

Cabinet

25 September 2019



Title	Appointment of an Independent Remuneration Panel (IRP) member		
Purpose of the report	To make a recommendation to Council		
Report Author	Gillian Scott, Principal Committee Manager		
Cabinet Member	Councillor Ian Harvey	Confidential	No
Corporate Priority	This item is not in the current list of Corporate priorities but still requires a Cabinet decision		
Recommendations	Cabinet is asked to recommend that Council approves the appointment of a member to the Independent Remuneration Panel.		
Reason for Recommendation	The Council is required to establish and maintain an Independent Remuneration Panel consisting of at least three members, none of whom is formally connected with the Council.		

1. Key issues

- 1.1 Under the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council is required to establish and maintain an Independent Remuneration Panel (the Panel). The Regulations require that the Panel shall consist of at least three members, none of whom is formally connected with the Council.
- 1.2 The Panel undertakes the task of annually reviewing the Members' Allowances Scheme and making recommendations to the Council about the allowances to be paid to elected councillors.
- 1.3 One of the members of the existing Panel appointed in 2017, resigned earlier this year due to ill health and it is therefore necessary for the Council to consider appointing a replacement member on the Panel.
- 1.4 The statutory guidance on members' allowances requires Councils to adopt an appointments process which best results in the Panel membership being truly independent and well-qualified to discharge its functions and be representative of the diversity of the communities in the local authority's area.
- 1.5 An advert was placed on Jobs Go Public on 15 August 2019 with an information pack giving much more detail about the role and purpose of the Panel.
- 1.6 A link to the advert and Job Pack was placed on the Council's website, Facebook and Twitter accounts, LinkedIn and in the Council's e-newsletter.

We also brought the vacancy to the attention of residents' associations, businesses, faith groups, the health sector and the voluntary sector.

- 1.7 As a result of this publicity, three applications were received. Unfortunately, one of these was disqualified from appointment due to their employment with another local authority.

2. Options analysis and proposal

- 2.1 The two potential candidates were interviewed by the Head of Corporate Governance and the Principal Committee Manager.
- 2.2 Both candidates met the criteria in terms of their independence from any connection with the Council and had a wealth of relevant varied experience in both private or public and voluntary sectors.
- 2.3 They were both eminently suitable for the role and it was difficult to choose between them.
- 2.4 On balance Alison Osmond is recommended for the role due to her long HR experience in the field of compensation and benefits and in the interpretation of comparative data and economic trends in that field. Her detailed CV has been made available in the Members' Room and a summary is attached at Appendix 1 which is for the public domain.

3. Financial implications

- 3.1 There is no remuneration for Panel members. The local authority is able to pay expenses to Panel members. These expenses are for the local authority to determine but historically only out of pocket expenses for attending meetings have been paid.

4. Other considerations

- 4.1 There are none.

5. Timetable for implementation

- 5.1 Subject to Council approval at its meeting on 24 October 2019, the Panel will be able to commence its work immediately.

Background papers: There are none.

Appendices:

Appendix 1 – Summary CV for Alison Osmond