

Report to: Meeting of the Full Council – 18 July 2023

Director Lead: John Robinson, Chief Executive

Lead Officer: Nigel Hill, Business Manager - Elections & Democratic Services, Ext. 5243

<b>Report Summary</b>	
<b>Report Title</b>	Leader's Appointments
<b>Purpose of Report</b>	To note the appointments of the Executive Leader of the Council for Portfolio Holders and the Cabinet, to set out the new Portfolio Holder remits and to consider convening an Independent Remuneration Panel to review the Scheme of Members Allowances in the context of an increase in the size of the Cabinet and new portfolios.
<b>Recommendations</b>	That Council: (a) note the appointments of the Deputy Leader, Cabinet Members and Portfolio Holders; (b) convene a Members' Allowances Independent Remuneration Panel in accordance with Section 2.0 of the report; and (c) agree a payment for Panel members of £1,000 to the Chair and £600 to the other two members, given the scope of the review.

## **1.0 Background**

1.1 As Members will be aware the Leader announced an interim Cabinet at the Annual Meeting held on 23 May 2023. A press release was issued on Monday 3 July advising of the new Cabinet and new Portfolios.

1.2 The following appointments have now been made by the Executive Leader of the Council:

### **Deputy Leader of the Council**

Councillor Rowan Cozens

### **Cabinet Members**

Councillor Paul Peacock

Councillor Rowan Cozens

Councillor Lee Brazier

Councillor Susan Crosby

Councillor Rhona Holloway  
Councillor Keith Melton  
Councillor Emma Oldham  
Councillor Matthew Spoons  
Councillor Paul Taylor

### **Portfolio Holders**

Strategy, Performance & Finance – Councillor Peacock  
Heritage, Culture and the Arts – Councillor Cozens  
Climate Change – Councillor Melton  
Biodiversity and Environmental Services – Councillor Oldham  
Sustainable Economic Development – Councillor Spoons  
Housing - Councillor Lee Brazier  
Health, Wellbeing and Leisure – Councillor Crosby  
Community Safety & Community Development - Councillor Taylor

- 1.2 The functions which fall within each Portfolio are set out in Part C of the Constitution, Section 2: The Cabinet and Executive Functions and this is set out in the **Appendix** to the report which reflects the new portfolios (paragraph 3 refers).

### **2.0 Members Allowances Independent Remuneration Panel**

- 2.1 Given the change in portfolios and the increase in the number of Portfolio Holders from five to eight, there will be a requirement to convene the Independent Remuneration Panel to review the Scheme of Members Allowances.
- 2.2 The Independent Remuneration Panel conducted a review of Members Allowances back in 2020, with a final report being presented to the Full Council on 9 March 2021. The Council approved the recommendations made by the Panel at that meeting, but resolved not to implement at that time, given the pandemic, the constraints on public sector pay and the review of the Council's governance arrangements.
- 2.3 The Council then reconvened the Panel at their meeting held on 12 October 2021 given the progress made with the review of governance, and their final report was approved by the Council at the Annual Meeting held on 17 May 2022 and the new Scheme of Members Allowances was adopted at the same time as the new governance arrangements.
- 2.4 It is proposed to reconvene the same Panel given their recent review and familiarity with our governance arrangements. The Panel comprised of John Shaw who acted as Chairman, and the Council's two Independent Persons, Paul Cox and Sarah Britton. As Chairman, John Shaw has the requisite local government financial background and has sat on Members' Independent Remuneration Panels for North Kesteven District Council.
- 2.5 All three members of the Panel have indicated their willingness to support this further review, and as before, it is considered that they would bring a good and appropriate mix of skills and experience required for the Panel.

- 2.6 When convening the Panel the Council will need to determine the level of payments to the Panel members. For the last two full reviews, payments of £2,000 were agreed for the Chairman and £1,200 for the two further members.
- 2.7 As this review will consider the increase in the number of portfolios, and not a full review of the Scheme of Members Allowances, as per the last two reviews, it is proposed that a reduced payment of £1,000 for the chairman and £600 for the two further members be made.
- 2.8 The scope of the review will be to consider the change in the executive arrangements and any wider implications, and it is anticipated that their report can be presented to the next Full Council meeting, following an initial review by the Audit and Governance Committee.
- 2.9 As the expectation is that the final report and outcome will be presented to Full Council in October, there will need to be an interim arrangement while the relevant allowances are reviewed. It is proposed that the 3 new portfolio holders will be paid the current agreed rate of £8,500 per annum pro rata (effective from 3 July 2023), pending a pay award, and that any changes to the rate from the review will then be realigned following the approval.

### **3.0 Implications**

In writing this report and in putting forward recommendations, officers have considered the following implications: Data Protection, Digital and Cyber Security, Equality and Diversity, Financial, Human Resources, Human Rights, Legal, Safeguarding and Sustainability and where appropriate they have made reference to these implications and added suitable expert comment where appropriate.

#### **Financial Implications FIN23-24/8866**

- 3.1 As per paragraph 2.7 to the report, the last two full reviews of the Members Allowances Scheme have cost the Council £4,400 in total, however as the scope of this review is reduced the expected total payments of £2,200 will be financed in year from General Fund resources.
- 3.2 As there has been an additional 3 portfolios created there will need to be an interim period as referred to in paragraph 2.9, until the Independent Remuneration Panel has received the scope of work for each role and assigned a relevant financial value on the Special Remuneration Allowance payable.
- 3.3 Once the Independent Remuneration Panel has finalised the values these will be recommended to the Council, with the full financial impact of the changes being set out in full.

#### **Background Papers and Published Documents**

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Report to Full Council – 9 March 2021

<https://democracy.newark-sherwooddc.gov.uk/ieListDocuments.aspx?CId=139&MId=448>

Report to Full Council – 17 May 2023

<https://democracy.newark-sherwooddc.gov.uk/ieListDocuments.aspx?CId=139&MId=756>

Current Scheme of Members Allowances

<https://www.newark-sherwooddc.gov.uk/your-council/your-council/councillors-and-committees/councillor-allowances/>