



Mick Burrows
Chief Executive
Nottinghamshire County Council
By email

Direct Line: (0115) 901 3808
Switchboard: (0115) 901 3901
Fax: (0115) 9013920
Minicom: (0115) 901 3935
Email: Stephen.bray@gedling.gov.uk

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Dear Mick

**RE: GEDLING INDEPENDENT REMUNERATION PANEL RECOMMENDATIONS -
POLICE AND CRIME PANEL**

As part of its annual review of member allowances, Gedling Borough Council's Independent Remuneration Panel was this year asked by members to give consideration to remuneration for membership of the Police and Crime Panel.

The Remuneration Panel reported to Council on the matter in February 2013. I have attached an extract from their report summarising their thoughts on the issue.

When Council considered the matter, it resolved: -

"That, with regard to the payment of Special Responsibility Allowance to the Chair of the Police and Crime Panel, the Council considers making representations to the Nottinghamshire Police and Crime Panel to the effect that consideration is given to a remuneration model similar to that adopted by Norfolk Police and Crime Panel."

I am therefore writing to request that the County Council, as the administering authority for the Police and Crime Panel, gives consideration to this matter as requested.

For reference, I have also attached a summary of the approach adopted by the Norfolk Police and Crime Panel, as referred to in the recommendation.

I would be grateful if you could draw this matter to the relevant body's attention and look forward to hearing from you on the results of any deliberations in due course.

Yours sincerely

Stephen Bray
Corporate Director

Extract from Gedling Borough Council Independent Remuneration Panel report to Council – 13 February 2013

The Panel considered the issue of remuneration for representation on the newly established Police and Crime Panel (PCP) in the light of representations made by members. The Panel had been made aware that the Council's representative on the PCP had been appointed as that Panel's Chair. It therefore considered separately the issues of whether an SRA should be paid for "ordinary" membership of the PCP and whether an SRA should be paid to the Chair of that Panel and, if so, by whom. The Panel considered examples of practice from other police force areas¹ provided by members as part of their representations on this matter.

With regard to ordinary membership of the PCP, the Panel noted that Home Office guidance allows for the payment of up to £920 per annum for expenses for each PCP member. The Panel concluded that there was therefore no justification to pay an SRA for "ordinary" membership of the PCP.

The Panel did recognise that the Chairmanship of the PCP brought with it additional responsibilities. In principle therefore, the Panel felt it may be appropriate for an SLA to be payable to the Chair of the PCP. However, the Panel felt that the role of chairing the PCP is of benefit to the entire police force area and therefore, should the relevant organisation agree that an SRA be payable, the financial burden of any SLA paid should not be solely borne by the authority that the Chair represents and should instead be shared between all authorities represented on the Panel.

In coming to this view, the Panel recognised that remuneration of members of the PCP was not an issue on which it necessarily has any formal jurisdiction. However, having been asked by members to consider the matter, it considered it reasonable to put forward a view for consideration by the relevant body in due course. In that respect, from the various examples of decision making on similar issues put to it, the Panel concluded that the approach adopted by Norfolk Police and Crime Panel represented the fairest and most pragmatic approach to the issue. That approach is attached at **Appendix A** to this report.

Appendix A

Extract from Norfolk Police and Crime Panel arrangements

July 2012

Para 4.3 – The local authorities will establish a joint remuneration panel to consider whether a special responsibility allowance should be paid to the Chairman of the PCP and, if so, what the level of that SRA should be. If the councils subsequently decide that an SRA will be paid, the cost will be apportioned between the councils on the basis of the number of members each has on the PCP. The independent remuneration panel shall be convened by the lead authority, with its membership to be drawn from the independent remuneration panels for each local authority.

¹ Examples were provided from Norfolk, Lancashire, Hampshire, the Association of Greater Manchester Authorities, Gloucestershire and West Yorkshire in the form of reports to Police and Crime Panels (with the exception of West Yorkshire where the example provided was a committee report from Leeds City Council)