

Report to	On
Council	Wednesday, 21 July 2021



Title	Portfolio Holder	Report of
Request to establish an Independent Remuneration Panel	Leader of the Council and Cabinet Member (Strategy and Reform)	Director of Governance and Monitoring Officer

Is this report confidential?	No
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Purpose of the Report

1. This report advises members that in accordance with the Local Authorities (Members Allowances) (England) Regulations 2003, Council is required to formally appoint the Independent Remuneration Panel and to request that it review the current Members Allowances Scheme and make recommendations on any changes to the Scheme for Council approval.

Recommendations

2. Council is recommended to formally appoint Peter Hyett, David Holmes, Jeremy Hartley and Charles Hadcock as members of the Independent Remuneration Panel.
3. That the Panel be requested to review the current Members Allowances Scheme and make recommendations on any changes to the Scheme for Council approval.

Reasons for recommendations

4. Council approved the current Members Allowances Scheme in September 2015 following a review by the Independent Remuneration Panel at that time. A full review of the Scheme is now due, and Council are asked to formally appoint a new Panel for this purpose.

Other options considered and rejected

5. No alternative options are considered, as Local Authorities (Members Allowances) (England) Regulations 2003 requires that Council appoint an Independent Remuneration Panel to review its Members Allowances Scheme.

Corporate outcomes

6. The report relates to the following corporate priorities: (tick all those applicable):

An exemplary council	X	Thriving communities	
A fair local economy that works for everyone		Good homes, green spaces, healthy places	

Background to the report

7. Council approved the current Members Allowances Scheme in September 2015. A review of the scheme has been scheduled to take place this municipal year.
8. All members of the Council (“Councillors”) receive a basic allowance. Some members are also paid a special responsibility allowance (SRA) to recognise significant additional responsibilities. SRAs are paid, for example, to members of the Council’s Executive and to Chairs of Committees. Expenses for travelling, subsistence and dependants’ carers’ can also be paid to those members who incur expenditure in undertaking particular duties.
9. The Council may only pay allowances and expenses after first considering a report from its Independent Remuneration Panel. It is for the Council to decide on the Members’ Allowances Scheme that is put in place, having regard to the Panel’s recommendations.

Independent Remuneration Panel

10. The Independent Remuneration Panel (IRP) must be comprised of at least 3 members who are independent of the Council. They must not have been a member or officer of the council within the last 5 years and should not be the spouse, partner or close relation or friend of a councillor or officer.
11. At South Ribble Borough Council it has been customary to appoint four members. The membership is drawn from individuals involved within the local community, but not politically active within it and who can demonstrate skills such as probity, impartiality and good governance. A copy of the full skills specification is outlined at Appendix A.
12. IRP Members are requested to:
- Analyse and compare appropriate remuneration data from other councils and public bodies.
 - Hear evidence and consider representations from Councillors and senior officers.
 - Assess the roles and responsibilities of Members generally and of those with Special Responsibilities.
 - Consider Government guidance.
 - Analyse issues and evidence, to establish what needs to be done next and/or commission work as appropriate;
 - Make recommendations based on the above, with the intention of achieving an appropriate scheme of allowances for the Council.

13. Peter Hyett, a retired former Group Finance Director at UCLan, was a member of the Independent Remuneration Panel during the previous review in 2015. He was approached and he has offered his skills and experience for the next review.
14. The three individuals who would be new to the role were invited to make an expression of interest having considered the skills specification. They were then each interviewed individually by the Director of Governance and Monitoring Officer.
15. The four persons recommended to be formally appointed as members of the Independent Remuneration Panel are as follows:

1) Charles Hadcock

Charles Hadcock is a contemporary sculptor. He has lived in Lancashire for the last 20 years having relocated from London. He specialises in making large scale, cast metal sculpture. His work features in collections around the UK, Europe and internationally.

In 2001 Charles purchased the ex-North West Water Authority building in Preston to house his sculpture studio and in the surplus space he designed and built the award winning Watermark Art and Design complex. In 2004 he built a second office complex, The Benchmark, which is adjacent to The Watermark.

In April 2007 he was a recipient of the Queens Award for Enterprise Promotion.

Charles is a director of Designbit Ltd t/a Roach Bridge Tissues. Together with his wife, Camilla, in 1999, they set up a specialist wrapping tissue paper printing company to continue her family's tradition of paper manufacture and merchandising, based at Roach Bridge Paper Mill, Samlesbury since 1875. They continue to supply luxury and prestigious branded tissue paper to many of the high street shops across the country.

Charles is the Development Director of Edenbrace Ltd which owns the Roach Bridge Mill site. Taking advantage of the 18th century infrastructure already in place at Roach Bridge Mill, he developed and project managed the successful installation of a 230 KWH hydro electricity generating plant which has the capacity to supply power to the whole Roach Bridge Mill complex, allowing the products produced on site to have truly green credentials.

In 2019 Charles and Camilla set up a development company Mill Court (RoachBridge) Limited to build 8 homes on land opposite the Mill. The homes will complement the long term development plans for the Roach Bridge Mill site which include a multi occupancy office building and further workshops and industrial units. The stone built homes are of a traditional character and will be constructed using local and Made in Britain manufactured materials and products.

From 2003 - 2018 Hadcock was the Chairman of Creative Lancashire, a public and private sector initiative to encourage and support all the creative industries in Lancashire.

In 2014 he was commissioned as a Deputy Lieutenant of Lancashire and in 2018 he was Appointed Honorary Colonel of the Lancashire Army Cadet Force.

2) Jeremy Hartley, Group Managing Director, Eric Wright Group

Jeremy was appointed as managing director in 2011. He has 24 years' experience working for the Group, having previously been group finance director with responsibility across the entire portfolio. He spent his earlier career in senior roles with PWC. Jeremy is a director of all three Eric Wright Group NHS LIFTCos; a director of the Blackpool Local Education Partnership and Relationship director for the Lancashire County Council Regeneration Property Partnership. In addition to this he sits on the board of divisions within the Group which undertake the following:

- Construction
- Civil Engineering
- Water Infrastructure
- Facilities Management
- Commercial and Residential Property Development
- Health and Care Partnerships

Jeremy is involved in all aspects of the Group's activities supporting development of the business and heads up an experienced cross divisional management team. He manages the relationship with the Eric Wright Charitable Trust, which owns the Group, ensuring that the business achieves its wider objectives to support the Trust's strategy.

His skills and experience include public and private sector partnering under long term agreements; knowledge of a range of complex procurement procedures and commercial structures; understanding of changes in funding markets and ability raise funds at competitive rates; successful leadership of business development into new areas or via more complex JV partnering arrangements.

3) David Holmes OBE

Dave started his career with British Aerospace in 1984 as an Apprentice, has been with the Company for over 30 years and has undertaken a variety of roles across a number of sites in the United Kingdom (UK) and worked with international partners, suppliers and customers across the globe.

Currently, Dave is the Operations and Technology Director for the Air Sector within BAE Systems. This role covers the functional responsibility for Operational activities (Manufacturing, Quality, SHE and Facilities Management) within the Air Sector spanning people, process, systems, governance and physical activities.

In conjunction with academic institutes and Government bodies, Dave also leads the businesses undertaking in transitioning Air Sector technology from development through to deployment across the business for the next generation of BAE Systems air vehicles and services.

In 2010 Dave received the Be Inspired Business Award (BIBA) Business Person of the Year award, the Royal Institution of Chartered Surveyors (RICS) North West award for Design & Innovation and the North West Regional Development Agency award for Best Practice, the latter two being for the site master plan and developments at BAE Systems Samlesbury site.

Additionally, Dave represents the business on a number of external forums including the local Chamber of Commerce and Economic Partnership Board, as well as being the President of The Welding Institute. He is also a Fellow of the Royal Aeronautical Society, Fellow of the Institution of Engineering and Technology, Fellow of the

Society of Operations Engineers, Fellow of The Welding Institute and a Fellow of the Institution of Plant Engineers.

Moreover, Dave was awarded an OBE for Services to Manufacturing in the Aerospace Sector in the Queen's Birthday Honours in 2020.

4) Peter Hyett

Peter is retired, and formerly a Group Finance Director at UCLan. He was previously Finance Director at Liverpool John Moores University. He has also worked in Local Government, the NHS and a New Town Development Corporation. He held board level positions in local, regional and national HE related companies/charities. He represented HE/FE on LCC Pension Committee.

Since retiring he has been made an Honorary Fellow of Uclan, been on the board of trustees of a number of education related charities in the north west and sits as an independent adviser on the Finance and the Investment committees of the Lancaster RC Diocese.

Risk

16. There are no risk implications to this report.

Equality and diversity

17. There are no Equality and Diversity implications to this report.

Air quality implications

18. There are no Air Quality Implications to this report.

Comments of the Statutory Finance Officer

19. The only costs associated with the panel are expenses, which should be relatively low and manageable from general underspends. Any financial implications from recommendations from the panel will be picked up following that review.

Comments of the Monitoring Officer

20. There are no issues to raise from a Monitoring Officer perspective – an Independent Remuneration Panel is necessary and the report is accurate in what it asserts.

Background documents

Local Authorities (Members Allowances) (England) Regulations 2003

The current Members Allowances Scheme (in the Council Constitution)

Appendices

Appendix 1 – Skills specification for the Independent Remuneration Panel

Chris Moister
Director of Governance and Monitoring Officer

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