

<b>Meeting:</b>	<b>Council</b>	<b>Date:</b>	<b>23 September 2021</b>
<b>Subject:</b>	<b>Appointment of the Independent Remuneration Panel</b>		
<b>Report Of:</b>	<b>Policy and Governance Manager</b>		
<b>Wards Affected:</b>	<b>All</b>		
<b>Key Decision:</b>	<b>No</b>	<b>Budget/Policy Framework:</b>	<b>No</b>
<b>Contact Officer:</b>	<b>Tanya Davies, Policy and Governance Manager</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:

Ms Kim Hawkins  
Mr Chris Markley  
Mr John Morris  
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 Since Autumn 2019, the council has engaged in joint recruitment for panel members with Stroud District Council (SDC) to take advantage of a wider pool of applicants. Both councils have proceeded to appoint the same panel members, but the panels remain separate. Following a resignation in September 2020, a replacement panel member was appointed alongside the reappointment of the remaining two panel members for a period of three years.

- 3.4 Following the further resignation of Mrs Wynn Bartlett in March 2021 due to relocating out of the area, the council is now required to make one or more appointments to reconstitute its panel. The council places on record its thanks to Mrs Bartlett for her service.
- 3.5 The advert for panel members has remained live in the event that either council needed to replace panel members and as such, three applications had been awaiting consideration.
- 3.5 The applicants were interviewed and assessed by the current panel members, Mr Graham Russell and Mr Chris Markley, and the Policy and Governance Managers from both Gloucester and Stroud on 24 June. The intention had been to recommend that all three applicants be appointed to the panel, however, one rescinded their application shortly after the interviews due to a change of circumstances, and it is now recommended that the two remaining applicants be appointed.
- 3.6 Information from candidates' applications was circulated to Group Leaders, along with a recommendation to appoint both applicants, with a request for any objections to be highlighted. As no objections were received, it is recommended that both applicants be appointed to the panel for a period of three years, along with the two existing panel members to bring their service into line. It is hoped that a larger panel will reduce the frequency with which it has been necessary to re-appoint as the panel can continue its work with 3 or more members. SDC will also be formally considering appointing both new applicants to their panel.
- 3.7 A brief summary of the experience of each of the four proposed panel members is included below:
- Existing Member - Mr Graham 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.
  - Existing Member - Mr Chris Markley has a military background and has worked as a military inspector/auditor of public funded allowances.
  - New Member – Ms Kim Hawkins has a varied employment background, having worked as a PA for many years and previously for the Chartered Institute of Marketing as a Quality Manager.
  - New Member – Mr John Morris has a military background and undertakes various voluntary duties across the county.
- 3.8 All of the proposed panel members have a keen interest in voluntary service and making a contribution to their community.

#### **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 could take place in autumn 2021; however, as the current scheme is indexed to the local government 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. Group Leaders have been consulted on the need for a minor review at this time and subsequently agreed that a review will not take place. The current scheme will therefore apply unamended for the 2022-23 financial year, with the index applied to the scheme if there is a local government staff pay award.

8.2 In line with the four-yearly cycle, the next detailed review is scheduled to report to Council in January 2023 and the review will commence in the autumn of 2022.

## **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