

| <b>Council Meeting</b> |                                                                                                                                |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| <b>Meeting Date</b>    | 28 January 2026                                                                                                                |
| <b>Report Title</b>    | Appointment of Independent Members to Members' Remuneration Panel                                                              |
| <b>EMT Lead</b>        | Larissa Reed, Chief Executive                                                                                                  |
| <b>Head of Service</b> | Lisa Fillery, Director of Resources                                                                                            |
| <b>Lead Officer</b>    | Tim Neal, Senior Democratic Services Officer                                                                                   |
| <b>Classification</b>  | <b>Open</b>                                                                                                                    |
| <b>Recommendations</b> | 1. Council is asked to agree the appointment of Keith Hills, Linda Howard and Dave Crompton to the Members Remuneration Panel. |

## **1 Purpose of Report and Executive Summary**

- 1.1 In accordance with the requirements of the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council is required to have an Independent Members' Remuneration Panel whose purpose is to make recommendations to the Council on its Members' Allowance Scheme and that of Parish Councils.
- 1.2 The Swale Independent Review Panel is due to meet in March 2026, to undertake a full review of the allowances scheme.

## **2 Background, Context and Proposals**

- 2.1 The Regulations require Councils to undertake a review of their Members' Allowances Scheme every four years, although a review can be carried out sooner.
- 2.2 In accordance with legislation, there is a minimum of three representatives sitting on the panel. A representative from South East Employers, who is Chairman, also forms part of the panel.
- 2.3 A full review was last undertaken out in May 2022 and another full review of the allowances scheme will be carried out in March 2026. Members will be asked to contribute their views via a questionnaire and there will be some opportunity for members to meet with the panel.
- 2.4 Background information on the recommended candidates is set out in the exempt appendix.

- 2.5 To recruit volunteers, a notice was published online, through social media and through the CVS.
- 2.6 Four candidates submitted expressions of interest and were invited to interview.
- 2.7 The three candidates submitted for consideration were deemed to be the most suitable.
- 2.8 Background information on the candidates is set out in the exempt appendix 1.

### **3 Recommendations**

- 3.1 Council is asked to agree to the appointment Keith Hills, Linda Howard and Dave Crompton to the Independent Members' Remuneration Panel for a period of up to three years.

### **4 Alternative Options Considered and Rejected**

- 4.1 Council could decide to not appoint the recommended panel members. However, this is not advised given the limited number of volunteers who expressed an interest and the requirement for the panel to make recommendations for Council to consider.

### **5 Consultation Undertaken or Proposed**

- 5.1 The Panel Chair from South East Employers was consulted.

### **6 Implications**

| <b>Issue</b>                     | <b>Implications</b>                                                                                                                                                                                             |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Corporate Plan                   | The appointment of the Independent Members enables the Council to demonstrate good governance and discharge its duty to have an independent panel for the purposes of reviewing the Members' Allowances Scheme. |
| Financial, Resource and Property | The positions are voluntary; any expenses are set on a travelling and subsistence only basis.                                                                                                                   |
| Legal, Statutory and Procurement | The appointments comply with the requirements of the Local Authorities (Members' Allowances) (England) Regulations 2003.                                                                                        |

|                                                              |                                                                                                         |
|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| Crime and Disorder                                           | None identified at this stage.                                                                          |
| Environment and Climate/Ecological Emergency                 | None identified at this stage.                                                                          |
| Health and Wellbeing                                         | None identified at this stage.                                                                          |
| Safeguarding of Children, Young People and Vulnerable Adults | None identified at this stage.                                                                          |
| Risk Management and Health and Safety                        | None identified at this stage.                                                                          |
| Equality and Diversity                                       | No adverse equality or diversity implications, procedures apply equally.                                |
| Privacy and Data Protection                                  | None identified at this stage.                                                                          |
| Local Government Reorganisation                              | Panel members are appointed for three years. This appointment is not believed to have any impact on LGR |

## 7 Appendices

7.1 The following documents are to be published with this report and form part of the report:

- Appendix I: **Exempt** - details of people recommended for appointment as Independent Members

## 8 Background Papers

Not required.