

**Report to Full Council**

Meeting to be held on Thursday, 13 March 2025

**Report of the Director of Law and Governance**

**Independent Remuneration Panel Membership**

<b>Part I</b>	<b>Part A</b>
<b>Corporate Priorities:</b> N/A	<b>Electoral Division(s):</b> None
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**Summary**

**Purpose of the Report**

This report sets out the proposed appointment of three new members of the Independent Remuneration Panel, following an open recruitment process and interviews conducted by the current Independent Remuneration Panel members and the Head of Democratic Services.

This report also sets out the proposed reappointment of Ms L Strapps for her second term of office, for a further four years.

**Recommendation**

Full Council is asked to approve:

- (i) The appointment of Ms L Keane, Mr C Ainsworth and Mr G Krawiec to serve on the Independent Remuneration Panel for a four-year term with effect from 13 March 2025.
- (ii) The reappointment of Ms L Strapps for her second term of office, for a further four-year term, with effect from 13 March 2025.

**Background**

1. The Local Authorities (Members' Allowances) (England) Regulations 2003 require the county council to establish and maintain an Independent Remuneration Panel, and to have regard to the recommendations of the panel before making or amending the Members' Allowance Scheme.
2. Following the end of term of three panel members in March 2025, the current membership of the Independent Remuneration Panel is as follows:



Ms Lisa Strapps – appointed until 24 February 2025 (first term)  
Ms Jude England – appointed until 25 May 2027 (first term)

3. The panel's Terms of Reference provide that panel members are appointed for a fixed four-year period and may serve a further term of four years, subject to Full Council approval of their re-appointment.
4. The panel's Terms of Reference also provide that the panel shall consist of a minimum of three and a maximum of five members. In that regard, Full Council will note that there are currently three unfilled positions on the Panel.
5. Following an open recruitment process in December 2024 and January 2025 and interviews held in February 2025, with a panel comprising the current Independent Remuneration Panel members and the Head of Democratic Services, Ms Liz Keane, Mr Craig Ainsworth and Mr George Krawiec have been selected as suitable appointments to the Panel.
6. Ms Keane has over 27 years of professional experience in Human Resources, including 19 years at a senior level.
7. Mr Ainsworth has spent over 38 years working in the public sector supporting Governance Frameworks.
8. Mr Krawiec is a retired local authority Chief Executive (from three different authorities) and Solicitor.
9. The appointments of Ms Keane, Mr Ainsworth and Mr Krawiec will enhance the expertise and knowledge of the Panel, so it is able to review and make recommendations on any changes to the Members' Allowance Scheme in the future.
10. Full Council is therefore recommended to approve the appointment of Ms Keane, Mr Ainsworth and Mr Krawiec to the Independent Remuneration Panel for a four-year term with effect from 13 March 2025.
11. As detailed above, members of the Panel are appointed for an initial four-year period and may continue for a further 4 year term, subject to Full Council approval. Ms Strapps has confirmed that she wishes to continue to serve on the Panel. It is therefore proposed that Ms Strapps be reappointed to serve on the Panel for a further four year term until 13 March 2029.

### **Options and Proposals**

12. The county council is required to establish and maintain an Independent Remuneration Panel.

### **Consultations**

N/A



## Context and Implications

### Legal (including Human Rights)

13. The Local Authorities (Members' Allowances) (England) Regulations 2003 require the county council to establish and maintain an Independent Remuneration Panel, and to have regard to the recommendations of the panel before making or amending the Members' Allowance Scheme. The minimum size of the panel is three.

### Financial

14. The Independent Remuneration Panel provides impartial advice regarding the Members' Allowance Scheme. Regulations provide that local authorities may pay panel members an allowance for expenses incurred in carrying out the panel's functions. This allowance is currently £461 per annum, per member and is increased annually in line with the county council's staff pay award. No other expenses can be claimed by panel members.

### Equality and Diversity

15. The report identifies that the recruitment process for the Independent Remuneration Panel has been an open process with its outcome determined by interviews. These arrangements are in line with the Public Sector Equality Duty's general aim to eliminate discrimination, harassment, victimisation and other prohibited conduct and with the wider provisions of the Equality Act 2010.

### Risk Management

16. Consideration has been given to any potential risk management implications, and none have been identified.

### List of Background Papers

Paper	Date	Contact/Tel
None		

### Part II Reason

N/A

