

EAST HERTS COUNCIL

COUNCIL – 30 SEPTEMBER 2009

11. REPORT BY THE DIRECTOR OF INTERNAL SERVICES

INDEPENDENT REMUNERATION PANEL

WARD(S) AFFECTED:

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**Purpose/Summary of Report**

- To constitute the Council's Independent Remuneration Panel

<b><u>RECOMMENDATION: that</u></b>

1.0 Background

1.1 Council, at its meeting held on 30 June 2009, established an Independent Remuneration Panel (IRP) with three members. Two existing members, Barry Norman and Jon Wilson, were appointed to the Panel until the end of the 2010/11 civic year. Jay Anderson was also appointed to the Panel until the end of the 2010/11 civic year, with an option to extend her appointment for a further two years if willing. Ms Anderson was the successful applicant following a public recruitment process.

2.0 Report

2.1 Barry Norman has resigned from the Panel and it is therefore inquorate (an IRP must be established with at least three members).

2.2 Council is invited to consider the following options to address the vacancy on its IRP.

2.3 Option 1 – to appoint an unsuccessful applicant to become a member of the IRP. Council is invited to note that these

applicants subsequently formed a “shadow panel”. Council will need to consider whether or not they may either have or may be perceived to have a conflict of interest and/or a predetermined view. One of the applicants has suggested that the option to appoint one of them to the Panel should be pursued and expresses a view that the successful candidate would not have any conflict/predetermined view.

- 2.4 Option 2 – to undertake a further public recruitment exercise. This option will impact on the time it takes to constitute the Panel and for it to report its recommendations on allowances.
- 2.5 Option 3 – to appoint a member of Hertfordshire County Council’s IRP. The Head of Democratic and Legal Support Services has approached all four members of Hertfordshire County Council’s Independent Remuneration Panel with a view to ascertaining their interest in serving on this Authority’s IRP.
- 2.6 Three out of the four County Panel Members - Greg Grant, Hazell Bentall and Michelle Drapeau - have each indicated that they would be willing to serve on this Authority’s Panel. The fourth has declined to be considered because of family commitments.
- 2.7 Summary background information supplied by the three County Panel Members is as follows:

Greg Grant LL.B.(HONS), MSC, MCIPD, MIMgt

Current occupation - Regional Secretary UNISON Eastern Region. Responsible for 65 staff and budget in excess of £8.5M. Currently member of Hertfordshire Independent Remuneration Panel since its inception circa 2000 and previously member of Essex County Council Remuneration Panel. Anglia Ruskin University Governor and current Chair, Audit and Compliance Committee. Previously Board Member East of England Development Agency (1998 – 2003) and Director, Suffolk LSC (2002 -2006). Lives, Chelmsford, Essex.

Michelle Drapeau

I was born and brought up in Welwyn Garden City and have always loved the area. I have been working as a copywriter for the past few years but I have a background in social care (10 years at management level) and education, and have worked for

both North Herts College and Hertfordshire University. I have been a member of Herts County Council's panel since 2004.

### Hazel Bentall

I have lived in Hertfordshire for 44 years and worked and raised my family in the county for over 35 years. I am a veterinary surgeon and have spent most of my career in veterinary practice. I founded and managed my own veterinary practice in St Albans. For the past 4 years I worked for the regulator of licensed greyhound racing, in the last year as Chair of the Board. I have taken an active part in many local communities, such as Scouts, School PTA and Governors, Rotary and residents' associations. I am a member of the Local Management Committee of Camphill St Albans, a charity supporting independent living in adults with learning difficulties and mental health problems. I am currently working as an independent veterinary consultant, with particular interests in regulation, ethics and welfare. I have never had any political affiliations. I was appointed to Herts CC Remuneration Panel in October 2004.

2.8 Members are reminded that candidates for an IRP should be assessed using the criteria detailed in guidance issued by the Department for Communities and Local Government entitled "Guidance on members' allowances for local authorities in England."

- Members of the panel cannot be members (or co-opted members) of any local authority in respect of which it makes recommendations;
- Anyone disqualified from being elected as a member of a local authority is also disqualified from being a member of the panel;
- The membership of the panel should be truly independent and well qualified to discharge its functions and be representative of the diversity of the District's communities;
- To ensure public credibility in their independence, the extent to which panel members are recognisable members of the local community – avoiding political appointments and appointments made through friendship or any other personal association with Members of the Council;

- The extent of any applicant's connections to a political party and whether these are such as to risk the effective discharge of the panel's functions, and
- An applicant's knowledge of local government and the way it works – although lack of familiarity with the Council's functions should not be a bar to appointment.

2.9 It is felt that, based on the foregoing criteria, all of the individuals detailed above are suitable for appointment to the Council's Panel.

2.10 In considering the options, Council may wish to review whether or not a panel of more than 3 members would give greater assurance that it will remain quorate, allowing for unforeseen withdrawals. Council may also consider the frequency of panel meetings to facilitate forward planning.

2.11 Council will need to be satisfied that its selection process can be seen to be open and not discourage future applications

2.12 Council is invited to consider and determine a course of action to fill the vacancy of the IRP.

### 3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A' (Page 254)**.

### Background Papers

Department for Communities and Local Government: Guidance on members' allowances for local authorities in England

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ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/ Objectives <i>(delete as appropriate):</i>	<b>Fit for purpose, services fit for you</b> <i>Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.</i>
Consultation:	
Legal:	The appointment of panel members accords with the provisions of relevant legislation
Financial:	There are no financial implications apart from the administration costs of the Committee.
Human Resource:	There are no Human Resource implications.
Risk Management:	The Council needs to give serious consideration to ensuring not only the independence of the panel but also the public perception of this independence