

AGENDA ITEM

REPORT TO COUNCIL

22 JULY 2020

**REPORT OF CORPORATE
MANAGEMENT TEAM**

APPOINTMENT OF INDEPENDENT REMUNERATION PANEL

SUMMARY

The report asks Council to consider proposals regarding the re-establishment of the Authority's Independent Remuneration Panel.

REASONS FOR RECOMMENDATIONS

The Council is required by the Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) ("the Regulations") to establish and maintain an Independent Remuneration Panel so that the Panel can provide recommendations to Council on its Members' Allowances Scheme. An Authority is not able to introduce new or revised allowances schemes, without first having had regard to its Independent Panel's recommendations, in that respect. A Panel should therefore be in place and ready to act, even if an authority proposes not to change its existing allowance scheme.

Cabinet has a role in making recommendations, to Council, about the composition of the Panel and other related matters.

RECOMMENDATION

It is recommended that:-

1. The Independent Remuneration Panel is established comprising the persons specified at **Appendix 1**.
2. The terms of office of the Panel Members be for the period up to 31st May 2024.
3. The right is reserved to remove any one or more of the Panel members at any time as indicated in paragraph 12.
4. Tony Campbell is appointed as the Chair of the Panel.
5. The Panel's functions as detailed in the Council's Constitution, detailed in **Appendix 2**, be noted
6. The allowances for the Panel's work are as specified at paragraph 13.

DETAIL

1. There is no specific appointments process prescribed in the Regulations or Guidance, save that the Council should appoint the Panel and consider the issues detailed at paragraphs 10 – 13, below.
2. The Regulations require a Panel of at least three members, however, the Council's Constitution stipulates that its Panel should comprise four members, with a quorum of 3. None of the Panel members must be serving elected Members of the authority in respect of which it makes recommendations, nor a member of a committee or sub-committee of such authority. Panel Members must also not be disqualified from being or becoming a member of an authority.
3. Guidance associated with the Regulations requires appointing authorities to be satisfied that proposed Panel members would result in the Panel Membership being sufficiently independent and well qualified to discharge the Panel's functions, and representative of the diversity of communities in the Council's area.

The previous Panel and appointing a new one

4. Stockton's previous Independent Remuneration Panel comprised of the following non-elected members:

Tony Campbell
Mark White
Terry Laing
5. Further details of the above members are attached at **Appendix 1**
6. The terms of office of the above Panel Members expired on 31st May 2020 and all three have indicated their willingness to continue in the role.
7. The Council must look to appoint 4 members to the Panel and it is suggested that these include the three members of the previous Panel.
8. A fourth person has been identified who, it is considered, will be suitable to sit on the panel, going forward. Kate Hoskin, who has held senior positions in the Civil Service, has indicated her willingness to be considered for a position on the Panel. Further details of her background are provided in **Appendix 1**.

The Panel's Functions

9. The functions of the Panel are set out at **Appendix 2**. These are the functions prescribed by regulation and detailed in the Council's Constitution.

The Chair

10. It is recommended that Council appoints a Chair. Tony Campbell's was the Panel's previous Chair and has lots of experience as Chair of other organisations. It is recommended that he is appointed as the Chair of the Remuneration Panel.

Terms of Office

11. It is recommended that the terms of office of the Panel Members be up to 31 May 2024, unless they are removed, resign or otherwise leave office before then. This will enable preparations for a new Panel to be established (or for the incumbent panel to be re-appointed) during the first year of the new Council after the 2023 elections.

Removal of Panel Members

12. Council has previously reserved the right to remove any one, or more, of the Panel Members at any time. This power should be retained.

Panel Allowances

13. It is proposed that the payments previously agreed for the Panel Members' work be retained. These were:-

Chair - £350 per day, subject to a maximum for each review of £1,750

Other Panel Members - £75 per day, subject to a maximum of £375 for each review; and

All Panel Members – reasonable travel and subsistence expenses.

COMMUNITY IMPACT IMPLICATIONS

14. No assessment is considered necessary. There are no policy, strategy or service changes involved.

CORPORATE PARENTING IMPLICATIONS

15. There are no corporate parenting implications arising from this report.

FINANCIAL AND LEGAL IMPLICATIONS

Financial

16. There will be costs associated with any proposed review by the Panel. Paragraph 13 refers to the likely expenses involved. Panel recommendations may also lead to a change in Members' allowances. The current Allowance Scheme is at **Appendix 3**

Legal

17. Establishing a new Panel will satisfy the Council's responsibilities under the Regulations. A review of Members' allowances can also only be undertaken by a properly constituted Independent Panel.

RISK ASSESSMENT

18. The matters referred to in this report are classed as low risk.

WARDS AFFECTED AND CONSULTATION WITH WARD/COUNCILLORS

19. Decisions relating to this issue are not ward specific and have no impact on individual wards. No consultation with ward Councillors has taken place.

BACKGROUND PAPERS

20. There are no unpublished documents, relied on, to produce this report

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