



Appointments to the Independent Remuneration Panel

SUMMARY

- 1.1 The council has been through a process to refresh membership of the Independent Remuneration Panel. This is the panel which is responsible for making recommendations on the allowances paid to councillors.
- 1.2 Approval is now sought on the appointments. It is a voluntary role, although reasonable expenses, such as travel, are payable.
- 1.3 The report details the recruitment channels that have been used and gives information about the recommended appointees.

RECOMMENDATION

- 2.1 To note the process that has been undertaken in seeking a refreshed membership of the Independent Remuneration Panel.
- 2.2 To note the biographical details within the report of those individuals recommended for appointment to the Independent Remuneration Panel
- 2.3 To appoint the following persons to the Independent Remuneration Panel on a four-year term, expiring 21 March 2021:
 - Freda Daniel
 - Derek Heal
 - Sue Holmes
 - Scott Knowles
 - Selwyn Loud
 - Narinder Sharma

REASONS FOR RECOMMENDATION

- 3.1 To ensure appropriate membership of the Independent Remuneration Panel.

SUPPORTING INFORMATION

Recruitment process

- 4.1 The council is able to utilise a number of channels to identify suitable appointments to the Independent Remuneration Panel. The collective objective of the methods the council has employed have been to bring together a panel with a membership, including representatives of a wide variety of sectors, with the skills to fairly balance the information it considers and reach a fair conclusion.
- 4.2 Two separate recruitment exercises have been undertaken through traditional advertisement and application. These were undertaken in November-December 2016 and through January 2017. The opportunity was also promoted among the council's diversity forums.
- 4.3 One candidate was considered suitable following the first recruitment exercise, but this individual was subsequently appointed as an Independent Member of the Standards Committee, disbarring him from concurrently being a member of the Independent Remuneration Panel. The second recruitment exercise produced only one candidate, who was also not eligible to be appointed.
- 4.4 Direct approaches were also made to various bodies seeking sector representatives. These included East Midlands Chamber, Community Action Derby, the University of Derby and Derbyshire Carers Association. These resulted in some of the recommended appointments detailed in this report.
- 4.5 The opportunity was also promoted among members from the existing pool of persons who sit on the council's Independent Appeals Panel – the pool utilised to consider school admission appeals and school exclusion appeals. This prompted applications which resulted in some of the recommendations detailed in this report.

Recommended appointments

4.6 Freda Daniel

Freda is a Derby resident with an extensive history in education. She was a teacher at Noel-Baker Community School from 1967 and continued her long association with the school over several decades, most recently as Chair of Governors. She is currently on the Independent Appeals Panel which sits in consideration of school admission appeals as one of the requisite 'experienced' members.

4.7 Derek Heal

Derek is also a Derby resident and a former police officer who served as a dog handler and Sergeant for Derby Borough Police and then Derbyshire Constabulary following their amalgamation. He has been involved in voluntary service since his retirement, and notably served as Chair of Governors at St Martin's School in Derby. Derek is also an active member of the Independent Appeals Panel and regularly sits in consideration of school admission appeals and school exclusion reviews.

4.8 Sue Holmes

Sue has sat on the Independent Remuneration Panel previously. She became Chief Executive of Derby Law Centre in 1998 and successfully carried through the merger with Derby Citizens Advice in 2007. She then led the Community Legal Advice Centre and, since 2008, has also been Company Secretary and Finance Director of Access to Advice Community Interest Company. Sue was nominated by the board of Community Action Derby, on which she also sits.

4.9 Scott Knowles

Scott is Chief Executive of East Midlands Chamber (Derbyshire, Nottinghamshire, Leicestershire). He has worked in the Chamber network since 1999 when he first joined what was then North Derbyshire Chamber of Commerce, initially providing advice and support to businesses in regards to ICT and e-commerce solutions. Subsequent mergers with South Derbyshire, Nottinghamshire and Leicestershire Chambers of Commerce have led to the formation of East Midlands Chamber (Derbyshire, Nottinghamshire, Leicestershire). Prior to 1999 Scott worked in Information Communications Technology sector.

4.10 Selwyn Lound

Selwyn is a Derby residents and retired former private retailer, who owned and ran several bookshops in Derby. He has been and remains involved in a wide number of voluntary roles. He is previously a governor at Ecclesbourne School and also sat as a board governor of Royal Derby Hospital. Selwyn is also a member of the Independent Appeals Panel and is heavily involved in voluntary work with the National Trust.

4.11 Narinder Sharma

Narinder is Chief Executive of Derbyshire Carers Association. Under his stewardship, the organisation has received national award recognition and underwent a relocation of offices designed to expand its reach. The association offers support services to carers across the county, and representation is considered to be particularly appropriate given the growing focus on the provision of adult social care. Narinder has also been involved in community-based ventures including the Cricket Derbyshire India Club.

OTHER OPTIONS CONSIDERED

5.1 None. The council requires an Independent Remuneration Panel in order to make recommendations to councillors on members' allowances.

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	Janie Berry – Director of Governance N/A N/A N/A N/A N/A
For more information contact: Background papers: List of appendices:	David Walsh 01332 643655 david.walsh@derby.gov.uk None Appendix 1 – Implications

IMPLICATIONS

Financial and Value for Money

- 1.1 None. Although reasonable expenses are payable to members of the IRP, there is no salary attached to the position.

Legal

- 2.1 The council is required to maintain an IRP. Approving this report will enable this.

Personnel

- 3.1 None directly arising.

IT

- 4.1 None directly arising.

Equalities Impact

- 5.1 None directly arising.

Health and Safety

- 6.1 None directly arising.

Environmental Sustainability

- 7.1 None directly arising.

Property and Asset Management

- 8.1 None directly arising.

Risk Management and Safeguarding

- 9.1 None directly arising.

Corporate objectives and priorities for change

- 10.1 Ensuring good governance by maintaining an IRP is consistent with council objectives.