



Report To:	Full Council
Date:	20 th May 2024
Subject:	Appointments to the Independent Remuneration Panel
Purpose:	To appoint two members to serve on the Council's Independent Remuneration Panel
Key Decision:	N/A
Portfolio Holder:	N/A
Report Of:	John Medler, Assistant Director – Governance & Monitoring Officer
Report Author:	Amanda Dickinson – Senior Democratic Services Officer
Ward(s) Affected:	None
Exempt Report:	No

Summary

Under the Local Authorities (Members' Allowances) (England) Regulations 2003 the Council is required to establish and maintain an Independent Remuneration Panel (IRP) to make recommendations to it about the allowances to be paid to Members. The period of appointment for former Members of the IRP has expired and Council is asked to temporarily appoint two new members to enable a review of the current scheme of allowances to be conducted.

Recommendations

- (1) That Chris Penney and Nicci Marzec temporarily be appointed as members of the Independent Remuneration Panel to serve until the Annual Meeting of the Council in May 2025; and
- (2) That an annual allowance of £200 for Panel Members be approved.

Reasons for Recommendations

To enable appropriate appointments to be made to facilitate a review of the allowances scheme.

Other Options Considered

Not to approve the appointments or the period of appointment.

1. Report

- 1.1 The Council is required to maintain an Independent Remuneration Panel to consider and make recommendations about the level of allowances payable to Members of the Council.
- 1.2 The Panel makes recommendations about the level of basic allowances, special responsibility allowances, dependant carers' allowances, travel and subsistence allowances and co-optees allowances.
- 1.3 The review process involves analysing local and national comparative information, considering the time commitment required for a Ward Councillor role, evaluating roles which are eligible for special responsibility allowances and the responsibilities attached to them etc. To achieve this, the Panel may ask to meet with Members who hold different positions such as Cabinet Member, Chairman, non-executive members to gather relevant views from which to make informed recommendations to Council.
- 1.4 However, the Panel has no legislative provision to make any recommendations based on an attendance allowance scheme, whereby members only receive an allowance for the meetings they attend, or any form of performance related payment, or for allowances to be linked to the Member Code of Conduct as a form of sanction.
- 1.5 The Independent Remuneration Panel last reviewed the Members' Allowances Scheme in 2022.
- 1.6 Since that time one of the Panel Members has resigned and one of the Panel Member appointments has expired. The Council therefore needs to make new appointments to the Panel to enable a review of allowances to take place.
- 1.7 Temporary appointments are recommended from existing Independent Remuneration Panel members across the Partnership. Chris Penney and Nicci Marzec have served on South Holland's Panel for a number of years and therefore are considered to be suitably qualified to serve on Boston's Independent Remuneration Panel.

- 1.8 There is no legal restriction on the Term of Office for an IRP member, though Government guidance suggests that a Terms of Office of IRP members could be for a period of between 3 and 5 years. However, as these are temporary appointments it is recommended that the proposed members be appointed until the Annual Meeting of the Council in May 2025.
- 1.9 It is also recommended that an annual allowance of £200 for Panel Members be approved to reflect the role and work they undertake on behalf of the Council.
- 1.10 Subject to Council approving the appointments, it is proposed to convene a meeting of the Panel in the near future with a view to conducting a review of allowances and making recommendations to full Council in early 2025.

2. Conclusion

- 2.1. The Council is required to establish and maintain an Independent Remuneration Panel for reviewing allowances paid to Members. The Panel makes recommendations to Full Council which can be accepted, refused or amended. In order for a review to be undertaken Council is recommended to temporarily appoint the above mentioned persons to the Panel until the Annual Meeting of the Council in May 2025.

Expected Benefits to the Partnership

None.

Implications

South and East Lincolnshire Councils Partnership

None.

Corporate Priorities

None.

Staffing

None.

Workforce Capacity Implications

None.

Constitutional and Legal Implications

The Local Authorities (Members' Allowances) (England) Regulations 2003 require the Council to establish and maintain an Independent Remuneration Panel for the purpose of reviewing and making recommendations on Members' Allowances.

Data Protection

None.

Financial

Panel Members are eligible to claim travel expenses. If the recommendations are supported Members of the IRP will receive an annual allowance of £200 which will result in a small increase in the cost of operating the Panel.

Risk Management

None.

Stakeholder / Consultation / Timescales

Two new Panel Members need to be appointed at Annual Council, as the current term has ended.

Reputation

None.

Contracts

None.

Crime and Disorder

None.

Equality and Diversity / Human Rights / Safeguarding

None.

Health and Wellbeing

None.

Climate Change and Environmental Implications

None.

Links to 12 Missions in the levelling Up White Paper

None.

Acronyms

IRP – Independent Remuneration Panel

Appendices

None.

Background Papers

Background papers used in the production of this report are listed below: -

Document title	Where the document can be viewed
The Local Authorities (Members' Allowances) (England) Regulations 2003	Democratic Services

Chronological History of this Report

A report on this item has not been previously considered by a Council body.

Report Approval

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Approved for publication:	N/A