

Shadow Council

Title of Report:	Appointment of Independent Remuneration Panel	
Report No:	COU/SA/18/011	
Report to and date:	Shadow Council	25 September 2018
Shadow Executive (Cabinet) Members:	Ruth Bowman Tel: 01638510896 Email: ruth.bowman@forest-heath.gov.uk	Carol Bull Tel: 01953681513 Email: carol.bull@stedsbc.gov.uk
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Purpose of report:	Following the report to Shadow Council on 12 June 2018, this report requests the Shadow Council to appoint members of the Independent Remuneration Panel	
Recommendation:	It is <u>RECOMMENDED</u> that the Shadow Council appoints Laura Austin, Derek Blake, Richard Cooper, Sandra Cox and Chris Mattinson to the West Suffolk Independent Remuneration Panel and that no appointment is made to the post of Advisor to the West Suffolk Independent Remuneration Panel.	
Key Decision: <i>(Check the appropriate box and delete all those that do not apply.)</i>	<i>Is this a Key Decision and, if so, under which definition?</i> Yes, it is a Key Decision - <input type="checkbox"/> No, it is not a Key Decision - <input checked="" type="checkbox"/>	
Consultation:	<ul style="list-style-type: none"> • None 	
Alternative option(s):	<ul style="list-style-type: none"> • The recommendations are made following a recruitment process. If alternative options were sought, this would require a further recruitment process which could imperil the ability to undertake the remuneration review to the timeframes required. 	

Implications:			
Are there any financial implications? <i>If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> •	
Are there any staffing implications? <i>If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> •	
Are there any ICT implications? <i>If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> •	
Are there any legal and/or policy implications? <i>If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> •	
Are there any equality implications? <i>If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> •	
Risk/opportunity assessment: <i>(potential hazards or opportunities affecting corporate, service or project objectives)</i>			
Risk area	Inherent level of risk (before controls)	Controls	Residual risk (after controls)
Members of the IRP Panel do not have appropriate skills / experience in order to work effectively to develop a robust scheme of allowances for West Suffolk	Low	Recommended panel members have been selected following a recruitment exercise and formal assessment	Low
Ward(s) affected:		None	
Background papers: <i>(all background papers are to be published on the website and a link included)</i>		Report to Shadow Council: 12 June 2018: COU/SA/18/004 Appendix A Appendix B Appendix C	
Documents attached:		None	

1. Background

1.1 In June 2018, the Shadow Council agreed the process for appointing members of the West Suffolk Independent Remuneration Panel (IRP). This identified that a recruitment panel would interview shortlisted applicants, and then make recommendations to the Shadow Council on whom to appoint.

1.1.1 The recruitment panel was due to include the Council's two Independent Persons, appointed to provide their views on code of conduct complaints. Unfortunately, both had to withdraw from part of the process and there was not sufficient time to re-arrange interviews. As such, the recruitment panel consisted of the Portfolio Holders for Future Governance, Councillor David Nettleton (as nominated by the Shadow Council), a Corporate Director and Monitoring Officer.

1.1.2 Panel vacancies were advertised on the internet, via social media and through a press release. All members were also requested to promote the vacancies within their communities. In total, eight individuals were interviewed for places on the Panel, and two for the role of Panel Advisor.

1.2 Panel Members

1.2.1 The appointment panel has made recommendations based on ensuring that the Remuneration Panel is made up of individuals with a good range of skills, experiences, insights and personalities. The interviews probed candidates' understanding of the process, their integrity, and their ability to work collaboratively as a team. The appointment panel recognised that we were fortunate to receive a wide range of high calibre candidates.

1.2.2 The appointment panel has unanimously recommended the following 5 individuals to the panel:

Laura Austin works as a solicitor, in criminal defence and prosecution, but has also represented local authorities in criminal cases; she has regularly worked in the West Suffolk area. She has previously worked as a clerk to two parish councils. She has been a school governor for five years, and chairs the Essex Football Association Inclusion Advisory Group, as well as a member of the Association's misconduct panel

Derek Blake MBE lives in West Suffolk. He is a qualified HR professional and has held senior positions in a major national institution. Until recently, he was a school governor and a member of his local Council. He is a former chairman of the Theatre Royal, Bury St Edmunds, and Sudbury and District Citizens Advice Bureau as well as holding a number of other non-executive type roles. In 2018, Derek was awarded an MBE for services to education and the community of Suffolk.

Richard Cooper lives in Suffolk. Until recently, he worked in senior positions within BT, leading high profile major change programmes for the organisation. He is currently a non-executive Director of Cambridgeshire Community Services NHS Trust and in this capacity also sits on the Audit Committee, Ambulatory Clinical Operational Board and a member of the Strategic Change Board.

Sandra Cox sat on the previous IRP for West Suffolk, and also sits on Waveney and Suffolk Coastal, North Norfolk and Ipswich Panels. She Chairs the IRP for Suffolk County Council, Great Yarmouth and Mid Suffolk and Babergh. She is a former independent member of Suffolk Police Authority, special needs co-ordinator at a High School and Trustee of a local theatre. Sandra currently works as a partner in a start-up company capturing video memories and bringing personal histories to life

Chris Mattinson lives in Suffolk. He worked for many years in local government in London specialising in employee relations. He currently sits on the board of a multi-academy trust which is responsible for 10 primary schools in Suffolk. He served for seven years on the Royal College of Veterinary Surgeons' Investigation Committee assessing complaints of serious professional misconduct. He is currently a JP, sitting firstly on the Croydon bench before moving to the Suffolk bench in 2010. Chris now specialises in the work of the family court dealing with applications by Suffolk CC for care orders and by parents for child arrangements orders

Satisfactory references have been obtained for all panel members.

2. Panel Advisor

- 2.1 At its previous meeting, the Council agreed to appoint an advisor to the Remuneration Panel. The advisor role was intended to help the panel understand the potential needs of Councillors; to help them develop and refine their thinking, and to provide expert knowledge and insight.
- 2.2 The appointment panel felt that both candidates did not offer the full, rounded skillset that was required for this post and therefore is not recommending an appointment to this post. Instead, the panel have recommended that the support to the panel is provided by the Councils' officers directly, as is the case with many Remuneration Panel reviews. This support will include research (policy team support) legal / statutory guidance compliance (legal team and democratic services), and contextual information on how the Councils operate at present and are expected to operate in future (leadership team and democratic services).