

Appendix A

Rewarding effort through a Performance SRA

1. It is clear there is a sense of inequity in the fact that all Members receive the same Basic Allowance regardless of their workloads. Due to the representations made the Panel has decided that a lower Basic Allowance should be paid with a compensating SRA linked to extra demonstrable effort. In other words, all Members will continue to receive a BA and Performance SRA that equates to the current BA of £6,800 as long as they can demonstrate they are putting in the effort.
2. The simplest metric by which to gauge additional effort is attendance at meetings. While attending meetings is not the sole focus of a Members' work it is an important one that can be measured. If a Member is not attending the majority of their scheduled meetings and training events they are not representing the interests of their constituents and the council in general to the best of their ability.
3. The Panel considered a number of approaches that had varying degrees of complexity and flexibility but opted for the most straightforward approach in order to get the principle adopted, which can be reviewed and refined in light of experience and subsequent feedback to the Panel. Thus the Panel proposes that the Basic Allowance is reduced by £500 to £6,300 and the £500 per Member savings be re-assigned as a 'Performance SRA' to be paid to all Members who attend 70% of all their formal meetings, including all compulsory / statutory training events.
4. **The Panel recommends that all Members who attend at least 70% of all their scheduled meetings and compulsory training events each year are paid an annual SRA of £500 in arrears starting in 2017/18.**
5. **The Panel also recommends that the Standards and Personnel (Appeals) Committee (or some other committee or persons as agreed by the Council) be given the remit to account for genuine or 'excused' absences, such as**
 - **Illness/physical incapacity**
 - **Family/domestic emergency**
 - **Officially representing the Council in another forum e.g., Nottinghamshire PCP or Nottinghamshire Leaders Board or any other approved duties detailed in the Constitution under "Outside Bodies"**
6. The Panel is clear that an excused absence should be defined in such a way so it excludes work commitments. The Basic Allowance is in place for a time commitment of just under 70 days per year at a rate of remuneration based on average wages in Ashfield. It provides a compensation for Members to enable them to take up to 70 days per year off work. If work commitments were to constitute an excused absence it in effect pays Members twice. Similarly representing constituents should not be an excused absence - this aspect of a

Members' work has always been conceptualised as part of the voluntary service element. Likewise, sending apologies should not be an excused absence.