

APPOINTMENT OF REPRESENTATIVES TO THE INDEPENDENT REMUNERATION PANEL FROM 1 JULY 2019.

REPORT OF: Tom Clark, Solicitor to the Council
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Wards Affected: All
Key Decision: No
Report to: Council, 27 March 2019

Purpose of the Report

1. The purpose of this report is to seek Council's approval to appoint independent persons to the Independent Remuneration Panel for a four year term from 1 July 2019.

Summary

2. Three vacancies exist for representatives on the Independent Remuneration Panel. These vacancies have been advertised across the District and applicants have been interviewed by the Appointments Panel. The Council are asked to confirm the Appointment Panel's recommendations regarding the successful applicants.

Recommendations

3. **Council is recommended to appoint Neil Gershon, Jane Henry and Jane Rothwell to the Independent Remuneration Panel for terms of 4 years from 1 July 2019, following the recommendations of the Appointments Panel.**
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Background

4. The Council appoints three independent members to the Independent Remuneration Panel, to serve for a period of 4 years and advise on Member's allowances. Two panel members were appointed in June 2015 and their terms are due to expire in July 2019. The third member was appointed May 2016, but resigned from the post in August 2018 as he no longer lives within the District.
5. It was agreed by Council that a fair and transparent recruitment process of new independent persons to these vacancies would take place in February/March 2019. This was reported to Council on 30 January 2019, along with a proposed Appointments Panel to conduct the interviews.

Recruitment Process

6. The vacancies were advertised through local media, with town and parish Councils and on the Council's website and social media pages, with a deadline of 22 February 2019 to submit applications. The Appointments Panel (comprising Councillors Ash-Edwards, Webster and Llewellyn-Burke) interviewed 4 candidates on 15 March 2019. The Panel was impressed by the quality of the applicants and recommend the following candidates:

Name	Term ends	Committee or Panel
Neil Gershon	30 June 2023	Independent Remuneration Panel
Jane Henry	30 June 2023	Independent Remuneration Panel
Jane Rothwell	30 June 2023	Independent Remuneration Panel

7. Neil Gershon spent his working life in the University sector during which time he was responsible for HR matters and was involved in remuneration committees for non-academic staff. He retired from the post of Registrar at the University of Sussex in 2004. He lives in Haywards Heath. He has served on the Independent Remuneration Panel since July 2015.
8. Jane Henry has experience as both a Barrister and working for a local authority as a Social Worker and is currently the membership secretary for the Mid-Sussex branch of the National Childbirth Trust. She lives in Haywards Heath.
9. Jane Rothwell has over 38 years as an HR professional including as an Operations Manager responsible for controlling pay reviews on an annual basis. Since retirement in 2015 she has been sworn in as a Magistrate and sits on the West Sussex Bench. She lives in West Hoathly.

Policy Context

10. The Local Authorities (Members' Allowances) (England) Regulations 2001 No.1280 require local authorities to establish and maintain an independent remuneration panel. The 2001 Regulations do not specify how a local authority may go about finding members of its remuneration panel.

Financial Implications

11. There were minimal costs incurred for the recruitment process and these were within budget. An allowance is paid to the independent persons.

Risk Management Implications

12. There are no risk management implications.

Equality and Customer Service Implications

13. The recruitment for the new panel members in 2019 was conducted in a fair and transparent way and was open to all members of the public.