



# Full Council Report

## ISLE OF WIGHT COUNCIL

Meeting	<b>FULL COUNCIL</b>
Date	<b>28 FEBRUARY 2024</b>
Title	<b>APPOINTMENT TO THE INDEPENDENT REMUNERATION PANEL</b>
Report of	<b>DEPUTY MONITORING OFFICER</b>

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### Executive Summary

1. The purpose of this report is to consider appointing Dr Angela Wright to the Independent Remuneration Panel (IRP) to ensure the future membership of the IRP remains quorate.
2. Following an advertising campaign, the Appointments and Employment Committee met informally to consider any applications received and to make any recommendations for appointment to Full Council.

### Recommendation

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| 3. That Dr Angela Wright be appointed to serve on the Independent Remuneration Panel for a term of 3 years |
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### Background

4. An independent remuneration panel (IRP) is a statutory panel established, in essence, to provide independent recommendations to the Council on the Scheme of members' allowances (and the amounts to be paid under such a scheme).
5. The statutory functions of an IRP are set out in full in the Local Authorities (Members' Allowances) (England) Regulations 2003.
6. Guidance has also been issued by the Secretary of State about independent remuneration panels (including the selection and appointment process). The current guidance from the Secretary of State can be found on the HM Revenues and Customs (HMRC) website - <https://www.gov.uk/hmrc-internal-manuals/employment-income-manual/eim65960>
7. By law an independent remuneration panel must have at least three members. In the last appointment report to full council on 24 February 2021, it appointed four

new independent members of the IRP, this being believed to be the optimum number. Shortly after appointment, one of the panel members stepped down from the role, leaving the statutory three to continue to undertake the required functions.

8. Following the departure of one of the three remaining appointed IRP members in November 2023, due to a conflict of interest, it was necessary to re-advertise a vacancy on the IRP, seeking to attract suitable independent applicants to return the membership to the statutory minimum.
9. One application was received, and they were invited to attend for interview on 5 February 2024 with officers and members of the Appointments and Employment Committee. The informal panel all agreed that Dr Wright was a suitable candidate to recommend for appointment.
10. It is proposed to continue to advertise for a further panel member so that there are 4 appointed to ensure the IRP remains quorate when another either is absent or steps down.

### **Corporate Priorities and Strategic Context**

11. Within the [Corporate Plan 2021 – 2025](#) there are key areas of activity that will be the council's main areas of focus for the lifetime of the plan.
12. Good governance arrangements are essential to the delivery of the council's services and the decision-making process that support this.
13. This appointment will support the Corporate Plan value "Being Fair and Transparent – making decisions based on data and evidence and in an open and accountable way".

### **Consultation**

14. None other than with the informal interview panel.

### **Financial / Budget Implications**

15. There are no additional costs associated with the proposals contained in this report. The recommendations accord with the resources available within the overall budget agreed by Full Council in February 2024.

### **Legal Implications**

16. The Council has a legal duty under regulation 20 (1) of the Local Authorities (Members' Allowances) (England) Regulations 2003 to establish an independent remuneration panel to exercise the statutory functions specified in regulation 21 of the 2003 Regulations.

### **Equality and Diversity**

17. The council as a public body is required to meet its statutory obligations under the Equality Act 2010 to have due regard to eliminate unlawful discrimination, promote equal opportunities between people from different groups and to foster good

relations between people who share a protected characteristic and people who do not share it. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

18. It is not considered that the content of this report has any negative impact on any of the protected characteristics.

### **Options**

19. **Option 1:** That Dr Angela Wright be appointed to serve on the Independent Remuneration Panel for a term of 3 years.
20. **Option 2:** To not appoint and to undertake a further recruitment exercise.

### **Risk Management**

21. The recommendations are to ensure that the council meets its corporate governance requirements and responds to changing requirements and demands. These should lessen the risks arising from any challenge to the decision-making process by way of judicial review or other such legal action.

### **Evaluation**

22. Council must establish and maintain an independent remuneration panel which consists of at least 3 persons.
23. An effective governance system for the council is essential to enable business to be transacted openly and in a timely manner. The appointment of members to the IRP supports this.

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