



Northumberland

County Council

COUNCIL

DATE: 18 JANUARY 2023

INDEPENDENT REMUNERATION PANEL MEMBERS

Report of Councillor Richard Wearmouth

Officer: Head of Democratic and Electoral Services

1. Purpose of report

In September 2021, Council agreed the re-establishment of an Independent Remuneration Panel of three members for the duration of four years. This report asks for ratification of the appointment of a fourth Member and endorsement of the two appointments.

2. Recommendations

It is recommended to Council that:

2.1 The appointment of a fourth member of the Panel be ratified; and

2.2 The appointments of Eric Richards and Hayley Hall as Independent Remuneration Panel Members for a period of four years from 18 January 2023 until 17 January 2027 be endorsed.

3. Link to Corporate Plan

The report is relevant to all of the priorities included in the NCC Corporate Plan 2021-2024.

4. Key Issues

The Local Authorities (Members' Allowances) (England) Regulations 2003 state that a scheme can only be amended by a Local Authority after considering the recommendations

of an Independent Remuneration Panel (IRP) and that the IRP must consist of at least 3 Members appointed by the Council.

5. **Background**

In September 2021, Council agreed to the re-establishment of an IRP of three members for a duration of four years and endorsed the appointment of John Anderson CBE as Chair of the Panel and Allison Thompson as Panel Member.

Delegated authority was given to the Head of Democratic and Electoral Services in consultation with the Monitoring Officer and political group leaders to process the appointment of a third Panel Member.

This was duly carried out and a third Panel Member appointed, and meetings arranged. Unfortunately, that member was unable to attend most of the subsequent meetings of the Panel and was informed that her services would no longer be required.

The Head of Democratic and Electoral Services then advertised again for a third member and two candidates were interviewed. Both were considered to be very suitable for appointment and scored equally at interview making it very difficult to choose between them.

Delegated authority was only granted for a third panel member, however Group Leaders were emailed on 16 November to seek agreement to a fourth member being appointed. Four members would allow for flexibility and add experience. Group Leaders were provided with redacted CV's (copies provided under separate cover to this report).

All Group Leaders subsequently agreed that both applicants be appointed for a 4-year period from the date of their appointment letter, subject to employment checks and ratification of the appointment of a fourth Panel member. The Panel Chair was also informed of this.

6. **Implications**

Policy	No significant implications
Finance and value for money: e.g: What are the financial implications and how will this be funded.	Members' allowances are included in the Council's current revenue budget. Should the IRP recommend a change to the value or number of allowances, the impact of these recommendations on the current budget will be costed and included in the next report to Council once the work of the IRP has concluded and the financial implications of any recommendations made can be assessed. The remuneration rate of £600 per panel member is payable upon conclusion of this review and any other reviews which are required within the duration of their appointment.
Legal	The legislative framework with regard to Members' Allowances is contained within the Local Government and Housing Act 1989, the Local Government Act 2000 and the Local Authorities (Members' Allowances) (England) Regulations 2003. Guidance

	on the process is available at http://https://www.gov.uk/hmrc-internal-manuals/employment-income-manual/eim65960
Procurement	N/A
Human Resources	Employment checks have been carried out.
Property	N/A
Equalities: aimed at protected characteristics: compliance with legislation, policies etc (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	Issues relating to equalities are reflected, where appropriate, in the report.
Risk Assessment	N/A
Crime & Disorder	N/A
Customer Consideration	N/A
Carbon reduction	N/A
Health and Wellbeing	None significant
Wards	ALL

7. **Background papers**

8. **Author and Contact Details**

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Report Sign Off:

Authors must ensure that officers and members have agreed the content of this report.

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Executive Director of Finance	Jan Willis
Relevant Executive Officer	Rick O'Farrell
Chief Executive	Rick O'Farrell
Portfolio Holder	Councillor R. Wearmouth