

Gloucester City Council

Meeting:	Council	Date:	28 September 2017
Subject:	Appointment of the Independent Remuneration Panel		
Report Of:	Corporate Director		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
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Appendices:	None		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 The purpose of this report is to seek approval for the appointment of a new Independent Remuneration Panel (IRP).

2.0 Recommendations

- 2.1 Council is asked to **RESOLVE** that the following be appointed to the Independent Remuneration Panel for a period of three years:

Mrs Wynn Bartlett
Mr Stewart Dove
Mr Peter Jones
Mr John Smith.

3.0 Background and Key Issues

- 3.1 Council is required, under the Local Authorities (Members' Allowances) (England) Regulations 2003 and the Local Authorities (Members' Allowances) (England) (Amendment) Regulations 2003 to appoint an Independent Remuneration Panel to make recommendations to the Council on a Scheme of Members' Allowances for adoption.
- 3.2 The Regulations specify that there must be at least three panel members and the guidance suggests that, as far as possible, the make-up of the panel should be representative of the diversity of the communities in the local authority area.
- 3.3 Following a recruitment exercise in the autumn of 2016, on 1 December 2016, Council gave delegated authority to the Corporate Director to appoint a new IRP for a period of one year to oversee the minor review at that time and requested that the decision to appoint for a longer term come back to Council ahead of the next minor review. It was also requested that efforts be made to increase diversity within the panel.

- 3.4 Panel Member roles have continued to be advertised, but unfortunately interest has been limited. In addition to the Panel Members who were appointed in December 2016 and are willing to continue in their roles, one further application has been received from a female candidate. This individual has been interviewed by the current Chair of the Panel, Mr Peter Jones, and the Policy and Governance Manager to make an initial assessment of suitability for the role. Following this meeting, the applications from the four individuals were circulated to Group Leaders with a request for any objections to be highlighted.
- 3.5 As no objections were received, the four individuals named in the recommendations are being recommended for appointment to the Panel for a period of three years.
- 3.6 A brief summary of the experience of each of the four proposed panel members is included below:
- Mrs Bartlett has an extensive background in education and voluntary work within Gloucester.
 - Mr Dove is employed in a senior role at Gloucestershire University and is a member of a number of Boards in a voluntary capacity.
 - Mr Jones has an extensive history of local government employment at a senior level and is also involved in voluntary work.
 - Mr Smith has an extensive background in education in Gloucester and is a member of a number of voluntary organisations.

4.0 Asset Based Community Development (ABCD) Considerations

- 4.1 It is important that the make-up of the Panel is representative of the diversity of the communities in the local authority area and applications from all sectors of the community have been encouraged for this important role.

5.0 Alternative Options Considered

- 5.1 There are no alternative options.

6.0 Reasons for Recommendations

- 6.1 The Council is required to have regard to the recommendations of an IRP when agreeing a Scheme of Allowances and therefore must appoint a Panel.

7.0 Future Work and Conclusions

- 7.1 The next review, which is a minor review, will commence as soon as the Panel Members have been appointed. The Panel will report its recommendations for a Scheme of Allowances for 2018-19 to Council on 25 January 2018, after consideration by the General Purposes Committee (GPC) on 16 January. Should GPC make any recommendations that require further consideration by the IRP, Council consideration of the Panel's report will be delayed until 22 March 2018.

8.0 Financial Implications

8.1 There are no financial implications resulting from the recommendations in the report as the Panel will be appointed on a voluntary basis.

(Financial Services have been consulted in the preparation this report.)

9.0 Legal Implications

9.1 The legal implications are detailed in the body of the report.

(One Legal have been consulted in the preparation this report.)

10.0 Risk & Opportunity Management Implications

10.1 If the recommendations are not approved, there is a risk that the Council will not be able to approve a revised Scheme of Allowances within the timescales required by the Regulations.

11.0 People Impact Assessment (PIA):

11.1 While the importance of appointing a representative Panel has been identified, the PIA Screening Stage was completed and did not identify any potential or actual negative impact in respect of the specific recommendations within this report because the roles are open to all prospective applicants; therefore a full PIA was not required.

12.0 Other Corporate Implications

Community Safety

12.1 There are no community Safety implications arising out of the recommendations in this report.

Sustainability

12.2 There are no sustainability implications arising out of the recommendations in this report.

Staffing & Trade Union

12.3 There are no Staffing and Trade Union implications arising out of the recommendations in this report.

Background Documents: None