

27 June 2022

APPOINTMENT OF INDEPENDENT REMUNERATION PANEL
Report of the Executive Head of Governance (Monitoring Officer)

Recommendations

It is recommended that the Administration Committee:

- (1) approves the appointment of the Independent Remuneration Panel for a period of 4 years and;**
 - (2) approves the Terms of Reference and timeline for the Independent Remuneration Panel review.**
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Summary

The Local Authorities (Members' Allowances) (England) Regulations 2003 requires the Council to establish and maintain an Independent Remuneration Panel to review Members Allowances every 4 years.

Statutory Powers

Local Authorities (Members' Allowances) (England) Regulations 2003

Strategic Implications

1. Councillors are elected to represent local members of the public and work collectively to be the ultimate policy makers and conduct a number of strategic and corporate management functions. The Council is required to remunerate elected Councillors through an allowance scheme. Councillors should be fairly remunerated for their role and the scheme should include additional allowances for special responsibilities.

Introduction

2. Under the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council is required to establish and maintain an Independent Remuneration Panel (the IRP). The Regulations require that the IRP shall consist of at least three members, none of whom is formally connected with the Council.

3. The Panel undertakes the task of formally reviewing the Councillors' Allowances Scheme every 4 years. The Panel provides advice on its Councillors' Allowance Scheme and the nature and level of allowances to be paid. The Council must have regard to this advice when reviewing or amending its scheme. No amendments can be made to the scheme without consideration by the IRP.
4. An annual review is conducted by the Democratic Services Manager.

Appointment of the Independent Remuneration Panel

5. The Statutory Guidance on Councillors' Allowances requires the Council to adopt an appointments process which best results in the Panel membership being truly independent and well-qualified to discharge its function.
6. An advert was placed on the Council's website in September 2021 and was available for approximately 3 months. A copy of the Recruitment Pack can be found at Appendix 1. The deadline for submission of applications was extended to early 2022. Three applications were received. In March 2022, the Monitoring Officer and Democratic Services Manager interviewed the three applicants:
 - Julie Byrom is currently the Independent Person for two Councils, one local and another in the north-east of England. Julie is a Board Member for the National Examining Board for Dental Nurses and a Dental Nurse Examiner.
 - Margaret Waller lives in Eastleigh and is a member of the Chartered Institute of Personnel and Development. Margaret has worked in district, city, London Borough and Metropolitan Borough Councils as well as 16 years in Human Resources in the Police Service where she implemented a new pay and remuneration system.
 - Peter Williamson is an ex frontline Police Officer having left after 17 years due to injury on duty. He has lived within Eastleigh Borough all his life and is now a local business owner within multiple fields bringing specialist knowledge to certain private sectors.
7. All three panel members are independent, have the right skills and attributes and are able to undertake the functions of the panel. It is recommended that this Committee agrees that they be appointed to form the Council's Independent Remuneration Panel (IRP) for a term of 4 years.
8. The Panel met with the Executive Head of Governance (Monitoring Officer) and the Democratic Services Manager on the 7 June 2022 to discuss the Review of Councillor Allowances and as part of the discussion agreed; subject to the panel being appointment by this Committee, that Margaret Waller would be the Chair of the Independent Remuneration Panel.

Terms of Reference

9. It is proposed that the IRP, if appointed, commence the Review of Councillors' Allowances. Appendix Two provides the Terms of Reference and a suggested timeline for this review.
10. This Committee is asked to approve the Terms of Reference and timeline.

Financial Implications

11. The IRP may make recommendations to this Committee to amend some/all allowances and any budget implications will be identified and reported for future approval.

Risk Assessment

12. To comply with legislative requirements, the Council must appoint an Independent Remuneration Panel made up of at least three persons to provide advice on the Councillors' Allowance Scheme and formally conduct a review every four years.

Equality and Diversity Implications

13. The Equality Act is not relevant to the decision in this report because it is a report making an appointment. However, as part of the review of allowances the panel will give due regard to equality and diversity implications when assessing the current scheme.

Climate Change and Environmental Implications

14. Climate Change and Environmental Implications are not relevant to the decision in this report as it is a report making an appointment to a panel.

Conclusion

15. It is recommended that this Committee approves the appointment of the Independent Remuneration Panel for a term of 4 years and the terms of reference and timescale for the Review of Councillor Allowances.

JOANNE CASSAR
EXECUTIVE HEAD OF GOVERNANCE (MONITORING OFFICER)

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Appendices Attached: Two

LOCAL GOVERNMENT ACT 1972 - SECTION 100D

The following is a list of documents which disclose facts or matters on which this report or an important part of it is based and have been relied upon to a material extent in the preparation of this report. This list does not include any published works or documents which would disclose exempt or confidential information.

None