

## **Recommendations to the Council**

---

### **(a) Pay Policy Statement 2020/21 - Section 38 of the Localism Act 2011**

It is a legal requirement of the Localism Act 2011 for Staffordshire County Council to have a Pay Policy statement. There is also a statutory requirement under the Localism Act 2011 for the local authority to prepare a pay policy statement on an annual basis. A copy of the draft Pay Policy Statement 2020/21 is attached.

The current procedure for special committee (reward and recruitment) in appointing chief officers already involves elected members. It is a published and transparent procedure contained in the Council's constitution. Therefore, the pay policy statement is sufficient to build upon what is already a transparent process, under which elected members are fully accountable.

Nothing in the provisions of the act or guidance supersedes the Council's existing responsibilities and duties placed on the council as an employer under relevant employment legislation.

**Recommendation** - That Council approves the Pay Policy Statement for 2020/2021.

### **(b) Members' Allowances Scheme - Independent Remuneration Panel Report**

The County Council is required to establish and maintain an Independent Remuneration Panel to provide advice and recommendations to the Council on its Members' Allowances Scheme. Any decision on the nature and level of allowances are a matter for the full Council, but the Council must have regard to any recommendations submitted by the Independent Remuneration Panel before establishing or amending the Members' Allowances Scheme. The Panel meets each year to consider the recommendations to be made to the Council in respect of the level and nature of the forthcoming year's allowances.

The Independent Remuneration Panel's report of March 2020, including recommendations on the Members' Allowances Scheme for 2020/21, is attached.

As part of their deliberations and in response to feedback from Members of the Council, the Panel have proposed a change to the County Council's Constitution to include that the Chairman and Vice-Chairman of the Planning Committee must also be required to be the Chairman and Vice-Chairman (respectively) of the Countryside and Rights of Way Panel.

**Recommend** – (a) That the Council's views on the recommendations of the Independent Remuneration Panel are requested.

(b) That, if the Council are minded to support the recommendations of the Panel the Council's Constitution be amended to include that the Chairman and Vice-Chairman of the Planning Committee must also be the Chairman and Vice-Chairman (respectively) of the Countryside and Rights of Way Panel.

