loss is not suffered by Councillors
- people are encouraged to come forward as elected members and that their service to the community is retained.

In 2013 a 'root and branch' review of the Scheme was conducted by the Panel and some important changes implemented, specifically to the differentiation between and the hierarchy of Special Allowances paid and introduction of the 15% discount applied to Special Responsibilities Allowances. Subsequent years have chiefly focused on the review of allowances and the introduction of a Parental Leave Policy (introduced in 2017/2018).

1.1 RATIONALE FOR A FULL REVIEW OF THE BIRMINGHAM'S MEMBERS' ALLOWANCES

In May 2018, the City Council implemented the recommendations of the Boundary Commission whereby ward boundaries in Birmingham were redrawn and increased in number from 40 to 69; the number of Councillors was reduced from 120 to 101 and each ward was represented by a single or two Councillors. All Councillors

were elected for a 4 year term. Prior to 2018 elections were held every 3 years out of 4 with a third of the Council elected each time.

May 2022 marked the completion of the first four-year term of office under these arrangements, and Elections were held for all seats in all wards for a further four-year term. The Independent Remuneration Panel felt that this represented a significant milestone and wanted to understand whether the new arrangements implemented in 2018 had any impact on the duties, roles, responsibilities and time commitment of Councillors; and whether the Members Remuneration Scheme remains fit for purpose. Therefore the Panel sought and secured agreement from Party Leaders and Full Council to conduct a full and wide ranging review of the Members Remuneration Scheme, commencing in September 2022.

1.2 GATHERING THE EVIDENCE

From September 2022 to March 2023 the Panel gathered evidence to inform this report. The Panel set itself the task of gathering evidence across two main strands:

- Firstly evidence which would assist in understanding whether Birmingham Council and its Councillors face the same broad issues encountered by all Councils across the UK and/or if there was anything unique to Birmingham, that might impact on the way in which the Councillors operate and which should be reflected in the Remuneration Scheme.
- And secondly evidence to assist in deciding whether the new arrangements post May 2018 warrant any changes to the Remuneration Scheme.

The Panel used evidence gathered over the last 20 years to inform previous Panel reports, together with information gathered over the last few months which specifically relates to the first 4 years of the new arrangements, from 2018-2022. This has resulted in a wealth of material which the Panel has discussed and deliberated on at length before agreeing a set of conclusions. A summary list of the material used is included in Appendix 2.

How Does Birmingham City Council Compare with Other Councils?

The Panel wanted to understand how Birmingham City Council compares with other Councils, in respect to population, number of Councillors, wards and allowances paid. The Panel reviewed information received from Council Officers which included, Members Allowances Schemes, population data and annual budgets. The Panel also took more detailed information from the West Midland Metropolitan Authorities, Core Cities and 3 London Boroughs.

The Panel noted that Birmingham is by far the largest Council by population, and that on average each Councillor represents a significantly higher number of the electorate than other Councils. The population, according to Census 2021, served by Birmingham City Council is 1,144,900, with Leeds City Council being the next largest population at 812,000 and Manchester City Council has a population of 552,000. In December 2022, each Councillor in Birmingham represented an electorate of 7,323, each Councillor in Leeds represented an electorate of 5,881 and in Manchester the number is 3,924.

Birmingham City Council's 22/23 net revenue budget is approx. £759.23m, Leeds City Council is approx. £521.9m and Manchester City Council's is approx. £691 m.

The Panel also noted that Birmingham Councillors receive a marginally higher Basic Allowance than other Councils – 2022 data shows, Birmingham's Basic Allowance was £18,876, Manchester was £18,841 and Leeds

£17,234. Looking at the Basic Allowance per elector per Councillor shows that each Birmingham Councillor 'cost' less than those in other WM Metropolitan Councils or Core City Councils. For Birmingham the BA/Electorate/Councillor calculation is £2,58, for Manchester is £4.80 and for Leeds is £2.93.

Another comparator looked at by the Panel was relative deprivation. Using the rank of average score measure (IMD 2019) Birmingham is ranked the 7th most deprived local authority in England, Manchester is 6 and Leeds ranks 55 out of 317 local authorities. See appendix 3.

The Panel also reviewed the Remuneration Reports of many of the above-mentioned Councils. Primarily this enabled comparisons of how Basic Allowances and Special Responsibilities Allowances are calculated, this is referenced in sections 2.1, 2.2 and appendix 4 of the report.

In considering the question 'how does Birmingham City Council compare with other Councils' the Panel concluded that for Birmingham City Council there are a number of factors including population size that do and should matter when considering setting the Basic Allowance and Special Responsibilities Allowance.

The review also identified three issues which are not unique to Birmingham City Council but are shared by almost all Councils, and which relate to Councils' ability to encourage people to stand in local elections and represent their communities. They are noted below and were raised by Birmingham Councillors during this review and have been mentioned in previous Birmingham Remuneration Panel Reports.

1 – the removal of Councillors from the Local Government Pension Scheme (LGPS)

2 - no redundancy payments if Councillors lose their seat and

3 - Councils struggle to reflect the demographics of their adult communities.

These issues are important to other Councils and feature in many Remuneration Panel reports.

Suggestion: That the Panel is requested to write to the LGA seeking support to raise these matters with the Secretary of State for Levelling Up, Housing and Communities (LUHC).

A Councillors Role Pre and Post 2018

Section 1.2 above explores whether Birmingham Council and its Councillors face the same broad issues encountered by all Councils across the UK and/or if there is anything unique to Birmingham, that might impact in the way the Councillors operate and the level of Allowances received. The Panel concludes that Birmingham City Council is unique, by dint of population size and that this should continue to be reflected in the Remuneration Scheme. This section looks at whether the new arrangements in Birmingham City Council post May 2018 warrant any changes to the Members' Allowances Scheme.

In previous years all Councillors have been invited to meet with the Panel to discuss all aspects of the Members' Allowances Scheme before the Panel submitted its final recommendations to Council. These have always been very useful discussions and in the last four years have resulted in a number of small but significant changes including the introduction of a Parental Leave Policy for Councillors. Written submissions have also been invited and these too have influenced the shape of the final recommendations in the Panel's annual reports to Council.

In December 2022, the Panel drew up an extensive confidential questionnaire survey sent to all Councillors including office holders. It sought information and comment on a broad range of issues that are part of a Councillor's working week e.g. hours worked, issues worked on, types of communication used with residents, – it was completed by 36% of all 101 Councillors. In addition, as in previous years all Councillors were invited to meet with the Panel either in person or via Teams, 7 did so with a further 4 providing written submission.

Both the meetings and the questionnaire provided insightful information that has assisted the Panel in drawing up the recommendations in this report. The key points are:

Workloads

The Panel's active engagement with Councillors has confirmed that workloads and responsibilities have increased significantly over the years. This is in respect to both corporate governance and ward based work.

In respect to corporate governance responsibilities, workloads have increased in volume and complexity over the last 10 years or so, but with a marked increases over the last 4 years as fewer Councillors are available to contribute. In respect to ward based work we have seen strong evidence of increased workloads. This is especially the case in single Councillor wards and wards where Councillors have additional Special Responsibilities. The reduction in the number and /or capacity of voluntary and public agencies supporting the most vulnerable communities has also seen an increased volume of work for Councillors.

Electronic Communication

The growing prevalence of electronic communication in society is reflected in how Councillors operate. Not least the expectation from residents, third sector, public sector and businesses that Councillors will respond to issues immediately. Plus there is an increasing volume of issues being raised via social media requiring Councillor attention. Councillors generally perceive social media as helpful and an excellent way of communicating with and listening to residents, but it takes time to manage social media accounts. As in all walks of life emails are the primary source of communication. Councillors reported being besieged by emails and taking laptops on holiday so they would not fall behind in managing emails. The Panel noted a worrying trend that increasingly social media is used to harass and intimidate Councillors.

Safety

A number of Councillors raised concerns about their own personal safety as they go about their council business in their communities and in everyday life. Examples of harassment were cited with female Councillors in particular identifying misogyny as a regular occurrence. Verbal abuse appears to be more prevalent.

Representation On Council Bodies and Outside Bodies

With fewer Councillors available to represent the Council on committees e.g. Licencing or Planning Committees and outside bodies, the Panel heard that it can be challenging to find Councillors able to serve. Councillors reported the challenge of finding the time to read the paperwork and stay up to date with relevant issues.

Ward Plans

From 2018 Councillors have been required to produce a Ward Plan setting out priorities and issues to be tackled. These need to be monitored and refreshed every 4 years. These are generally welcomed by Councillors but add to the workload.

Reduction in Officer Support

Councillors rely on council officers to assist them in addressing/resolving issues presented by residents. Councillors felt that officers did not have the time or remit to assist as they would hope, consequently this has added to the Councillors' workloads. Some of the longstanding Councillors mentioned the value of Neighbourhood Support Officers allocated to a limited number of wards as being especially helpful. (The continued funding of these posts is unknown, but it is encouraging to note that this issue is being addressed and has all party support).

Covid/Cost of Living Crisis

Councillors reported that Covid put an additional strain on their workload and necessitated new ways of working. Online meetings became more prevalent as did engagement with residents via social media. Councillors reported benefits to some of these changes but underlined the points above regarding the use of electronic communication and the assumption that issues raised by residents are expected to be acted on immediately.

Similar challenges are now being reported in respect to the current cost of living challenges.

A Representative and Diverse City and Council

It is a belief and an ambition that Birmingham City Councillors should reflect the demographic and diversity of the general population - it doesn't, and the same is noted in Remuneration Panel Reports from London Boroughs and Core Cities. Birmingham is a young and multicultural City however the majority of Councillors are over 50. Birmingham Councillors, academics and the Panel have long said the level of Basic Allowance does not attract younger people as it is perceived to be skewed towards those with other sources of income.

As noted above, in the Introduction section, the legislative premise behind the payment of a basic allowance is that it should enable and therefore not discourage people to seek election. In common with other Panels, this Panel, like others believe that the relative low level of Basic Allowance across all Councils can be a deterrent to many individuals from seeking office.

The Panel remains impressed by the dedication of Councillors to public service but share several of their concerns. For example, there are a few people coming into the council in their 20s, and many of retirement age, but there is a missing cohort of people in the middle with young families, who need to be bringing in salaries. Also, that the council is losing some good people because they've had to make a choice between having a family or professional career and being a councillor.

Other factors will discourage or not encourage a more diverse representative of Councillors, such as how the political parties select candidates, public perception of Councillors and the Council plus the local labour market, but the Panel feel that the relatively low level of Basic Allowance payable is a very significant factor.

1.3 ADDITIONAL ISSUES CONSIDERED BY THE PANEL

Accountability

The Panel has discussed whether there is a need to increase the accountability of councillors to the Council and the communities they serve. The Panel suggests that more could be done to demonstrate the important work of Councillors and improve their accountability to residents.

Section 85 (1) of the Local Government Act 1972 requires a member of a Local Authority to attend at least one meeting of that Authority within a six month consecutive period, in order to avoid being disqualified as a Councillor. This requirement can be waived and the time limit extended if any failure to attend was due to a reason approved by the Authority, in advance of the six month period expiring.

Councillors are also accountable to the Standards Committee whose role is to ensure the adoption and implementation of a Code of Conduct for Councillors – all Councillors agree to follow the Code of Conduct when they become Councillors and to ensure they maintain the highest standards in the way they undertake their duties. The ordinary business of the committee includes monitoring the effectiveness of the Code of

Conduct for Councillors and making recommendations to the Council on ethical issues affecting the Council as a whole.

Suggestion:- That the Birmingham Members' Allowances Scheme is revised to include wording to clarify that Councillors are expected to abide by the Code of Conduct, as overseen by the Standards Committee.

Ultimately Councillors will be held to account by residents at the ballot box. The Panel has however seen and heard first hand some good examples of Councillors communicating with, reporting to and campaigning for residents. The Panel encourages all Councillors to adopt the best practice of their colleagues, to improve accountability.

Training

In addition, the Panel advises that Councillors should ensure they attend relevant Training. New councillors need to be fully briefed on their role and statutory duties. Re-elected councillors are strongly encouraged to take refresher training and all councillors are strongly advised to attend courses to keep their skills and knowledge up to date. All Councillors are reminded that they have a duty and responsibility to attend appropriate training and to keep themselves up to date on relevant matters and/or legislation.

Suggestion:- That the Panel is advised on an annual basis of the training provided for Councillors and take up rates.

1.4 PANEL CONCLUSIONS

Following a thorough review of all the evidence, the Panel has concluded that:-

- although Birmingham City Council is by some margin the largest local authority in the UK, in terms of population and budget responsibilities, the level of remuneration paid to its Leader, office holders and backbenchers does not fully reflect the workload and complexities this entails especially in comparison with other authorities and,
- the changes introduced by the Boundary Commission which were implemented from May 2018 have resulted in an increase in workloads and responsibilities expected of Councillors.

However the Panel is mindful that the scope for introducing any significant change to the Remuneration Scheme or increasing the level of allowances paid is limited.

Firstly, because any substantial changes to the Remuneration Scheme need to be seen as part of UK wide review of the current legislation; the entirety of the local government sector would need to be engaged and work with central government. An example of a substantial change would be the amendment to legislation in 2014 which withdrew the right of Councillors to be part of the Local Government Pension Scheme – see section 1.2 above.

And secondly because the current economic climate and cost of living situation militates against above average increases in the Basic Allowance or Special Responsibilities Allowances.

That said the Panel believes there is a strong argument for updating the detail of Birmingham City Council Remuneration Scheme and increasing the level of allowances paid in 2023. The updates proposed are essential to ensuring the Remuneration Scheme fairly reflects the post 2018 arrangements; but to avoid an unacceptable increase in the level of allowances paid in 2023 they should be introduced on an incremental basis, over the next four years.

The Panel has conducted a detailed review of each element of the Remuneration Scheme together with the rationale for whether or not an update is recommended.

REVIEW OF THE MEMBERS' ALLOWANCES SCHEME

2.1 Basic Allowance

The Panel's starting point for this full review of the Remuneration Scheme is the Basic Allowance. As stated above, Councillors receive an allowance, they are not paid employees of the Council. The basic allowance should reflect the time commitment of contributing to the governance of the Council and being a ward representative on the Council. The allowance paid is discounted to take account of the voluntary or public service aspect of serving as a councillor.

In Birmingham the Basic Allowance has been calculated using the same formula since 2003. Having taken a very careful look at the evidence the Panel is recommending that the way the Basic Allowance is calculated should be revised to reflect the post May 2018 scenario. The Panel has found that the complexity of work undertaken in Birmingham and the reality of the hours worked by Councillors to be effective representatives of their wards and play their part in the governance of the City of Birmingham has increased.

The Basic Allowance has been calculated as follows -

- Time Commitment- assuming that Councillors will work the equivalent of 3 days per week or 156 days per annum on Council business.
- Public Service Discount - 25% applied in recognition of the expectation that an element of a Councillors contribution is voluntary
- Rate For the Job/Indexation - Annual Survey of Household Earnings (ASHE) Place of work by local authority Male Full Time table 7.1a
- Additional Expenses Element- £715 per annum included to cover the cost of home office expenses such as postage, stationery and other consumables.

Table 1: Basic Allowance 2022

Time Commitment	156 days per annum x £155.22 per week=	£24,214 -
Less Public Service Discount at 25%	£6,053	£18,161+
Additional Expenses Element		£715
Basic Allowance		£18,876

Each element of the above calculation has been reviewed for this year's report.

Time Commitment

The Panel has reviewed information from councillors with over 10 years service, those with pre and post 2018 experience and Councillors elected for the first time in 2018. The general consensus is that the time commitment for backbenchers in 2023 now exceeds 3 days per week and is now on average closer to 3.5 - 4.0 days per week. The Panel feel that this increase in time commitment should be factored into the Basic Allowance calculation and changed to 3.5 days or 26.25 hours per week.

Recommendation:- That "hours worked" calculation is increased by 1/2 a day to 3.5 days or 26.25 hours per week.

Public Service Discount

The Panel strongly supports the ethos of Councillors working for their communities and the public good on a voluntary basis and on balance feel that a Public Service Discount of 25% is about right. It is important to retain the ethos that Councillors seek election to serve the public and their community.

Recommendation:- That the Public Service Discount calculation remains unchanged at 25%.

Additional Expenses Element

Originally this covered additional costs such as telephone and home office costs. It has not changed for 20 plus years. However these days all Councillors are issued with laptops and have access to printers in the Group Offices. The Council and most employers are moving towards a culture of a mobile paperless office. The Panel believes this payment is no longer necessary.

Recommendation:- That the additional expenses element is removed from the calculation.

Rate For the Job/Indexation

The Panel has used Annual Survey of Household Earnings table 7.1a since 2003 as it reflects the income of the Birmingham residents who councillors represent. The Panel considered other indices including Consumer Price Index and that used by local authorities via the National Joint Council for local government services, both are used by other Councils across the UK. But the Panel felt using CPI would result in an unprecedentedly high pay award in 2023 and that the difference between local government employees pay and conditions and those of Councillors is quite marked and therefore using the NJC index feels inappropriate.

Recommendation:- That ASHE table 7.1a is used to calculate the Basic Allowance.

The Panel has taken the above and calculated the revised figure for the Basic Allowance for 2023, with columns 3 and 4 included for information only:

Table 2: Basic Allowance 2023

BASIC ALLOWANCE

	CURRENT	ASHE 2022	ASHE 2022	ASHE 2022	ASHE 2022
	3 days per week	3 days per week	3.5 days per week	3.5 days per week	3.5 days per week
Gross min. time	156.00	156.00	182.00	182.00	182.00
x Baseline per day	155.22	163.72	163.72	163.72	163.72
Gross Rate	24,214.32	25,540.32	29,797.04	29,797.04	29,797.04
Less public service discount 25%	6,053.58	6,385.08	7,449.26	7,449.26	7,449.26
TIME ELEMENT	18,160.74	19,155.24	22,347.78	22,347.78	22,347.78
Time Element % increase		5.48	23.06	23.06	23.06
Plus Additional Expenses Element	715.00	715.00	715.00	200.00	0.00
BASIC ALLOWANCE	£18,876.00	£19,870.24	£23,062.78	£22,547.78	£22,347.78
Overall % increase	0.00	5.27	22.18	19.45	18.39

Below is the calculation for the 2023 Basic Allowance (without adjustment)

Table 3: Basic Allowance 2023 (without adjustment)

Time Commitment	182 days per annum x £163.72 per week =	£29,797.04 -
Less Public Service Discount at 25%	£7,449.26	£22,347.78+
Additional Expenses Element deleted		£000
Basic Allowance		£22,347.78

This represents an 18.39% increase on the 2022 Basic Allowance. For comparison if no change were made to the calculation to the BA and the ASHE rate for 2022 applied the increase would be 5.27%.

The Panel recognises that an award of 18.39% is unacceptable in these economically straitened times and when compared to other pay awards in the public sector. Therefore it is recommending that the increase is spread over the next four-years. Such an approach was adopted in 2019.

In 2019, after several years of no increase to either the BA or SRA, the Panel set out its rationale for recommending an increase in the Basic Allowance (BA) to re-establish the link to the comparator (Annual Survey of Hours and Earnings – ASHE) agreed as part of the “root and branch” review of 2013, proposed that the ASHE (Annual Survey of Hours and Earnings), place of work by local authority area (Birmingham) for a full time male, is used to set the basic allowance. To move straight to the ASHE 2018 figure would have resulted in a 10% rise on the 2017/18 basic allowance. The Panel’s intention therefore was to bring the basic allowance back to parity with ASHE over the remaining years of this four-year electoral term (2018 – 2022). This was achieved in 2021/22.

The Panel is therefore recommending that the above calculation for the Basic Allowance is used from May 2023, but the increase is spread over the following 4 year period to May 2027. And further that this is reviewed each year and if considered appropriate an in year figure added too. That being said the Panel feel that the latter point is unlikely to be possible unless the economic outlook changes significantly.

The BA would therefore be set at £19,744 from May 2023 representing an increase of 4.60 % on the May 2022 BA and increasing by 4.60% for the following 4 years at which point the BA will be £22,596, subject to annual review.

Recommendation:- The Basic Allowance for 2023 increases to £19,744.00

2.2 Special Responsibility Allowances

In Birmingham as in almost all Councils the Special Responsibility Allowances (SRAs) paid are calculated as a % of the Leaders SRA. It is therefore important, as part of this full review of the Members’ Allowances to firstly relook at the rationale currently used to set the Leaders SRA and secondly to review whether the Leaders SRA is set at the right level.

Leaders Allowance

The current calculation for the Leader of Birmingham was adopted in 2013 and has not changed. ASHE base line table 4.1a Industries and Services Male Full Time (top 10%) per week discounted by 15% Public Service Discount. It has been reviewed on an annual basis and is currently £56,579.

Setting the Leader's SRA proved challenging in 2003 and 2013, and so it is in 2023, with comparisons made to MPs salaries, other public sector appointments and private sector pay schemes. As discussed elsewhere in this report it is also difficult to compare Birmingham against other Councils, principally because Birmingham is by far the largest authority. The same applies to comparing the SRA for the Leader.

The Panel also reviewed the strategic functions of the Leader as set out in Birmingham City Council's Constitution. The Constitution contains further details, but essentially the Leader has ultimate political responsibility for the Council and significant executive powers and responsibilities.

Whilst there may be a strong argument to increase the Leaders SRA to better reflect the significant executive responsibilities held, the current financial climate within which the Council and residents are operating mitigate against this. However the Panel is minded to simplify the calculation used to set the Leader's allowance and leave the door open to review the allowance in the future.

The 2006 Statutory Guidance suggests that one way of calculating the SRA for a Leader is to take the agreed Basic Allowance and take a multiple of this as an appropriate SRA for the Leader. The Panel's review of other Council's Remuneration Scheme's suggests that this is now common practise across many Councils.

The Panel felt that this has two distinct advantages, firstly it is clear and easier to understand than the current calculation used and secondly there is a clear and demonstrable link to the Basic Allowance. The Panel is therefore recommending that this approach is adopted within the Birmingham Members Allowances Scheme.

2023 Basic Allowance x 3 = £19,744 x 3 = £59,233

Recommendation:- That the above calculation for the Special Responsibilities Allowance is used from May 2023. And further that this is reviewed each year and if considered appropriate an in year figure added too.
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Review Of Special Responsibility Allowances

Special Responsibility Allowances are paid in addition to the Basic Allowance for posts which require an additional time and responsibility commitment. In Birmingham 43 posts attract an SRA. Each post which attracts a Special Responsibility Allowance is set at a % of the Leaders allowance.

The table below shows the posts which attract an SRA and at what relative level.

Table 4: Bands Level of Responsibility Title/Description

1	75%-100%	Strategic Leadership	With overall responsibility for decision making and running of Council Services
2	50% - 74%	Strategic Responsibility	Within Cabinet and individual responsibility as delegated by the Constitution
3	15%- 49%	Responsibility for chairing key regulatory and overview and scrutiny committees	In order to meet regulatory requirements and where required hold the Executive to account
4	5% - 14%	Other Roles with Special Responsibilities	

Table 5: Special Responsibilities Allowances -Roles

Bands	Level of Responsibility as a % of the Leader	Role
Strategic Leadership	100%	Leader of the Council
	80%	Deputy Leader of the Council
Strategic Shared Responsibility	50%	Cabinet Member
Responsibility for Chairing Key Regulatory, Overview & Scrutiny Committees	30%	Chairman of the Planning Committee
	30%	Chairman of the Licensing & Public Protection Committee
	30%	Leader of the Largest Qualifying Opposition Group
	25%	Chairman of Overview & Scrutiny Committees
Other Roles with Special Responsibility	17%	Deputy Leader of the Largest Qualifying Opposition Group
	10%	Chairman of Licensing Sub-Committee
	10%	Chairman of the Audit Committee
	10%	Chairman of the Trust & Charities Committee
	14%	Leader of Other Qualifying Opposition Groups
	7%	Deputy Leader of Other Qualifying Opposition Groups
	10%	Lead Opposition Spokesperson (Shadow Cabinet Member)
	7%	Political Group Secretaries
	5%	Chief Whip

The Panel is not recommending any changes to the number of SRAs nor the % of the Leaders SRA each post attracts, as per table 5 above.

However in discussions with the current postholders, Leaders and the City Solicitor, the following posts will remain under review and if any further information is brought to the Panel's attention, the Panel is willing to reconvene to consider the request:-

Audit Committee Chair – the role and remit of this post is being reviewed by the City Solicitor. When the review is complete the Panel will review the SRA it attracts.

Group Secretaries and Group Whips – over a number of years the Panel has been asked to review the SRAs these posts attract. The Panel is not unsympathetic to such requests but wishes to clarify that any further review of the level of SRA for these roles will be subject to the availability of an outline job specification for each post agreed by all major parties.

As referred to in the Introduction, the Local Authorities (Members' Allowance) (England) Regulations 2003 (SI 1021) require Remuneration Panels to advise on the following matters – co-optees allowance, carers allowance, travel allowances, subsistence allowance and Parental Leave.

2.3 Co-optees' Allowances

The Panel took no new evidence on co-optee allowances and was of the view that as in recent years, a 4.60% rise in line with the Basic Allowance for 2023-24 would be reasonable.

Recommendation:- That an increase of 4.60% on co-optee allowances is agreed.

2.4 Carers' Allowances

In 2012, the City Council agreed to adopt the Living Wage for all its employees, and subsequently extended this to externally contracted care sector workers from October 2014. In 2015, the Panel recommended that the Independent Carers' Allowance adopt the change from the National Minimum Wage to the Living Wage, currently at £10.90 per hour.

During this review the Panel heard that care providers are increasingly charging by the session e.g. morning or afternoon, rather than by the hour, the Panel would like to see this reflected in permissible payments.

The professional care allowance (hourly rate) continues to be based on the Council's rate for a Care Assistant, Grade 2 post, mid-range spinal point at £11.34 per hour.

Recommendation:-

That the Independent Carers' allowance is paid at a rate of £10.90 per hour and that the Professional Care allowance is paid at £11.34 per hour.

2.5 Travel expenses and Subsistence Allowances

The Panel took no new evidence on travel or subsistence expenses and recommends that these continue to reflect the Council's Scheme for officers. The Panel emphasised the need to ensure that the list of approved duties for which such expenses can be claimed is kept up to date and in accordance with all relevant legislation.

Recommendation:- Travel expenses and Subsistence Allowances continue to reflect the Councils Scheme for officers

2.6 Parental Leave

The Panel has no further recommendations to the Parental Leave Policy, but will keep in under annual review.

Shared Parental Leave

BCC does not provide an occupational shared parental pay scheme for employees; any statutory pay due during shared parental leave will be paid at a rate set by the Government for the relevant tax year. Therefore, members who are eligible for shared parental leave will receive the statutory amount (which as of April 2023 is £172.48 per week for statutory maternity and paternity pay), or at 90% of the SRA, if this figure is lower than the Government's set weekly rate, for the 39 weeks statutory maternity leave available. The remaining 13 weeks of shared parental leave are unpaid.

Recommendation:- The Parental Leave Policy is kept under annual review.

WORK PROGRAMME 2023 - 2024

The Panel will commence the next scheduled review of the Basic Allowance in September 2023. At that time the Panel will also address any other matters arising including those mentioned in section 1.3.

The following posts will remain under review and if any further information is brought to the Panel's attention, the Panel is willing to reconvene to consider the request:-

Audit Committee Chair – the role and remit of this post is being reviewed by the City Solicitor. When the review is complete the Panel will review the SRA it attracts.

Group Secretaries and Group Whips – over a number of years the Panel has been asked to review the SRAs these posts attract. The Panel is not unsympathetic to such requests but wishes to clarify that any further review of the level of SRA for these roles will be subject to the availability of an outline job specification, consistent across all parties for each post.

The Panel has received a request to review the Special Responsibility Allowance for the Leader of the main opposition party. This will be addressed in the Panel's review commencing in 2023.

The Panel has received a request to review the allowances paid to Standards Committee Members.

Recommendation:- That the Work Programme is approved.

Appendix 1: Proposed Members' Allowances Rates (from May 2023)

BASIC ALLOWANCE (per annum unless otherwise stated)	£
Baseline per Day Rate	163.72
Basic Allowance	19,744.00
SPECIAL RESPONSIBILITY ALLOWANCE (per annum unless otherwise stated)	
Baseline per week	1,139.00
STRATEGIC LEADERSHIP	
Leader of the Council (rounded up)	59,233.00
Deputy Leader of the Council	47,386.00
STRATEGIC SHARED RESPONSIBILITY	
Cabinet Member	29,616.00
RESPONSIBILITY FOR CHAIRING KEY REGULATORY, OVERVIEW & SCRUTINY COMMITTEES	
Chair of the Planning Committee	17,700.00
Chair of Licensing & Public Protection Committee	17,700.00
Leader of the Largest Qualifying Opposition Group	17,700.00
Chair of an Overview & Scrutiny Committee	14,808.00
OTHER ROLES WITH SPECIAL RESPONSIBILITY	
Deputy Leader of the Largest Qualifying Group	10,070.00
Chair of the Audit Committee	5,923.00
Chair of the Trust and Charities Committee	5,923.00
Chairs of the Licensing Sub Committees	5,923.00
Leader of Other Qualifying Opposition Groups *	8,293.00
Deputy Leader of Other Qualifying Opposition Groups*	4,146.00
Lead Opposition Spokesperson (Shadow Cabinet)	5,923.00
Political Group Secretaries	4,146.00
Chief Whip	2,962.00

(A Qualifying Opposition Group is one with a minimum of 6 Members)

CO-OPTEE ALLOWANCES (per annum)

Chair of the Standards Committee	1,143.00
Member of an Overview & Scrutiny Committee	951.00
Member of the Standards Committee	636.00

CARERS' ALLOWANCES

Independent care – hourly rate	10.90
Professional care with supporting documentation – hourly rate	11.34

Where applicable figures have been rounded

TRAVEL EXPENSES AND SUBSISTENCE ALLOWANCES

Car, Motorcycle and Bicycle Allowance Rates are set in line with those paid to officers of the authority.

Subsistence Allowances are set in line with those paid to officers of the authority or the inflation factor in the council's budget.

Car Mileage Rates

First 10,000 business miles in tax year	45p per mile
Each business mile over 10,000 in tax year	25p per mile
Supplement for official passenger	5p per mile

If car mileage is claimed for travel outside the West Midlands area, the payment will be the lesser of the value of the actual mileage claimed or the peak time standard rail fare.

Motorcycle Mileage Rates	24p per mile
Bicycle Mileage Rates	20p per mile

Other Travel Expenses

Rail Travel (supporting receipt required)	Standard Class Fare
Taxi, Tube and Bus Fares, Car Parking, Toll Charges (supporting receipts if possible)	Actual Cost

If a travel pass is provided by the Council the recipient must make a contribution of 40% towards the total cost met by the Council. The recipient also forgoes the right to claim for travel allowances or expenses for duties undertaken in the area covered by the pass or to make use of transport services provided directly by the Council, unless the relevant travel service is not available, or there are health and safety reasons.

Subsistence (excluding VAT) £
(With effect from 1 July 2017 - only payable after 24 hours)

Breakfast	4.48
Lunch	6.17
Tea	2.43
Evening Meal	7.64

Appendix 2: Summary list of all information/comparisons

- Meeting with Dr Declan L. G. Hall
- Core Cities and WM Met Area Allowance Schemes
- Councillors Questionnaire
- Written evidence from various Councillors
- Ashe 2022
- CPI and inflation rates 2022
- Average earnings Birmingham 2022
- Meeting and written communication with Officers
- Magistrates court subsistence rate (as of May 2010)
- Constitution-role of Standard Committee and role of Leader

Appendix 3: English Indices of Deprivation 2019

Extract from File 10 Local Authority District Summaries (lower-tier)

Local Authority District name (2019)	IMD - Average rank	IMD - Rank of average rank	IMD - Average score	IMD - Rank of average score	IMD - Proportion of LSOAs in most deprived 10% nationally	IMD - Rank of proportion of LSOAs in most deprived 10% nationally
Manchester	26417.75	2	40.005	6	0.4326	5
Birmingham	25319.55	6	38.067	7	0.4131	7
Leeds	18909.26	92	27.301	55	0.2365	33

Source: [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/812222/english-indices-of-deprivation-2019-file-10-local-authority-district-summaries-lower-tier.pdf) File 10

Appendix 4: Core Cities and WM Met area comparison

Core City/WM Met Allowances 2022/2023

Core City/ WM Met	Population 2021 Census	Dec 2022 Electorate	No of Councillors	No of Wards	Electorate / Councillor	Population/ Councillor	Basic Allowance 2022	BA/Elector ate/ Councillor
Birmingham	1,144,900	739,661	101	69	7,323.38	11,335.64	£18,876.00	2.58
Barking and Dagenham (London B)	218,900	139,117	51	19	2,727.78	4,292.16	£12,014.00	4.40
Hackney (London B)	259,200	180,404	57	21	3,164.98	4,547.37	£12,014.00	3.80
Newham (London B)	351,100	225,632	67	24	3,367.64	5,240.30	£11,779.00	3.50
Bristol	472,400	327,480	70	34	4,678.29	6,748.57	£15,169.00	3.24
Leeds	812,000	582,293	99	33	5,881.75	8,202.02	£17,234.00	2.93
Liverpool	486,100	327,228	90	30	3,635.87	5,401.11	£10,590.00	2.91
Manchester	552,000	376,710	96	32	3,924.06	5,750.00	£18,841.00	4.80
Newcastle	300,200	192,000	78	26	2,461.54	3,848.72	£9,200.00	3.74
Nottingham	323,700	198,985	55	20	3,617.91	5,885.45	£13,966.30	3.86
Sheffield	556,500	386,657	84	28	4,603.06	6,625.00	£15,606.00	3.39
Dudley	323,500	235,800	72	24	3,275.00	4,493.06	£11,435.00	3.49
Solihull	216,200	160,934	51	17	3,155.57	4,239.22	£10,500.00	3.33
Coventry	345,300	229,599	54	18	4,251.83	6,394.44	£15,340.00	3.61
Walsall	284,100	198,638	60	20	3,310.63	4,735.00	£11,938.00	3.61
Sandwell	341,900	231,942	72	24	3,221.42	4,748.61	£11,552.00	3.59
Wolverhampton	263,700	183,936	60	20	3,065.60	4,395.00	£11,500.00	3.75

Source: Core Cities and WM met officers and Council's websites

Appendix 5: Standard Committee Role as per part B16 in Constitution

B16. THE STANDARDS COMMITTEE

16.1 Role

i. The Standards Committee's role is:

- a) Advising the City Council on the adoption or revision of the Code of Conduct;
- b) Monitoring the operation of the Code of Conduct and the arrangements for how the Council will deal with any complaints;
- c) Advising, training or arranging to train members and co-opted members on matters relating to the City Council's Code of Conduct.
- d) Determining complaints brought by members of the public alleging a breach of the Code of Conduct by Councillors.
- e) Determining the penalty to be imposed in the event of a breach of the Code being upheld.
- f) Hearing appeals as may be necessary.
- g) Granting any dispensations and dealing with any other powers granted to Standards Committees by legislation.
- h) To submit an Annual report on the work of the Standards Committee and, generally, promoting the standards of ethical conduct and behaviour expected of Councillors.

ii. The Standards Committee shall also determine under Sections 1 and 2 of the Local Government and Housing Act 1989: -

- a) any application received from any officer of the Council for exemption from political restriction; and
- b) any application to consider whether a post should be included in the list maintained by the Council under Section 2(2) of the 1989 Act, and may direct the Council to include a post in that list.

Source: [Part B Constitution | Birmingham City Council](#)

**Appendix 6: Annual Survey of Household Earnings (ASHE) Place of work by local authority
Male Full Time table 7.1a**

Extract from Table 7.1a (Full Time Male)

Table 7.1a Weekly pay - Gross (£) - For male full-time employee jobs^a: United Kingdom, 2022						
		Number of jobs^b (thousand)	Median	Annual percentage change	Mean	Annual percentage change
Description	Code					
Birmingham	E08000025	183	736.2	5.9	818.6	5.8

Source: [Earnings and hours worked, place of work by local authority: ASHE Table 7 - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Appendix 7: Basic Allowance and Leader SRA spread across 4 years

	Year 1 @ 4.6 %	Year 2 @ 4.6%	Year 3 @ 4.6%	Year 4 @ 4.6%
	3.5 days	3.5 days	3.5 days	3.5 days
Percentage increase	4.60	4.60	4.60	4.60
Increase	868.30	908.24	950.02	993.72
Basic Allowance	£19,744.30	£20,652.53	£21,602.55	£22,596.27

Special Responsibility Allowance-Leader

Year 1	Year 2	Year 3	Year 4
£59,232.89	£61,957.60	£64,807.65	£67,788.80

Appendix 8: Special Responsibilities Allowances-Banding Spread Over 4 Years

Bands	Level of Responsibility as a % of the Leader	Role	No of potential SRAs	Year 1 @ 4.60%	Year 2 @ 4.60%	Year 3 @ 4.60%	Year 4 @ 4.60%
Strategic Leadership	100%	Leader of the Council	1	£59,232.89	£61,957.60	£64,807.65	£67,788.80
	80%	Deputy Leader of the Council	1	£47,386.31	£49,566.08	£51,846.12	£54,231.04
Strategic Shared Responsibility	50%	Cabinet Member	8	£29,616.44	£30,978.80	£32,403.83	£33,894.40
Responsibility for Chairing Key Regulatory, Overview & Scrutiny Committees	30%	Chairman of the Planning Committee	1	£17,769.87	£18,587.28	£19,442.30	£20,336.64
	30%	Chairman of the Licensing & Public Protection Committee	1	£17,769.87	£18,587.28	£19,442.30	£20,336.64
	30%	Leader of the Largest Qualifying Opposition Group	1	£17,769.87	£18,587.28	£19,442.30	£20,336.64
	25%	Chairman of Overview & Scrutiny Committees	8	£14,808.22	£15,489.40	£16,201.91	£16,947.20
Other Roles with Special Responsibility	17%	Deputy Leader of the Largest Qualifying Opposition Group	1	£10,069.59	£10,532.79	£11,017.30	£11,524.10
	10%	Chairman of Licensing Sub-Committee	3	£5,923.29	£6,195.76	£6,480.77	£6,778.88
	10%	Chairman of the Audit Committee	1	£5,923.29	£6,195.76	£6,480.77	£6,778.88
	10%	Chairman of the Trust & Charities Committee	1	£5,923.29	£6,195.76	£6,480.77	£6,778.88
	14%	Leader of Other Qualifying Opposition Groups	1	£8,292.60	£8,674.06	£9,073.07	£9,490.43
	7%	Deputy Leader of Other Qualifying Opposition Groups	1	£4,146.30	£4,337.03	£4,536.54	£4,745.22
	10%	Lead Opposition Spokesperson (Shadow Cabinet Member)	8	£5,923.29	£6,195.76	£6,480.77	£6,778.88
	7%	Political Group Secretaries	3	£4,146.30	£4,337.03	£4,536.54	£4,745.22
	5%	Chief Whip	3	£2,961.64	£3,097.88	£3,240.38	£3,389.44

Appendix 9: Basic Allowance plus Special Responsibilities Allowances Spread Over 4 Years

	<i>18.39 apportioned 1 yr1 @ 4.60%</i>	<i>18.39 apportioned 2 yr2 @ 4.60%</i>	<i>18.39 apportioned 3 yr3 @ 4.60%</i>	<i>18.39 apportioned 4 yr4 @ 4.60%</i>
	BA+SRA	BA+SRA	BA+SRA	BA+SRA
Leader of the Council	£78,977.18	£82,610.13	£86,410.20	£90,385.07
Deputy Leader of the Council	£67,130.61	£70,218.61	£73,448.67	£76,827.31
Cabinet Member	£49,360.74	£51,631.33	£54,099.22	£56,490.67
Chairman of the Planning Committee	£37,514.16	£39,239.81	£41,137.69	£42,932.91
Chairman of the Licensing & Public Protection Committee	£37,514.16	£39,239.81	£41,137.69	£42,932.91
Leader of the Largest Qualifying Opposition Group	£37,514.16	£39,239.81	£41,137.69	£42,932.91
Chairman of Overview & Scrutiny Committees	£34,552.52	£36,141.93	£37,897.31	£39,543.47
Deputy Leader of the Largest Qualifying Opposition Group	£29,813.89	£31,185.32	£32,712.70	£34,120.37
Chairman of Licensing Sub-Committee	£25,667.58	£26,848.29	£28,176.16	£29,375.15
Chairman of the Audit Committee	£25,667.58	£26,848.29	£28,176.16	£29,375.15
Chairman of the Trust & Charities Committee	£25,667.58	£26,848.29	£28,176.16	£29,375.15
Leader of Other Qualifying Opposition Groups	£28,036.90	£29,326.59	£30,768.47	£32,086.70
Deputy Leader of Other Qualifying Opposition Groups	£23,890.60	£24,989.56	£26,231.93	£27,341.49
Lead Opposition Spokesperson (Shadow Cabinet Member)	£25,667.58	£26,848.29	£28,176.16	£29,375.15
Political Group Secretaries	£23,890.60	£24,989.56	£26,231.93	£27,341.49
Chief Whip	£22,705.94	£23,750.41	£24,935.78	£25,985.71

Appendix 10: Members Regulations

The Local Authorities (Members' Allowances) (England) Regulations 2003:

[The Local Authorities \(Members' Allowances\) \(England\) Regulations 2003 \(legislation.gov.uk\)](#)

EIM65960 - Local Government Councillors and civic dignitaries in England: ODPM guidance: Part One: members' allowances:

[EIM65960 - Local Government Councillors and civic dignitaries in England: ODPM guidance: Part One: members' allowances - HMRC internal manual - GOV.UK \(www.gov.uk\)](#)

Birmingham City Council's Constitution:

Part B – Roles, Functions and Rules of Procedure: [Part B Constitution | Birmingham City Council](#)

Part C - Constitution Codes and Protocols: [Part C Constitution | Birmingham City Council](#)

Appendix 11: Membership of the Independent Remuneration Panel

Citizen Representatives

Rose Poulter (Chair)
Sandra Cooper (Deputy Chair)
Veronica Docherty
Catherine McManus

Council Appointees

David Grainger
Rob Johnston*

Co-opted Members

Honorary Alderman Carl Rice
Former Councillor Peter Fowler

**Member until January 2023*