

Report sponsor: Strategic Director of Corporate Resources
Report author: Acting Head of Democracy

Appointments to the Independent Remuneration Panel

Purpose

- 1.1 The Council undertook an exercise to refresh the membership of its Independent Remuneration Panel (IRP) in the 2016/17 municipal year. This is the panel responsible for making recommendations on the allowances paid to councillors.
- 1.2 Six members were appointed in March 2017 to a four year term, expiring on 21 March 2021. The panel has been made up of three senior representatives from the public, private and voluntary sectors, and three representatives with experience as independent members of the Councils' school admission and exclusion appeals panels.

The members of the IRP were:

- Freda Daniel (School Appeals Panellist)
 - Derek Heal (School Appeals Panellist)
 - Sue Holmes (Community Action Derby Board Member)
 - Scott Knowles (Chief Executive of East Midlands Chamber)
 - Selwyn Lound (School Appeals Panellist)
 - Narinder Sharma (Chief Executive of Derbyshire Carers Association)
- 1.3 This report seeks approval for three new appointments to the IRP, following the passing of Derek Heal in 2018 and the recent retirement of both Freda Daniel and Selwyn Lound.

It is recommended that Mark Booton, Trudy Hanson and Alan Larkins are appointed to the IRP in their place. Biographical information has been provided at 4.4 to 4.6.

Recommendation

- 2.1 To note the biographical details contained within the report of those individuals recommended for appointment to the Independent Remuneration Panel.

2.2 To appoint the following persons to the Independent Remuneration Panel, with immediate effect and expiring on 21 March 2021:

- Mark Booton
- Trudy Hanson
- Alan Larkins

Reasons

- 3.1 To ensure appropriate membership of the Independent Remuneration Panel.
- 3.2 Whilst statute requires the IRP to be formed of a minimum of three people, it is recommended that six members would provide the panel with the breadth of experience and capacity to undertake its work.
- 3.3 It is anticipated that the IRP may be asked to produce a scheme of allowances in the near future, following the recent conclusion of the Council's review of its governance arrangements. It was felt that a direct approach to existing school appeal panellists would be more expedient than an external recruitment exercise.
- 3.4 It is proposed that appointments are made to 21 March 2021, to coincide with the terms of the three existing members of the IRP.

Supporting information

Recruitment Process

- 4.1 There is no prescribed method as to how members of the IRP should be recruited. The broad objective is to identify individuals who are capable of considering a range of evidence and reach appropriate recommendations, without bias or pre-determination.
- 4.2 The Council has in the past advertised vacancies to the IRP through external advertisement and application. When this process was last undertaken in 2016/17, no suitable candidates were identified.
- 4.3 In 2017, members of the Council's Independent Appeals Panel, which considers school admission and exclusion appeals in the city, were approached directly for expressions of interest. Given the need to fill three vacancies and the likelihood of the IRP being asked to produce a scheme of allowances in the near future, this process was repeated in late 2019, resulting in the recommendations included in this report.

Recommended appointments

4.4 Mark Booton

Mark is a former head teacher of a primary school in Derby, having retired in August 2016 after 39 years in education. He is currently a governor at both The Bemrose School and Rosehill Infant & Nursery School, as well as a volunteer at Calke Abbey and sitting as an 'experienced' member in consideration of school admission appeals and school exclusion reviews for Derby City Council. Mark is also a keen sports fan and gardener, as well as an active member of his church community in Chaddesden.

4.5 Trudie Hanson

Trudie has a broad range of experience, having spent a decade working overseas in the aviation industry and more recently as an Occupational Therapist in the NHS; she has also been self-employed in the leisure and charitable sectors. Since retiring in 2018, Trudie has spent time as a carer and seeking volunteering opportunities; she has sat as a 'lay' member in consideration of school admission and exclusion appeals since 2010, both in Derby and for other local authorities.

4.6 Alan Larkins

Alan was raised and educated in Derby, before leaving school to begin work at British Rail as a trainee accountant; he later attended Matlock College of Education, where he qualified as a teacher of History and English. Alan's teaching career involved working in schools in Derby, Burton and Bristol, before taking up a role at St Benedict School. Since retiring, he has sat as an 'experienced' member of the Independent Appeals Panel. Alan is a keen outdoorsman and for a number of years has volunteered with an animal rescue charity.

Public/stakeholder engagement

- 5.1 The existing Chair of the IRP has been consulted on the methodology of identifying suitable candidates and is in favour of the proposed appointments.

Other options

- 6.1 To not appoint additional members. This is not considered sustainable for the reasons outlined at 3.2 and 3.3 of the report.

Financial and value for money issues

- 7.1 There is no salary or allowance attached to membership of the IRP, although reasonable expenses are payable. This will be funded from within the existing budget for councillors' allowances and expenses.

Legal implications

- 8.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 require an Independent Remuneration Panel to be established, comprising of at least three persons, to make recommendations on councillors' allowances.

Other significant implications

9.1 None directly arising.

This report has been approved by the following people:

Role	Name	Date of sign-off
Legal		
Finance		
Service Director(s)	Emily Feenan, Director of Legal, Procurement and Democratic Services	7 January 2020
Report sponsor	Paul Simpson, Acting Chief Executive and Strategic Director of Corporate Resources	27 January 2020
Other(s)		

Background papers:	None.
List of appendices:	None.