

<b>Meeting:</b>	<b>Council</b>	<b>Date:</b>	<b>24 September 2020</b>
<b>Subject:</b>	<b>Appointment of the Independent Remuneration Panel</b>		
<b>Report Of:</b>	<b>Corporate Director</b>		
<b>Wards Affected:</b>	<b>All</b>		
<b>Key Decision:</b>	<b>No</b>	<b>Budget/Policy Framework:</b>	<b>No</b>
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<b>Appendices:</b>	<b>None</b>		

## 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 Chris Markley  
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 In Autumn 2019 a joint recruitment exercise was undertaken with Stroud District Council (SDC) to take advantage of a wider pool of applicants, with the intention that each council would appoint its own panel off the back of the joint recruitment, rather than appoint a joint panel. Following this exercise, both Councils appointed Mrs Wynn Bartlett, Mr Stewart Dove and Mr Graham Russell to their panel in November 2019.

- 3.4 A review of allowances did not take place in 2019, and instead the council relied on the provision within the scheme for an annual increase in line with the local government staff pay award, as permitted under the Regulations for a period of four years from the date the annual index was approved.
- 3.5 In February 2020 Group Leaders were informed that Mr Stewart Dove had resigned from the panel due to increased professional workload and the vacant position continued to be advertised; the council thanks Mr Dove for his service. The vacant position was advertised and an application was received in July 2020 from Mr Chris Markley, who was subsequently interviewed and assessed by the current panel members and the Policy and Governance Manager as suitable for the role. Information from Mr Markley's application was then 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 Mr Markley be appointed to the panel for a period of three years, along with the two existing panel members to bring their service into line. SDC will also be formally considering appointing Mr Markley to their panel.
- 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 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.
  - New Member - Mr Markley has a military background and has worked as a military inspector/auditor of public funded allowances.

#### **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 2020; 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 2021-22 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 2021 for the 2022-23 scheme.

8.3 In line with the four-yearly cycle, the next detailed review is scheduled to report to Council in January 2023.

## **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 no risks 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 from 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