

**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**1 December 2021**

**Report of the Director of Legal and Democratic Services**

**Appointment of members to the Independent Remuneration Panel**

**1. Purpose**

- 1.1 To seek approval to appoint Peter Clay and Peter Clifford to the Independent Remuneration Panel from 2 December 2021 for a period of 4 years.

**2. Information and Analysis**

- 2.1 The current Derbyshire County Council Independent Remuneration Panel comprises five members, none of whom are members of the Council or any of its committees, nor an employee of the Council. Panel members are appointed for a period of four years and no member may serve for more than two terms of office of four years.
- 2.2 Members will recall that Council approved the proposal to recruit two members to the Panel on 24 March 2021 to fill two vacancies.
- 2.3 Panel members are recruited by public advertisement and should be of good standing in the community. Ideally members should have sound knowledge of employment and financial matters with an understanding of the operations of a local authority. To maintain independence political appointments, and appointments which are made through friendship or any other personal association of any members of the council must be avoided.

- 2.4 Following a public advertisement, interviews were held on 17 and 20 September 2021. Two of the three candidates interviewed were considered suitable for appointment to the Panel; namely Mr Peter Clay and Peter Clifford.

Mr Clay is a former bank branch manager and has held a number of non-executive Director and Audit Chair roles in the NHS, Housing Association and Probation Board. He is a former Magistrate and has extensive experience as a member and Chair of the Independent Remuneration Panels across Lincoln and Lincolnshire.

Mr Clifford is a former pensions administrator and has previously acted as Secretary to a Pension Scheme Trustees. He has 10 years' experience as a Magistrate and 6 years' experience as a Presiding Judge.

- 2.5 Satisfactory references have been received for both candidates and it is proposed that Council approve their appointment to the Independent Remuneration Panel for an initial four year term.

### **3. Consultation**

- 3.1 Not applicable.

### **4. Alternative Options Considered**

- 4.1 Not to appoint Mr Clay and Mr Clifford to the Independent Remuneration Panel; however this is not recommended as it is considered they are suitable for appointment following a public advertisement and interview process. In addition, if the Council does not approve the appointments, there will continue to be vacant positions on the Panel.

### **5. Implications**

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

### **6. Background Papers**

- 6.1 None identified.

### **7. Appendices**

- 7.1 Appendix 1 – Implications.

## **8. Recommendation**

That Council approves the appointment of Mr Peter Clay and Mr Peter Clifford to the Independent Remuneration Panel for a four year period from 2 December 2021.

## **9. Reasons for Recommendation**

9.1 To fill the vacant positions on the Independent Remuneration Panel.

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## **Appendix 1**

### **Implications**

#### **Financial**

- 1.1 Members of the Independent Remuneration Panel are paid expenses for each meeting of £100 per attendance and a reading allowance of £25.. These can be accommodated within existing budgets.

#### **Legal**

- 2.1 The Independent Remuneration Panel is established under the Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) to provide advice and recommendations to the Council on its Members' Allowances Scheme and amounts to be paid under it.
- 2.2 By virtue of Regulation 20, an independent remuneration panel must consist of at least three members who cannot be a member of the Council or its committee or sub-committees. The Council has the power to pay the expenses incurred by an independent remuneration panel in carrying out its functions.
- 2.3 Relevant guidance was issued by the Office of the Deputy Prime Minister "EIM65960 - Local Government Councillors and civic dignitaries in England: ODPM guidance: Part One: members' allowances".
- 2.4 The recommendation to Council complies with the provisions of the Regulations and guidance.

#### **Human Resources**

- 3.1 None directly arising.

#### **Information Technology**

- 4.1 None directly arising.

#### **Equalities Impact**

- 5.1 The vacancies were advertised openly using the usual channels to reach as wide an audience as possible. The appointment of the successful candidates will result in an Independent Remuneration Panel comprising all male members. The term of office of the other three members is due to expire in December 2022, therefore opportunities will

be sought to promote the vacancies in a way that generates interest from a diverse pool of candidates.

### **Corporate objectives and priorities for change**

6.1 None directly arising.

**Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

7.1 None directly arising.