



**Meeting:** Full Council  
**Meeting Date:** 26 March 2026  
**Report of:** Director of Governance and Monitoring Officer  
**Portfolio of:** Executive Leader – Councillor Claire Douglas

## **Decision Report: Appointments to the Independent Remuneration Panel and Commencement of Review**

### **Summary**

1. To seek Council's agreement to the appointment of Mark Fynn, Stuart Gibb, and Matt Williams to the Council's Independent Remuneration Panel (IRP), and the commencement of the 2026 IRP review.

### **Background**

2. Members will recall that the previous IRP report was presented to Council on 21 March 2024, to have effect for the municipal term 2023 to 2027. It is, therefore, necessary to conduct a fresh review, to take effect from the beginning of the 2027 to 2031 municipal term. Given the potential complexity of this work, it is necessary to commence this review as soon as is practicable.
3. However, following the completion of the previous review, the previous three members of the IRP indicated that they no longer wished to continue in their voluntary roles. As such, it has been necessary to seek to recruit new members of the IRP.
4. Over the past two years, the Council has sought, on a number of occasions, to appoint volunteers into various Independent Person roles, with extremely limited success; this may be due to the fact that these roles are unremunerated, unlike those in neighbouring authorities.
5. It is, therefore, to the significant credit of the Head of Democratic Services that the most recent recruitment exercise, seeking Independent Persons for both the Joint Standards Committee and the Audit and Governance Committee, together with members of the IRP, has been successful in attracting volunteers of a suitable calibre.

6. In the case of the IRP, following a full recruitment and interview process, we are pleased to recommend that Mark Fynn, Stuart Gibb, and Matt Williams should be appointed as members of the IRP.
7. The minimum membership for the IRP is three. Of the candidates recommended for appointment, one already has considerable previous experience of working in local, regional and national government, and the other candidates displayed a wealth or relevant experience including time in the police, security industry, the military, and the finance sector. All three candidates bring outstanding experience and commitment to the future review.
8. It should be noted, however, that is proposed that these appointments are for a period of two years, after which a further recruitment exercise will be required. As part of that further exercise, officers will consider suitable ways to improve the recruitment 'offer' for Independent roles, together with ways to broaden the diversity appeal of such roles.

## **Implications**

**Financial** – None directly arising from this report. Once completed, the IRP Review will be reported to Council and will consider any financial impacts arising from that review.

**Human Resources (HR)** – None directly arising from this report.

**Equalities** – None directly arising from this report.

**Legal** – Failure to appoint independent persons will give rise to a delay in the Council discharging its duty to regularly review Members' remuneration through an Independent Panel.

**Crime and Disorder, Information Technology and Property** – None directly arising from this report.

## **Recommendations**

9. It is recommended that Council:
  - a. approve the appointment of Mark Fynn, Stuart Gibb, and Matt Williams as members of the City of York Council's Independent Remuneration Panel for an initial term of 24 months; and

- b. approve the commencement of the 2026 IRP Review into Members Allowances.

### Reasons for the Recommendation

10. To ensure that the Council has the requisite number of IRP Members, and to ensure that the 2026 IRP Review is conducted in good time to present to Council prior to the commencement of the 2027-2031 municipal term.

**Author and Chief Officer responsible for the report:** Bryn Roberts, Director of Governance and Monitoring Officer

**Co-author** Julie Gallagher, Head of Democratic Services

**Report Approved**  **Date** 17 March 2026

**Wards Affected:** *List wards or tick box to indicate all* **All**

**For further information please contact the author of the report**

**Background Papers:**

None

**Annexes:**

None