

a) Brief biographies of the Independent Review Panel members for 2021

IAN DEWAR

Ian Dewar has lived in Horsham for nearly 40 years. He trained as a music librarian, working for ten years in that capacity for Surrey County Council before moving into policy, performance, business improvement and project management across a range of services. He has worked extensively with Surrey County Councillors as a Committee clerk and also supporting them in their local role on neighbourhood projects, funding applications and consultation. Retiring from SCC six years ago he returned to work with Mole Valley District Council supporting the senior management and specifically managing the Chairman's events, diary and appointments, and organising the District's Remembrance Day commemorations. Most recently he has been appointed as an exam Invigilator for The Weald School in Billingshurst.

ALAN LADLEY

Alan Ladley has lived in West Sussex for nearly 50 years and was a police officer with Sussex Police for 36 years, serving in Horsham, Bognor Regis, Littlehampton and Chichester as well as the police HQ in Lewes. He retired in 2009 at the rank of Detective Superintendent. Subsequently he worked for six years for Sussex Police as the Force Information Manager, overseeing the forces' information assets as well as the management of Data Protection and Freedom of Information. Alan now lives in Bognor Regis and helps his wife who runs a retail business in the town.

MARTIN LOATES

Martin lived in London for 35 years and started his career as a Salesman travelling abroad for his Company on many occasions. He then moved to be a Consultant with Manpower before working for the London Borough of Southwark. He moved to Horsham 19 years ago and became Chairman of a local football team. Finding this didn't give him enough to do he became a Parish Councillor for North Horsham Parish Council for 14 years. Martin was also a non-executive Director on the Board of Saxon Weald a local Housing Association, he was Chair of the Complaints Committee. He left the Board after 9 years which is the maximum time allowed for non-executive Board Members. Martin is the Chairman of the Horsham 21 Club, a charitable Organization that has been in existence since 1945.

b) Independent Review Panel Duties and Terms of Reference

Duties and responsibilities:

1. To attend meetings of the Independent Remuneration Panel
2. To assist in making recommendations to the Council for the setting of Members' Allowances as defined in the Terms of Reference of the Independent Remuneration Panel

TERMS OF REFERENCE

Membership: Three

Length of appointment: The appointment shall be for four years.

Advisory Functions:

3. To make recommendations to Horsham District Council on the amount of Basic Allowance which should be payable to elected or co-opted Members of the authority;
4. To make recommendations about the roles and responsibilities for which a Special Responsibility Allowance should be payable and as to the amount of each such allowance;
5. To make recommendations as to whether the Council's Allowances Scheme should include an allowance in respect of expenses for the care of children and dependants, the amount of this allowance and the means by which it is determined;
6. To make recommendations on the introduction and, if introduced, the continuation of pension arrangements for Members;
7. To make recommendations on travel and subsistence allowances; and
8. To make comments or recommendations on any Members Allowances or reimbursement matters reasonably falling within the remit of the Panel.

Delegated Functions

9. To research Members Allowances Schemes in other relevant authorities;
10. To gather evidence from interested persons and relevant organisations;
11. To conduct interviews with relevant persons consistent with the Terms of Reference of the Panel; and
12. To produce reports to the Council as necessary.