



## Council

### Report title: Members Allowance Scheme

**Date:** 20 July 2022

**Key decision:** N/A

**Class:** Part 1.

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

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**Director of Law, Governance & Elections**  
**Monitoring Officer**

### Outline and recommendations

This report outlines the minor amendment needed to the Special Responsibility Allowances provisions to enable any Cabinet roles to be job-shared.

The recommendations are as follows: -

That the Director of Law, Governance & Elections is instructed to amend the Special Responsibility Allowances Scheme to achieve the following: -

- Wherever and only where there is a Cabinet Member supported by an Associate Cabinet Member, the Cabinet Member receives 50% of the full SRA ordinarily payable to Cabinet Members;
- The Associate Cabinet Member receives an allowance the equivalent of 50% of the full SRA ordinarily payable to Cabinet Members.

### Timeline of engagement and decision-making

N/A

## 1. Summary

- 1.1 At the Annual General Meeting of the Council on 25<sup>th</sup> May 2022, the Mayor notified Council of his intention to split a Cabinet role between two councillors. This report proposes a slight amendment to the Council's Members' Allowances Scheme to give effect to the Mayor.

## 2. Recommendations

- 2.1 That the Director of Law, Governance & Elections is instructed to amend the Special Responsibility Allowances Scheme as follows: -
- Wherever and only where there is a Cabinet Member supported by an Associate Cabinet Member, the Cabinet Member receives 50% of the full SRA ordinarily payable to Cabinet Members;
  - The Associate Cabinet Member receives an allowance the equivalent of 50% of the full SRA ordinarily payable to Cabinet Members.

## 3. Policy Context

- 3.1 N/A

## 4. Background

- 4.1 With regard to the number of councillors that can sit on Cabinet, the relevant legislation is clear, as follows: -

*The number of **members** of a local authority executive may not exceed 10 or such other number as may be specified in regulations made by the Secretary of State.*

- 4.2 Simply put, a Cabinet cannot have more than 10 councillors serving on it. The splitting of a Cabinet role would, if the two councillors both formally sat on Cabinet at the same time, put the Council above the permitted maximum number.

## 5. Further Information

- 5.1 In order to comply with the legislative requirements, it is necessary to put arrangements in place where one councillor holds a Cabinet position for a set period of time, e.g. May-31<sup>st</sup> October and then a second councillor taking their place for a set period of time, e.g. 1<sup>st</sup> November-30<sup>th</sup> April. However, there are some practical consequences, as follows: -
1. Whilst councillor 1 is serving on Cabinet, councillor 2 cannot formally serve as a Cabinet member and vice versa. Councillor 2 can attend and take part in the meeting but is not recorded as a member of Cabinet and cannot vote;
  2. The non-Cabinet councillor can't receive a Special Responsibility Allowance (SRA) as a member of the Cabinet for the period they don't hold the position. In the scenario above, councillor 1 would receive the full SRA for 6 months and nothing for the second half of the year and vice versa for councillor 2. SRAs are only payable for a period that a councillor holds a position of special responsibility.
- 5.2 The term 'job-share' is used for ease of reference but it really isn't that; it is consecutive periods of formally holding office. Whilst we can include both councillors on the website with some appropriate narrative explaining the intention to formally split the role 6 months/6 months, the SRA can only be paid to the holder of the office.
- 5.3 Given that both councillors will be undertaking extra responsibilities across the whole of the year it seems inequitable that under the Council's current SRA scheme no payment can be made for 6 months of the year. In order to address this inequity, the following solution is proposed: -
- Councillor A is the Cabinet Member for the 1<sup>st</sup> six months;

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- Councillor B is an *Associate Cabinet Member* for the 1<sup>st</sup> six months;
- The roles are reversed for the 2<sup>nd</sup> six months;
- The Council's SRA scheme is amended as follows: -
  - Wherever and only where there is a Cabinet Member supported by an Associate Cabinet Member, the Cabinet Member receives 50% of the full SRA ordinarily payable to Cabinet Members;
  - The Associate Cabinet Member receives an allowance the equivalent of 50% of the full SRA ordinarily payable to Cabinet Members.

5.4 This achieves the following: -

1. There are only 10 Cabinet Members at any one time as required legally;
2. The Council is legitimately paying an SRA to the Associate Cabinet Member;
3. There is no additional burden on the public purse;
4. Both 'job-share' councillors receive the same monthly SRA.

## **6. Financial implications**

6.1 None. The proposed slight amendment would be cost neutral.

## **7. Legal implications**

7.1 All relevant legal matters have been addressed in the report.

## **8. Equalities implications**

N/A

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

N/A

## **10. Crime and disorder implications**

N/A

## **11. Health and wellbeing implications**

N/A

## **12. Background papers**

N/A

## **13. Glossary**

N/A

## **14. Report author**

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## **15. Appendices**

N/A

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