



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# Independent Remuneration Panel

Report of the Clerk to the Fire Authority

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**Date:** 18 July 2014

**Purpose of Report:**

To seek approval to the appointment of an independent remuneration panel to review the existing scheme of Members Allowances.

## CONTACT OFFICER

**Name :** Malcolm R Townroe, Clerk to the Authority

**Tel :** 0115 8764332

**Email :** malcolm.townroe@nottinghamcity.gov.uk

**Media Enquiries Contact :** Bridget Aherne  
(0115) 967 0880 [bridget.aherne@notts-fire.gov.uk](mailto:bridget.aherne@notts-fire.gov.uk)

## **1. BACKGROUND**

Members' allowances are paid in accordance with the existing approved scheme as put forward by a previous independent remuneration panel. Given the period of time that has elapsed since the panel last met it is considered that the panel should be reconvened to review the level of allowance paid and the annual uplift arrangements.

## **2. REPORT**

Members' allowances are paid in accordance with a scheme initially put forward in March 2006. Since that time payments under the scheme have been approved on an annual basis by the Authority. A yearly inflator has been applied based on the annual local government pay award. Whilst there is no legal obligation on the Authority to establish a panel it is considered good practice to ask an independent body to review the level of allowances. Consequently it is proposed to establish a panel comprising of three independent members. It is suggested that the members of this panel should be sourced and appointed by the Clerk to the Authority and the Treasurer to the Authority.

## **3. FINANCIAL IMPLICATIONS**

Payment of members allowances already forms part of the approved budget. The only financial implications arising out of the proposals in this report relate to the expense of the independent remuneration panel.

## **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS**

None.

## **5. EQUALITIES IMPLICATIONS**

An Equality Impact Assessment has not been undertaken because the proposals do not include new or changing policies.

## **6 CRIME AND DISORDER IMPLICATIONS**

There are no crime and disorder implications arising out of the proposals in the report.

## **7. LEGAL IMPLICATIONS**

There is no legal obligation on the Authority to have an independent remuneration panel. However it is considered that the establishment of a panel at this stage is appropriate.

## **8. RISK MANAGEMENT IMPLICATIONS**

There are no risk management implications arising out of the proposals in the report.

## **9. RECOMMENDATION**

- 1 That the Clerk and Treasurer to the Authority be tasked with establishing an independent remuneration panel comprising of three independent members.
- 2 That the remit of the panel be to review the existing level of members' allowances and annual uplift arrangements.
- 3 That the Clerk report the outcome of the remuneration panel to a future meeting of the Policy and Strategy Committee.

## **10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)**

None.

Malcolm R Townroe  
**Clerk to the Fire Authority**