

Linking the Basic Member Allowance to Training and Development Undertaken.		Agenda No: 8a
Corporate Priority: Performance – Providing value for money Portfolio Area: People and Participation Report presented by: Cllr Joanne Beavis Report prepared by: Helen Krischock		
Background Papers: Council meeting – 22nd April 2013 - item 5		Public Report
Options: To agree or not to link part of the basic Member allowance to attendance at Member evening training events.		Key Decision: No
Executive Summary: 1. Background <p>At its meeting on 22nd April 2013, Council agreed, in response to the recommendations of the Independent Remuneration Panel, that part of the Basic Member Allowance be linked to training and development undertaken by Members.</p> <p>Council also agreed that the Member Development Working Group should develop proposals for consideration by Council. This report is presented by Cllr Joanne Beavis, as Chairman of the Member Development Working Group, reflecting the work this Group has done on developing this proposal.</p> <p>Currently there is no link between payment of the basic Member allowance and attendance at training/development events.</p>		
2. The aims of the proposal are to: <ul style="list-style-type: none"> • To promote Member development • To improve the knowledge and skills of Members • To increase levels of Member engagement in respect of Member development generally. <p>This proposal only relates to Braintree District Council's Member evening programme which is designed to encompass essential information on issues at a local level. It excludes other internal and external training events at this stage.</p>		

3. How this would work:

The basic Member allowance is £4,491.00 annually and the monthly allowance is £374.25.

It is proposed that the level of payment of one month's allowance is directly linked with individual Members' attendance at training events as follows:

Percentage annual attendance	0 – 10%	10 – 25%	25 – 50%	50 – 75%	75%+
Percentage of one month's allowance	0%	25%	50%	75%	100%
Value of deduction	£374.25	£280.69	£187.12	£93.56	£0.00

4. How this would be processed:

The Learning and Development Team would calculate overall attendance for each Member at the end of each financial year.

Payroll would need to be informed by the end of March each year for any adjustments to be made in April to payments to Members.

5. Implementation:

It is proposed to implement this new scheme from 1st July 2015. The Learning and Development Team will process attendance figures between July 2015 and March 2016 at Member evening training events. Payroll would be informed in the first week of April 2016 and deductions (if applicable) will be made in April's (2016) payment of allowances. Adjustments will be made in respect of the introductory period being 9 months instead of 12 months. Thereafter, calculations will be made on the basis of a 12 month financial year period.

Decision:

To recommend to Council that the amount of the basic Member allowance paid to individual Members is linked to their attendance at Member evening training events as set out in this report and this new scheme commences on 1st July 2015.

Purpose of Decision:

To promote and demonstrate commitment to Member development and support learning needs.

To increase attendance at corporate training events and to increase levels of Member engagement with learning interventions generally.

To demonstrate that Braintree District Council continues to meet the standard of the East of England Charter for Elected Member Development. This was awarded in July 2011 and is due for renewal in October 2014.

Any Corporate implications in relation to the following should be explained in detail

Financial:	Potentially negative impact on individual Members in respect of reduced basic allowance. There would be a reduction in the cost of Members allowances if Members do not attend the required training. However, it is not intended to reduce the Members allowances budget at this stage.
Legal:	Decisions on Member allowances must be made by the Full Council having regard to the Independent Remuneration Committees recommendations. In this case the Independent Remuneration Committee has already indicated that this form of scheme is appropriate and therefore Council can implement such a change.
Safeguarding	None
Equalities/Diversity	None
Customer Impact:	None
Environment and Climate Change:	None
Consultation/Community Engagement:	None
Risks:	None
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