

**Blaby District Council**  
**Council**

<b>Date of Meeting</b>	28 January 2025
<b>Title of Report</b>	<b>Appointment to the Independent Remuneration Panel</b> This is not a Key Decision and is on the Forward Plan
<b>Lead Member</b>	<b>Cllr. Terry Richardson - Leader of the Council</b>
<b>Report Author</b>	Elections and Governance Manager
<b>Strategic Themes</b>	Ambitious and well managed Council, valuing our people

**1. What is this report about?**

- 1.1 This report asks Council to consider the appointments of a member to the Independent Remuneration Panel (IRP).

**2. Recommendation(s) to Council**

- 2.1 That Louise Spiers be appointed to serve on the Independent Remuneration Panel.
- 2.2 That the term of office for all members of the Independent Remuneration Panel be until 28 January 2028.

**3. Reason for Decisions Recommended**

- 3.1 To comply with the requirements as set out in the Local Authorities (Members' Allowances) (England) Regulations 2003.
- 3.2 The terms of office of the Members of the Independent Remuneration Panel need to be reasonable to avoid revisiting of the recruitment process with undue frequency and to enable a level of expertise to be built.

**4. Matters to consider**

**4.1 Background**

The Independent Remuneration Panel was established under the Local Authorities (Members' Allowances) (England) Regulations 2003 to provide advice and recommendations to the Council on amounts to be paid under its Members' Allowances Scheme. Members of the IRP are required to be independent, and the IRP's recommendations must be publicised. The Council is required to have due regard to the recommendations of the panel.

## The Panel

An Independent Member cannot be someone who at the time of appointment:

- Is a member of any political group; or
- Has a personal association with Blaby District Council; or
- Is a serving Councillor at County, District, London Borough or Parish Council.

The Constitution requires there to be three Members appointed to the Council's IRP. Following the resignation of longstanding member Stephen Knott from the panel, it has become necessary to appoint a new member to the IRP.

## Appointment of New Member

Whilst the Regulations specify that an IRP must have at least three members, they do not prescribe how a local authority should appoint those members. Guidance stipulates that the Council must emphasise the importance of ensuring that the Panel is genuinely independent and well qualified to discharge its functions. Following the resignation of Stephen Knott, the vacancy was advertised using the Council's job vacancy procedure. It was also advertised on the Council's website and social media platforms as well as at the Blaby Business Breakfast.

The deadline for return of applications was Monday 4<sup>th</sup> November and 3 applicants were invited to interview by the Elections & Governance Manager and Senior Democratic Services & Scrutiny Officer. Louise Spiers was successful at interview and is therefore recommended for appointment.

### 4.2 Proposal(s)

That Council approve the appointment of Louise Spiers to the Independent Remuneration Panel.

### 4.3 Relevant Consultations

None.

### 4.4 Significant Issues

Legal Implications: The Council must appoint an Independent Remuneration Panel to review its scheme of allowances in accordance with the Regulations as referred to at 3.1 of this report.

### 4.5 In preparing this report, the author has considered issues related to Human Rights, Human Resources, Equalities, Public Health Inequalities and there are no areas of concern.

**5. Environmental impact**

- 5.1 No Net Zero and Climate Impact Assessment (NZCIA) is required for this report.

**6. What will it cost and are there opportunities for savings?**

- 6.1 Members of the Independent Remuneration Panel receive reasonable expenses incurred in attending meetings and in addition a small remuneration of £200.00 per annum. These costs are met from within existing budgets.

**7. What are the risks and how can they be reduced?**

- 7.1 None.

**8. Other options considered**

- 8.1 None. The Council must fulfil the requirements as set out in the Local Authorities (Members' Allowances) (England) Regulations 2003.

**9. Appendix**

- 9.1 None.

**10. Background paper(s)**

- 10.1 [Blaby District Council Constitution - Part 6 - Members Allowances Scheme](#)  
[Local Authorities \(Members' Allowances\) \(England\) Regulations 2003](#)

**11. Report author's contact details**

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