

Meeting:	Council	Date:	21 November 2019
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 Graham Russell.

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 the appointment of a panel in September 2017, two reviews have taken place, including minor review in 2017/18 and a detailed review in 2018/19. Immediately prior to the detailed review, Mr Peter Jones stood down from the panel for personal reasons and the review process continued with the three remaining panel members. After the detailed review, Mr John Smith advised that he would be standing down from the panel as he was relocating.

- 3.4 Following an approach from Stroud District Council, who were seeking to renew their panel, Group Leaders were informed that a joint recruitment exercise would be undertaken in order to take advantage of a potentially wider pool of applicants. The intention would be for each council to appoint its own panel off the back of the joint recruitment, rather than appoint a joint panel.
- 3.5 Panel Member roles have been to be advertised by both local authorities, but unfortunately interest has been limited. In addition to the two remaining Panel Members appointed in September 2017 (Mrs Wynn Bartlett and Mr Stewart Dove), who are willing to continue in their roles and sit on the panel for both Gloucester and Stroud, two further applications were received; however, one subsequently dropped out of the process. The current panel members and the Policy and Governance Manager have made an initial assessment that the individual is suitable for the role. The application from the remaining individual was also circulated to Group Leaders with a request for any objections to be highlighted.
- 3.6 As no objections were received, it is recommended that the individual be appointed to the Panel for a period of three years, along with the two existing panel members.
- 3.7 A brief summary of the experience of each of the three proposed panel members is included below:
- Existing Member - Mrs Bartlett has an extensive background in education and voluntary work within Gloucester.
 - Existing Member - Mr Dove is employed in a senior role at the University of Gloucestershire and is a member of a number of Boards in a voluntary capacity.
 - New Member - Mr Russell has an extensive local authority background as a previous Head of Democratic Services and is an experienced Chair of IRPs across the South West.

4.0 Social Value 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 Environmental Implications

- 5.1 There are no environmental implications.

6.0 Alternative Options Considered

- 6.1 There are no alternative options.

7.0 Reasons for Recommendations

- 7.1 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.

8.0 Future Work and Conclusions

- 8.1 A minor review was due to take place in autumn 2019; however, as the current scheme is indexed to the local staff pay award for a period of four years, there is no

requirement to bring forward a recommendation from the panel unless specific changes are being pursued. In consultation with Group Leaders, it has been agreed that no changes be pursued at this time and therefore, the current scheme will apply unamended for the 2020-21 financial year, and the index will be applied to the scheme as and when it is agreed.

8.2 Consideration will be given to commencing a minor review in autumn 2020 for the 2021-22 scheme.

8.3 Positions on the IRP will continue to be advertised and if the opportunity to appoint a fourth member arises, this will be considered.

9.0 Financial Implications

9.1 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.)

10.0 Legal Implications

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

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

11.0 Risk & Opportunity Management Implications

11.1 There are risk associated with the recommendations.

12.0 People Impact Assessment (PIA):

12.1 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.

13.0 Community Safety Implications

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

14.0 Staffing and Trade Union Implications

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

Background Documents: None