

**NEWCASTLE-UNDER-LYME BOROUGH COUNCIL**

**EXECUTIVE MANAGEMENT TEAM'S**  
**REPORT TO FULL COUNCIL**

**19 February 2020**

**Report Title:** Appointment of an Independent Remuneration Panel  
**Submitted by:** Chief Executive  
**Portfolios:** Corporate and Service Improvement, People & Partnerships  
**Ward(s) affected:** All

**Purpose of the Report**

To appoint an Independent Remuneration Panel (IRP) to consider the Members' Allowance Scheme

**Recommendation**

**That Council appoint the following to its Independent Remuneration Panel:-**

- **Phil Butters – Director Keele University**
- **Jackie Wheeler – Facilities Manager VAST**
- **Eddie Leligdowicz – Director LEMACA Ltd and Chairman of the Newcastle-under-Lyme Business Improvement District**

**Reasons**

To comply with Regulation 20 of the Local Authorities (Members' Allowances)(England) Regulations.

**1. Background**

1.1 At its meeting on 3 April 2019, Council received a report in relation to its Members' Allowance Scheme. Council resolved that:-

*"...the Constitution and Member Support Working Group agree a timetable for future reviews of Members' allowances by the Independent Remuneration Panel..."*

1.2 The Constitution and Member Support Working Group (CMSWG) met on 5 February pursuant to that resolution. CMSWG members agreed that the IRP would be asked to complete their review in time for their recommendations to be considered by the Annual Council in May 2021 so that the revised scheme can be in place in time for all-out elections in 2022.

1.3 CMSWG members recognised that in order to have the requisite mandate to undertake the requested review within this timeframe, the membership of the IRP would need to be confirmed at Council on 19 February. Accordingly, it agreed to make a recommendation to Council in the terms set out above.

**2. Issues**

2.1 Section 18 of the Local Government and Housing Act 1989 (as amended) makes provision in relation to basic, special responsibility and childcare and dependants' carers' allowances

for members of local authorities. Section 100 of the Local Government Act 2000 allows the Secretary of State to make provision in relation to travel and subsistence allowance for members of local authorities and an allowance for non-councillors who are members of a council's committee or sub-committee (co-opted members). The Local Authorities (Members' Allowances)(England) Regulations 2003 ("the Regulations") have been made under these provisions.

- 2.2 Regulation 10 of the Regulations requires the authority to make a scheme of members' allowances (a Scheme) before the beginning of each municipal year.
- 2.3 Regulation 19 and 20 require the authority to establish an IRP, consisting of at least three members who are independent from the Council. The Council must have regard to a report of that IRP when setting or amending its Scheme.
- 2.4 The last IRP established consisted of the following three independent members:-
  - Phil Butters – Director of Estates and Development at Keele University
  - Sarah Carrington – Business Development Director at VAST
  - Sara Williams – Chief Executive at Staffordshire Chambers of Commerce
- 2.5 Regrettably, Sarah Carrington and Sara Williams are no longer available to perform that role. Two replacement members have been identified who are content to discharge that role. They are:-
  - Jackie Wheeler – Facilities Manager VAST
  - Eddie Leligdowicz – Director LEMACA Ltd and Chairman of the Newcastle-under-Lyme Business Improvement District (BID)
- 2.6 VAST is a registered charity providing services and development support to Voluntary organisations, Community Groups, Charities and Social Enterprises in Staffordshire. Since 1920, it has represented the interests of the Voluntary and Community Sector (VCS) at a strategic level. Its key aim is to develop, advance and promote the professional development and wellbeing of VCS groups in Staffordshire.
- 2.7 LEMACA Limited operates a number of fast-food retail outlets as franchisee. The BID is a not-for-profit company which is operated by a management team, governed by a board, and works closely with other partner organisations to lobby, support and deliver a range of projects and events. Its three major objectives are to promote Newcastle, develop a distinctive Newcastle experience and to foster growth, development and investment.

### 3. **Proposal**

- 3.1 That Council appoint the following to its Independent Remuneration Panel:-
  - Phil Butters – Director Keele University
  - Jackie Wheeler – Facilities Manager VAST
  - Eddie Leligdowicz – Director LEMACA Ltd and Chairman of the Newcastle-under-Lyme Business Improvement District

### 4. **Reasons for Proposed Solution**

- 4.1 The regulations require the Council to appoint an IRP as set out in this report. It is considered that the proposed membership is independent of the Council, and is comprised of persons who have the relevant experience and expertise to carry out an effective consideration of all of the relevant issues and make a well informed recommendation to Council about the Council's Members' Allowance Scheme.

5. **Options Considered**

5.1 It can be difficult to attract IRP members of a sufficient calibre to carry out a thorough consideration of all of the relevant issues and arrive at well informed recommendations to Council. Having identified three candidates who would be able to perform that role effectively, on further options in respect of IRP membership have been considered at this stage.

6. **Legal and Statutory Implications**

6.1 These are set out in the main body of the report.

7. **Equality Impact Assessment**

7.1 There is no formal requirement to undertake an EIA in appointing members to the Council's IRP. However, it is considered that the members proposed are alert to the equality considerations associated with discharging that role and will give full and proper regard to the same in doing so.

8. **Financial and Resource Implications**

8.1 The IRP positions are not remunerated but reasonable expenses will be reimbursed. These will be absorbed within existing budget provision for the Legal and Governance Service.

9. **Major Risks**

9.1 The major risk that arises is that the work of the IRP could be undermined if it were to commence with the requested work programme and reach a recommendation without it having been formally appointed to in accordance with the relevant legislation.

10. **Sustainability and Climate Change Implications**

10.1 Not applicable

11. **Key Decision Information**

11.1 This is not a Key Decision

12. **Earlier Cabinet/Committee Resolutions**

12.1 Council – 16 May 2018

12.2 Council – 3 April 2019

12.3 CWMSG – 5 February 2020

13. **List of Appendices**

13.1 None

14. **Background Papers**

14.1. Minutes/Notes of the previous meetings referred to.