



**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**30 November 2022**

**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 Matthew Holden, Robin Morrison, and Gemma Shepherd-Etchells to the Independent Remuneration Panel from 5 December 2022 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 The terms of office for Dennis Heaney, Andrew Sharpe and Simon Westwood are due to expire on 4 December 2022 so a recruitment exercise was carried out with a view to fill the 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 15 November 2022. The Panel recommend that Matthew Holden, Robin Morrison, and Gemma Shepherd-Etchells should be appointed to the roles which will become vacant on 4 December 2022.

The Panel commented that the appointees performed very well at interview and will bring their own varied experiences to the Independent Remuneration Panel process.

- 2.5 Satisfactory references have been received for the candidates and it is proposed that Council approve their appointment to the Independent Remuneration Panel for an initial four-year term with an option for the Director of Legal and Democratic Services to review how the appointments are working after 12 months, in consultation with the Chair of the Governance Ethics and Standards Committee.

### **3. Consultation**

- 3.1 Not applicable.

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

- 4.1 Not to appoint Mr Holden and Mr Morrison and Ms. Shepherd-Etchells 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 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. Recommendations**

To approve the appointment of Matthew Holden, Robin Morrison, and Gemma Shepherd-Etchells to the Independent Remuneration Panel for a four-year term from 5 December 2022, with a review carried out by the Director of Legal and Democratic Services, in consultation with the Chair of the Governance Ethics and Standards Committee, after one year.

## **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 an allowance of £600. This is already built into 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.

## **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.