



## OFFICER REPORT TO COUNCIL

### APPOINTMENT OF AN INDEPENDENT REMUNERATION PANEL

#### **KEY ISSUE/DECISION:**

To ratify the appointment of members of the Council's Independent Remuneration Panel (IRP).

#### **BACKGROUND:**

1. 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. On 31 October 2022, the three year term of the IRP came to an end.
2. A panel must consist of at least three members and two of the three appointees chose not to seek reappointment. Consequently, a new IRP must be appointed prior to any further review or changes to the scheme.
3. At its meeting in December 2022 the County Council agreed that the IRP should consist of three members and that the Appointments Panel should consist of:
  - Chairman or Vice-Chairman of the Council
  - Conservative Group Leader
  - Residents' Association/Independent Group Leader
  - Liberal Democrat Group Leader
  - Monitoring Officer present for governance (ensuring that it is a fair, consistent and transparent process) and to record the panels scoring and decision.

(a) For the interview stage, the Monitoring Officer approved the substitution of the Conservative Group Leader with the Deputy Leader due to another cabinet commitment.

4. The recruitment process followed the County Council approved format and entailed:
  - Advert published on 17 January 2023 (posted on the SCC website, Jobs Go Public, Reed, Indeed, Surrey Jobs, LinkedIn and the Guardian) – the closing date for applications was 12 March.
  - Shortlisting took place on 16 March.
  - Interviews were held on 20 April and successful applicants were offered the roles subject to County Council ratification.
5. **IRP Remuneration.** There are no changes proposed to the current arrangements which are payments of £1500 for the Chairman and £1000 per panel member (plus travel expenses) per review.
6. **IRP Terms of Reference.** There are no changes proposed to the current IRP TOR (Annex A), last approved by County Council in October 2019.

#### **APPOINTMENTS PANEL RECOMMENDATIONS:**

7. The Appointments Panel recommends:
  - a) Steve Banks-Smith (IRP Chairman): Previous IRP panel member and former Metropolitan Police Service.
  - b) Chris Brown (IRP Member): Former Senior Partner at PwC and EY, and Member of the Chartered Institute of Public Finance & Accountancy (CIPFA).
  - c) Pinky Kwok (IRP Member): Currently a Director at Morgan Stanley for Regulatory and Executive Compensation.

#### **RECOMMENDATIONS:**

That the County Council ratifies the appointments of the Independent Remuneration Panel for a three year term.

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#### **Lead/Contact Officers:**

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#### **Sources/background papers:**

[The Local Authorities \(Members' Allowances\) \(England\) Regulations 2003 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

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## **Annex A**

### **INDEPENDENT REMUNERATION PANEL TERMS OF REFERENCE**

1. The establishment, composition and duties of the Independent Remuneration Panel (IRP) are required to comply with the Local Authorities (Members' Allowances) (England) Regulations 2003.
2. The IRP is to review the County Council's Members' Allowances Scheme, taking into account the roles and responsibilities of Members (both in the Council and in serving their communities) set out in the County Council's agreed role profiles. The Panel will also have regard to:
  - (a) comparative data on the allowances paid by other similar local authorities; and
  - (b) the need for the composition of the Council to better reflect the population of Surrey.
  - (c) the recommendations of the Chief Executive when developing the scope of its review programme.
3. To make recommendations to the Council on:
  - (a) the amount of Basic Allowance which should be paid to all Members;
  - (b) the responsibilities or duties for which Members should receive Special Responsibility Allowances and the amount of such allowances;
  - (c) the amount of the Childcare and Dependents' Carers' Allowances;
  - (d) Travelling and Subsistence Allowances;
  - (e) Co-optees' Allowances;
  - (f) whether payment of allowances should be backdated to the beginning of the financial year;
  - (g) whether any allowances should be withheld if a Member is wholly or partially suspended;
  - (h) whether adjustments to the level of allowances should be determined according to an index, and if so, which index and how long that index should apply.
4. The Panel will be administratively supported by Democratic Services and will have access to any Member, officer or information that it considers necessary to fulfil its duties.

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