



Committee and date
Council

13 January 2010

10.00 a.m.

Item No

7

Public

REPORT OF THE INDEPENDENT REMUNERATION PANEL

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1.0 Summary

This report brings to Members' attention the recommendations of the Council's Independent Remuneration Panel's (IRP) recommendations on Members' Allowances for the 2011/12 financial year, and seeks Council's approval of these, with or without amendment.

2.0 Recommendations

The Council is requested to consider and approve, with or without amendment, the Independent Remuneration Panel's recommendations on the proposed level of allowances for the 2010/11 financial year.

REPORT

3.0 Background

- 3.1 The Independent Remuneration Panel has reviewed the Members' Allowances Scheme prepared in accordance with the Local Authorities (Members' Allowances) (England) Regulation 2003, following consideration of representations received from Members and discussions with Group Leaders and the Council's Chief Executive.
- 3.2 The report addresses the statutory requirement to present recommendations on Basic, Special Responsibility, Dependent Carers' and Co-optees' Allowances, as well as those for travelling, overnight stays and subsistence.

- 3.3 Having taken account of all relevant considerations and publications, as well as comparable arrangements in similar authorities, the Panel recommends that:
- (a) A Basic Allowance of £12,120 for all unitary councillors, indexed to the NJC Staff Annual Salary Award, (which is likely to remain unchanged until 20.2.13, at the earliest);
 - (b) All Special Responsibility Allowances are based on multiples of the Basic Allowance and indexed to the NJC staff Annual Salary Award;
 - (c) No member receives more than one Special Responsibility Allowance;
 - (d) The Special Responsibility Allowance of the Leader of the Council be 2.0 x the Basic Allowance;
 - (e) The Special Responsibility Allowance for the Deputy Leader be 1.25 x the Basic Allowance;
 - (f) That the Special Responsibility Allowances for the remaining seven Cabinet Portfolio Holders, and also the five Scrutiny Committee Chairs, be 1.0 x the Basic Allowance;
 - (g) The Special Responsibility Allowance for the Speaker and the Chairman of the Council, and also for the Chairmen of the Strategic and Area Planning Committees, be 0.75 x the Basic Allowance;
 - (h) The Special Responsibility Allowance for the Chairs of the Strategic and Area Licensing Committees/Licensing Sub-Committee be 0.25 x the Basic Allowance;
 - (i) The Special Responsibility Allowance for Political Group Leaders (where the Group has a membership which is at least equivalent to 10% of the total membership of the Council (7 members) be 0.5 x the Basic Allowance, assuming that they are not already in receipt of a greater allowance;
 - (j) A Special Responsibility Allowance for the Chairs of the Audit and Pensions Committee be 0.25 x the Basic Allowance;
 - (k) A Special Responsibility Allowance for the Member Champions be 0.125 x the Basic Allowance;
 - (l) Special Responsibility Allowances of 0.25 and 0.125 x the Basic Allowance, respectively, be set for the Independent Chairman and Vice-Chairman of the Standards Committee;
 - (m) There be no designated Opposition Leader's Allowance;
 - (n) The mileage rate paid to members for "Approved Duties" continue to be set by reference to NJC staff mileage rates;

- (o) The maximum allowance for overnight stays in London, to include bed, breakfast and evening meal, be as stated in paragraph 5.31 and 5.32 of the Panel's Report, but that steps be taken to reduce this amount where possible; and
- (p) The allowances for overnight stays in the provinces, travel by bus, train, bicycle and taxi, as well as subsistence arrangements, remain unchanged and indexed to the NJC staff rates.

3.4 The effect of these recommendations is that there will be no increase in costs with regards to the Basic or Special Responsibility Allowances. Further, the proposals in respect of overnight stays could result in some modest savings.

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| List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information) | |
| Human Rights Act Appraisal | There is nothing in this report or its recommendations which conflict with any of the articles under the Human Rights act 1998 |
| Environmental Appraisal | Not Applicable |
| Risk Management Appraisal | It is necessary for the recommendations relating to Members' Allowances to be agreed prior to 1 April each year. |
| Community / Consultations Appraisal | Details of the Panel's recommendation will be advertised in the local press. |
| Cabinet Member | Keith Barrow |
| Local Member | All |
| Appendices | Appendix 1 – Report of the Independent Remuneration Panel |

REPORT OF THE SHROPSHIRE INDEPENDENT REMUNERATION PANEL

1.0 Introduction

- 1.1 The Council is required to review its scheme of Members' Allowances by 31 March each year in accordance with the Local Authority (Members' Allowances) (England) Regulations 2003.
- 1.2 Our role in this process and our terms of reference set by the Council are contained in our report of November 2009. We are not aware of any alterations to the law or our terms of reference since then, so we have therefore presumed that the Council continues to require us to make recommendations on:
- The level of a Basic Allowance payable to all members of the Council;
 - The Roles and Responsibilities for which Special Responsibility Allowances should be payable and the level of each such allowance;
 - The level of allowances for travel, subsistence and overnight stays.
- 1.3 In view of previous comments we have assumed that the Council wishes to retain the arrangements whereby allowances are automatically pensionable, as well as the inclusion of allowances for child care and/or dependent carers.
- 1.4 Before commencing this year's review, we invited comments on the operation of the allowances scheme from all members of the Council. Three members responded and their comments have been taken into account along with those from the political group leaders.
- 1.5 We have also considered the following documents:
- Councillors' Allowances – a practical guide for those involved in the work of Independent Remuneration Panels;
 - LGA Members' Allowances – Guidance on day session rate;
 - Report of the Scrutiny Review Task and Finish Group – June 2010;
 - I & DeA Overview and Scrutiny Fitness Check – February 2010
- 1.6 In addition we received a most informative briefing from the Council's Chief Executive, Mr Kim Ryley, who gave us an insight into developments over the last 12 months and an informed view of the future from his perspective as the Council's principal advisor.
- 1.7 We have noted how changes in the management of Council meetings now provides for more overt political debate in the Council Chamber and how the introduction of policy 'green' papers for Cabinet has facilitated policy formulation and development through detailed consideration of issues, prior to relevant options and choices being presented to Portfolio Holders for decision.
- 1.8 We note that the scrutiny arrangements have also been reconstructed in recent months, following an IDeA peer review earlier in the year and concur with the Chief Executive's view that this should strengthen the process considerably. We also learned how the role of the frontline member as a community leader is changing

following the Government's recent Comprehensive Spending Review and the implementation of the Council's new operating model. It is possible that this development will have important implications for us in our future deliberations and it is something we shall observe with interest.

There can be no doubt that the Authority is now entering what is likely to be an extremely turbulent period, but we consider that the changes which are planned over the next 1 or 2 years will help it to meet the serious challenges ahead.

2.0 Principles

2.1 We review the principles on which the Council's scheme is based each year and again remain convinced that these are fundamentally correct. These are that:-

- no member should be out of pocket as a result of undertaking his/her public duties;
- the level of allowances should not act as a disincentive to any one wishing to stand for election to the Council;
- the Government's expectation that the voluntary nature of the office of councillor requires a public service discount to be incorporated in the calculation of final allowances paid to members; and
- the method of determining the number and level of Special Responsibility Allowances payable to senior office holders is fair and transparent.

2.2 Furthermore, we continue to believe that by remaining true to these principles the scheme will be sufficiently robust to withstand any challenge. Nevertheless, we shall continue to review them annually to ensure that they remain relevant and accord with both statute and current best practice.

3.0 Methodology

3.1 In reaching our conclusions and framing recommendations we have drawn heavily on the work we undertook in 2008 and 2009. We have considered the generic role that councillors are expected to perform and the changes that will be expected, as identified by the Chief Executive. We have also given particular thought to the different levels of responsibility attaching to specific roles, as well as the amount of time councillors are required to spend undertaking their various public duties.

3.2 As mentioned above, all members were invited to submit comments on the current arrangements and the four political group leaders were invited to comment on the operation of the scheme in person. Three of them chose to present their views to us, the exception being the Leader of the Labour Group who advised us that his views remain unchanged from last year.

3.3 The Leader of the Council, as Leader of the Conservative Group, advised us in discussion that the scheme was considered to be 'about right' by his Group with the exception of the mileage rate paid for business travel. We were advised how the existing NJC rates for staff had recently been reduced from the nationally agreed rates based on engine size to a locally based, universal rate of 40p per mile. Consequently, the Leader has invited the Group to consider whether the mileage rate paid to members should be reduced to the same level being paid to staff and create a new local norm.

- 3.4 Given the effects of the comprehensive spending review on local government generally, and Shropshire in particular, the Leader stated that structural changes to the current scheme were premature in his opinion. Yet, despite the economic pressures he considered the workload of his Cabinet colleagues was greater than anticipated at the time of reorganisation and continued to grow, principally because of the economic climate and this should be borne in mind for the future.
- 3.5 The Independent Group Leader, Mrs P A Dee advised us that she felt the scheme continued to be fair in tone and content. However, she concurs with the suggested reduction in the members' mileage rate to 40p per mile in the interests of parity.
- 3.6 The Leader of the Liberal Democrat Group, Mr N J Hartin, informed us that his Group still considered that the basic allowance should be increased slightly and linked to a recognised professional white collar salary grade, so as to make it sufficiently attractive to working people.
- 3.7 Other representations suggested reducing the Special Responsibility Allowances paid to the Chairs of the Area Planning Committees by 25% and redistributing the saving amongst :
- (a) the Vice Chairs of these committees; and
 - (b) the Vice Chairs and ordinary members of these committees.
- 3.8 In addition we were advised by one member that many others supported a reduction in the mileage rate paid to members without identifying an alternative rate and also suggested that parking at Shirehall, Shrewsbury for members and staff should no longer be free.
- 3.9 We continue to hold the view that another essential element in the design of any allowances scheme is the public expectation that a proportion of a councillor's work will be undertaken voluntarily. This view has been reinforced in Government guidance and more recently in the Councillors' Commission report entitled "Representing the Future" published in December 2007.
- 3.10 In their report the Commission argue strongly against the creation of a class of professional councillors. This view is endorsed by the Government and the Local Government Association and is one which we also support.
- 3.11 We have taken account of all of these matters in reaching our recommendations which are set out in the following sections of the report.

4.0 Basic Allowance

- 4.1 Every allowance scheme must make provision for a basic, flat rate allowance which is payable to all elected members. Its purpose is to recognise the time councillors are required to give to the role, as well as such inevitable calls on their time as meetings with officers and electors. It also covers attendance at Council and political group meetings and other incidental costs, such as the use of their homes as an office.
- 4.2 During our meetings with members last year one of the principal points raised was the significant difference between the workload for the unitary councillors compared to that of the former county, district and borough councillor. We took full account of this when framing our recommendation on the level of the Basic Allowance and it

remains a crucial element in our thinking. On that occasion the Liberal Democrats also made particular reference to the need to increase the Basic Allowance by between £2,000-£3,000 per year so as to attract young, employed people of appropriate calibre to stand for election.

- 4.3 The Liberal Democrat Leader has repeated this concern this time, but as no other political group has expressed similar reservations and there has not been a by-election during the current year to test it, we consider such a conclusion to be premature, particularly in the current economic climate.
- 4.4 In reaching this view, we have considered afresh the various approaches to setting Councillors' allowances contained in the practical guide for those involved in the work of Independent Remuneration Panels produced by the south-west councils in March 2010.
- 4.5 Therefore, having factored in the time commitment expected from all members, as well as the advice provided by the Government and other agencies, we continue to recommend that the Council sets its Basic Allowance by reference to a fixed monetary sum.
- 4.6 For the 2011/12 financial year, we recommend that the amount payable to all councillors should be £12,120 over the full year and that this amount remains indexed to the NJC for staff salaries. The freezing of all NJC increases for the next two years means that there will be no increase in this or any other allowance linked to the NJC index until 2012/13 at the earliest.

5.0 Special Responsibility Allowances

- 5.1 Members are entitled to be paid Special Responsibility Allowances (SRA) for those duties which fall within a number of defined categories. These include acting as the Leader of a political group, being a member of the Council's Executive (Cabinet), or chairing a committee or sub-committee.
- 5.2 All schemes must specify the precise amounts of the allowances paid for each responsibility and, where one political group is in control, the Council must make provision for the payment of a SRA to at least one member of a minority group. This does not mean that the scheme must include provision for an Opposition Leader's allowance as has been suggested in the past. Neither does it require that the amount payable to a qualifying person has to be set at a particular level or at a particular percentage of the Basic Allowance.
- 5.3 We have addressed this requirement by recommending that the Leaders of all political groups represented on the Council are paid an allowance of 0.5 of the Basic Allowance where their group is at least equal to 10% of the total membership of the Council (7 members).
- 5.4 The Leader of the Liberal Democrats, Mr N J Hartin, has again suggested that the Special Responsibility Allowance paid to the Chairman of the Area Planning Committees is too large and part of this amount should be used to meet the cost of providing all Area Planning Committee members with an allowance equivalent to 10% of the level of the Basic Allowance.
- 5.5 Both Mr R Tindall, who made representations in person, and Mr D W Evans, who did so in writing, hold a similar view. Mr Tindall considers that the Special Responsibility Allowances currently paid to the three Area Committee chairs should be distributed

evenly between them, their vice-chairs and the other members of the Area Committee. Mr Evans' suggestion is that the SRAs paid to each of the Area Committee chairs should be reduced by 25%, with the top sliced amount being allocated to the three vice-chairs. His reasoning for this is that both the Chair and Vice-Chair normally attend the briefings prior to meetings the value of the Vice-Chairs to the Committee is being estimated.

- 5.6 As mentioned last year, the suggested payment of additional SRAs to vice-chairs and ordinary members of the Area Planning Committees as suggested by Mr Hartin and Mr Tindall has the potential to affect more than 30 individual councillors. When this number is aggregated to the other senior members already receiving SRA payments, it results in more than 50% of all councillors receiving such payment. This is not regarded as good practice and runs counter to statutory guidance. It is therefore something we feel unable to support.
- 5.7 We have addressed in the past the payment of SRAs to the vice-chairmen of committees as a specific part of our report. Shropshire has a long established policy of not paying allowances to any of its vice-chairmen and uses these offices as a valuable opportunity for potential chairmen to learn the necessary skills at close quarters. After giving the matter considerable thought yet again, we accept that the role of vice-chairman is potentially an important one. However, we remain unconvinced of the need to recommend Special Responsibility Allowances for such roles on Planning or any other committee.
- 5.8 Mr Tindall also asked whether the level of Special Responsibility Allowance paid to the Chairman of the Licensing Sub-Committee with effect from 1 April 2011 would alter if the committee structure is amended and the three Area Committees are combined into one new body.
- 5.9 We understand that this matter has already received the support of the Political Structures Monitoring Group and will be the subject of a formal report to Council on 13 January 2011. Subject to the recommendation being in accordance with that approved by the PSMG, we consider that the SRA for Chair of the new Licensing Sub-Committee should be maintained at 0.25 of the Basic Allowance. We will, of course, review the matter at our next meeting and use the provision to backdate any increase if there is evidence to support any increase in this allowance.

Leader of the Council

- 5.10 Our discussions with the Group Leaders and senior officers about the respective workloads of the Leader of the Council and his Cabinet members have revealed that there are increased demands, both in terms of physical workload and time commitment for these members. For this reason we continue to hold the view that the Leader's SRA should be set at twice the Basic Allowance and recommend accordingly.

Deputy Leader(s)

- 5.11 We regard the office of Deputy Leader as an important one and the additional responsibilities which attach to this post are beyond those of being a Portfolio Holder. We consider that these extra responsibilities in combination justify a SRA of 1.25 x the Basic Allowance and recommend accordingly.

Portfolio Holders (Members of the Executive)

- 5.12 We consider that the remaining seven Portfolio Holders do give up a substantial amount of time to perform their duties and responsibilities. We consider that all Portfolio Holders should receive a SRA which is equivalent to the Basic Allowance and recommend accordingly.

Scrutiny Chairs

- 5.13 We consider the contribution made by Scrutiny to policy review and policy development through Task and Finish Groups, as well as holding the Executive to account, is critical to the political health of the Council. Also the role of the Scrutiny Panel Chairmen in leading and developing this process cannot be overstated. For this reason we still consider their role as being as important to the political and democratic process as that of the Portfolio Holders and repeat our previous recommendation that the Chairman of the Council's Scrutiny Committees should each receive a SRA equivalent to the Basic Allowance.

Speaker and Chairman of the Council

- 5.14 The Special Responsibility Allowances paid to both the Speaker and the Chairman of the Council were aligned some while ago. Accordingly, we recommended that, in view of the importance of both offices and the wide range of ceremonial and civic duties each is required to perform separately, or as deputy for the other, both office holders receive a Special Responsibility Allowance which is equivalent to 0.75 x the Basic Allowance.

Chairmen of Regulatory Committees (Planning and Licensing)

- 5.15 We have considered the representations made to us concerning the work of the Chairs of the Area Planning Committees and the possible changes to the arrangements for Licensing in the future.
- 5.16 However, we are recommending that the Chairmen of the Area Planning Committees, as well as the Strategic Planning Committee, continue to receive SRAs which are equivalent to 0.75 x the Basic Allowance and that the Chairs of the Area and Strategic Licensing Committees receive a SRA which is equivalent to 0.25 x the Basic Allowance. In the event that the Council approves the recommendation of the Strategic Licensing Committee to create a new Licensing and Safety Sub-Committee, the Chairman should receive an SRA which is equivalent to 0.25 x the Basic Allowance.

Group Leaders' Allowance

- 5.17 We recommend that all Group Leaders receive a SRA that is equal to 0.5 x the Basic Allowance and we further recommend that in order to qualify for such payment, a political group must be at least equal to 10% of the total membership of the Council. (7 Members).

Member Champions

- 5.18 Although some members have expressed their reservations over the role of the Member Champions, we consider that they do have the potential to provide a genuine benefit to those communities they have been established to represent. For this reason we recommend that SRAs for Member Champions be maintained at the equivalent of 0.125 of the Basic Allowance.

Independent Chairman and Vice Chairman of Standards Committee

- 5.19 The Local Government Act 2000 requires that hearings into Members' conduct under the statutory code are chaired by one of the Independent Members co-opted to serve on the Council's Standards Committee.
- 5.20 We consider that these office holders play an extremely important part in the governance of the Council. They also provide the Monitoring Officer with an impartial source of advice, as well as an independent "listening ear" on matters of probity and propriety. We recommend that individual SRAs which are the equivalent of 0.25 and 0.125 x the Basic Allowance be paid to the Chair and Vice-Chair of the Standards Committee.

Chairs of Audit and Pensions Committees

- 5.21 Since statute requires the establishment of these two important Committees, we consider that the office of Chairman of both the Audit and Pensions Committees have comparable responsibilities, although their duties and time commitments differ.
- 5.22 We therefore recommend that they both receive SRAs which are equivalent to 0.25 of the Basic Allowance.

Payments to the Vice Chairs of Panels and Committees

- 5.23 As mentioned in paragraphs 5.6 and 5.7 above, representations have again been received about the long established policy of not paying allowances to the Vice Chairs of Committees. For the reasons given, we have again concluded not to recommend a Special Responsibility Allowance for undertaking this role.

Co-Optees' Allowance

- 5.24 We recommend that this allowance should be maintained and paid at the rate of £75 for meetings up to four hours duration and £143 where the meeting exceeds four hours.

Child and Dependent Carers' Allowance

- 5.25 We recommend the retention of this allowance which is set by reference to the National Minimum Wage for people aged 22 years. The hourly rate from 1st October 2010 will be £5.93 per hour. We also recommend that the ceiling per member be maintained at £2,500 per year and that it again be reviewed in 2012.

Travel Expenses and Subsistence Allowances

- 5.26 Travel expenses and subsistence allowances are payable in accordance with regulations for attendance at an "approved" duty, as defined in the Members' Allowances Regulations 2003 and listed in Schedule 2 of this report.
- 5.27 The Leader of the Council and the Leaders of both the Liberal Democrat and Independent Groups reported to us the recent decision to discontinue payment of the NJC mileage rates to staff with effect from 1st January 2011, when they will be paid 40p per mile. They have suggested to us that a similar rate should be applied to members, so that there is parity between the rates paid to both staff and members.

- 5.28 We have given considerable thought to this matter and, while we understand members' reasons for parity, we do not feel able to recommend a departure from the national rates adopted by the NJC for staff. We are concerned that such a departure will dilute the soundly based principles which underpin the allowances scheme. Further, reference to a nationally recognised index, such as the NJC for staff, has the advantage of providing a transparent and publicly accepted reference point for determining the reasonableness of future adjustments because they are considered to be objective and fair. We accept that parity between the mileage rates paid to members and staff may be political expedient, but believe that a recommendation of this kind is outside our statutory remit.
- 5.29 We have received no representations in respect of the allowances payable for the use of taxis or bicycles and therefore recommend that the current NJC staff rates be maintained.

Buses and Trains

- 5.30 Again, no representations were received on this subject. We recommend that the future arrangements continue to be based on second class travel by train.

Overnight Stays

- 5.31 It is now three years since we recommended that the Council depart from the staff conditions in this area following members' representations over the cost of bed, breakfast and an evening meal when required to stay in London. Since then the maximum amount has been increased to £145 exclusive of VAT (£170.37). But it appears that members are now finding it cheaper to stay in Central London by making on line bookings themselves. Consequently, we recommend no change to the level of this allowance and support the change reported to us to bring about savings in this area.
- 5.32 With regard to overnight stays in the provinces, we consider that the current level of £120, exclusive of VAT remains appropriate and recommend its retention for 2011.

Subsistence

- 5.33 We have some sympathy with the suggestion that the staff meal rates are no longer appropriate particularly for members visiting London. However, for the time being, we recommend the retention of the NJC staff subsistence scale for the reasons already mentioned.

Receipts

- 5.34 Audit regulations and current best practice require members to produce formal receipts to be forwarded with all mileage and subsistence claims.
- 5.35 We consider this to be in keeping with private sector companies and recommend that this shall be a requirement of future arrangements.

Withholding and Repayment of Allowances

- 5.36 We recommend that the Council retains in its scheme the power to withhold payment of allowances:

- where a member (or co-opted member) is suspended or partially suspended from his/her responsibilities or duties as a member of the Authority in accordance with Part 3 of the Local Government Act 2000 or regulations made under that Part;
- if a member (or co-opted member) ceases to be a member or co-opted member or ceases to be entitled to receive an allowance for a period.

5.37 Also, where an allowance has already been paid, we recommend the inclusion of a provision enabling the Council to require repayment of such part of any allowance as relates to any such period within the Council's scheme.

Backdating

5.38 We recommend that where a Councillor takes on duties entitling him/her to a new or different level of allowances, the new entitlement may be applied retrospectively to the date that such change took effect.

Links to Indices or Other Measures

5.39 The provision to index members' allowances and travel expenses and subsistence to a nationally recognised index is specifically included in the 2003 regulations. We recommend that the Council continues to link its Basic and Special Responsibility Allowances to the annual percentage increase in NJC Staff salaries.

5.40 We also recommend that the travel rates payable to members also continue to be linked to those approved for NJC Staff at the casual user rates

Pensions

5.41 We recommend that, subject to them meeting the terms and conditions; all members of the new Council be eligible to join the Local Government Pension Scheme.

SCHEDULE 1

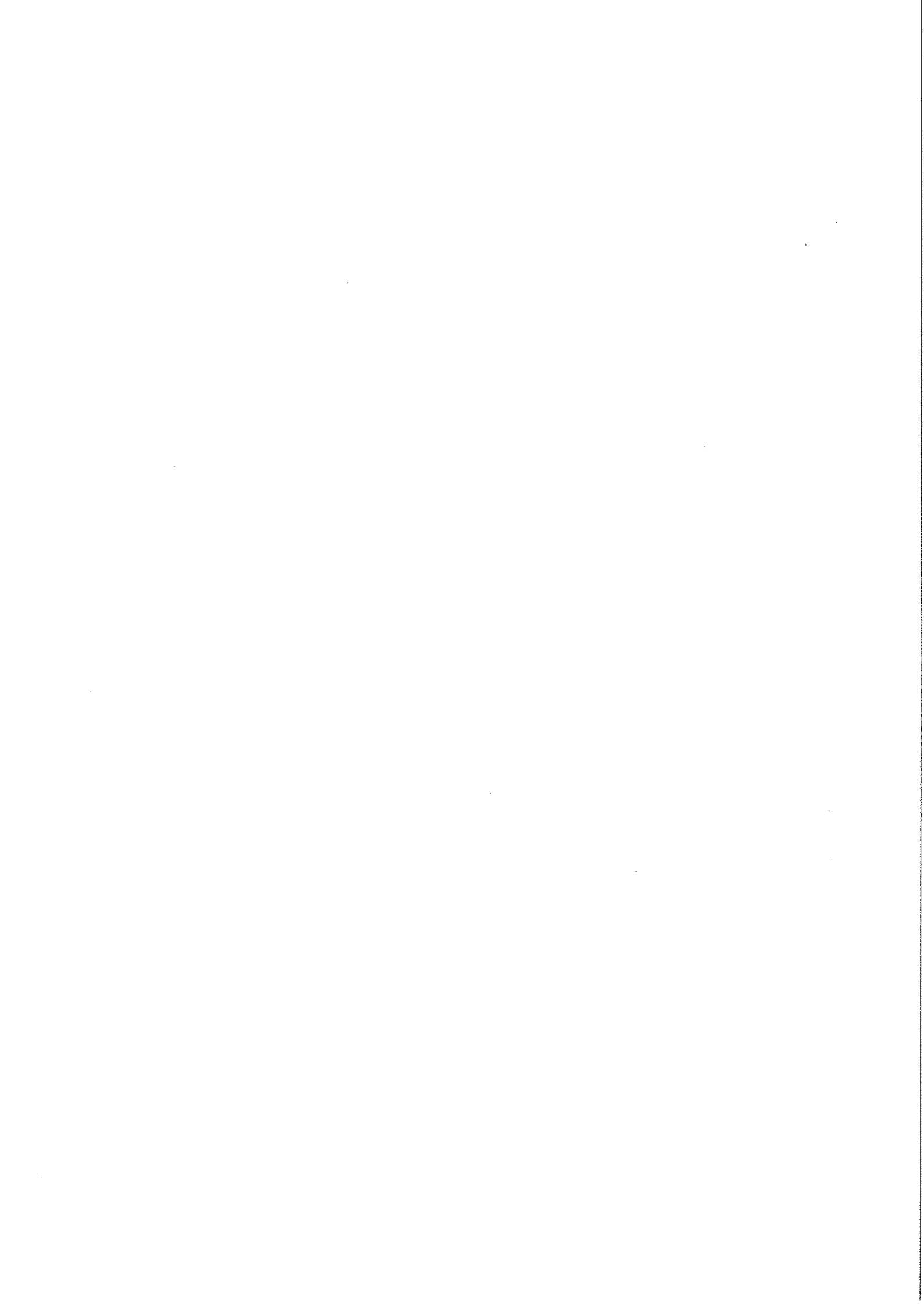
SHROPSHIRE COUNCIL ALLOWANCES SCHEME
APRIL 2011

| | | £ | Multiplier |
|--|------|----------------|-------------------|
| BASIC ALLOWANCE | (74) | 12,120 | |
| SPECIAL RESPONSIBILITY ALLOWANCES | | | |
| Chairman of Council/Deputy Speaker | (1) | 9,090 | (0.75) |
| Speaker/Vice-Chairman | (1) | 9,090 | (0.75) |
| Leader of Council (inc Group Leader) | (1) | 24,240 | (2) |
| Deputy Leader of Council + Portfolio Holder | (2) | 15,150 | (1.25) |
| Executive Members (Portfolio Holders) | (7) | 12,120 | (1) |
| Member Champions | (6) | 1,515 | (0.125) |
| Opposition Group Leaders | (1) | 6,060 | (0.5) |
| Chairman of Strategic Overview Scrutiny Panel | (1) | 12,120 | (1) |
| Chairmen of Service – Related Scrutiny Panel | (4) | 12,120 | (1) |
| Chairman of Strategic Planning Committee | (1) | 9,090 | (0.75) |
| Chairmen of Area Planning Committee | (3) | 9,090 | (0.75) |
| Chairman of Strategic Licensing and Safety Committee | (1) | 3,030 | (0.25) |
| Chairmen of Area Licensing and Safety Committee/ Chairman of the Licensing & Safety Sub-Committee | (3) | 3,030 | (0.25) |
| Chairman of Audit Committee | (1) | 3,030 | (0.25) |
| Chairman of Pensions Committee or Vice-Chairman of Pensions Committee | (1) | 3,030 1,515 | (0.25) (0.125) |
| Chairman of Independent Standards Committee | (1) | 3,030 | (0.25) |
| Vice-Chairman of Independent Standards Committee | (1) | 1,515 | (0.125) |

LIST OF APPROVED DUTIES

Approved duties are specified in Regulations as follows:-

- A meeting of the Executive
- A meeting of a Committee of the Executive
- A meeting of the Authority
- A meeting of a Committee or Sub-Committee of the Authority
- A meeting of some other body to which the Authority makes appointments or nominations
- A meeting of a Committee or Sub-Committee of a body to which the Authority makes appointments or nominations
- A meeting which has both been authorised by the Authority, a Committee or Sub-Committee of the Authority, or a Joint Committee of the Authority and one or more other authorities, or a sub-committee of a joint committee and to which representatives of more than one political group have been invited (if the Authority is divided into several political groups), or to which two or more councillors have been invited (if the Authority is not divided into political groups).
- A meeting of a Local Authority Association of which the Authority is a member.
- Duties undertaken on behalf of the Authority in pursuance of any Standing Order requiring a member or members to be present while tender documents are opened.
- Duties undertaken on behalf of the Authority in connection with the discharge of any function of the Authority conferred by or under any enactment and empowering or requiring the Authority to inspect or authorise the inspection of premises.
- Duties undertaken on behalf of the Authority in connection with arrangements made by the Authority for the attendance of pupils at a school approved for the purposes of Section 342 of the Education Act 1996.
- Any other duty approved by the Authority in connection with discharging the duties of the Authority or its committees or sub-committees.



BIOGRAPHICAL INFORMATION ON PANEL MEMBERS**Ciaran Martin - Panel Chairman**

Ciaran chaired the former Shropshire County Council Independent Remuneration Panel from its inception until 1 April 2000. He was reappointed as chairman of the new Shropshire Council Panel following reorganisation of local government across the county. He is a Human Resources Director and is currently Director of Staffing and Talent Management (Europe) of a large multinational company. Ciaran is a Chartered Fellow of his professional institute, the Chartered Institute of Personnel & Development.

Alan Weaver

Alan is the TUC's Regional Policy and Campaigns Officer for the Midlands, a role he has held for 12 years. Before joining the TUC Alan worked for a number of trade unions, including the GMB, Nalgo and UNISON. Alan first became a trade union shop steward when he worked for Nottinghamshire Library Service. Alan sits on a number of Independent Remuneration Panels, including Coventry City Council and Shropshire Fire Service.

Julia Baron

Since graduating with a Business degree, Julia has spent her entire career working in the voluntary sector (first in London, then in North Wales and latterly in Shropshire) across a variety of themed areas including children, ex-offenders, the environment and community development. She has been the Chief Executive of the Community Council of Shropshire since December 1999. The Community Council is a voluntary sector organisation employing 36 people and is the hub for many voluntary sector organisations and community groups (such as Parish Planning groups) in the county as well as individuals such as carers. In her role Julia works at a local, regional and national level. She is the chair of the West Midlands Rural Community Council Network, and currently chairs the Interim Board of the Voluntary Sector Assembly in Shropshire, representing the Assembly on the Leadership Board of the Shropshire Local Strategic Partnership.

James Parker

James is a director of the Enterprise Advisor Service, a company launched with a colleague in 2006, which delivers enterprise education and training to schools and FE Colleges across the North West. This has included work on employer engagement and education business links. He also runs his own business consultancy; Market Interface. Over the last ten years he has worked with food manufacturers, new media businesses, the farming sector and on urban regeneration projects and ethnic community support in the West Midlands. His business career included working for Unilever, Nestle, the NHS and the advertising industry.

John Thomas

John is a retired District Auditor and former member of the South Shropshire District Council Independent Remuneration Panel. He spent most of his working life with the former HM Customs and Excise before transferring to the Department of Health as an NHS Statutory Auditor in 1983. He became District Auditor in 1990 when the Audit Commission took over the audit of the NHS. In retirement, he has taken on a number of voluntary and other posts,

including lay chairman of an NHS complaints panel, board member of a housing association and voluntary tutor of adults with learning difficulties.

June Jones

Following retirement from teaching, June has been actively involved in social housing and is now a recently retired Board Director of Severnside Housing. She is also a qualified counsellor (West Mercia Institute) and is Secretary of the Consortium of Shropshire Tenants (COST), having been a founder member of the organisation. June was formerly a member of the Independent Remuneration Panel for Shrewsbury and Atcham Borough Council, where the knowledge and experience she gained equipped her for her work on the Shropshire Council Panel. She is also the chair of the Shrewsbury branch of the Arthritis Research UK, which involves local voluntary work.