

## **APPOINTMENT OF REPRESENTATIVES TO THE INDEPENDENT REMUNERATION PANEL FROM 1<sup>ST</sup> JULY 2023**

REPORT OF: DIRECTOR OF RESOURCES AND ORGANISATIONAL DEVELOPMENT  
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Wards Affected: All  
Key Decision No  
Report to: Council  
Date of meeting: 25 January 2023

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### **Purpose of Report**

1. This report sets out the Council's proposed process to appoint an Independent Remuneration Panel.

### **Summary**

2. The Council is required by law to establish a panel of at least three members, consisting of independent members of the public, to make recommendations to the Council on the allowances paid to its district councillors. Panel members are appointed for a 4-year term.

### **Recommendations**

3. **Council is recommended to:**
    - (i) **agree the proposed approach to appoint the new Independent Remuneration Panel and;**
    - (ii) **appoint a panel of three Members (being the Leader, Cabinet Member for Community and the Leader of the largest minority party) to interview candidates and recommend three persons to form the new Independent Remuneration Panel for a 4-year term commencing 1 July 2023.**
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### **Background**

4. The Council is required to have an Independent Remuneration Panel to consider and advise on the level and type of allowances to be paid to Councillors. Mid Sussex District Council has had an independent remuneration panel of three people since 2001.
5. The current Panel membership is due to expire in June 2023 and to ensure that the Council is able to carry out its review of allowances and remuneration paid to district councillors, it is considered appropriate and timely to commence a recruitment process for a four-year term.
6. It is proposed that a fair and transparent recruitment process take place before the end of April 2023 to fill all three vacancies.

## **Recruitment Process**

7. There are no particular formal qualifications required for a member of the public to be a panel member. The panelists should, however, be capable of assimilating financial and other information (for example benchmarking data against similar Districts) and formulating a methodology for making their recommendations. They must be capable of arriving at a properly evidenced conclusion on the matters before them and presenting this to the Council in a clear manner. Therefore, as a minimum we will expect candidates to possess either [A-level or equivalent] qualifications and/or appropriate work-based experience, to be assessed initially through written applications.
8. The Council will explore multiple channels for advertising, including traditional print and online methods, to ensure a wide reach to potential candidates.
9. Applications will be assessed by senior officers to ensure the requirements set out above are met. Successful candidates will be interviewed by a Member Panel, with the composition as recommended above.
10. Once the interview process is completed, the appointments will be presented to Council to approve, and the new panel members will serve a four-year term of office to 30 June 2027.
11. The Panel is then tasked to carry out their work in good time to enable it to recommend its findings to the Council in time for inclusion in the following year's budget.

## **Policy Context**

12. The Local Authorities (Members' Allowances) (England) Regulations 2003 provide for local authorities to establish and maintain an independent remuneration panel. The Panel must consist of at least three members, but the 2003 Regulations do not specify how a local authority may go about finding members of its remuneration panel.

## **Financial Implications**

13. There will be some costs associated with the recruitment process, but these will be minimal and within existing budgets.

## **Risk Management Implications**

14. There are no risk management implications.

## **Equality and Customer Service Implications**

15. The recruitment for new panel members in 2023 will be a fair and transparent process open to all eligible members of the public.

## **Sustainability Implications**

16. None.

**Other Material Implications**

17. None.

**Appendices**

None.

**Background Papers**

None