

# Public Document Pack

## Council AGM Summons and Agenda

All Members of the Council are summoned to attend the meeting to be held on Wednesday, 27 March 2024.



Jeremy Chambers, Monitoring Officer  
19 March 2024

Wednesday, 27 March 2024

**7.30 pm,**  
Civic Suite  
Catford Road  
London SE6 4RU

For more information contact: Head of Governance and Committee Services  
(committee@lewisham.gov.uk )

### Part 1

| Item                               | Pages   |
|------------------------------------|---------|
| 1. Election of Speaker             | 1       |
| 2. Appointment of Deputy Speaker   | 2       |
| 3. Minutes                         | 3 - 9   |
| 4. Declaration of Interests        | 10 - 13 |
| 5. Announcements or Communications | 14      |
| 6. Executive Composition           | 15 - 16 |
| 7. Mayoral Scheme of Delegation    | 17      |
| 8. Committee Terms of Reference    | 18      |
| 9. Appointments to Committees      | 19 - 21 |
| 10. Allocation of Seats            | 22 - 23 |
| 11. Appointments to Outside Bodies | 24 - 27 |

Members of the public are welcome to attend committee meetings. However, occasionally, committees may have to consider some business in private.

|     |                                       |         |
|-----|---------------------------------------|---------|
| 12. | Council meetings calendar 2024/25     | 28 - 31 |
| 13. | Appointment of Young Mayor and Deputy | 32      |
| 14. | Member Allowances                     | 33 - 65 |
| 15. | Annual Mayoral Address                |         |



## Council AGM

### Election of Speaker

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### Outline and recommendations

To elect a Speaker.

### Recommendation

The Council is invited to elect a Speaker for the municipal year 2024/25.

# Agenda Item 2



## Council AGM

### Appointment of Deputy Speaker

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### Outline and recommendations

To appoint a Deputy Speaker.

### Recommendation

The Council is invited to appoint a Deputy Speaker for the municipal year 2024/25.

## MINUTES OF THE COUNCIL

Wednesday, 28 February 2024 at 7.30 pm

PRESENT: Councillors Tauseef Anwar (Chair), Yemisi Anifowose, Dawn Atkinson, Chris Barnham, Paul Bell, Chris Best, Andre Bourne, Bill Brown, Suzannah Clarke, Will Cooper, Liam Curran, Laura Cunningham, Brenda Dacres, Sophie Davis, Amanda De Ryk, Sian Eiles, Ese Erheriene, Billy Harding, Edison Huynh, Coral Howard, Mark Ingleby, Mark Jackson, Liz Johnston-Franklin, Eva Kestner, Louise Krupski, Jack Lavery, Joan Millbank, Hilary Moore, John Muldoon, Oana Olaru, Rachel Onikosi, Rosie Parry, Jacq Paschoud, John Paschoud, Stephen Penfold, Kim Powell, James Rathbone, Sakina Sheikh, Luke Sorba, Eva Stamirowski, Rudi Schmidt, Aliya Sheikh, Liam Shrivastava, Hau-Yu Tam, James-J Walsh, Luke Warner, Carol Webley-Brown and Susan Wise

Apologies for absence were received from Councillor Peter Bernards, Councillor Natasha Burgess, Councillor Juliet Campbell, Councillor Ayesha Lahai-Taylor, Councillor Aisha Malik-Smith and Councillor James Royston.

### 1. Minutes

The Speaker of the Council MOVED, the Deputy Speaker SECONDED and it was RESOLVED that the minutes of the Council meeting held on 17 January 2024 be confirmed and signed as a true and accurate record.

.

### 2. Declaration of Interests

None.

### 3. Announcements or Communications

The Speaker said that the London Mayor's Association required him to record in the minutes that his consort for 2020-21 was Tayyiba Zia and for 2021-22 it was Ismaeel Tauseef.

### 4. Petitions

There were no petitions.

### 5. Public Questions

Supplementary questions were asked and answered as follows (paraphrased):

#### **Supplementary question to PQ3 to Deputy Mayor Dacres (Acting as Mayor)**

Q: Does Lewisham Council have humanity?

A: Within all of us we have humanity.

**Supplementary question to PQ20 Councillor Schmidt**

Q: Do you think that overview and scrutiny has a role in ensuring that consultation for CPZs are run in an ethical and competent manner?

A: Yes consultations should be done in an ethical manner. At the beginning of the municipal year, chairs of scrutiny committees decide on their work programmes. If they believe that consultation should be part of the work programmes, they will bring them to the appropriate committee.

**Supplementary question to PQ21 to Councillor Cooper.**

Q: What does mobilising a stock condition survey mean? Earlier this year, the Council announced an increase to the hosing repair budget specifically for damp/mould related problems. How much of that has been spent and on what.

A: Mobilising stock condition survey is when officers go into properties and decide whether they meet the decent homes standard. In this financial year, Lewisham dealt with 292 damp and mould cases at a cost of £421k. More financial information would be provided when the new repairs system and the computer system across the housing department was up and running.

**Supplementary question to PQ36 to Councillor Barnham.**

Q: Should this Council be lobbying the government for more support for schools, particularly in deprived areas? Allowing schools to run slightly smaller class sizes until numbers pick up again or challenging the pupil premium equation.

A: I am proud of the achievements of Lewisham Schools, 99% are good or outstanding. Falling rolls and financial constraints that come with it, is a challenge to all schools. Lewisham lobby government about school funding. Last month London Councils published a report on falling roles in London with specific recommendations for central government and local authorities. This included recommendations for more flexible funding from the DfE to help protect London schools in the future, to ensure that academies were part of local planning to better manage pressure and to work with local authorities to ensure that children with special educational needs are properly supported in mainstream education. This work would continue. Lewisham understands the pressure faced by schools and intended to support them in every way possible.

**Supplementary question to PQ37 to Deputy Mayor Dacres (Acting as Mayor)**

Q: Will the Mayor provide details of what efforts Lewisham have undertaken in support of Palestinian residents, including discussions on the importance of the Council calling for full ceasefire and divesting from companies complicit with genocide.

A: The website has been updated so that help and support can be offered to anyone, particularly from that region, who have been affected by the conflict and hate crimes. I want to ensure that Lewisham remains a borough that the

community can reach out to. I am proud that Lewisham is a borough of culture and welcomes those who are fleeing atrocities.

### **Supplementary question to 43 to Deputy Mayor Dacres (Acting as Mayor)**

Q: Will this Council acknowledge that there are war crimes and call for a full ceasefire as demanded by 1000 Lewisham residents.

A: We are in a politically restricted period, so I cannot answer politically. However, I refer you back to my previous response and the one at the January Council meeting.

### **Supplementary question to PQ1 to Councillor Walsh.**

Q: The money allocated to LGBT+ community activities was low. What did the cabinet member intend to do about it?

A: I am proud that this Council has opened an LGBT cultural centre in Deptford. Other LGBT spaces have opened across the borough over the last 3 years. Hate crime against LGBT people is rising. As an authority, we will do all we can. I am an LGBT activist, and I invite the resident to join with me in pushing forward the LGBT agenda.

### **Supplementary question to PQ5 to Councillor Bell.**

Q: Councillor Bell has a direct interest as cabinet member for adult social care and health and the NHS more widely. According to new government guidance on health scrutiny, cabinet members who hold executive responsibility for the NHS should not Chair health scrutiny panels. Please could this be considered seriously.

A: There is no conflict of interest because I do not Chair these panels. If I had executive oversight of decision making in the NHS, different decisions may be made. The main point in the answer is that the healthier communities Select Committee no longer has the power for a formal call in from the Secretary of State.

## **6. Member Questions**

There were no member questions.

## **7. Council Budget 2024/25**

The Budget was MOVED by Councillor De Ryk and SECONDED by Councillor Rathbone.

Under the provisions of the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, a recorded vote was required.

It was moved by the Speaker and seconded by the Deputy Speaker and RESOLVED that a roll call be conducted on this item. The result was as follows: For (49) Councillors Anifowose, Anwar, Atkinson, Barnham, Bell, Best, Bourne, Brown, Clarke, Cooper, Cunningham, Curran, Dacres, Davis, De Ryk, Eiles, Erheriene, Harding, Howard, Ingleby, Jackson, Johnston-Franklin, Kestner, Krupski, Lavery, Millbank, Moore, Muldoon, Olaru, Onikosi, Parry, Jacq Paschoud, John Paschoud, Penfold, Powell, Rathbone, Schmidt, Aliya Sheikh, Sakina

Sheikh, Shrivastava, Sorba, Stamirowski, Tam, Walsh, Warner, Webley-Brown and Wise.

Against (0) Nil

Abstention (0) Nil

RESOLVED that, having considered the views of those consulted on the budget, and subject to proper process as required, Council agreed to:

General Fund Revenue Budget

1. note the 2023/24 forecast projected overall variance of £19.9m, after the use of corporate provisions and reserves, or 7.5% of the agreed budget of £263.680m as set out in Section 6 of the report and that this year-end overspend will be met from corporate provisions and reserves;
  2. endorse the budget cut reduction measures of £2.315m and £8.423m, with an anticipated assumed minimum delivery of £5.6m in 2024/25, as set out in Section 6 of the report and summarised in Appendix Y1 and Y2a and Y2b;
  3. agree the allocation of £54.277m of resources from; the corporate risks and pressures, adult social care precept, new homes bonus, social care grant, ASC market sustainability and improvement fund, discharge grant, New Homes Bonus and Services Grant in 2024/25 to be invested in funding quantified budget pressures and opportunities, both recurring and once-off, as set out in Section 6;
  4. agree a General Fund Budget Requirement of £293.838m for 2024/25 be approved;
  5. agree to a 4.99% increase in Lewisham's Council Tax element. This will result in a Band D equivalent Council Tax level of £1,566.58 for Lewisham's services and £2,037.98 overall. This represents an overall increase in Council Tax for 2024/25 of 5.8% and is subject to the GLA precept for 2024/25 being increased by £37.26 (i.e. 8.58%) from £434.14 to £471.4, in line with the GLA's draft budget proposals;
  6. note the Council Tax Ready Reckoner which, for illustrative purposes, sets out the Band D equivalent Council Tax at various levels of increase. This is explained in Section 6 of the report with more detail in Appendix Y4;
  7. consider the Section 25 Statement from the Chief Finance Officer, the Executive Director for Corporate Resources. This was attached at Appendix Y5;
  8. agree the draft statutory calculations for 2024/25 as set out at Appendix Y6;
  9. note the prospects for the revenue budget for 2024/25 and future years as set out in Sections 6 and 7;
  10. agree and ask officers to continue to develop firm proposals to redesign and transform services and inform the capital strategy by bringing them forward in good time to support the work towards a savings and investment round to help plan early to meet the future forecast medium term finance strategy objectives;
- Other Grants (within the General Fund)
11. note the adjustments to and impact of various specific grants for 2024/25 on the General Fund as set out in Section 6 of this report; Dedicated Schools Grant and Pupil Premium Schools Block
  12. note the provisional gross Dedicated Schools Grant (DSG) allocation of £363.126m before the Department's adjustments to fund Academy schools;
  13. note the provisional DSG allocation for £240.662m be the Schools' Budget (Schools Block) for 2024/25 covering both maintained schools and academies, and that this includes £7.5m of funding that schools currently receive via the Mainstream Additional Grant;



14. agree, as recommended by Schools Forum, the once-off transfer of circa £0.7m of Schools Block funding to the High Needs Block; Central Schools Services Block (CSSB)
15. note the construct and allocation of £3.014m for the CSSB block allocation for 2024/25, a reduction of circa £0.295m from the £3.309m 2023/24 allocation; High Needs Block (HNB)
16. note the provisional HNB £79.225m to support the Council's statutory duty with regards to Special Education Needs (SEN), a net increase of £2.373m relative to 2023/24. And that the HNB will be finalised in March for deductions arising for institutions funded by the Education and Skills Funding Agency (ESFA); Early Years Block (EYB)
17. note the Dedicated Schools Grant allocation to the EYB of £40.225m;
18. note that the Department for Education has increased hourly funding for 3 and 4 year olds from £6.33 to £7.24 (14.4%) and with respect to 2 year old disadvantaged funding, the hourly rate has increased from £7.52 to £10.64 (41.5%);
19. note the introduction of new funding from 1 April 2024 for 2 year old working parent entitlement of £10.64 per hour and new funding for under 2 year olds from 1 September 2024 at £14.52 per hour; Pupil Premium
20. note that the pupil premium will continue in 2024/25, that the per-pupil funding is expected to increase by 1% for primary and 2% for secondary, with the total quantum confirmed in summer 2024; Housing Revenue Account
21. note the consultation report on proposed service charge increases to tenants and leaseholders in the Brockley area, presented to tenants and leaseholders on 2 November 2023, as attached at Appendix X2a and X2b;
22. note the consultation report on proposed service charge increases to tenants and leaseholders presented to the remaining tenants and leaseholders on 13 November 2023 as attached at Appendix X3.
23. agree to set an increase in dwelling rents of 7.7% (an average of £8.57 per week) – as per the Governments formula rent increases to be applied to rents for 2024/25 and as outlined in section 9 of this report;
24. agree to set an increase in the hostels accommodation charge by 7.7% (or £3.10 per week), in accordance with Governments direction for formula rent increases to be applied to rents for 2024/25;
25. approve the following average weekly increases/decreases for dwellings for:
- 25.1 service charges to PFI managed dwellings (Brockley) to ensure full cost recovery and 9.9% inflationary uplift for 2024/25;
- caretaking 9.9% (£0.35)
  - grounds 9.9% (£0.21)
  - communal lighting 9.9% (£0.01)
  - bulk waste collection 9.9% (£0.15)
  - window cleaning 9.9% (£0.00)
  - tenants' levy 0.00% (£0.00)
- 25.2 service charges to Council managed dwellings:
- caretaking 7.70% (£0.59)
  - grounds 7.70% (£0.10)
  - window cleaning 7.70% (£0.03)
  - communal lighting 7.70% (£0.10)
  - block pest control 7.00% (£1.80)
  - waste collection 7.70% (£0.07)

- heating & hot water 7.70% (£1.23)
- tenants' levy 0.00% (£0.00)
- bulk waste disposal 7.70% (£0.05)
- sheltered housing 0.00% (£0.00)

25.3 the following average weekly percentage changes for hostels and shared temporary units for; • service charges (hostels) – caretaking etc.; 7.70% or £5.92pw energy cost increases for heat, light & power; 10.0% or £0.71pw;

- water charges increase; 7.70% or £0.02pw;

26. approve an increase in garage rents by 8.90% (£1.58 per week) for Brockley PFI and Council residents as outlined in Appendix X4;

27. note that the budgeted expenditure for the Housing Revenue Account (HRA) for 2024/25 is £224.3m, split £111.5m revenue and £112.8m capital, which includes the decent homes and new build programmes; Treasury Management Strategy

28. approve the Treasury Management Strategy 2024/25 including the prudential indicators and treasury indicators;

29 approve the Annual Investment Strategy and Creditworthiness Policy, set out in further detail at Appendix Z2;

30. approve the Investment Strategy as set out in Section 10 of this report, along with the operational boundary & authorised limit for the year as set out in tables D4 and D5 in this report;

31. approve the Minimum Revenue Provision (MRP) policy as set out in Section 10.27 of this report;

32. agree to delegate to the Executive Director of Corporate Resources the authority during 2024/25 to make amendments to borrowing and investment limits provided they are consistent with the strategy and there is no change to the Council's authorised limit for borrowing;

33. approve the overall credit and counterparty risk management criteria, as set out at Appendix Z2, the proposed countries for investment at Appendix Z5, and that it formally delegates responsibility for managing transactions with those institutions meeting the criteria to the Executive Director for Corporate Resources. Capital Programme

34. approve the 2024/25 to 2027/28 Capital Programme of £558.0m as set out in Section 11 of this report and Appendix W1;

35. agree to delegate to the Executive Director for Corporate Resources authority to amend the scheme mix within the Capital programme to respond to the risks as set out as long as this is done within the total programme parameters approved and that regular updates on the capital programme, reflecting any changes, are regularly reported back to Mayor & Cabinet.

## **8. Scrutiny date changes**

It was MOVED by Cllr Schmidt and SECONDED by Cllr Erheriene and then RESOLVED that it be noted that

(i) the Select Committee meetings due to take place on 5, 7 and 20 March and the Overview and Scrutiny Committee meeting due to take place on 6 February will no longer take place.

(ii) the Select Committee meetings will instead take place on 12, 13 and 14 March and the Overview and Scrutiny Committee will meet on 18 March.

## **9. Motions**

There were no motions.

# Agenda Item 4



## Council AGM

### Declaration of Interests

**Date: 27 March 2024**

**Class: Part 1**

**Contributors: Head of Governance and Committee Services**

### Outline and recommendations

Members are asked to consider declare any personal interest they have in any item on the agenda.

#### Declaration of interests

Members are asked to declare any personal interest they have in any item on the agenda.

#### 1 Personal interests

There are three types of personal interest referred to in the Council's Member Code of Conduct :-

- (1) Disclosable pecuniary interests
- (2) Other registerable interests
- (3) Non-registerable interests

#### 2 Disclosable pecuniary interests are defined by regulation as:-

- (a) Employment, trade, profession or vocation of a relevant person\* for profit or gain
- (b) Sponsorship –payment or provision of any other financial benefit (other than by the Council) within the 12 months prior to giving notice for inclusion in the register in respect of expenses incurred by you in carrying out duties as a member or towards your election expenses (including payment or financial benefit from a Trade Union).

- (c) Undischarged contracts between a relevant person\* (or a firm in which they are a partner or a body corporate in which they are a director, or in the securities of which they have a beneficial interest) and the Council for goods, services or works.
- (d) Beneficial interests in land in the borough.
- (e) Licence to occupy land in the borough for one month or more.
- (f) Corporate tenancies – any tenancy, where to the member’s knowledge, the Council is landlord and the tenant is a firm in which the relevant person\* is a partner, a body corporate in which they are a director, or in the securities of which they have a beneficial interest.
- (g) Beneficial interest in securities of a body where:-
  - (a) that body to the member’s knowledge has a place of business or land in the borough; and
  - (b) either
    - (i) the total nominal value of the securities exceeds £25,000 or 1/100 of the total issued share capital of that body; or
    - (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person\* has a beneficial interest exceeds 1/100 of the total issued share capital of that class.

\*A relevant person is the member, their spouse or civil partner, or a person with whom they live as spouse or civil partner.

### **(3) Other registerable interests**

The Lewisham Member Code of Conduct requires members also to register the following interests:-

- (a) Membership or position of control or management in a body to which you were appointed or nominated by the Council
- (b) Any body exercising functions of a public nature or directed to charitable purposes, or whose principal purposes include the influence of public opinion or policy, including any political party
- (c) Any person from whom you have received a gift or hospitality with an estimated value of at least £25

### **(4) Non registerable interests**

Occasions may arise when a matter under consideration would or would be likely to affect the wellbeing of a member, their family, friend or close associate more than it would affect the wellbeing of those in the local area generally, but which is not required to be registered in the Register of Members’ Interests (for example a matter concerning the closure of a school at which a Member’s child attends).

**(5) Declaration and Impact of interest on members' participation**

- (a) Where a member has any registerable interest in a matter and they are present at a meeting at which that matter is to be discussed, they must declare the nature of the interest at the earliest opportunity and in any event before the matter is considered. The declaration will be recorded in the minutes of the meeting. If the matter is a disclosable pecuniary interest the member must take no part in consideration of the matter and withdraw from the room before it is considered. They must not seek improperly to influence the decision in any way. **Failure to declare such an interest which has not already been entered in the Register of Members' Interests, or participation where such an interest exists, is liable to prosecution and on conviction carries a fine of up to £5000**
- (b) Where a member has a registerable interest which falls short of a disclosable pecuniary interest they must still declare the nature of the interest to the meeting at the earliest opportunity and in any event before the matter is considered, but they may stay in the room, participate in consideration of the matter and vote on it unless paragraph (c) below applies.
- (c) Where a member has a registerable interest which falls short of a disclosable pecuniary interest, the member must consider whether a reasonable member of the public in possession of the facts would think that their interest is so significant that it would be likely to impair the member's judgement of the public interest. If so, the member must withdraw and take no part in consideration of the matter nor seek to influence the outcome improperly.
- (d) If a non-registerable interest arises which affects the wellbeing of a member, their, family, friend or close associate more than it would affect those in the local area generally, then the provisions relating to the declarations of interest and withdrawal apply as if it were a registerable interest.
- (e) Decisions relating to declarations of interests are for the member's personal judgement, though in cases of doubt they may wish to seek the advice of the Monitoring Officer.

**(6) Sensitive information**

There are special provisions relating to sensitive interests. These are interests the disclosure of which would be likely to expose the member to risk of violence or intimidation where the Monitoring Officer has agreed that such interest need not be registered. Members with such an interest are referred to the Code and advised to seek advice from the Monitoring Officer in advance.

**(7) Exempt categories**

There are exemptions to these provisions allowing members to participate in decisions notwithstanding interests that would otherwise prevent them doing so. These include:-

- (a) Housing – holding a tenancy or lease with the Council unless the matter relates to your particular tenancy or lease; (subject to arrears exception)
- (b) School meals, school transport and travelling expenses; if you are a parent or guardian of a child in full time education, or a school governor unless the matter relates particularly to the school your child attends or of which you are a governor;
- (c) Statutory sick pay; if you are in receipt
- (d) Allowances, payment or indemnity for members
- (e) Ceremonial honours for members
- (f) Setting Council Tax or precept (subject to arrears exception)

# Agenda Item 5



## Council AGM

### **Announcements or Communications**

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### **Outline and recommendations**

Members are asked to receive any announcements or communications from the Speaker and/or the Head of Paid Service.





## Council AGM

### Composition of the Executive

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### Outline and recommendations

Members are asked to note the composition and portfolios of the Mayor's Cabinet.

Details will be available at the meeting.

**Item 6 – Executive Portfolios**

| <b>Councillor name</b> | <b>Cabinet portfolio</b>                                   |
|------------------------|--|
| Cllr Louise Krupski    | Deputy Mayor and Environment, Transport and Climate Action |
| Cllr Amanda De Ryk     | Finance, Resources and Performance                         |
| Cllr Will Cooper       | Better Homes, Neighbourhoods and Homelessness              |
| Cllr James-J Walsh     | Inclusive Regeneration and Planning                        |
| Cllr Chris Barnham     | Children and Young People                                  |
| Cllr Paul Bell         | Health and Adult Social Care                               |
| Cllr Kim Powell        | Business, Jobs and Skills                                  |
| Cllr Juliet Campbell   | Safer Lewisham and Equalities                              |
| Cllr Edison Huynh      | Communities and Culture                                    |



## Council AGM

### Mayoral Scheme of Delegation

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### Outline and recommendations

Members are asked to note that there are no changes to the existing Mayoral Scheme of Delegation in Part VIII of the Council's Constitution

To receive notification from the Mayor of the nature and extent of any decision making powers delegated by her in relation to Executive functions and to incorporate this in the Council's Constitution at Part VIII

The Mayor has not made any changes to the existing powers delegated by her in relation to Executive functions.

The Council is therefore **RECOMMENDED** to note that there are no changes to the existing Mayoral Scheme of Delegation in Part VIII of the Council's Constitution.

# Agenda Item 8



## Council AGM

### Committee Terms of Reference

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### Outline and recommendations

Members are asked to note that there are no changes to the terms of reference of the Committees

Committees' terms of reference remain unchanged.



## Council AGM

### Appointments to Committees

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### Outline and recommendations

Members are asked to agree appointments to committees for 2024/25.

Council appointments to committees for the municipal year 2024/2025

A schedule of proposed membership will be available at the meeting.

| <b>Appointments Committee</b> |                     |
|-------------------------------|---------------------|
| Rudi Schmidt                  | Jack Lavery         |
| Laura Cunningham              | 2 x Cabinet Members |

| <b>Audit &amp; Risk Committee</b> |                         |
|-----------------------------------|-------------------------|
| Eva Kestner                       | Luke Sorba              |
| James Rathbone                    | Billy Harding           |
| Mark Ingleby                      | Aliya Sheikh            |
| Marcus O'Toole (co-optee)         | Andrew Jones (co-optee) |
| Mark Hugh McLaughlin (co-optee)   |                         |

| <b>Governance Committee</b> |                   |
|-----------------------------|-------------------|
| Jacq Paschoud               | James-J Walsh     |
| Susan Wise                  | Sakina Sheikh     |
| Luke Warner                 | Aisha Malik-Smith |

| <b>Health and Safety Committee</b> |                    |
|------------------------------------|--------------------|
| Laura Cunningham                   | Paul Bell          |
| Ayesha Lahai-Taylor                | Chris Best         |
| Dawn Atkinson                      | Carol Webley-Brown |

| <b>Licensing Committee</b> |               |
|----------------------------|---------------|
| Yemisi Anifowose           | Coral Howard  |
| Mark Jackson               | Eva Kestner   |
| Rachel Onikosi             | Dawn Atkinson |
| Bill Brown                 | Billy Harding |
| Natasha Burgess            | vacancy       |

| <b>Overview and Scrutiny Committee</b> |                 |
|--|-----------------|
| Rudi Schmidt                           | Mark Jackson    |
| Luke Sorba                             | Aliya Sheikh    |
| Stephen Penfold                        | James Rathbone  |
| Liam Shrivastava                       | James Royston   |
| Joan Millbank                          | Eva Stamirowski |

| <b>Pensions Investment Committee</b> |                  |
|--------------------------------------|------------------|
| Sian Eiles                           | Louise Krupski   |
| Tauseef Anwar                        | James Royston    |
| Mark Ingleby                         | Liam Shrivastava |
| John Muldoon                         | Chris Best       |

| <b>Planning Committee A</b> |                       |
|-----------------------------|-----------------------|
| Peter Bernards              | John Paschoud         |
| Hilary Moore                | Andrew Bourne         |
| James Royston               | Luke Warner           |
| Liam Curran                 | Liz Johnston-Franklin |

| <b>Planning Committee B</b> |                 |
|-----------------------------|-----------------|
| Jack Lavery                 | Oana Olaru      |
| Sophie Davis                | Hau-Yu Tam      |
| Stephen Penfold             | Suzannah Clarke |
| James Rathbone              | John Muldoon    |

| <b>Strategic Planning Committee</b> |                 |
|-------------------------------------|-----------------|
| Peter Bernards                      | Jack Lavery     |
| John Paschoud                       | Oana Olaru      |
| Liam Curran                         | Suzannah Clarke |
| Kim Powell                          | Edison Huynh    |

| <b>Standards Committee</b>    |                           |
|-------------------------------|---------------------------|
| Hilary Moore                  | Bill Brown                |
| Amanda De Ryk                 | James Rathbone            |
| Liz Johnston-Franklin         | Eva Stamirowski           |
| Aliya Sheikh                  | Andre Bourne              |
| Sophie Davis                  | Rosie Parry               |
| Fasil Bhatti (co-optee)       | Gill Butler (co-optee)    |
| David Roper-Newman (co-optee) | Cathy Sullivan (co-optee) |
| Leslie Thomas (co-optee)      | Joy Walton (co-optee)     |
| Independent Member (tbc)      |                           |

| <b>Council Urgency Committee</b> |                 |
|----------------------------------|-----------------|
| Jacq Paschoud                    | Will Cooper     |
| Louise Krupski                   | Rudi Schmidt    |
| Joan Millbank                    | Eva Stamirowski |

# Agenda Item 10



## Council AGM

### Allocation of Seats to Political Groups on the Council

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Director of Law & Corporate Governance  
Head of Governance and Committee Services

### Outline and recommendation

Members are asked to agree the allocation of all seats on committees to the Labour Group.

#### 1. Summary

This report proposes that all seats on all committees are allocated to the Labour Group.

#### 2. Purpose

The purpose of this report is to comply with the Local Government and Housing Act 1989, which requires the allocation of seats on committees in accordance with the level of representation of political groups on the Council as a whole.

#### 3. Background

Section 15 of the Local Government and Housing Act 1989 places a duty on the Council to review the representation of political groups on its committees where the members of the Council are split into different political groups. A council is deemed to be split into different political groups where there is at least one such group on the Council. There is a particular duty to conduct this review at the Annual General Meeting or as soon as practicable after that.

#### 4. Proposed arrangements

The Proper Officer has confirmed that only one political group exists on the council and all seats are to be allocated to it.



**5. Legal Implications**

The legal implications are contained in the body of the report.

**6. Financial implications**

There are no specific implications arising from this report.

**7. Recommendations**

Members are asked to agree the allocation of all seats on committees to the Labour Group.

# Agenda Item 11



## Council AGM

### **Appointments to Outside Bodies**

**Date:** 27 March 2024

**Key decision:** No.

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### **Outline and recommendations**

To appoint named Members to outside bodies.

Council is recommended to appoint named Members to outside bodies.

**A schedule of nominations will be available at the meeting.**

## MAYORAL APPOINTMENTS

| <b>Position</b>  | <b>Appointments<br/>24/5</b>  |
|--|---|
| Brent, Lewisham, Southwark IT Committee (2)  | Amanda de Ryk<br>James Walsh  |
| IThrive (formerly CYP Statagic Partnership)  | Chris Barnham   |
| Corporate Parenting Group (6)  | Chris Barnham (Cabinet)<br>Paul Bell (Cabinet)<br>Luke Sorba (CYP)<br><br>Jacq Paschoud<br>Carol Webley-Brown Aliya Sheikh  |
| Groundwork Local Authority Strategic Input Board   | Susan Wise  |
| Health & Wellbeing Board (3)   | Brenda Dacres<br>Paul Bell<br>Chris Barnham   |
| Intercultural Cities: Group Spokesperson   | Edison Huynh  |
| Joint Street Lighting Committee (2)  | Louise Krupski<br>Amanda de Ryk   |
| Lewisham College   | Kim Powell  |
| Lewisham Local Collaborative   | Joan Millbank   |
| Lewisham Safer Neighbourhood Board   | Sophie Davis  |
| Local Government Association – General Assembly (4)  | Brenda Dacres<br>Louise Krupski<br>Edison Huynh   |
| London Councils:<br>a. Leaders' Committee<br>b. Grants Committee<br>c. Greater London Employment Forum<br>d. Transport & Environment Committee | a. Brenda Dacres / Louise Krupski (deputy)<br>b. Amanda de Ryk / Edison Huynh (deputy)<br>c. Kim Powell / Amanda de Ryk (deputy)<br>d. Louise Krupski / Edison Huynh (deputy) |

|   |   |
|---|---|
|   |   |
| London Road Safety Council (2)                                | Jacq Paschoud<br>John Paschoud  |
| Newable (Greater London Enterprise)                           | Kim Powell  |
| Local Government Association – General Assembly (4)           | Brenda Dacres<br>Louise Krupski<br>Rudi Schmidt<br>Mark Jackson             |
| Phoenix Community Housing Association (2)                     | Jacq Paschoud<br>Oana Olaru   |
| Positive Ageing Council Steering Group                        | Coral Howard  |
| SLaM Governor   | Carol Webley-Brown  |
| Fostering Panel   | Jacq Paschoud   |
| South East London Combined Heat & Power (SELCHP) Board        | James Royston   |
| Standing Advisory Council for Religious Education (SACRE) (3) | Hau-Yu Tam<br>Aliya Sheikh<br>Liz Johnston-Franklin Jacq Paschoud (reserve) |
| London South East Flood Risk Partnership                      | Louise Krupski  |
| Reserve Forces' and Cadets' Association                       | Mark Jackson  |
| Works Council   | All Cabinet members   |
| Capital Letters   | Will Cooper   |

#### **OUTSIDE BODIES**

| <b>Organisation</b>                   | <b>Appointments<br/>24/5</b> |
|---------------------------------------|------------------------------|
| Albany 2001 Council of Management (1) | Dawn Atkinson                |

|   |   |
|---|---|
| Albion Millennium Green Trust (1)   | Billy Harding                                   |
| Blackheath Joint Working Party (3)  | Amanda de Ryk<br>Juliet Campbell<br>Luke Warner |
| Deptford Challenge Trust (1)  | Rosie Parry                                     |
| Lewisham Local History Society (1)  | Jacq Paschoud                                   |
| London Youth Games (2)  | Hilary Moore<br>Aisha Malik-Smith               |
| Marsha Phoenix Memorial Trust (1)   | Laura Cunningham                                |
| Trinity Laban (1)   | Laura Cunningham                                |
| Our Healthier South East London<br>(OHSEL) JHOSC (2*)<br><br>*1 position reserved for HC Chair) | Carol Webley-Brown Aliya Sheikh                 |
| Youth First Board (1)   | Edison Huynh                                    |

# Agenda Item 12



## Council AGM

### Calendar of Meetings 2024/25

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### Outline and recommendations

The Council is recommended to agree a programme of meetings for 2024/25.

### Programme of meetings for the municipal year 2024/25

Recommendation

That the Council:

- (i) Agrees that Ordinary Meetings of the Council will be held on the following dates:  
Wednesday 15 May  
Wednesday 17 July  
Wednesday 2 October  
Wednesday 27 November  
Wednesday 22 January  
Wednesday 5 March;
- (ii) Agrees that an Extraordinary Meeting of the Council will be held on Wednesday 15 May at 7pm, to consider any aldermanic nominations;
- (iii) Agrees that the next Annual General Meeting be held on Wednesday 7 May 2025;
- (iv) Approves a schedule of meetings for 2024/25, which will be available at the meeting; and
- (v) Delegates authority to the Director of Law and Corporate Governance, in consultation with the relevant Chair, to make any amendments necessary for the smooth transacting of council business.



**Draft Committee Calendar 2024/25**

|  | APRIL 24         | MAY 24                            | JUNE 24           | JULY 24                  | AUG 24 | SEPT 24                      | OCT 24 | NOV 24 | DEC 24 | JAN 25 | FEB 25           | MAR 25 | APR 25          |
|--|------------------|-----------------------------------|-------------------|--------------------------|--------|------------------------------|--------|--------|--------|--------|------------------|--------|-----------------|
| <i>For internal use only</i>             |                  | <i>UKREiiF 20-23 May</i>          |                   | <i>LGA Conf 2-4 July</i> |        | <i>Labour Conf 22-25 Sep</i> |        |        |        |        |                  |        |                 |
| <b>Religious holidays</b>                | 8-11 Eid al Fltr |                                   | 15-17 Eid al-Adha |                          |        |                              |        |        |        |        |                  |        |                 |
| <b>COUNCIL</b>                           |                  | Wed 15 (EGM)<br>Wed 15 (Ordinary) |                   | Wed 17                   |        |                              | Wed 2  | Wed 27 |        | Wed 22 |                  | Wed 5  | Wed 7 May (AGM) |
| <b>MAYOR &amp; CABINET</b>               |                  | Wed 8                             | Wed 12            | Wed 10                   |        | Wed 18                       | Wed 23 |        | Wed 4  | Wed 29 | Wed 12 (BUDGET)  | Wed 12 | Wed 30          |
| <b>SCRUTINY</b>                          |                  |                                   |                   |                          |        |                              |        |        |        |        |                  |        |                 |
| <b>Overview &amp; Scrutiny Committee</b> |                  | Tue 21                            | Tue 25            | Tue 23                   |        |                              | Tue 1  | Tue 5  | Tue 17 |        | Tue 11<br>Tue 25 | Tue 25 |                 |
| <b>Select Committees:</b>                |                  |                                   |                   |                          |        |                              |        |        |        |        |                  |        |                 |
| <b>Housing</b>                           |                  |                                   | Tue 18            |                          |        | Wed 4                        |        | Tue 12 |        | Tue 14 |                  | Thu 27 |                 |
| <b>Safer Stronger Communities</b>        |                  |                                   | Thu 13            |                          |        | Thu 5                        |        | Wed 13 |        | Tue 21 |                  | Thu 6  |                 |
| <b>Children and Young People</b>         |                  |                                   | Thu 20            |                          |        | Tue 12                       |        | Thu 21 |        | Thu 23 |                  |        | Tue 1           |
| <b>Healthier Communities</b>             |                  |                                   | Wed 26            |                          |        | Tue 17                       |        | Tue 19 |        | Thu 9  |                  | Wed 12 |                 |
| <b>Sustainable Development</b>           |                  |                                   | Wed 19            |                          |        | Thu 10                       |        | Thu 14 |        | Wed 8  |                  | Thu 20 |                 |
| <b>Public Accounts</b>                   |                  |                                   | Thu 27            |                          |        | Thu 26                       |        | Thu 28 |        | Thu 28 |                  |        | Thu 3           |
| <b>PLANNING</b>                          |                  |                                   |                   |                          |        |                              |        |        |        |        |                  |        |                 |
| <b>Planning A</b>                        |                  |                                   | Tue 11            |                          | Tue 6  |                              | Tue 15 |        | Tue 10 |        | Tue 11           |        |                 |
| <b>Planning B</b>                        |                  |                                   |                   | Tue 9                    |        | Tue 3                        |        | Tue 26 |        | Thu 30 |                  | Tue 11 |                 |





# Agenda Item 13



## Council AGM

### Appointment of Young Mayor and Deputy

**Date:** 27 March 2024

**Class:** Part 1

**Contributors:** Head of Governance and Committee Services

### Outline and recommendations

To appoint a Young Mayor and Deputy for 2024/25.

The young mayor is elected by young people to represent young people's views and makes sure they are listened to by decision-makers. The young mayor is supported by young advisers and has their own budget that they can use to turn their ideas into reality and make the borough an even better place to live, study and grow up.

An election was held on 7 February 2024. Bilvilyn Asamoah was elected to be Lewisham's Young Mayor, and Paul Frimpong to be Deputy Young Mayor for 2024/25.

### Recommendation

The Council is invited to appoint Bilvilyn Asamoah as Young Mayor and Paul Frimpong as Deputy Young Mayor for 2024/25.

The Council is invited to witness the Young Mayor and Deputy Young Mayor signing their Acceptance of Office.



## Council

### Report title: Members' Allowances

**Date:** 27 March 2024

**Key decision:** No.

**Class:** Part 1

**Ward(s) affected:** N/A

**Contributors:** Jeremy Chambers  
Director of Law & Corporate Governance  
Monitoring Officer

### Outline and recommendations

The purpose of this report is to make proposals in relation to members' allowances based on the recommendations of London Councils' Independent Remuneration Panel (the "IRP") in its report, The Remuneration of Councillors in London (the "Report").

#### Recommendations

Having regard to the advice of the London Councils remuneration panel and to the guidance issued under the Local Government Act 2000 and further to directions from the Mayor, it is recommended that Council:

1. Notes the findings of the Independent Remuneration Panel and agrees with the principles of the Panel's report;
2. Notes that Lewisham councillors' allowances are well below recommended levels;
3. Agrees that the basic allowance is increased by 3.88% to £12,480 with effect from 1<sup>st</sup> April 2023;
4. Agrees that all existing Special Responsibility Allowances (SRAs) are increased by 3.88% with effect from April 2023;
5. Agrees to the creation of 4 Cabinet Advisor posts as detailed in Section 5 of this report and that the SRA for this role be set at £7,428.
6. Agrees to the creation of tiered SRAs for Cabinet Members as set out in Section 6 of this report with the Cabinet Member for Finance, Resources and Performance and the Cabinet Member for Better Homes, Neighbourhoods and Homelessness being paid a Special Responsibility Allowance of 43,236;
7. Instructs the Monitoring Officer to undertake a review of the basic allowance and SRAs against comparable London mayoral councils as soon as possible after those councils have considered the IRP Report.
8. Instructs the Monitoring Officer to take any steps necessary to implement this decision.

## 1. Summary

- 1.1. The purpose of this report is to make proposals in relation to members' allowances based on the recommendations of London Councils' IRP.

## 2. Recommendations

### Recommendations

Having regard to the advice of the London Councils remuneration panel and to the guidance issued under the Local Government Act 2000 and further to directions from the Mayor, it is recommended that Council:

- a. Notes the findings of the Independent Remuneration Panel and agrees with the principles of the Panel's report;
- b. Notes that Lewisham councillors' allowances are well below recommended levels;
- c. Agrees that the basic allowance is increased by 3.88% to £12,480 with effect from 1<sup>st</sup> April 2023;
- d. Agrees that all existing Special Responsibility Allowances (SRAs) are increased by 3.88% with effect from 1<sup>st</sup> April 2023;
- e. Agrees to the creation of 4 Cabinet Advisor posts as detailed in Section 5 of this report and that the SRA for this role be set at £7,428.
- f. Agrees to the creation of tiered SRAs for Cabinet Members as set out in Section 6 of this report with the Cabinet Member for Finance, Resources and Performance and the Cabinet Member for Better Homes, Neighbourhoods and Homelessness being paid a Special Responsibility Allowance of 43,236;
- g. Instructs the Monitoring Officer to undertake a review of the basic allowance and SRAs against comparable London mayoral councils as soon as possible after those councils have considered the IRP Report;
- h. Instructs the Monitoring Officer to take any steps necessary to implement this decision.

## 3. Context

- 3.1. Under Section 18 Local Government and Housing Act 1989, the Secretary of State may make regulations authorising or requiring Councils to make a scheme providing for the payment of allowances to members. The relevant regulations are the Local Authorities (Members' Allowances) (England) Regulations 2003 as amended. The Council must publish its Scheme of Members' Allowances, dealing with basic allowances and special responsibility allowances and payments to members of the Council may only be made in accordance with this scheme.

## 4. Background

- 4.1. On 18<sup>th</sup> January 2023, the Council resolved as follows: -
  1. Note the findings of the Independent Remuneration Panel and agree with the principles of the Panel's report;
  2. Note that Lewisham councillors' allowances are well below recommended levels;
  3. Implement the recommended basic allowance of £12,014 with effect from May 2022;
  4. Agree that all Special Responsibility Allowances (SRAs) for councillors are increased by £1,021 thereby ensuring that no councillor receives an increase in the total allowances received that is greater than the 2022/23 staff pay award of £2,355 and that such increase is to take effect from May 2022;
  5. Agree to consider the matter of SRAs again at the 2023 AGM of the Council against the Council structure in place at that time;

6. Instruct the Monitoring Officer to take any steps necessary to implement this decision.

4.2. On 29<sup>th</sup> March 2023, the Council resolved as follows: -

The Chair of the Audit & Risk Management Committee be paid Special Responsibility Allowance of £7151 in recognition of the remit of the committee and a Special Responsibility Allowance of £7151 be paid to the Chair of Pensions Investments Committee.

4.3. In considering the question of members' allowances, the Council is under a statutory duty to have regard to the advice of the Independent Remuneration Panel. A copy of the Report is included at Appendix 1.

## **5. Cabinet Advisors**

5.1. The Mayor has given a steer that the Council ought to create 4 Cabinet Advisors. The law does not allow for members of the Cabinet to sit on an overview and scrutiny committee or any of its subcommittees. With regard to those members that hold less formal executive positions, e.g. Cabinet Advisors, the Statutory Guidance on Overview and Scrutiny in Local and Combined Authorities, is clear that such members are able to sit on overview and scrutiny committees provided that they do not sit on scrutiny committees looking at portfolios to which their less formal executive positions relate.

5.2. Obviously, even adhering to the statutory guidance would not remove all risk of conflict arising from having Cabinet Advisors sitting on scrutiny committees and from time-to-time interest may arise that require declaration. This is not unusual, and it is something officers are used to advising on.

5.3. With regard to the creation of these roles and the level of SRA payable for them, it will require the Council's Member Allowances Scheme to be revised to include the new role and the appropriate SRA.

5.4. The term of office will run from one AGM to the next.

5.5. A draft role description is attached as Appendix 2, which provides the rationale for the creation of the role and the appropriate SRA.

5.6. The suggested SRA for the role is a comparable allowance to that of a chair of a Scrutiny Select Committee, i.e. £7,428.

## **6. Cabinet Members' SRAs**

6.1. As stated in the IRP's Report, the Council must have regard to the IRP's recommendations but can take into account relevant local circumstances and I have been asked to specifically look at the SRA payable to Cabinet members.

6.2. Currently, there is a payment of £80,759 for the elected Mayor, £41,621 for the Deputy Mayor and £16,319 for all other members of the Cabinet. Applying the 3.88% uplift to these figures will increase them to £83,892, £43,236 and £16,952 respectively.

6.3. It will be recommended that the backdated element of this increase will be paid with effect from 1 April 2023.

6.4. With effect from the date of the AGM, the following is proposed by the Mayor. For the elected Mayor and the Deputy Mayor there will be no change to that outlined in the paragraph 6.2. The remaining eight members of the Cabinet will be placed in one of two tiers based on which two areas the Mayor wishes to prioritise and to focus upon. Set out below is an example of how this will work. It shows a Level 1 SRA at the top (the SRA for the Deputy Mayor) and a Level 2 at the bottom (which is the Cabinet member SRA).

| Band | SRA |
|------|-----|
|------|-----|

|         |        |
|---------|--------|
| Level 1 | 43,236 |
| Level 2 | 16,952 |

- 6.5. The Mayor is required to announce their Cabinet and the portfolios at every AGM of the Council. It is proposed at the same time that the Mayor also confirms which Cabinet members are sat at which level for the year ahead and seeks Council approval for this.

## **7. Further Review and Benchmarking**

- 7.1. Should Council approve the recommendations contained in this report, the Monitoring Officer will undertake a review as quickly as possible of the Council's overall allowances scheme compared to other London mayoral authorities and a report will be brought to a meeting of Council as soon as possible after the comparator councils have determined their allowances.

## **8. Financial implications**

- 8.1. The retrospective uplift to these allowances for 2023/24 will have a once off cost impact of £39k in 2024/25, which will be funded from corporate resources.
- 8.2. The ongoing financial impact of the changes for 2024/25 is growth of £122k. This will in part be funded by approved growth in the 2024/25 budget of £100k, meaning that in 2024/25 £22k will be funded from corporate resources with this pressure feeding into the Medium Term Financial Strategy (MTFS) pressures for building into the 2025/26 base budget.
- 8.3. In setting the MTFS it is likely that these pressures (and any others arising which need funding) will form part of the savings target for the Council for 2025/26.
- 8.4. The detail of these are set out in Appendix 3.

## **9. Legal implications**

- 9.1. This report has been prepared by the Council's Monitoring Officer and all relevant legal matters are addressed in the body of the report.

## **10. Equalities implications**

- 10.1. There are no specific equalities implications arising out of this report.

## **11. Climate change and environmental implications**

- 11.1. There are no specific climate change and environmental implications arising from this report.

## **12. Crime and Disorder implications**

- 12.1. There are no specific crime and disorder implications arising from this report.

## **13. Health and wellbeing implications**

- 13.1. There are no specific health and wellbeing implications arising from this report.

## **14. Report author(s) and contact**

- 14.1. For further information about this report please contact:

Jeremy Chambers  
 Director of Law & Corporate Governance  
 Monitoring Officer

[jeremy.chambers@lewisham.gov.uk](mailto:jeremy.chambers@lewisham.gov.uk)

**Appendix 1**  
**Report of the Independent Remuneration Panel**



## Appendix 2

### Cabinet Advisor – Role Description

Cabinet Advisors (CAs) will be appointed by the Mayor and assigned specific portfolio areas that they will drive forward on behalf of the Mayor and Cabinet. For matters within their portfolio CAs will be responsible for providing political oversight to ensure that: -

- Council Corporate priorities are being delivered;
- Council services are working well for our residents;
- The Council is identifying new and/or innovative ways of working to improve outcomes for residents;
- The Council is working well with our community to develop our polices and design and deliver our services;
- That the Council has strong relationships with key stakeholders and partners, including those in the Lewisham Strategic Partnership (LSP)
- The Cabinet Member who holds responsibility for matters within the CA's portfolio is fully briefed on the above, and that where appropriate the Mayor and Cabinet are also briefed.

In order to meet these responsibilities within their portfolio CA's may: -

- Hold regular briefings with departments;
- Have input into the drafting of Cabinet reports;
- Attend and present reports to Cabinet meetings as required;
- Attend and report to relevant meetings of Scrutiny where their portfolio is under discussion;
- Represent the Council at external meetings and meetings with residents.

Key parameters of CAs: -

- **CAs are not decision-makers.**
- Whilst a CA may be a member of a committee, scrutiny committee or scrutiny select-committee, they will not be permitted to scrutinise anything that falls within the area to which their CA role relates.

**Appendix 3**  
**Financial Information**

| Member Allowances<br>(excl. co-optees) | Current<br>23/24 |           |                  | Revised 23/24           |        |                | New<br>24/25     | 3.88%     | for SRAs         |        |
|--|------------------|-----------|------------------|-------------------------|--------|----------------|------------------|-----------|------------------|--------|
|  | Posts            | Allowance | Cost             | Allowance               | Change | Backdated cost | Posts            | Allowance | Cost             | Change |
|  | No               | £         | £                | £                       | £      | £              | No               | £         | £                | %      |
| Basic Allowance                        | 54               | 12,014    | 648,756          | 12,480                  | 466    | 25,164         | 54               | 12,480    | 673,920          | 3.88%  |
| <b>SRAs</b>                            |                  |           |                  |                         |        |                |                  |           |                  |        |
| Standards Chair                        | 1                | 2,021     | 2,021            | 2,099                   | 78     | 78             | 1                | 2,099     | 2,099            | 3.88%  |
| Whip                                   | 1                | 6,296     | 6,296            | 6,540                   | 244    | 244            | 1                | 6,540     | 6,540            | 3.88%  |
| Group Chair                            | 1                | 6,296     | 6,296            | 6,540                   | 244    | 244            | 1                | 6,540     | 6,540            | 3.88%  |
| Cttee Chair (incl. Scrutiny)           | 11               | 7,151     | 78,661           | 7,428                   | 277    | 3,052          | 11               | 7,428     | 81,713           | 3.88%  |
| Chair of O&SC                          | 1                | 13,281    | 13,281           | 13,796                  | 515    | 515            | 1                | 13,796    | 13,796           | 3.88%  |
| Speaker                                | 1                | 7,151     | 7,151            | 7,428                   | 277    | 277            | 1                | 7,428     | 7,428            | 3.88%  |
| Cabinet advisor                        | 0                |           | 0                | 7,428                   | 7,428  | 0              | 4                | 7,428     | 29,712           |        |
| Cabinet member - Level 2               | 8                | 16,319    | 130,552          | 16,952                  | 633    | 5,065          | 6                | 16,952    | 101,713          | 3.88%  |
| Cabinet member - Level 1               | 0                |           | 0                | 0                       | 0      | 0              | 2                | 43,236    | 86,472           |        |
| Deputy Mayor                           | 1                | 41,621    | 41,621           | 43,236                  | 1,615  | 1,615          | 1                | 43,236    | 43,236           | 3.88%  |
| Mayor                                  | 1                | 80,759    | 80,759           | 83,892                  | 3,133  | 3,133          | 1                | 83,892    | 83,892           | 3.88%  |
| <b>Total</b>                           | <b>80</b>        |           | <b>1,015,394</b> |                         |        |                | <b>84</b>        |           | <b>1,137,063</b> |        |
|  |                  |           |                  |                         |        |                |                  |           |                  |        |
|  |                  |           |                  | Once off backdated cost |        | £39,390        | Permanent Growth |           | £121,669         |        |
|  |                  |           |                  |                         |        |                |                  |           | 12%              |        |
|  |                  |           |                  |                         |        |                |                  |           |                  |        |

Key

New roles



# The Remuneration of Councillors in London 2023

Report of the Independent Panel

# Contents

|   |            |
|---|------------|
| <b>Introduction.....</b>  | <b>p2</b>  |
| <b>Background.....</b>  | <b>p2</b>  |
| <b>Research.....</b>  | <b>p3</b>  |
| <b>The crucial role of elected councillors.....</b>               | <b>p4</b>  |
| <b>The role of Member Allowances.....</b>                         | <b>p5</b>  |
| <b>Time commitment and demands on councillors.....</b>            | <b>p6</b>  |
| <b>The Basic Allowance.....</b>                                   | <b>p7</b>  |
| <b>Special Responsibility Allowances.....</b>                     | <b>p9</b>  |
| <b>Leader’s SRA.....</b>  | <b>p10</b> |
| <b>Other SRAs.....</b>  | <b>p11</b> |
| <b>Bridging the Gap and public perception.....</b>                | <b>p11</b> |
| <b>Training and support.....</b>                                  | <b>p13</b> |
| <b>Care costs.....</b>  | <b>p13</b> |
| <b>Travel and Subsistence Allowances.....</b>                     | <b>p14</b> |
| <b>Allowances for Mayor or Civic Head.....</b>                    | <b>p14</b> |
| <b>Allowances that fall outside this scheme.....</b>              | <b>p14</b> |
| <b>Local discretion.....</b>                                      | <b>p15</b> |
| <b>Pensions.....</b>  | <b>p15</b> |
| <b>Annual uplifts.....</b>  | <b>p15</b> |
| <b>Appendix A.....</b>  | <b>p17</b> |
| <b>The recommended member allowance scheme for London</b>         |            |
| <b>Appendix B.....</b>  | <b>p21</b> |
| <b>On behalf of the community – a job profile for councillors</b> |            |
| <b>Appendix C.....</b>  | <b>p23</b> |
| <b>The independent panel members</b>                              |            |

# Remuneration of councillors in London 2023

## 1. Introduction

- 1.1 The Independent Panel on Members' Remuneration last published a report on member allowances in early 2022. In that report the Panel did not recommend substantial changes to Member allowances, it noted that the challenges facing councils and councillors appeared to be increasing and becoming more complex. Therefore, the Panel also recommended that it undertake a more detailed review in 2023.
- 1.2 For the 2023 review, the Panel has undertaken a detailed review of member allowances with the aim of providing up to date advice on appropriate levels of reward for the work of elected members in London over the next four years. The intention was to seek a wider consultation than previously, using qualitative and quantitative research to underpin its findings and recommendations. The Panel canvassed members and officers in all London boroughs through surveys, focus groups and interviews, in order to consider whether and how the role of councillors has changed in recent years and what the main issues that may have an effect on the recruitment and retention of councillors are currently. It also carried out a considerable benchmarking exercise of allowances paid in other parts of England as well as in Scotland, Wales and Northern Ireland, and undertook an in-depth review of the methodology used by Independent Remuneration Panels across the UK.
- 1.3 The research showed that basic allowances per annum in London are significantly lower than those paid in Scotland, Wales and Northern Ireland. The assessment of members' allowances in the home nations is carried out by independent bodies whereas in England, the level of allowances is determined by the local authority members themselves. It has also become clear that allowances in many boroughs are considerably lower than remuneration received by workers in London with comparative levels of responsibilities and skills. This comparative contrast in remuneration is juxtaposed against increased workloads, time pressures, accountability, and financial pressures that councillors are presently having to manage. The Panel takes the view that it is important that there is a system of support in place that recognises the vital role that elected representatives play in local government and the full scale of their responsibilities. This support includes appropriate remuneration levels.

## 2.0 Background

- 2.1 Local authorities are required by the Local Authorities (Members' Allowances) (England) Regulations 2003<sup>1</sup> to establish and maintain an independent remuneration panel to make recommendations on the level of the basic and special responsibility allowances. In London the regulations authorise the establishment of an independent panel (the Panel) by the Association of London Government (now London Councils)

---

<sup>1</sup> [The Local Authorities \(Members' Allowances\) \(England\) Regulations 2003 \(legislation.gov.uk\)](https://www.legislation.gov.uk/uksi/2003/1440)

panel to make recommendations in respect of the members' allowances payable by London boroughs. The Regulations require a review of the scheme every four years as a minimum. Whilst the Panel makes recommendations, each council determines its own remuneration scheme for its own councillors, having regard to the Panel's recommendations.

- 2.2 The Independent Panel for London Councils currently comprises Mike Cooke (Chair), Sir Rodney Brooke CBE DL and Anne Watts CBE. It reported in 2022 and at that time recommended very few changes on the basis that more time was needed for a more detailed review during 2023, given that the Panel had received feedback that the work of councillors and the demands upon them had increased significantly.

### **3.0 Research**

- 3.1 This review has provided the Panel with an opportunity to consider the roles undertaken by councillors in London, and to examine more deeply how the demands, responsibilities and scope of duties of councillors have evolved in recent years. This review also provided the Panel with an opportunity to review the methodology used by other Independent Remuneration Panels and to carry out benchmarking with other local authorities across England, Scotland, Wales and Northern Ireland.
- 3.2 The Panel has expanded on the approaches used in previous reviews. In addition to carrying out a survey of London borough Leaders to gauge their views on the operation of the existing remuneration scheme, the Panel has held a series of feedback meetings with groups of elected councillors, conducted a survey of the London branch of the Association of Democratic Services Officers (ADSO), and held meetings with officers from the London Borough Legal Alliance (LBLA), and the South London Legal Partnership (SLLP), in order to get a more complete picture of the challenges facing London's councillors today. The Panel also commissioned Ipsos to carry out a small number of focus groups to gauge the public perception of councillors' roles, responsibilities and levels of allowances.
- 3.3 The member engagement focus groups consisted of a range of participants from the three major political parties – Labour, Conservative, and Liberal Democrat, and included a range of members from inner and outer boroughs, and with different levels of responsibility (e.g. newly elected backbench councillors, Cabinet Members and borough Leaders).
- 3.4 The Panel is grateful both to everyone who participated in the consultation process and thank them for their contributions as well and to London Councils for its support to the review.

#### 4.0 The crucial role of elected councillors

***The role of the councillor has fundamentally changed in recent times. There is now more reliance from the public on their local council due to challenges such as the cost of living crisis, the effects of the pandemic and the resettlement of refugees. (Borough Leader)***

- 4.1 Councillors in London oversee multi-million pound budgets and employ thousands of people; all are responsible for the delivery of a wide range of crucial services. The health and wellbeing of residents and communities are at the heart of the work of London boroughs who also at one end of the age spectrum are endeavoring to give children the best start in life, whilst at the other are helping to support older people to live as independently as possible. Local councils are at the heart of developing their boroughs and working with businesses to bring local economic benefits. The building of new homes and the improvement in the standards of existing houses are crucial to their work as is their local leadership on climate change.
- 4.2 A key aspect of the responsibility of councillors is managing the complex financial pressures involved in addressing increases in the demand for services with reductions in budgets. The scale of a London council's annual expenditure budget and other financial activities are in many instances comparable with those of large publicly quoted companies.

***"The budgets that borough Leaders are managing are huge, as is their level of responsibility when something goes wrong. A borough Leader's role is now similar to that of a non-executive director of a large company" (Borough Leader)***

- 4.3 At the same time Councillors are integral to the effectiveness of the local democratic process. As well as representing them, they stand ready to be approached by their residents to take up matters on their behalf where appropriate. The voice of democratically elected councillors in the development of the policies and strategies of their councils is absolutely essential. Councillors also play an important role in the oversight and scrutiny of services.
- 4.4 Some Councillors have additional and burdensome responsibilities, including Leaders of Councils, Elected Mayors and council portfolio holders. Some roles have specific statutory responsibilities (e.g. in the case of elected Mayors/statutory children's and adults cabinet members).
- 4.5 The needs of Londoners and of London's communities are becoming arguably more complex, given the seismic national and international changes ranging from the

global energy crisis, climate change, patterns of migration and housing shortages. The national economic challenges directly affect households and communities as well as businesses and councils themselves.

## **5.0 The role of Member Allowances**

- 5.1 It is important to reflect on the purpose of the allowances, payments and related arrangements for councillors.
- 5.2 The Panel draws the reader's attention to the report of the 2007 Independent Commission on the Role of Local Councillors, chaired by Dame Jane Roberts which was commissioned to consider the incentives and barriers for encouraging people who are able, qualified and representative to be candidates to serve as councillors; retaining and developing them once they are elected and enabling them to secure public interest and recognition for the work they carry out for their communities.
- 5.3 The Roberts commission considered a wide range of issues but at its heart were the key questions of: 1) how best to ensure that people from a wide range of backgrounds and with a wide range of skills are encouraged to serve as local councillors; and 2) how to ensure those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage.
- 5.4 Within these broad considerations there can be no doubt that financial compensation or a system of allowances plays a crucial part in making it financially possible for local people to put themselves forward to take on the onerous responsibilities involved in being a councillor and indeed to continue to serve as one.
- 5.5 For this reason it is crucial that allowances for councillors across London are pitched at an appropriate level such that they make a major contribution in ensuring diverse and effective local representation. This 2023 review of Member allowances has aimed to take a step back and ensure that the recommended allowances are pitched such that they serve this crucial purpose.
- 5.6 We are clear that the Panel can only make recommendations and that each council must determine its own system and rates of allowances. However each council must have regard to our recommendations. We are concerned that a wide variation in the level of allowances between councils across London has evolved over the years. **Given that this year's Panel review has been a significant stocktake and that we have made clear recommendations, with a clear rationale and for the important purpose described in this section, we strongly recommend that the findings of our review and the Panel's position are adopted across London. This is at the heart of ensuring a healthy, vibrant and representative local government in the capital.**



## **6.0 Time commitment and demands on councillors**

6.1 Fulfilling the responsibilities of councillors in the many and various roles within a council has, arguably, always been demanding. In 2022 the Panel received anecdotal feedback that the workload and the time involved had increased significantly and so in this review we wanted to explore this in more detail.

6.2 The feedback from elected members and officers was that in the view of almost all the people we spoke to workloads, demands and pressures had increased. There appear to be a number of contributory factors:

- A wide range of recent events had added additional work; some examples given were: the demands of the pandemic years and the post-pandemic recovery work; sometimes given was the level of work in the resettlement of refugees; and the work to support residents through the very significant economic challenges of recent years, including during the energy crisis but also linked to the impact of food inflation and increased risks of homelessness.
- There has been a noticeable increase in the expectation that leading councillors work in closer partnership with other public services. The Health and Care Act 2022 in particular brings an expectation that councils will work in formal partnership with NHS organisations including NHS providers and Integrated Health Boards.
- The feedback confirmed the views we were given in 2002 that public expectations of councillors has increased especially linked to the societal changes that social media has brought about. Although most of the councillors we spoke to welcomed the flexibility that now exists for increased levels of remote meetings, the downside appears to be that there are more meetings. The representations which have been made to the Panel also suggest a picture of councillors being expected to be almost instantly available, with heavy constituency case loads and often with ever more complex responsibilities for the running of the council and overseeing its services.

***“ One resident submitted a formal complaint because they had messaged me on Friday evening and I hadn’t replied to them until the following Monday morning.”  
(Backbench councillor)***

As well as these issues adding complexity, they make additional time demands.

***“There are now many more meetings than pre-Covid. There are also numerous social media groups councillors are expected to be involved in, case work, and other commitments. I have worked out that on average I work 54 hours a week” (Cabinet Member)***

- 6.3 Members have told the Panel that it is increasingly difficult to maintain a full-time job alongside their role as councillors, and this is particularly true for Cabinet Members and Leaders. The implication of this would be that it is more likely that people who are already financially secure who can carry out these roles, which may prevent younger candidates, people with lower incomes or those with young families, from standing or taking on special responsibilities. Taking up a role in local government could also hinder councillors’ career progression in their day job, and in most cases the special responsibility allowances do not compensate for the reduced salary people receive as a result of not being able to dedicate themselves fully to their day job. The time pressures involved in the role, particularly councillors with special responsibilities can make it difficult to combine the role with a job and caring responsibilities.
- 6.4 One borough Leader told the Panel that at the 2022 election, there were so few candidates that in some wards residents did not have a choice of councillors to vote for.
- 6.5 Councillors also expressed concern that appointments to positions carrying special responsibilities could be uncertain and not in most cases for a set term. Consequently, councillors have significant concerns about giving up full-time work to undertake more senior roles in their councils.

## **7.0 The Basic Allowance**

- 7.1 As a result of the economic climate over the last decade and ongoing financial challenges, our recent reports have made no recommendations for increasing the levels of members’ allowances other than continuing provision for annual adjustments in accordance with the annual local government pay settlement for staff agreed by the National Joint Council for Local Government Staff.
- 7.2 As part of the research for this 2023 review, the Panel carried out benchmarking of recommendations on allowances and those paid by local authorities within the UK to see how current London allowances compare.
- 7.3 From the Panel’s benchmarking research, it is evident that the previous Panel’s recommendations for the basic allowance in London, lags behind Scotland, Wales and Northern Ireland. This issue was identified in the last two Panel reports, however, the Panel reluctantly decided at the time that given the financial climate it would have been inappropriate to recommend a general increase in member allowances.

- 7.4 In our last report the Panel recommended that there should be a Basic Allowance paid to every councillor of £12,014. Updated for the local government staff pay awards since then, the figure is now £12,499.
- 7.5 This allowance continues to be substantially lower than the allowance paid by all local authorities in Scotland which is presently £20,099<sup>2</sup> and similarly in Wales<sup>3</sup> where the government-appointed commission has set the basic allowance at £17,600 for members of local authorities with populations which are generally substantially lower than those of London boroughs. Furthermore, the basic allowance in Northern Ireland from 1 April 2023 is £16,394<sup>4</sup> per annum. The Panel's research has established that there are some parts of England that have similar basic allowances to those currently recommended for London boroughs. However, there are other English local authorities, where the roles and responsibilities of councillors are broadly the same to those of councillors serving in London boroughs, that pay significantly more. For example, in Birmingham<sup>5</sup>, in 2022-23 the basic allowance was £18,876, and in Manchester<sup>6</sup> it was £18,841.
- 7.6 The Panel is of the view that when taking everything into account that the rate of the basic allowance should now be addressed.
- 7.7 As part of the 2023 review, the Panel has reviewed the methodologies used by other Panels and has identified that Independent Panels across the UK use a variety of approaches for determining how to set the member allowances. The Panel has also re-examined the methodology used in calculating allowances in the original London panel report and updated it to reflect current circumstances. The original calculation in the Panel's first report in 2001 was based on a proportion of the average 'white collar worker' wage in London.
- 7.8 Although making the comparisons with Scotland, Wales, NI and other UK cities was useful in terms of gaining a comparative perspective, the Panel has reached the view that it needed to both determine a method for London and recommend a level of allowance that was achievable, bearing in mind the historic challenges for some councils in agreeing to previous recommended allowances.
- 7.9 Having looked at various options, the Panel has concluded that the most appropriate approach is to determine the basic allowance as a proportion to the remuneration of the people councillors represent and has used the Annual Survey of Hours and Earnings (ASHE) data, published by the Office for National Statistics as a basis of its calculation. The Panel has used the median wage for all London workers for this purpose. In 2022-23, this is £38,936.73 per annum. Based on a 37 hour week, and taking into account a 30% public service discount, (as has been the custom and practice) **the Panel has determined that the recommended basic allowance should be £15,960.**

---

<sup>2</sup> [The Local Governance \(Scotland\) Act 2004 \(Remuneration\) Amendment Regulations 2023 \(legislation.gov.uk\)](#)

<sup>3</sup> [Independent Remuneration Panel for Wales: annual report 2022 to 2023 \[HTML\] | GOV.WALES](#)

<sup>4</sup> <https://www.communities-ni.gov.uk/publications/circular-ig-0323-consolidated-councillor-allowances>

<sup>5</sup> [Independent Remuneration Panel Reports | Birmingham City Council](#)

<sup>6</sup> [Microsoft Word - MCC IRP Final Report \(manchester.gov.uk\)](#)

- 7.10 The Panel considers that this allowance better reflects the high cost of living in London, than the previous recommendations.
- 7.11 It is the Panel's view that it is pressing that boroughs should implement these changes in 2024, as part of the contribution to recruiting and retaining a diverse range of good quality candidates to stand for office in London.

## **8.0 Special Responsibility Allowances**

8.1 The reasons for payment of special responsibility allowances, additional to the basic allowance, should be clearly set out in local allowances schemes. Special allowances should come into play only in positions where there are significant differences in the time requirements and levels of responsibility from those generally expected of a councillor.

8.2 Categories of special allowances:

The regulations specify the following categories of responsibility for which special responsibility allowances may be paid:

- Members of the executive where the authority is operating "executive arrangements"
- Acting as leader or deputy leader of a political group within the authority
- Presiding at meetings of a committee or sub-committee of the authority, or a joint committee of the authority and one or more other authorities, or a sub-committee of such a joint committee
- Representing the authority at meetings of, or arranged by, any other body
- Membership of a committee or sub-committee of the authority which meets with exceptional frequency or for exceptionally long periods
- Acting as spokesperson of a political group on a committee or sub-committee of the authority
- Membership of an adoption panel
- Membership of a licensing or regulatory committee
- Such other activities in relation to the discharge of the authority's functions as require of the member an amount of time and effort equal to or greater than would be required of him by any one of the activities mentioned above, whether or not that activity is specified in the scheme.

8.3 The Panel's research shows that the categories of SRAs recommended by the London Panel are comparable with those recommended by Independent Panels in other cities in the UK and in Scotland and Wales.

8.4 However, the Panel's previous recommendations have not consistently been adopted within London, and the resulting situation is that whilst there is some convergence

across London boroughs on the basic allowance, there remain substantial differences in the amounts of SRAs for similar roles in boroughs.

- 8.5 Given the extent of the responsibilities of Leaders of London boroughs, the Panel's first report in 2001 recommended that their remuneration should equate to that of a Member of Parliament. Our recommendations for other special responsibility allowances were historically determined as a sliding scale (pro-rata) proportion of the remuneration package for a council Leader. Since then, the increase in the remuneration of Members of Parliament has substantially exceeded the annual local government pay increase which was tied to the special responsibility allowance for the leader of a London borough, and the current MP salary is now £86,584
- 8.6 The Panel has taken the opportunity to review this historic link, and following feedback, we sense strong support for our own view that an MP's salary is no longer an appropriate comparator to set the Leader's allowance, as the roles are substantially different and indeed almost impossible to compare.
- 8.7 We received feedback that some members believe that the Leaders of London boroughs warrant a higher remuneration than an MP, because they have greater financial responsibility and legal burdens, and especially given the differential pension arrangements. Indeed, some respondent authorities suggested that the direct responsibilities of a Leader should command the salary of a junior minister.

***"An MP does not undertake an executive role (strategic leadership, management & accountability of a complex public service operationally managed by highly paid officials) and so not a comparator to a Leader or elected Mayor"***

***(Borough Leader)***

## **9.0 Leader's SRA**

- 9.1 This is often a full-time role, involving a high level of responsibility. It is right that it should be remunerated on a basis which compares with roles with similar levels of responsibility, while still retaining a reflection of the voluntary character of public service.
- 9.2 For the Leader's SRA, the Panel has decided that a more appropriate comparator would be the Annual Survey of Hours and Earnings (ASHE) data for Corporate Managers and Directors as the level of responsibilities most closely align to those of a borough Leader. For 2022-23, the average gross annual salary for full time workers in London within this category was £108,242. After applying a 30% public service discount (as has been the custom and practice) this would provide for a Leader's total

package of £75,773. The 2022 Panel report recommended that the Leader's SRA should be £62,090. Taking into account this figure, when combined with the new recommended basic allowance, the total package for a Leader would be £78,050. As this figure is greater than that based on the ASHE calculation, the Panel is not recommending any changes to the existing Leader's SRA at this time.

## **10.0 Other SRAs**

10.1 The Panel has previously determined that all other SRAs are calculated as a proportion of the Leader's SRA. Since its inception, the Panel has recommended using bands rather than fixed amounts, in order to allow flexibility and recognise local variations on how the roles are performed. The Panel has decided to continue using this methodology. However, as part of the review, the Panel has benchmarked the sliding scale recommended by other Panels and used by local authorities and has adjusted the percentages historically used in order to more closely align with the average used by other local authorities outside of London. **The recommended bands and levels of allowance are attached as Annex A.**

## **11.0 Bridging the Gap and public perception**

11.1 When considering a members' allowances scheme, boroughs are obliged to have to a report by an independent panel, but it is a matter for boroughs themselves to decide whether to adopt its recommendations.

11.2 However, in view of the evidence obtained over the past 18 months, the Panel strongly recommends that all authorities implement the recommendations in their boroughs in the next year. On average, the total annual budget for members allowances in a London Borough is between 0.4-0.5% of the council's general fund net budget. Notwithstanding this, the Panel acknowledges the challenges that increasing allowances may present to boroughs, both financially and reputationally; however, the Panel is concerned that if member allowances do not keep up with its recommendations, there is a risk that they will fall significantly further behind their comparators and that councils will consequently face even greater challenges in recruiting and retaining a good calibre of councillors in the future.

11.3 The Panel perceived that there was some concern from councillors about the public acceptability of increasing allowances. As a result the Panel sought to test the public view and therefore commissioned Ipsos to undertake qualitative research, through a number of focus groups, on the public's perception on councillors remuneration. The Ipsos research was small scale but provides indicative evidence of public views.

11.4 Ipsos held three discussion groups with a representative sample of the general public in June 2023 using a deliberative approach to enable participants to reach an informed perspective. The stimulus material included pen portraits of councillors based on information received from London Councils' members on their working hours and

levels of responsibility. The information given to participants also included typical allowances received in London, in Essex, and in Wales for councillors receiving a basic allowance and average SRAs paid to Cabinet Members, and council Leaders.

- 11.5 The research found that the Londoners in focus groups felt that allowances in London needed to increase to provide a more accurate reflection of councillors' responsibilities and hours.

***"I thought at least [the Council Leader's remuneration] would be about a £100,000 plus for the amount of work that she does because she's taken on casework as well... and that's time-consuming."***

When exposed to allowance comparisons in different parts of the country, participants thought the current allowances did not reflect the fact that the cost of living in London was higher than elsewhere in the country.

***"Councillors' pay should take into account that living in London is more expensive, so they should immediately just be paid more in general."***

In addition, they recognised that the level of allowances can have a detrimental effect on the diversity of councillors and would deter those from a lower income background from becoming councillors.

***"It feels like [we're] paying them so little, it feels like there are some people who can't afford to be a councillor. And that has consequences on the democratic process"***

- 11.6 Participants also suggested changes to remuneration for councillors: raising the basic allowance and increasing allowances to better reflect responsibilities and hours; and additional allowances provided to support councillors with childcare costs and saving for a pension.
- 11.7 Participants expressed surprise at the range of allowances paid across London, particularly at the cabinet member and council leader level and supported greater consistency in such remuneration levels across councils in London.
- 11.8 Although the sample of Londoners was only small, it indicates that with due briefing and deliberation there is likely to be support for the increase in allowances.
- 11.9 During the consultation process, a significant number of councillors told the Panel that they do not think that councillors should be responsible for setting their own allowances, and that this is perhaps one of the reasons why the basic allowance in London lags behind Scotland and Wales, where allowances are set by outside bodies and it is mandatory for local authorities to adopt the recommendations. The Panel is supportive of this view, but recognizes that this would need a change in legislation. The Panel intends to raise this issue with the Secretary of State.

## **12.0 Training and support**

- 12.1 The responsibilities of councillors are substantial, extensive and complex, particularly since the Pandemic and its aftermath, which has seen a rapid increase of using digital technology, and flexible ways of working. The training and development of councillors is beyond the remit of this Panel. However, the feedback we received was that councillors require the logistical and clerical support and appropriate IT equipment which will help them carry out their roles efficiently. The Panel supports this view and recommends that boroughs undertake their own stock takes to ensure appropriate support is in place to enable members to fulfil their responsibilities.
- 12.2 Furthermore, we have heard from boroughs that councillors are experiencing increased levels of abuse on social media, and so we recommend that training in navigating the increasingly challenging world of social media is also provided.

## **13.0 Care Costs**

- 13.1 It is important that obstacles to becoming a councillor should be removed wherever possible. Care costs could be a significant deterrent to service as a councillor. Our strong view is that in appropriate cases when they undertake their council duties, councillors should be entitled to claim an allowance for care of dependents. The dependents' carers' allowance should at least be set at the London living wage but payment should be made at a higher rate when specialist nursing skills are required or to reflect higher costs during non-standard working hours. We have had representation that the carers allowance should be payable to family members on the basis that it is preferable for family members to look after a dependent, especially in the evening but that the frequency is often such that it is unreasonable for this to be expected to be with no financial allowance.

***The level of dependent carers allowance does not recognise the fact that babysitters tend to charge more for evening and weekend work. In addition, the carers allowance should be able to be claimed even if a family member was looking after the councillors' dependents" (Newly-elected Backbench Councillor)***

- 13.2 The Panel recognises that allowance payments for family carers who are not members of a councillor's household would need to be designed with some careful consideration but is very sympathetic to this need and recommend that councils review their schemes to make this possible.
- 13.3 It's view is also that members' allowances schemes should allow the continuance of Special Responsibility Allowances in the case of sickness, maternity and paternity leave in the same terms that the council's employees enjoy such benefits (that is to say, they follow the same policies). To this end, London boroughs are recommended to adopt a related parental leave and sickness policy as an appendix to their allowances scheme.



13.4 The Panel has received feedback that there is a need to reform the legislation governing membership of the Cabinet/Executive and how this impacts Councillors who wish to take parental leave. Councils have a strict statutory limit of ten members of the cabinet/executive – including the Leader. Should one of those members wish to take parental leave for any significant period during their tenure as a cabinet member, and there is already a full complement of cabinet and leader up to the statutory limit they are faced with what is an entirely unfair dilemma. They either resign from the post so another councillor can be appointed or they leave their colleagues with an additional workload for their period of absence. While some Councils have sought to appoint deputy cabinet members or the like these are not proper answers to this issue as they are not cabinet members with the appropriate legal and constitutional authority. It is very easy to compare this to the position of an employee where a replacement can be appointed for the duration without prejudice to the individuals' rights to return. While self-evidently Councillors are not employees there should not be any additional hurdles to participation for any section of the population.

13.5 The Panel support the view that the legislation needs reviewing.

#### **14.0 Travel and Subsistence allowances**

14.1 The Basic Allowance should cover basic out-of-pocket expenses incurred by councillors, including intra-borough travel costs and expenses. The members' allowances scheme should, however, provide for special circumstances, such as travel after late meetings or travel by councillors with disabilities. The scheme should enable councillors to claim travel expenses when their duties take them out of their home borough, including a bicycle allowance.

#### **15.0 Allowances for Civic Mayor or Civic Head**

15.1 Many councils include the allowances for the mayor (or civic head) and deputy in their members' allowance scheme. However, these allowances do serve a rather different purpose from the 'ordinary' members' allowances, since they are intended to enable the civic heads to perform a ceremonial role. There are separate statutory provisions (ss 3 and 5 of the Local Government Act 1972) for such allowances and councils may find it convenient to use those provisions rather than to include the allowances in the members' allowance scheme.

#### **16.0 Allowances that fall outside this scheme**

16.1 Within the context of this review, the Panel has not looked at remuneration that councillors may receive for their roles on outside bodies, wholly owned companies or joint venture partnerships. However, in the interests of transparency, the Panel requests that councils consider how information on all members remuneration within their borough is made easily available to the public in the same place. The Panel recommends that where local authorities have set up companies which remunerate councillors who act as directors these allowance should be set out in the members allowances scheme.

## **17.0 Local discretion**

- 17.1 It is for each borough to decide how to allocate their councillors between the different bands, having regard to our recommendations and how to set the specific remuneration within the band. The Panel believes these should have the merits of being easy to apply, easy to adapt, easy to explain and understand, and easy to administer.
- 17.2 The scheme should be able to be applied to different types of governance arrangements and interpreted flexibly. The Panel has received legal advice that suggests that in boroughs which operate through the Committee System, where a Committee Chair has identified responsibilities in a role profile for particular services, then in practice the duties and responsibilities of a Committee Chair are equivalent to the role of a Cabinet Member and that a similar system of allowances should be used. For example, in some boroughs which use a committee system, the Statutory Lead Member for Children's Services is the Chair of the Children and Community Services Committee. In this case, it would be reasonable to suggest that this Committee Chair should receive the SRA equivalent to that of a Cabinet Member. The Panel must emphasise that these decisions are dependent on the arrangements adopted by the authority in question and should be decided on a case by case basis.

## **18.0 Pensions**

- 18.1 There is a widespread view amongst the councillors we spoke to in 2022 and this year that a disincentive to the recruitment and retention of councillors has been the Government's decision in 2014 to remove the right of councillors to join the local government pension scheme. This was keenly felt by those councillors the Panel heard from. The Panel notes that the rationale behind that decision was unclear and that councillors in Scotland, Wales and Northern Ireland continue to be entitled to a local government pension. The Panel is of the view that this inconsistency should be addressed. Although this issue is beyond the remit of the Panel, the Panel will nevertheless write a letter to the Secretary of State asking the government to look again at this important issue,

## **19.0 Annual uplifts**

- 19.1 The Panel continues to recommend that all allowances should be updated annually in line with the percentage pay award agreed by the National Joint Council (NJC) for Local Government Services staff.
- 19.2 In some years the NJC national pay award is agreed as being in the form of a lump sum for all or the majority of staff or the rate of increase is different at different levels on the NJC pay spine. In such situations a method of deriving an appropriate increase in the Members' basic allowance (so it keeps in line with the staff pay award) is required. To achieve this the panel will have regard to any NJC guidance such as guidance on what any lump sum equates to as an average percentage pay increase, and guidance on the percentage increase to any staff allowances. The Panel will also consider the average (mean) percentage increase to the spinal column points,

but excluding any exceptional increases such as measures to rectify a low pay problem at the lowest level of the pay spine. For illustrative purposes, for April 2023 the figure was 3.88%“

## **20. Review of implementation**

- 20.1 The Panel proposes to convene in the final quarter of 2024 to review how its recommendations have been implemented by boroughs across London and at the same time consider the most recently published ASHE data on median salaries of those working in the Greater London area, as well as any agreed NJC national pay award.

**Mike Cooke**

**Sir Rodney Brooke CBE DL**

**Anne Watts CBE**

**December 2023**

## Appendix A

### THE RECOMMENDED MEMBER ALLOWANCE SCHEME FOR LONDON

**The Basic allowance: £15,960**

#### **Special responsibilities – beyond the basic allowance**

##### **Calculation of special allowances**

The proposed amounts for each band are a percentage of the figure suggested for a council leader depending upon levels of responsibility of the roles undertaken and are explained below.

##### **BAND ONE**

The posts that the Panel envisages falling within band one, include:

- Vice chair of a service, regulatory or scrutiny committee
- Chair of sub-committee
- Leader of second or smaller opposition group
- Service spokesperson for first opposition group
- First opposition group whip (in respect of council business)
- Vice chair of council business
- Chairs, vice chairs, area committees and forums
- Cabinet assistant
- Acting as a member of a committee or sub-committee which meets with exceptional frequency or for exceptionally long periods
- Acting as a member of an adoption panel where membership requires attendance with exceptional frequency or for exceptionally long periods
- Leadership of a specific major project.

##### **Remuneration**

The Panel proposes that band one special responsibility allowances should be on a sliding scale of between 5-15% per cent of the Leader's SRA.

This would be made up as follows:

Basic allowance: £15,960

Band One allowance: £3,105 - £9,314

**Total: £19,065 - £25,274**

## **BAND TWO**

The Panel considers that the types of office being within band two are:

- Lead member in scrutiny arrangements, such as chair of a scrutiny panel
- Representative on key outside body
- Chair of major regulatory committee e.g. planning
- Chair of council business (civic mayor)
- Leader of principal opposition group
- Majority party chief whip (in respect of council business).

### **Remuneration**

The Panel proposes that band two allowances should be on a sliding scale between 25-50 per cent, pro rata of the remuneration package for a council leader.

This is made up as follows:

Basic allowance £15,960

Band two allowances: £15,523 - £31,046

**Total: £31,483 - £47,006**

### **BAND THREE**

The Panel sees this band as appropriate to the following posts:

- Cabinet member
- Chair of the Health and Wellbeing Board
- Chair of the main overview or scrutiny committee
- Deputy leader of the council

#### **Remuneration:**

The Panel proposes that band three allowances should be between 60-75 per cent pro rata of the remuneration package for a council leader.

This is made up as follows:

Basic allowance: £15,960

Band three allowance: £37,255 - £46,569

**Total: £53,215 - £62,529**

### **BAND FOUR**

Leader of the Council

This is often a full-time role, involving a high level of responsibility. It is right that it should be remunerated on a basis which compares with roles with similar levels of responsibility, while still retaining a reflection of the voluntary character of public service.

#### **Remuneration:**

**The Panel proposes that the remuneration package for a council leader under band four of our scheme should be £78,052.**

This is made up as follows:

Basic allowance: £15,960

Band four allowance: £62,092

**Total: £78,052**

## **BAND FIVE**

### Directly elected mayor

A directly elected mayor has a full-time job with a high level of responsibility and exercises executive responsibilities over a fixed electoral cycle. It is right that it should be remunerated on a basis which compares with similar positions in the public sector, while still retaining a reflection of the voluntary character of public service. However, the Panel believes that this post remains different to that of the strong leader with cabinet model. The directly elected mayor is directly elected by the electorate as a whole. The strong leader holds office at the pleasure of the council and can be removed by the council. The Panel believes that the distinction is paramount and this should be reflected in the salary level.

### **Remuneration:**

The Panel proposes that a directly elected mayor should receive a remuneration of **£93,575**.

## **Appendix B**

### **A Job Profile for councillors**

In its previous reports, the Panel reflected on the importance of the role of elected members. The 'job profile' for councillors originally included in the Panel's 2010 report is repeated in as the Panel still considers it to be accurate and up to date.

### **On behalf of the community – a job profile for councillors**

#### **Purposes:**

1. To participate constructively in the good governance of the area.
2. To contribute actively to the formation and scrutiny of the authority's policies, budget, strategies and service delivery.
3. To represent effectively the interests of the ward for which the councillor was elected, and deal with constituents' enquiries and representations.
4. To champion the causes which best relate to the interests and sustainability of the community and campaign for the improvement of the quality of life of the community in terms of equity, economy and environment.
5. To represent the council on an outside body, such as a charitable trust or neighbourhood association.

#### **Key Tasks:**

1. To fulfil the statutory and local determined requirements of an elected member of a local authority and the authority itself, including compliance with all relevant codes of conduct, and participation in those decisions and activities reserved to the full council (for example, setting budgets, overall priorities, strategy).
2. To participate effectively as a member of any committee or panel to which the councillor is appointed, including related responsibilities for the services falling within the committee's (or panel's) terms of reference, human resource issues, staff appointments, fees and charges, and liaison with other public bodies to promote better understanding and partnership working.
3. To participate in the activities of an outside body to which the councillor is appointed, providing two-way communication between the organisations. Also, for the same purpose, to develop and maintain a working knowledge of the authority's policies and practices in relation to that body and of the community's needs and aspirations in respect of that body's role and functions.
4. To participate in the scrutiny or performance review of the services of the authority, including where the authority so decides, the scrutiny of policies and budget, and their effectiveness in achieving the strategic objectives of the authority.
5. To participate, as appointed, in the area and in service-based consultative processes with the community and with other organisations.



6. To represent the authority to the community, and the community to the authority, through the various forums available.
7. To develop and maintain a working knowledge of the authority's services, management arrangements, powers/duties, and constraints, and to develop good working relationships with relevant officers of the authority.
8. To develop and maintain a working knowledge of the organisations, services, activities and other factors which impact upon the community's well-being and identity.
9. To represent effectively the interests of the ward for which the councillor was elected, and deal with constituents' enquiries and representations including, where required, acting as a liaison between the constituent and the local authority and where appropriate other public service providers.
10. To contribute constructively to open government and democratic renewal through active encouragement of the community to participate generally in the government of the area.
11. To participate in the activities of any political group of which the councillor is a member.
12. To undertake necessary training and development programmes as agreed by the authority.
13. To be accountable for his/her actions and to report regularly on them in accessible and transparent ways.

## **Appendix C**

The independent panel members

### **Mike Cooke**

Mike Cooke was the Chief Executive of the London Borough of Camden for seven years, where he had also been Director of Housing and Adult Social Care and HR Director. He has extensive experience of partnership working across London including as the Chief Executive Leadership Committee lead on children and chairing the London Safeguarding Children Board. Mike also has worked for seven years in financial services where he developed an expertise in remuneration.

Until November 2020 Mike had been a Non-Executive Director of the Central and North West London NHS Foundation Trust where he was chair of the HR Committee. Mike's current role is the Chair of the North Central London Integrated Health and Care System.

### **Sir Rodney Brooke CBE, DL**

Sir Rodney Brooke has a long career in local government, including as chief executive of West Yorkshire County Council, Westminster City Council and the Association of Metropolitan Authorities.

He was knighted in 2007 for his contribution to public service.

### **Dr Anne Watts CBE**

Anne Watts has an extensive career in governance, diversity and inclusion spanning commercial, public and voluntary sectors. She has held executive roles for HSBC and Business in the Community and was chair of the Appointments Commission. She has carried out reviews of Government departments and the Army. In addition she has been a member of Government Pay review bodies and Deputy Chair, University of Surrey where she chaired the Remuneration Committee and the new Vet School.

She is a non-exec of Newable (previously Greater London Enterprise) where she chairs the Environmental, Social and Corporate Governance Committee and is a non-exec of Newflex subsidiary. In addition she continues to sit on the Race and Gender Equality Leadership teams for Business in the Community.

