

# Mid Sussex

## Report of the Independent Remuneration Panel on the review of Members' Allowances 2018/19

Mr Neil Gershon (Chairman)  
Mr Mike Green  
Mr John Rowe



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## CHAIRMAN'S FOREWORD

I am pleased to present the report and recommendations of the Independent Remuneration Panel for Mid Sussex District Council, relating to the financial year 2018/19.

The Panel's discussions were informed by data covering allowances paid in similar councils. In addition the Panel wrote to all Councillors asking whether there were any topics they felt should be considered, met with the Leader and Deputy Leader and with six Councillors who had expressed a wish to raise issues with the Panel.

The Panel agreed to follow the four year plan set out in the review approved in 2015. However, it noted that inflation (CPI) had reached 3% and therefore recommends a slightly larger increase of 3% in the **Base Allowance** rather than the planned 2.5% for this year only with the intention to revert to 2.5% in 2019/20.

As previously the Panel recommends a similar increase in the allowance for **Planning Committee Chairs** and the consequent increase in the allowance for **Vice Chairs**.

The Panel considered all other Special Responsibility Allowances and agreed to recommend a modest increase in the allowance paid to **Chairs of Scrutiny Committees** to bring the allowance to 80% of the Base Allowance and the **re-introduction of an allowance for Vice Chairs** set at 25% of the Chair Allowance.

In addition the Panel recommends an increase in the **Cabinet Members Allowance** of 3%, an increase in the **Deputy Leader's Allowance** and its merger with the Cabinet Member's Allowance to create one identifiable allowance for the Deputy Leader and a modest increase in the allowance paid to the **Chair of the Audit Committee**.

The Panel was concerned to note that the recommendation made last year concerning the consumable costs of ICT had not been taken further and recommends that Officers create a reclaimable expense category under this heading.

The Panel agreed that during the coming year work should be undertaken to examine the practicality of linking all SRA's to the Base Allowance by use of multipliers as happens in some other authorities in the South East.

The cost of the changes proposed in the report is £13,144 of which £2,928 represents the re-introduction of one allowance. This would be an increase of 3.43% overall of which 2.67% relates to increases in existing allowances.

Neil Gershon

December 2017

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## **INTRODUCTION**

This Independent Remuneration Panel has been appointed by Mid Sussex District Council to consider and make recommendations for the 2018/19 financial year. The Panel comprises Neil Gershon (this year's Chairman), Mike Green and John Rowe. Their terms of appointment and a short biography are set out at Appendix A.

## **TERMS OF REFERENCE**

The Panel is required to make recommendations to Mid Sussex District Council on their schemes of allowances. The terms of reference, in so far as they relate to Mid Sussex District Council, are to make their recommendations:

- a) On the amount of Basic Allowance which should be payable to its Elected Members;
- b) About the roles and responsibilities for which a Special Responsibility Allowance should be paid and the amounts thereof;
- c) About the duties for which travelling and subsistence allowances should be paid and the amounts thereof;
- d) As to whether co-optees to committees should receive allowances and the amounts thereof;
- e) As to whether the Council's scheme should include an allowance in respect of arranging for the care of children and dependents and if so, the amount thereof.

## **WORK OF THE PANEL**

The Panel wrote to all Members of the District Council seeking views on any topic relating to allowances and expenses and received 4 replies (7%). Those who replied were invited to meet the Panel to discuss their views in greater depth. Only one of those who responded attended this meeting accompanied by five other Members who wished to address the Panel on a variety of issues.

The lack of feedback confirmed that the four year plan adopted by the Council in December 2015 was thought to be reasonable in the circumstances although a number of issues were raised to which we give further consideration below.

The comparative data showing equivalent allowances paid by other councils proved to be another key source of information for the Panel and can be found at Appendix C to this report.

The Panel met on three occasions between September and November 2017, and also communicated extensively over this period by email. These meetings planned the review, met with Council Members & Officers, evaluated the evidence received and debated its findings, before formulating both draft and final reports containing its recommendations.

As with the previous review, one of the Panel's key considerations was affordability in the current economic climate. Whilst we recognise that the work and demands upon Councillors continues to expand, this has to be balanced against the demand upon the public purse. We therefore make our recommendations accordingly.

# Consideration and Recommendations

## 1. Basic Allowance

The Panel once again examined the record of Basic Allowance rates since the system was introduced in July 2001:

Year	Recommended Rate	Adopted Rate (£):	Percentage increase on previous year	Percentage rate of inflation in same year
2001/2	Scheme introduced 31.7.2001	4000	0	1.26
2002/3	4000	4000	0	1.36
2003/4	4140	4140	+3.5	1.34
2004/5	4245	4245	0	2.05
2005/6	4370	4370	+5.6	2.33
2006/7	4500 <sup>1</sup>	4500	+2.97	2.32
2007/8	4500 plus increase in line with Local Government Pay Settlement for 2007/8	4611	+2.5	3.61
2008/9	4611 plus increase in line with Local Government Pay Settlement for 2008/9	4611	0	2.17
2009/10	4611 plus increase in line with Local Government Pay Settlement for 2009/10	4738	+2.75	3.29
2010/11	4738	4738	0	4.48
2011/12	4501	4501	-5.0	2.83
2012/13	4501 plus increase in line with Local Government Pay Settlement for 2012/13	4501	0	2.56
2013/14	4501	4501	0	1.69
2014/15	4501 plus increase in line with Local Government Pay Settlement for 2014/15	4501	0	Source: <a href="http://inflation.eu">inflation.eu</a> Historic average inflation rate based upon Consumer Price Index (CPI).
2015/16	4501	4501	0	0
2016/17	4620	4620	2.5	1.0
2017/18	4736	4736	2.5	3.0

In 2015 the Panel recommended an increase of 10% over a four year period by increments of 2.5% a year taking the Allowance paid in 2017/18 to £4,736. Since the introduction and approval of the four year plan the Panel has had the intention to achieve an allowance of £5,000 for the year 2019/20. Accordingly, and taking note of what appears to be a spike in the rate of inflation to 3% (CPI) the Panel recommends an increase of 3% to £4,878 for the year 2018/19 rising by 2.5% to £5,000 in 2019/20.

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## **2. Special Responsibility Allowances**

### **2.1. Deputy Leader**

Last year's Panel agreed to recommend the introduction of an allowance of £2,000 for the Deputy Leader to be added to the Cabinet Members allowance. In discussion the Panel felt that separating the allowances was unnecessary as the Deputy Leader would inevitably be a Cabinet Member and recommends that the two be merged and stated as one allowance for the Deputy Leader.

The Panel considered whether the sum agreed for the current year remained appropriate and in the light of the increased workload agreed to recommend an increase to £2,500 a year to be added to the Cabinet Members allowance and merged accordingly. The Panel recognises that this is a substantial rise in percentage terms if not in quantum but notes that the £2,000 figure was a first attempt to quantify the allowance and that some adjustment would have been justifiable in the light of experience.

### **2.2. Cabinet Members Allowance**

Three representations were made to us from Cabinet Members to the effect that the allowance had remained unchanged for many years whilst the workload associated with the role had increased substantially. These observations were supported in discussion with the Leader and Deputy Leader. The Panel noted that within District Councils in West Sussex the allowance paid to Cabinet Members was significantly at the upper end of the range however it also noted that whilst the Mid Sussex Constitution allowed for eight members there were only six in post creating a significant additional workload. The Panel concluded that it would be reasonable to recommend an increase in the Cabinet Members allowance of 3% taking the allowance to £8,500.

### **2.3. Chairs and Vice Chairs of Planning Committees**

The Panel noted that increases in the allowance paid to Chairs of Planning Committees had been linked to increases in the basic allowance paid to all members. It saw no reason to depart from this approach and recommends that the allowance paid to Chairs be increased in line with the increase in the basic allowance to £4,878.

The allowance paid to the Vice Chair had been introduced as 25% of the Chair allowance and the Panel recommends this link be continued taking the allowance to £1,220.

### **2.4 Chairs and Vice Chairs of Scrutiny Committees**

The Panel learned that the workload associated with these roles had increased but not to the level of Chairs of Planning. However, the Panel felt that the role of Scrutiny Committees should not be understated as they provided an important check on the various activities of the Council and were an essential adjunct to the maintenance of high quality service delivery. As with certain other allowances there had been no change in the allowance paid to Chairs of Scrutiny Committees for some years and the Panel agreed to recommend a modest increase linking the allowance to 80% of that paid to Planning Committee Chairs and thus raising it to £3,902 a year. The Panel considered a suggestion that Vice-Chairs of Scrutiny Committees should be paid an allowance in recognition of their role and the intention that Vice-Chairs should go on to become Chairs in due course. The Panel felt that there was no good reason to differentiate in principle between Vice-Chairs of Scrutiny and Planning Committees and agreed to recommend the introduction of an allowance for Vice Chairs of Scrutiny Committees at the rate of 25% of the amount paid to the Chair; for 2018/19 this would be £976.

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## **2.5 Chair of Audit Committee**

The Panel felt that it was important to recognise the work of the Audit Committee particularly since the abolition of the Audit Commission. Whilst there were only three meetings a year of the Committee each involved substantial and detailed paperwork. The Committee agreed therefore that the allowance for the Chair of the Audit Committee should be raised from £1,930 to £2,000 a year for 2018/19.

## **2.6 Other Special Responsibility Allowances**

The Panel received no representations from recipients of other Special Responsibility Allowances and was not presented with any evidence that workloads or responsibilities had changed. Accordingly no change is recommended to the allowances paid to the Leader, the Chair and Vice Chair of Council, Chairs of Licensing and Standards Committees or to the Group Leaders Allowance.

## **2.7 Future Work**

The Panel considered how the various allowances had come about and how the current levels had been arrived at. It had seen evidence from other Councils within the South East and learned that some authorities used a multiple of the basic allowance to determine Special Responsibility Allowances. The Panel will be seeking further information on such schemes with a view to determining whether or not to recommend such an approach for Mid Sussex and will return to this issue for 2019/20.

## **2.8 Conclusions**

In the light of the four year Plan agreed following the 2015 review and the discussions held by the Panel in 2017 the Panel recommends the following for 2018/19:

- Basic Allowance to rise 3% to £4,878 (and by 2.5% for 2019/20 to £5,000);
- Deputy Leader Allowance to rise to £2,500 and merged with the Cabinet Members Allowance;
- Cabinet Members Allowance to rise to £8,500;
- Planning Committee Chairs to rise in line with the Basic Allowance as above;
- Planning Committee Vice-Chairs to remain at 25% of the Chair Allowance;
- Scrutiny Committee Chairs to rise to £3,902;
- Allowance for Scrutiny Committee Vice Chairs to be introduced at 25% of the Chair rate; and
- Audit Committee Chair to rise to £2,000.



### 3. Travelling and Subsistence Allowance

No representations were received on the current levels of Travel and Subsistence allowances. We recommend that these allowances continue to be linked to those deemed acceptable by HMRC and note that HMRC increased the recommended rate for subsistence in July 2017.

Detail	Recommended Rate
<b>Vehicles</b>	
Car Mileage	45p per mile
Car Passenger Mileage Rate	3p per mile for 1 passenger 5p per mile for 2 or more passengers
Cycling Allowance	20p per mile
<b>Subsistence</b>	
Breakfast	£7.00
Lunch	£10.00
Tea	£4.00
Evening Meal	£13.00
Overnight Out of Pocket Expenses Per night	£6.00
Overnight Out of Pocket Expenses Per week	£24.00

### 4. Childcare and Dependent Carer's Allowances

#### 4.1. Childcare Allowance

The Panel agreed that this allowance should remain linked to the national living wage rate of £8.75 per hour<sup>1</sup> and that the rate for two or more children be increased by £1 to £17 per hour.

#### 4.2. Dependent Carer's Allowance

The Panel agreed that the existing payment of receipt-based actual costs, up to a maximum rate of £17 per hour, an increase of £1, was appropriate.

### 5. Frequency of Panel Review

The Panel confirms its previous recommendation that in depth reviews in alternate years are unnecessary and that an in depth review providing a four year plan with annual light touch reviews and amendments is an appropriate format to adopt.

### 6. ICT Allowance

The Panel noted that no scheme for reclaiming consumable expenses incurred in using IT had been introduced despite this having been part of the approved report in 2016. It wishes to re-iterate the principle that if there are identifiable additional costs incurred there should be some way of reclaiming them. However, the Panel does not feel that the Council should be providing IT equipment to members as a general rule as this would be both costly and impracticable given the wide variety of IT skill levels amongst members and the range of equipment available. The Panel does recommend that despite the foregoing there should be facility to help newly appointed members who do not already possess IT equipment to the right standard to purchase basic kit to enable them properly to fulfil their role.

<sup>1</sup> [www.livingwage.org.uk](http://www.livingwage.org.uk)

## 7. Summary of Recommendations

The Panel's recommendations for Basic and Special Responsibility Allowances are summarised in the table below (rounded to the nearest whole pound).

Role	Current Allowance (£):	Recommended Allowance (£):
Basic Allowance	4,736	4,878 3% increase
Leader's Allowance	20,596	No change
Deputy Leader's Allowance	2,000 in addition to Cabinet Member's Allowance	11,000 An increase from 2,000 in 2017/18 to 2,500 and merged with Cabinet Member's Allowance
Cabinet Member	8,238	8,500 3% increase
Chairman of the Council	6,572	No change
Vice-Chairman of Council	2,251	No change
3 x Planning Committee Chairman	14,208 (4,736 x 3)	14,634 (4,878 x 3) 3% increase
3 x Planning Vice-Chairman	3,552 (1,184 x 3)	3,660 (1,220 x 3) Increase to continue to reflect 25% of Planning Chairman's allowance
Licensing Committee Chairman	475	No change
Standards Committee Chairman	475	No change
Group Leader	250 per group member	No change
3 x Scrutiny Committee Chairman	11,586 (3,862 x 3)	11,706 (3,902 x 3)
3 x Scrutiny Vice-Chairman	-	2,928 (976 x 3) New allowance: 25% of Scrutiny Chairman's allowance
Audit Committee Chairman	1,930	2,000
2 x Independent Persons for Standard Matters	1,426	No change

The cost of these recommendations is estimated at £13,144 of which £2,928 reflects the introduction of one new allowance. The percentage increase in total costs is 3.43%, without the new allowance 2.67%.

The Panel recommends that Members should continue to only be entitled to claim one Special Responsibility Allowance, with the exception of allowance paid to the Group Leaders.

### ACKNOWLEDGEMENTS

The Panel would like to extend its thanks to those who took the time to reply to our request for comments and to those who were able to meet with us. We would also like to offer our collective thanks to the Member Services Team, for their research and administrative support of our work this year.

**Neil Gershon**  
**Mike Green**  
**John Rowe**

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**APPENDIX A**  
**Panel Membership**

Members of the Independent Panel for the Review of Members' Allowances are appointed for a four-year term:

<b>Name</b>	<b>Term ends</b>
Neil Gershon	31 July 2019
John Rowe	31 July 2019
Mike Green	31 July 2020

**BIOGRAPHICAL INFORMATION**

**Neil Gershon**

Neil Gershon spent his working life in the University sector during which time he was responsible for HR matters and was involved in remuneration committees for non-academic staff. He retired from the post of Registrar at the University of Sussex in 2004. He is currently the Chairman of Furnihelp Mid Sussex, a local furniture recycling charity. He lives in Haywards Heath.

**John Rowe**

John Rowe has over 30 years' experience as a senior director for international companies including STV International Ltd and during the course of his career he was involved in marketing, sales and HR. He lives in Crawley Down.

**Mike Green**

Mike Green has been a resident in Haywards Heath for 40 years and is recently retired from the distribution service industry after heading up the National operations team for leisure goods. During this time he introduced a million pound investment project on re-usable packaging. He is now involved with charity roles within the sport of Triathlon and coaching the elite swimmers at the local swimming club.

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**APPENDIX B**  
**Members and Officers Interviewed**

**The Panel wishes to acknowledge and thank those who were able to spare the time to attend face-to-face interviews:**

Leader of the Council

Deputy Leader of the Council

3x Cabinet Members

3x Councillors without SRA roles

Solicitor to the Council

**Appendix C - Comparable Allowances of District and Borough Councils in the South East Region  
(West Sussex District and Borough Councils highlighted in green.)**

Council Name	Type of Council (County, Unitary or District/Borough)	Population	Basic Allowance for 2016/17	Leader	Deputy Leader	Cabinet Member / Portfolio Holder	Chair Audit Committee	Licensing Committee Chair	Planning Committee Chair	Deputy Chair Planning Committee	Overview and Scrutiny Committee Chair	Deputy Chair Overview and Scrutiny Committee	Chair / Civic Mayor	Deputy Chair/ Civic Mayor	Group Leader	Committee Chair	Independent Person
Adur District Council	District/Borough	70,000	4,336	£13,008	£6504	£5420	£2168	£3252	£4336	£1084	£3252	£1084	0	£2168	0	0	0
Arun District Council	District/Borough	156,997	5,269	£14,196	£10,400	£8,320	£3,750	£4,000	£6,000	£1,980	£4,870	£1,607	We have two Working Groups which are part of the Scrutiny process but no allowances are paid	£8,320	N/A	N/A	Standards Committee - £1,500
Ashford Borough Council	District/Borough	118,000	4,628	£15,139.79	£10,093.19	£7569.90	£5046.60	£1513.98	£6055.92	£2018.64	£6055.92	£2018.64	N/A	N/A	N/A	N/A	N/A
Aylesbury Vale District Council	District/Borough	183,000	5,472	£16,416	£12,300	£10,944	£4,104	£2,736	£5,472	0	£4,104	0	0	£5,472	0	0	Nil, apart from the above Committees
Basingstoke and Deane BC	District/Borough	173,860	6,876	22,908	15,264	11,460	5,724	5,724	6,876	684	5,724	576	0	4,572	0	0	5724
Bracknell Forest Council	Unitary	119,447 est. in 2016	8,687	28,954	17,372	15,926	2,201	5,626	7,239	723	5,791	NA	12,703	4,234	Proportionate to size of group from 9,651 pot	2,201	400
Brighton & Hove City Council	Unitary	270,000	11,880	31,512	22,058	n/a	6,302	11,975	11,975	3,939	6,302	n/a	n/a	12,825	6,302	n/a	11,029
Buckinghamshire County Council	County	534,720	11,454	42,518	28,377	0	0	0	5,403	0	10,805	0	0	13,502	0	0	5,403
Canterbury City Council	District/Borough	162,400 (2016 mid year estimate)	5,369	£18,662.91	£5,368.78	N/a	£511.31	£5,624.44	£5,624.44	£511.31	N/a	N/a	None	£5,624.44	No response	N/a	£2,556.56
Cherwell District Council	District/Borough	145,550	4,200	7296	2520	6372	3552	1012	4248	0	3552	0	0	0	0	0	3552
Chichester District Council	District/Borough	113,794	4,725	14500	7700	7000	4800	4800	6000	will be paid if Chairman off for more than 2 months	4800	will be paid if Chairman off for more than 2 months	0	5000	0	0	0
Chiltern District Council	District/Borough	73,778	4,646	13,473	6,737	5,808	697	2,323	4,878	1,394	2,927	0	0	4,878	0	0	186 per meeting
Crawley Borough Council	District/Borough	106,000	6,068	14713	nil	7354	2452	5050	6129	nil	6581	nil	nil	nil	2266 + £282 per Member	nil	750
Dartford Borough Council	District/Borough	105,500	5,075	31,809.09	16,964.71	8,482.36	2,121.35	N/A	2,121.35	1,679.83	2,121.35	N/A	N/A	4,820	5,089.21	N/A	N/A
Dover District Council	District/Borough	113,100	3,980	£14,832	£7,416	£5,562	£3,708	£927	£3,708	£927	£3,708	£927	£5,300	£1,400	£0	£0	£927
East Hampshire District Council	District/Borough	120,135	5,200	18,000	10,000	6,000	2,000	2,000	6,000	3,000	N/A - We have a Governance, Audit & Scrutiny Committee and this SRA has been included under Audit Committee Chairman	N/A	£2,000 - Joint Environmental Services Committee with Winchester City Council. Allowance cannot be claimed though, as the chairman is always a member of Cabinet and Councillors may only claim one SRA.	3,000	N/A	N/A	2,000
East Sussex	County	534,000	12,300	34440	17578	15068	6277	No response	6277	No response	6277	No response	No response	12554	3262 (largest opposition group)	No response	No response
Eastbourne Borough Council	District/Borough	100,000	2,808	4212	2808	2808	nil	1404	2106	1404	1404	nil	n/a	2808	1404	n/a	n/a
Eastleigh Borough Council	District/Borough	124,000	6,240	19958.68	9230.39	7911.33	2636.10	0	Local Area Committee Chair - 3296.64	Local Area Committee Vice-Chair - 824.16	2636.10	659.53	N/A	5050.00	0	N/A	N/A
Elmbridge Borough Council	District/Borough	130,900	4,942	12,355	not applicable	6,178	3,707	2,471	5,560	1,390	6,178	3,089	not applicable	not applicable	not applicable	not applicable	not applicable
Epsom & Ewell*	District/Borough	78,950 (ONS mid-year estimate 2015)	3,341	2338.41	3341.36	Not applicable	2338.41	2338.95	3341.36	1002.41	2338.95	0	Not currently included in scheme - separate civic budget but Mayor continues to receive allowance as ordinary member of Council	Not currently included in scheme - separate civic budget but Mayor continues to receive allowance as ordinary member of Council	See Leader of the Council	2338.95	1002.41
Fareham Borough Council	District/Borough	115,000	6,809	20426.40	11348	11348	4255.50	7092.50	10213.20	851.10	7943.60	851.10	N/A	4255.50	N/A	283.70	7092.50
Gosport Borough Council	District/Borough	85,363	6,280	13893.72	0	0	0	0	4449.72	0	0	0	0	0	0	0	0
Gravesham Borough Council	District/Borough	102,800	4,635	20,260	3,447	3,447	3,447	3,447	3,447	1,206	3,447	1,206	0	0	0	0	1,206
Guildford Borough Council	District/Borough	143,000	6,616	7,939	1,323	5,293	3,308	3,308	5,293	Nil	5,293	Nil	Nil	5,293	Nil	Nil	3,308
Hampshire County Council	County	1,360,400	12,003	28,967	17,379	17,379	5,793	11,586	11,586	2,901	14,433	3,612	675	N/A	N/A	5,376	N/A
Hart	District/Borough	90,000	4,561	15965	7982	7184	2395	1597	4790	1595	3193	0	0	3991	0	0	0

Council Name	Type of Council (County, Unitary or District/Borough)	Population	Basic Allowance for 2016/17	Leader	Deputy Leader	Cabinet Member / Portfolio Holder	Chair Audit Committee	Licensing Committee Chair	Planning Committee Chair	Deputy Chair Planning Committee	Overview and Scrutiny Committee Chair	Deputy Chair Overview and Scrutiny Committee	Chair / Civic Mayor	Deputy Chair/ Civic Mayor	Group Leader	Committee Chair	Independent Person
Hastings Borough Council	District/Borough	92,236	5,913	£11823 plus £177 per member plus £1,266 (22 members)	£7689 plus £177 per member (22 members)	£6,384	2,958	£963	3,549	1,299	2,958	579	N/A	£6,226	£177 per member (7 members)	N/A	N/A
Havant Borough Council	District/Borough	120,700	5,891	14800	8800	8140	1480	2960	3577	N/A	5920	N/a	N/a	N/a	N/a	N/a	0
Horsham District Council	District/Borough	138,200	4,870	12,245	8,340	6,810	2,365	2,365	3,735	1,250	5,190	2,365	N / A	4,960	N / A	N / A	Governance Committee - £2,365
Isle of Wight Council	Unitary	140,500	7,700	15,400.00	9,625.00	7,700.00	3,080.00	4,620.00	6,160.00	1,540.00	7,700.00	1,540.00	0	5,390.00	0	0	0
Kent County Council	District/Borough	1,541,900	14,725	£48,425	£31,745.50	£31,475.50	£8,472.05	N/A	£10,658.20	N/A	£8,472.05	N/A	N/A	£15,959.70	Varies according to group	Varies according to group	£8,472.05
Lewes District Council	District/Borough	100,693	3,133	14,530	Does not receive an allowance.	5,812	4,359 (Chair of Audit and Standards Committee)	59.00 per meeting	4,359	726	3,487 (Chair of Scrutiny Committee)	not applicable	not applicable	2,180	Does not receive an allowance	not applicable	1,090 (Chair of Employment Committee); Chair of Scrutiny Panels - 49.00 per meeting.
Maidstone Borough Council	District/Borough	166,400	£4,807 p.a.	19,226	N/A	N/A	3,845	3,845	7,690	N/A	N/A	N/A	N/A	2,550.41	N/A	N/A	7,690
Medway Council	Unitary	276,492	8,889	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Mid Sussex District Council	District/Borough	146,799	£4,736 per annum	£20,596	£10,238	£8,238	£1,930	£475	£4,736	£1,184	£3,862	N/A	N/A	£6,572	N/A	N/A	£475 - Standards Committee
Milton Keynes Council	Unitary	255,700	10,000	£30,000	N/A	£11,000	£5,500	£8,000	£8,000	£0	£7,500 / £4,500	£0	£4,500 (pro-rata)	£11,000	£0	£0	As Above
Mole Valley	District/Borough	85000 (Approx)	4,285	6796.75	0	3136.96	2091.31	261	2,510	0	2,091	0	0	2,509	523	0	0
New Forest District Council	District/Borough	177,971	6,150	£19,595	0	£9,798	£2,019	£2,019	£5,437	0	£4,900	0	0	0	0	0	0
Oxford City Council	District/Borough	155,000	4,954	14,862	4,954	7,431	0	0	4,954	0	4,954	0	0	4,954	0	0	0
Oxfordshire County Council*	County	666,100	10,201	29582.9	20402	16321	6120.6	0	6120.6	0	6120.6	0	8670.85	2167.71	no information received	no information received	£6060 Audit and Governance Committee
Portsmouth City Council	Unitary	205,100	10,740	£19,333	0	£7,518	£3,759	£3,759	£3,759	0	£2,686	0	0	£7,100	0	£1,075	£3,759
Reading Borough Council	Unitary	162,666	8,220	£7004	£5722	£3816	£2147	£2147	£2147	£1074	n/a	n/a	n/a	n/a	n/a	n/a	£2147
Reigate and Banstead	District/Borough	137,800	5,436	13496	11022	8998	N/A	420	5190	N/A	3016	N/A	N/A	12577	N/A	N/A	N/A
Rother	District/Borough	43,478	4,323	12,625.00	3559.24	2746.19	2008.89	2008.89	2746.19	0	2746.19	0	0	0	0	0	0
Royal Borough of Windsor and Maidenhead	Unitary	144,000	7,983	23,949	13,171	11,975	4790	5,987	5,987	0	5,987	0	0	3,000	0	0	0
Runnymede Borough Council	District/Borough	80,510 (2011 Census)	3,440	6,880	1,720	n/a	1,135	3,440	6,020	4,013	3,440	1,720	n/a	3,440	Nil	n/a	3,440
Rushmoor Borough Council	District/Borough	96,300	5,005	14557	8757	7716	No comment	5212	5212	No comment	3131	No comment	No comment	1455	No comment	No comment	No comment
Sevenoaks	District/Borough	114,893	5,359	16078	none	6699	2144	2144	3217	804	2144	535	none	10074	n/a	n/a	2144
Shepway	District/Borough	110,000	5,151	£22,664	£11331	£10302	0*	0	£5924	0	£5924	0	0	£7727	0	0	0
Slough BC	Unitary	0	7,476	19348	13606	10691	2916	2916	4860	0	6805	1360	0	7185	0	0	1943
South Bucks District Council	District/Borough	54,773	4,360	10,900	4,794	4,794	722	3,491	3,491	0	3,491	0	0	3,491	0	0	722
South Oxfordshire District Council	District/Borough	137,400	4,633	18532	12973	9266	1390	1853	5560	2780	2780	No answer	No answer	4633	No answer	No answer	No answer
Southampton City Council	Unitary	254,275	11,864	23,728	0	11,864	5,932	5,932	5,932	0	5,932	0	0	0	0	0	0
Spelthorne	District/Borough	98,469	5,901	13572	8958	6786	3394	4750	5428	n/a	4750	n/a	4758 payable to the Chair/Vice-Chair of Joint Cttee when that person is a Borough Councillor	No comment	n/a	n/a	n/a
Surrey County Council	County	1,176,549	12,443	£43,085.87	£31,312.41	£22,544.93	£9,017.97	N/A	£12,024	£1,503	£12,024	£1,503	0	£18,035.95	0 (although there is a group allocation of £170.34 per Member, and groups decide how this is split)	0	£10,019.97
Surrey Heath Borough Council	District/Borough	85,000	5,040	£13,727	£8,600	£4,580	£3,663	£3,663	£4,241	£2,120	£3,663	£1,463	n/a	£4,775	n/a	n/a	n/a

Council Name	Type of Council (County, Unitary or District/Borough)	Population	Basic Allowance for 2016/17	Leader	Deputy Leader	Cabinet Member / Portfolio Holder	Chair Audit Committee	Licensing Committee Chair	Planning Committee Chair	Deputy Chair Planning Committee	Overview and Scrutiny Committee Chair	Deputy Chair Overview and Scrutiny Committee	Chair / Civic Mayor	Deputy Chair/ Civic Mayor	Group Leader	Committee Chair	Independent Person
Swale Borough Council	District/Borough	142,000 (mid 2015 estimate)	5,015	£31,664	£22,798	£20,265	£8,935	N/A	£8,935	0	£8,935	0	0	£20,265	0	0	£8,935
Tandridge District Council	District/Borough	85,400	4,129	£5,857	£1,465	N/A	N/A	N/A	2,928	1,465	2,928	1,465	N/A	2,928	N/A	N/A	2,928
Test Valley Borough Council*	District/Borough	120,712	6,516	£12,355	£8,445	£7,872	N/A	£3,884	£4,900	£991	£6,516	£1,304	£2,919	£574	N/A	N/A	NO
Thanet District Council	District/Borough	139,772	4,570	18,082	10,776	7,990	5,204	3,216	5,204	1,216	7,990	3,216	0	2,188	2304	2304	0
Tonbridge & Malling Borough Council	District/Borough	127,300	5,283	£18,384	£14,000	£8,400 (x5)	£2,500	£2,500	£2,500 (x3)	£325 (x3)	£2,500	£625 (x2)	N/A	Not SRA	N/A	None	Varies: £2,500 Standards; £1,300 General Purposes and programmed advisory boards)
Tunbridge Wells Borough Council	District/Borough	116,100	5,500	19,250	n/a	11,000	1,375	1,375	5,500	1,320	1,375	0	0	5,380	0	0	0
Vale of White Horse District Council	District/Borough	126,700	4,633	18532	12973	9266	1390	1853	5560	2780	2780	0	Not applicable	4633	0	Not applicable	No answer
Waverley Borough Council	Borough	121,574	4,619	13703	9486	3162	2,366	3,162	3,162	1582	3,162	1582	na	500	na	na	na
Wealden District Council	District/Borough	148,915	4,431	12,963	N/A	5,361	3,624	1,317	4,047	N/A	3,624	N/A	N/A	5,596	N/A	N/A	N/A
West Berkshire Council	Unitary	156,000	7,398	£18494	£9247	£9247	Chairman of Governance and Ethics - £2775	£2775	£4624	0	£5548	0	0	£5548	0	£2219 - up to 4 Members - not currently being paid	0
West Oxfordshire District Council	District/Borough	c 100,000	4,600	£20700	£13800	£11500	£1150	£1150	£5750	0	£4600	0	0	£4600	0	0	0
West Sussex County Council	County	830,000	11,414	£31,664	£22,798	£20,265	£8,935	N/A	£8,935	0	£8,935	0	0	£20,265	0	0	£8,935
Winchester City Council	District/Borough	122,644	5,580	16,734	9,129	7,605	2,280	3,042	7,605	2,280	7,605	n/a	n/a	2,280	n/a	n/a	n/a
Woking Borough Council	District/Borough	99,198	7,200	£5,000	£1,500	£750	0	£500	£750	0	£500	0	Joint Committee Chairman - £8,015.98 and Joint Committee Vice-Chairman - £1,503 (under Surrey County Council's Members Allowances Scheme)	£14,100	0	0	0
Wokingham	Unitary	154,380	7,618	20,000	N/A	10,000	2,500	2,500	5,000	N/A	5,000	N/A	N/A	7,420	N/A	N/A	N/A
Worthing Borough Council	District/Borough	100,000 approx	4,786	13794	7179	5982	2393	3589	4786	1196	3589	1196	0	2393	0	0	0
Wycombe District Council	District/Borough	177,500	6,198	basic allowance x 3.5	basic allowance x 2.5	basic allowance x 2	basic allowance x 0.5	basic allowance x 0.5	Basic allowance x 1	Chairman of Planning Committee allowance x 0.5	Basic allowance x 1	Chairman of Scrutiny Committee allowance x 0.5	not applicable	Basic allowance x 2	not applicable	Not applicable	Basic Allowance x 0.5

**Council**  
54 Members

**Scrutiny and Policy Development**

**Audit Committee**  
7 Members



**Chairman:**  
John Belsey



**Vice Chairman:**  
Ruth de Mierre

**Scrutiny Committee for Leader, Resources and Economic Growth - 15 Members**



**Chairman:**  
Linda Stockwell



**Vice Chairman:**  
Ruth de Mierre

**Scrutiny Committee for Customer Services and Service Delivery - 15 Members**



**Chairman:**  
Anne Boutrup



**Vice Chairman:**  
Margaret Belsey

**Scrutiny Committee for Community, Housing and Planning - 15 Members**



**Chairman:**  
Neville Walker



**Vice Chairman:**  
Margaret Hersey

**Executive**

**Cabinet**

- Leader of the Council
- Cabinet Members for:
  - Resources and Economic Growth
  - Service Delivery
  - Customer Services
  - Community
  - Housing and Planning

**Regulatory Committees**

**Licensing Committee**  
15 Members



**Chairman:**  
Jim Knight




**Vice Chairman:**  
Ginny Heard

**Liquor Licensing Panel**

**Licensing Sub Committee A**

**District Planning Committee**  
10 Members



**Chairman:**  
Robert Salisbury



**Vice Chairman:**  
John Wilkinson

**Planning Committee A**  
10 Members



**Chairman:**  
Edward Matthews



**Vice Chairman:**  
Anthony Watts Williams

**Planning Committee B**  
10 Members



**Chairman:**  
Chris Hersey



**Vice Chairman:**  
Dick Sweatman

**Standards Committee**  
6 Members

**Chairman:**  
Pete Bradbury



Appointed Parish / Town Members:

- Chris Ash-Edwards
- Will Blunden
- Maria Fielding
- Stephen Hand

Independent Persons

- Dr David Horne
- Anthony Cox