



OFFICER REPORT TO COUNCIL

APPOINTMENT OF AN INDEPENDENT REMUNERATION PANEL

KEY ISSUE/DECISION:

1. To ratify the appointment of members of the Council's Independent Remuneration Panel (IRP), and to agree its Terms of Reference and payment arrangements.

BACKGROUND:

2. The arrangements for setting a Scheme of Allowances and appointing an IRP are set out in The Local Authorities (Members' Allowances) (England) Regulations 2003. These Regulations state that local authorities must establish and maintain an IRP with the purpose of making recommendations to the authority about allowances paid to members.
3. At its meeting in July 2016 the County Council agreed that the IRP should consist of three members and that the Appointments Panel should comprise the Chairman or Vice-Chairman of the Council (in the role of recruitment panel Chairman), the Conservative Group Leader, the Residents' Association and Independent Group Leader and the Surrey Opposition Forum Group Leader.
 - (a) The previous three members of the IRP were selected for a three year term.
 - (b) In December 2018, one of the panel members resigned requiring a recruitment process to bring the panel back up to its quorum of three members. The recruitment process followed the County Council approved format and entailed:
 - Advert published on 10 June 2019 (posted on the SCC website, Jobs Go Public, Reed, Indeed, LG Jobs, The Guardian and LinkedIn) – the closing date for applications was 27 August.
 - Shortlisting (led by the Monitoring Officer) took place on 2 September.
 - Interviews were held on 11 September, with the Monitoring Officer in attendance.
 - (c) The leader of the Surrey Opposition Forum experienced an urgent private matter on the day of the interviews and in agreement with the Chairman of the Council and the Monitoring Officer, provided their

consent for the recruitment panel to continue with the interviews and support the outcome.

- (d) The remaining two panel members have agreed to continue serving on the IRP subject to County Council approval. All panel members have been offered the equal term of three years.

RECOMMENDATIONS FOR APPOINTMENT:

4. The recruitment panel's recommendations for appointment are:
- (a) Bryan Ingleby (Chairman): Former National Audit Office and co-opted member of a housing trust audit committee.
 - (b) Paul Eaves: Former HMRC and SME business owner.
 - (c) (Newly recruited) Steve Banks: Former Metropolitan Police Service and school governor.
5. **IRP Remuneration.** At its meeting in June 2016, the County Council agreed the current payment of £1500 for the Chairman and £1000 per panel member (plus travel expenses), per review. It is recommended that this is maintained with the aim of convening one review per year (any further by exception only).

TERMS OF REFERENCE FOR THE IRP

6. The IRP's work will be guided by its Terms of Reference. The draft IRP Terms of Reference are set out in the **Annex** to this report, and the Council is asked to review and approve these with any amendments as necessary.

NEXT STEPS

7. If the recommendations are approved, the IRP's review will commence in November 2019. Members will be consulted and updated on proposals prior to formal submission of the report and recommendations to the Council in February 2020.

RECOMMENDATIONS:

8. That the Council ratifies the appointments of the Independent Remuneration Panel members for a three year term.
9. That the Council ratifies the remuneration of the Independent Remuneration Panel members.

10. That the Council reviews and approves the Terms of Reference of the Independent Remuneration Panel set out in the Annex.
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Sources/background papers:

[The Local Authorities \(Members' Allowances\) \(England\) Regulations 2003](#)

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