

Report to:	COUNCIL BUSINESS MANAGEMENT COMMITTEE
Report of:	CITY SOLICITOR
Date of Meeting:	22 MARCH 2016
Subject:	INDEPENDENT REMUNERATION PANEL – MEMBERSHIP
Wards affected:	N/A

1.	Purpose of report:
1.1	The terms of office of four members of the Independent Remuneration Panel expires on 31 st August 2016. This paper sets out the options for CBM.

2.	Decision(s) recommended:										
2.1	That the Council's Business Management Committee recommends to City Council that the following be appointed to the Independent Remuneration Panel as follows: <table border="0"> <tr> <td><u>Appointee</u></td><td><u>Term of Office</u></td></tr> <tr> <td>Sandra Cooper</td><td>01 September 2016 – 28 February 2017</td></tr> <tr> <td>Graham Macro</td><td>01 September 2016 – 28 February 2017</td></tr> <tr> <td>Subat Khan</td><td>01 September 2016 – 28 February 2017</td></tr> <tr> <td>Michael Tye</td><td>01 September 2016 – 28 February 2017</td></tr> </table>	<u>Appointee</u>	<u>Term of Office</u>	Sandra Cooper	01 September 2016 – 28 February 2017	Graham Macro	01 September 2016 – 28 February 2017	Subat Khan	01 September 2016 – 28 February 2017	Michael Tye	01 September 2016 – 28 February 2017
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2.2	That CBM ask officers to bring forward options for the shape and membership of the IRP to a future meeting.										

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3.	Relevant background/chronology of key events.
3.1	Councillors receive allowances to support them in carrying out their work as elected representatives. The size of the allowance for the various Councillor roles is decided by the City Council. In taking this decision, the Council must consider a report from an Independent Remuneration Panel.
3.2	<p>An Independent Remuneration Panel (IRP) was established by the City Council at its meeting on 2nd July 2001. Current membership consists of:</p> <ul style="list-style-type: none"> • Four Citizen Representatives appointed on four year terms (two in 2001 and two in 2007); their terms of office expire on 31st August 2016; • Two appointed panel members; their terms of office expire on 31st August 2017; • Two co-opted panel members drawn from former Councillors of the City Council who are no longer Members of the Council; they were appointed in 2015 for a three year term and their terms of office expire on 2018.
3.3	<p>There are, broadly speaking, four options open to CBM:</p> <ol style="list-style-type: none"> 1. Continue with the current membership: i.e. to extend the terms of office of the existing citizen representatives for another four years (assuming they wish to continue); 2. Refresh the membership: i.e. to carry out a selection process to recruit four members (existing members would also be able to apply); 3. Refresh the membership whilst retaining some knowledge / experience; i.e. to hold an exercise to open membership to new members for two of the four places (there are various options for staggered membership term of office); 4. To renew the membership for 6 months; to allow for continuity over CBM more time to consider all the options.
3.4	<p>There are a number of factors to consider in taking this decision:</p> <ul style="list-style-type: none"> • It is now sometime since any new citizen representative members were appointed (2007) – a new selection process would open the posts to public advertisement; • The opportunity could be taken to consider the skills mix of the Panel; • There are benefits in having continuity of knowledge and experience on the Panel, particularly given that there are likely to be changes to the Constitution within the new municipal year; • Recruitment would require adverts in the local press, and an appointment board to be appointed by CBM – this would potentially be time consuming and have cost implications.
3.5	Given the expectation of changes to the Constitution in May, and the impact this will have on roles that attract a Special Responsibility Allowance, CBM is recommended to take option 4 , as set out in paragraph 3.3.

- 3.6 The IRP intends to bring an annual report to the April City Council but, as last year, may also present a supplementary report in 2016 addressing any impact on roles that attract a Special Responsibility Allowance. The current Panel has met with the Leader (January 2016), where the possible changes with regards to devolution were outlined. A further meeting was held in March with officers charged with designing and implementing any agreed changes. The current Panel members therefore have been well briefed on the background and proposals that are likely to come forward. They will therefore be well placed to consider any agreed changes after the May AGM.
- 3.7 In addition, there are a number of matters regarding membership that CBM may wish to address:
- The composition of the Panel in terms of make-up (i.e. the mix of panel members appointed and/or selected via public advertisement) and skills mix;
 - Agreeing rules of procedure for recruitment and renewal of terms of office.
- 3.8 A six month extension of the current terms of office would allow these matters to be considered in more depth. Officers would be asked to bring forward options for the shape and membership of the IRP to a future meeting.

Signature:

Chief Officer:



STUART EVANS, CITY SOLICITOR