

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY	
date	16 December 2005	agenda item number

REPORT OF THE CHIEF FIRE OFFICER

APPOINTMENT OF INDEPENDENT REMUNERATION PANEL

1. PURPOSE OF REPORT

The purpose of this report is for the Fire Authority to formally approve the terms of reference of an independent remuneration panel and appoint the members of that panel.

2. BACKGROUND

2.1 When the Fire Authority was first created in 1998 it had no powers to pay allowances to Members to reflect the work that they carried out for the Authority. This resulted in a process where the constituent authorities continued to pay Members' allowances for being Members of the Fire Authority and these allowances varied widely.

2.2 More recently the Fire Authority has been given powers to pay its own Members Allowances and is required to have a published scheme for doing so. This scheme was approved by the Fire Authority but did not vary significantly from the original scheme and many of the anomalies within that scheme were simply crystallised into the new scheme.

2.3 Changes proposed for the governance model of the Authority create an opportunity for the allowances paid to Members to be reviewed in the light of increasing workloads and the depth to which Members are now expected to engage with current policy thinking and issues within the service.

2.4 In order to set Members' allowances, the Authority is required to "have due regard" to the reports of the remuneration panels of both the City and County Councils but is not specifically required to have its own remuneration panel. Nevertheless it is considered that in the spirit of both openness and accountability it is desirable for an independent panel to be convened.

2.5 This report sets out the proposed members of the panel, the way that the panel will conduct its business, the proposed remuneration of panel members, and the terms of reference for the panel.

3. PROPOSED PANEL MEMBERS

3.1 In selecting the Panel Members due regard has been given to the backgrounds of the proposed members both in terms of their understanding of Local Government, their understanding of the Fire and Rescue Service and the extent to which panel

members can bring their expertise from other sectors of the public and private sectors.

3.2 The proposed panel members are :

Manny Gatt (Chair)
Dr Richard Henshell OBE
Mick Rice

3.3 Manny Gatt took up the post of Managing Director of Business Link Nottinghamshire in October 2000.

Previously Managing Director of Business Link Greater Nottingham, he has also been Managing Director of the Derby and Derbyshire Chamber of Commerce and Industry and Business Venture, and was involved in the setting up of Business Link South Derbyshire.

During the early part of his career, he worked for IBM, RTZ and later Coats Viyella, where he was a Director of the Menswear Division.

He has a degree in Business Studies, an MBA and a Certificate in Business Counselling.

He is a Board Member for Business Link Corporate University and a Fellow for the Institute of Business Advisers.

Manny is suggested as a panel member as he will bring extensive private sector experience at a senior level and also the unique insight into Nottinghamshire business via his involvement with Business Link.

3.4 Dr Richard D Henshell was founder, in 1976, and is presently executive chairman of PAFEC Ltd, a company dedicated to computer aided applications in engineering including EDM, CAD, Computer Aided Engineering and Finite Element Analysis. PAFEC also has offerings in the field of Geographic Information Systems especially for the emergency services.

Richard was educated at Nottingham University where he later became a research fellow and is now Special Professor. He has been awarded an OBE and was elected Fellow of the Royal Academy of Engineering.

Richard is suggested because of his business experience working closely with the emergency services and his academic record.

3.5 Mick Rice was a Councillor on Birmingham City Council from 1984, finally losing his seat in 2004.

He was the Cabinet Member for Local Services and Community Safety in Birmingham and also a member of the Birmingham CDRP.

He was also the full time Secretary of Birmingham TUC from 1983 to 2004 and was a lecturer in Industrial Relations at the University of Aston as well as in the late 1970s and early 1980s was a trade union studies tutor.

Mick is suggested due to his extensive Local Government experience as an elected Member, his involvement in CDRPs and the fact that he was cabinet member for Community Safety.

4. PANEL PROCESS

- 4.1 It is proposed that the panel will meet formally on about three occasions to consider evidence from a variety of sources which will include consideration of :
- The proposed governance model of the Authority including the terms of reference of the Sub-Committees ;
 - The draft role map for Fire Authority Members prepared by the LGA ;
 - Representations made by individual Members should they wish to do so ;
 - The reports of the independent remuneration panels of the constituent Authorities ;
 - The general levels of remuneration paid to Members of Combined Fire Authorities with similar governance models.
- 4.2 The remuneration panel will be supported directly by the Head of Resources and Finance who will ensure that the information required by the panel is provided and that appropriate professional advice is given.

5. TERMS OF REFERENCE

- 5.1 The role of the Independent Remuneration Panel is to consider and keep under review certain key aspects of the Members Allowances Scheme and, as and when requested, to submit reports [containing recommendations] to the Fire Authority.
- 5.2 The panel is specifically requested to make recommendations on the arrangements for the payment of Members Allowances as laid down in The Local Authorities (Members' Allowances) (England) Regulations 2003, namely :
1. Level of basic allowance for all Members ;
 2. Categories of special responsibility for which a special responsibility allowance should be paid ;
 3. The appropriateness and rate of childcare / dependency allowance ;
 4. Annual uplift arrangements
- 5.3 In addition the Panel will also consider the extent to which Members require support via development and training to build the capacity to fulfil the requirements of both the Authority's governance model and the draft role map for members.
- 5.4 The panel are to produce a report for consideration by Members at the February Fire Authority meeting.

6. REMUNERATION OF THE PANEL

It is suggested that a reasonable payment for being a member of the panel should be :

Chair (including production of the report) £500 per meeting
Members £300 per meeting

In addition, the Authority will also pay any necessary expenses of panel members

7. RISK MANAGEMENT IMPLICATIONS

There are no specific risk management implications arising from this report, however it is essential that the Members of the Authority are properly remunerated for the work that they carry out on behalf of the Authority and that they have, or develop, the necessary capacity to address the major issues and corporate risks facing the service.

8. FINANCIAL IMPLICATIONS

The financial implications arising from the appointment of the panel are set out in the report and can be contained within existing budgets. The financial implications of the changes to Members allowances that the panel may recommend are clearly unknown and therefore an appropriate provision will be made within the 2006/7 revenue budget.

9. PERSONNEL IMPLICATIONS

There are no specific personnel implications arising from this report.

10. EQUALITIES IMPACT ASSESSMENT

There are no specific implications for equality arising from this report.

11. RECOMMENDATIONS

That Members approve :

- a) The appointment of the people suggested as members of the Remuneration Panel ;
- b) The remuneration rates suggested for the panel members ;
- c) The terms of reference of the panel.

12. BACKGROUND PAPERS FOR INSPECTION

None

Paul Woods
CHIEF FIRE OFFICER