



Council

13 April 2026

APPOINTMENT OF THREE INDEPENDENT MEMBERS TO THE INDEPENDENT REMUNERATION PANEL(IRP)

Report by:

Monitoring Officer

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Purpose / Summary:

To approve the appointment of three Independent Members to the Independent Remuneration Panel until May 2030

RECOMMENDATIONS:

That the following candidates be appointed to serve as Members of the Independent Remuneration Panel, for a term of office expiring at the Annual Council Meeting in May 2030.

- Mr Richard Quirk (re-appointed)
- Mrs Deborah Barker-Overton
- Mr Phillip Beisty

IMPLICATIONS

Legal:

Under the Local Authorities (Members' Allowances) (England) Regulations 2003, English local authorities are legally required to establish and maintain an Independent Remuneration Panel (IRP). The IRP must have at least three members who are not councillors or committee members.

Financial : FIN/4/27/CL/SL

Each Panel Member receives a small allowance of £200 p/a, with the Chairman of the Panel receiving £400 p/a.

Mileage (£0.45p/mile) and subsistence are also payable.

The recommendations if accepted in their entirety would see the Panel increase from 5 to 6 Members – this is an additional amount of £200 p/a but could be met from within existing budgets

Staffing : None

Equality and Diversity including Human Rights : None

Risk Assessment : None

Climate Related Risks and Opportunities

Title and Location of any Background Papers used in the preparation of this report:

None

Call in and Urgency:

Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?

i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)

Yes

No

Key Decision:

A matter which affects two or more wards, or has significant financial implications

Yes

No

1. Background

- 1.1 Under the Local Authorities (Members' Allowances) (England) Regulations 2003, English local authorities are legally required to establish and maintain an Independent Remuneration Panel (IRP). The IRP must have at least three members who are not councillors or committee members, and they are tasked with recommending Councillor allowance levels.
- 1.2 The Council's Term of Reference for the IRP allow for up to seven Members and has most recently been operating with 5 Members.
- 1.3 Recruitment to these roles can often be difficult, hence the flexibility afforded in the Panel's Term of Reference and the fluctuation in Panel size historically.
- 1.4 The term of office for each Panel Member is a four -year period and it carries a small allowance of £200 p/a , with the Chairman of the Panel receiving £400 p/a, regardless of the number of meetings held.
- 1.5 Due to the current term of office for two members of the Panel, (Mr Richard Quirk and Mr Trevor Hall) expiring in May 2026, the roles were advertised on the Council's website and social media platforms. The posts were also advertised through voluntary sector organisations. However, only one application was received and this was a re-application from Mr Quirk.
- 1.6 The Council at the time were also advertising for Independent Persons for the Standards regime (IP) and received a good number of applications for the positions. Having interviewed for the IP role on 5 March, two of the candidates interviewed that day were considered to be highly suitable for the Remuneration Panel and confirmed they would be interested in the alternative role of Member of the Independent Remuneration Panel.
- 1.7 Provisional offers of appointment (subject to Council approval) have been made to three persons on this occasion.
 - Mr Richard Quirk
 - Mrs Deborah Barker-Overton
 - Mr Phillip Beisty
- 1.8 Mr Quirk has experience of serving as a Member of the Remuneration Panel for several years, including this year serving again as Chairman of the Panel and he is regarded as been effective in this role. It is therefore recommended that Mr Richard Quirke be re -appointed.
- 1.9 Mrs Deborah Barker-Overton has a keen interest in the local community and has played an active role, as founding member of the successful and awarding winning Caistor in bloom, the establishment of Caistor Multi-Use Centre (now Caistor Charity Shop) and latterly securing funding the Caistor Arts & Heritage Centre.

- 1.10 Mr Phillip Beisty has a career grounded in clinical and safeguarding supervisory roles, which demand objectivity, independence, and impartiality in complex and sensitive situations and is a serving Magistrate.
- 1.11 Increased engagement from the local community with a wide range of experiences and a desire to serve is to be welcomed. It is therefore recommended that both Mrs Deborah Barker-Overton and Mr Phillip Beisty also be appointed as Members of the Independent Remuneration Panel, which would see the total number of Members on the Panel increase to 6.

2. Recommendation

- 2.1 It is **RECOMMENDED** that the following candidates be appointed to serve as Members of the Independent Remuneration Panel, for a term of office expiring at the Annual Council Meeting in May 2030.
- Mr Richard Quirk (re-appointed)
 - Mrs Deborah Barker-Overton
 - Mr Phillip Beisty