

# Mid Sussex

## Report of the Independent Remuneration Panel on the review of Members' Allowances 2020/21

Mr Neil Gershon (Chair)  
Ms Jane Henry  
Ms Jane Rothwell



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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 2020/21.

Two new members were appointed to the Panel and with one member retiring the Panel was once again at full strength having been one short in the previous year.

The Panel's discussions were informed by data covering allowances paid in similar councils and by other information provided by officers. The Panel met with the Leader, Deputy Leader, two of the Group Leaders and two councillors both of whom were in receipt of Special Responsibility Allowances (SRAs). Twelve councillors responded to the Panel's invitation to submit written evidence or observations.

In the four years to 2019 the Council implemented the recommendations of the Panel to follow a staged plan designed to raise the Basic Allowance to an acceptable level. The Panel had hoped to build on that approach for a further period. However, in discussion it became clear that the election of a significant number of new councillors and the changes in the distribution of SRAs meant there would be insufficient evidence to undertake a review in the depth required for a longer term plan to be formulated.

Accordingly the Panel concluded that the **Basic Allowance** should be raised in line with the change in the Consumer Prices Index for September by 1.7% rounded up for simplicity. The effect of this recommendation would be to raise the Basic Allowance to £5,100.

The Panel learned of the move from three Planning Committees to two and the consequent changes in workload. It agreed this should be recognised and recommends increasing the SRA paid to **Chairs of Planning Committees** from 100% of the Basic Allowance to 125% leaving the SRA for **Vice Chairs** at 25% of the Chair Allowance.

The Panel considered the relative workloads of Scrutiny Committees and the **Audit Committee** and agreed that the SRA paid to the Chair of the Audit Committee should be set at 60% of the Basic Allowance, an increase from 40%.

The Panel considered all other Special Responsibility Allowances. It noted that the SRA paid to the **Chair of Council** had remained unchanged for many years and in the light of evidence provided as to the extent of the workload agreed to recommend a rise to £6,750 leaving the SRA paid to the **Vice-Chair** at 33% of the Chair's Allowance.

All other SRAs including the Group Leader's allowance should, in the Panel's view, remain unchanged as should all other established linkages.

The Panel notes that the Allowances for the Leader, Deputy Leader, Cabinet Members and the Chair of Council have yet to be linked to the Base Allowance. It hopes that sufficient information will become available for next year's review to allow further recommendations on linkages to be made.

The net cost of the changes proposed in the report is £4,166 which includes the small saving made by the reduction in Planning Committees. This would be an increase of 1.12% to the annual budget compared to the current year.

Neil Gershon  
December  
2019

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## **INTRODUCTION**

This Independent Remuneration Panel has been appointed by Mid Sussex District Council to consider and make recommendations for the 2020/21 financial year. The Panel comprises Neil Gershon (this year's Chair), Jane Henry and Jane Rothwell. 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 twelve replies. The Panel met with two Members and with the Leader, Deputy Leader, two Group Leaders and appropriate Officers.

The written and oral evidence received by the Panel indicated that the level of the Base Allowance was considered reasonable.

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 July and November 2019, and also communicated over this period by email. These meetings planned the review 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="#">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
2018/19	4878	4878	3	3.0
2019/20	5000	5000	2.5	2.2

Over the previous four years the Panel's recommendations to bring the Basic Allowance up to £5,000 have been accepted by the Council. We received no evidence to suggest that the level is inadequate but caution against complacency as the level of the Allowance should not, in the Panel's view, be allowed to fall back from the current position. Accordingly the Panel felt that the correct approach would be to raise the **Basic Allowance** by the rate of inflation (CPI) slightly rounded for simplicity from **£5,000 to £5,100**

The Panel felt that subject to any major unforeseen changes the linking rises in the Basic Allowance in general terms to the September CPI (used by Government for Public Sector pensions and benefits) was an appropriate way forward.

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## **2. Special Responsibility Allowances**

### **2.1. Leader, Deputy Leader and Cabinet Members**

The Panel would have wished to begin the process of linking these allowances to a multiple of the Basic Allowance. However, as a number of recipients were newly in post it was not possible to establish sufficient justification for so doing. The Panel noted that all these SRAs were at the top end of comparable SRAs in other WSCC District Councils and in addition discussions with the Leader and Deputy Leader suggested that the current allowances paid to them and to Cabinet Members did not require any adjustment. **Accordingly the Panel recommends no change to these Allowances.**

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

The Panel learned that the Council now had only two Planning Committees rather than three as was previously the case. It also learned that as a consequence the workloads associated with each Committee had changed partly due to the adoption of the District Plan and partly as the total number of applications appeared to be reducing. Nevertheless the frequency of meetings had increased as the workload of three committees was absorbed into two and the Panel agreed this should be recognised by an increase in the multiple of the basic allowance applied to the SRA for Chairs of Planning Committees from 100% to 125%.

The Panel agreed to recommend no change to the proportionate level of the Vice Chairs SRA which should remain at 25% of the Chair Allowance.

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

The Panel noted that the allowance paid to Chairs of Scrutiny Committees was linked to 80% of the basic allowance paid to all members. It saw no reason to depart from this and recommends no change to the multiple or to the allowance paid to the Vice Chair which should remain as 25% of the Chair allowance, both allowances to increase in line with the base allowance.

### **2.4 Chairs of Licensing Committee and Standards Committee**

The Panel recalled that these Allowances had been increased substantially in the previous year and were now 20% of the basic allowance. The Panel agreed that this was an appropriate level and that the allowance should increase accordingly.

### **2.5 Chair of Audit Committee**

Evidence presented to the Panel and the level of allowance paid for this role in other Districts suggested that the allowance was low and did not adequately represent the importance of the role. Whilst the workload was not as heavy as that of Scrutiny Committees introducing a multiple of 60% of the basic allowance to establish the level of the allowance would accord with the evidence before the Panel. Accordingly the Panel recommends an increase in this SRA to a multiple of 60% of the basic allowance

### **2.6 Chair and Vice Chair of Council**

The Panel noted that this allowance had not changed for at least four years and possibly longer. It had details of the work involved in the role of Chair and felt that in recognition a modest rise from £6,572 to £6,750 would be appropriate. The linkage of the allowance for the Vice-Chair should remain at 33% of the Chair's allowance.

### **2.7 Other Special Responsibility Allowances**

The Panel received no representations as to the level of other allowances including that paid to Group Leaders and accordingly makes no recommendations for changes.

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## **2.8 Future Work**

The Panel felt able to confirm linkages for certain allowances and establish some others all of which are reflected in the recommendations. It hopes to undertake work towards establishing the correct multiples for allowances paid to Cabinet Members including the Leader and Deputy Leader in future years.

## **2.9 Conclusions**

In the light of the evidence presented to the Panel and the representations received the Panel recommends the following:

- Basic Allowance to rise to £5,100;
- Planning Committee Chairs to rise to 125% of the Basic Allowance as above;
- Planning Committee Vice-Chairs to remain at 25% of the Chair Allowance;
- Scrutiny Committee Chairs to remain at 80% of the Basic Allowance;
- Scrutiny Committee Vice Chairs to remain at 25% of the Chair rate;
- Licensing Committee Chair to be linked to 20% of the Basic Allowance;
- Standards Committee Chair to be linked to 20% of the Basic Allowance;
- Audit Committee Chair to be linked to 60% of the Basic Allowance;
- Allowance for the Chair of Council to rise to £6,750.

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### **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.

<b>Detail</b>	<b>Recommended Rate</b>
<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<sup>1</sup>. Payment will be on receipt-based actual costs up to a maximum rate of £9 per hour for one child, or a maximum of £18 per hour for two or more children.

#### **4.2. Dependent Carer's Allowance**

The Panel agreed that the existing payment of receipt-based actual costs, up to a maximum rate of £18 per hour was appropriate.

#### **4.3 Cycling Allowance**

Whilst the Panel makes no recommendation for change it wishes to invite the Council to consider whether a change in the allowance to make cycling more attractive should be considered within the context of the Council's policies on environmental matters.

### **5. Frequency of Panel Review**

This review is the first conducted since the recent elections. The Panel expects to have more information on matters such as workloads to inform its deliberations in future years and specifically to enable proposals to link certain SRAs to the basic allowance.

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

## **6. 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).

<b>Role</b>	<b>Current Allowance (£):</b>	<b>Recommended Allowance (£):</b>
Basic Allowance	5,000	5,100
Leader's Allowance	20,596	No change
Deputy Leader's Allowance	11,000	No change
Cabinet Member	8,500	No change
Chairman of the Council	6,572	6,750
Vice-Chairman of Council	2,251	2,250
2 x Planning Committee Chairman	15,000 (5,000 x3)	12,750 (6,375 x 2)
3 x Planning Vice-Chairman	3,750 (1,250 x 3)	3,188 (1,594 x 2) 25% of Planning Chairman's allowance
Licensing Committee Chairman	1,000	1,020
Standards Committee Chairman	1,000	1,020
Group Leader	250 per group member	No change
3 x Scrutiny Committee Chairman	12,000 (4,000 x 3)	12,240 (4,080 x 3)
3 x Scrutiny Vice-Chairman	3,000 (1,000 x 3)	3,060 (1,020 x 3) 25% of Scrutiny Chairman's allowance
Audit Committee Chairman	2,000	3,060
2 x Independent Persons for Standard Matters	1,500 (2 x 750)	No Change

The net cost of the changes proposed in the report is £4,166 which includes the small saving made by the reduction in Planning Committees. This would be an increase of 1.12% to the annual budget compared to the current year.

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  
Jane Henry  
Jane Rothwell**

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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 2023
Jane Henry	31 July 2023
Jane Rothwell	31 July 2023

### **BIOGRAPHICAL INFORMATION**

#### **Neil Gershon**

Neil Gershon spent his working life in the University sector during which time he was responsible amongst many other matters for HR 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.

#### **Jane Henry**

Jane qualified in both Law and Social Work before working as a social worker in West London. Jane has lived the majority of her life in Sussex and is now taking a break from paid employment to raise 3 young children. She volunteers with the National Childbirth Trust to support families in the Mid-Sussex area, through running nearly new sales and a local toddler group.

#### **Jane Rothwell**

Jane had a career in HR working in the Financial Services Sector initially working for NatWest Bank before moving to a HR Consultancy company based in the City, specialising in Recruitment, Training & Development & Outplacement. She managed teams of 80 plus people, most were self-employed consultants, and was involved in all operational matters including annual pay reviews for her team. She happily took early retirement in 2015 and has since retrained to become a Magistrate working in West Sussex courts. Jane has lived in West Hoathly for the last 4 years.

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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 discussions:**

Leader of the Council

Deputy Leader of the Council

Group Leader of the Liberal Democrats

Group Leader of the Independent Councillors

Solicitor to the Council

Cllrs Gary Marsh and Philip Coote

**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	Basic Allowance for 2019/2020	Leader	Deputy Leader	Cabinet Member / Portfolio Holder	Cabinet Member / Non Portfolio Holder	Chair Audit Committee	Licensing Committee Chair	Deputy Chair Licensing Committee	Members of Licensing Committee	Planning Committee Chair	Deputy Chair Planning Committee	Members of Planning Committee	Overview and Scrutiny Committee Chair	Deputy Chair Overview and Scrutiny Committee	Overview and Scrutiny Co-optee	Chair/Civic Mayor	Deputy Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Committee Chair	Independent Person Allowance	Do you operate the '1 SRA per councillor' rule?
Adur District Council	District	£4,511.04	£13,533.12	£6,766.56	£5,638.80	£0.00	£2,255.52	£3,383.28	£1,127.76	£0.00	£4,511.04	£1,127.76	£0.00	£3,383.28	£1,127.76	£0.00	£2,255.52	£1,127.76	£2,255.52	£0.00	£0.00	£0.00	£0.00	No
Arun District Council	District	£5,481.00	£14,196.00	£10,400.00	£8,320.00	£0.00	£3,750.00	£4,000.00	£1,200.00	£250.00	£6,000.00	£1,980.00	£750.00	£4,870.00	£1,607.00	£60.00	£8,320.00	£2,745.00	£3,917.00	£0.00	£0.00	£1,000.00	£1,440.00	No
Ashford Borough Council	District	£4,768.24	£15,597.39	£10,398.25	£7,798.70	£0.00	£5,199.13	£1,559.74	£0.00	£0.00	£6,238.96	£2,079.65	£0.00	£6,238.96	£2,079.65	£0.00	£0.00	£0.00	£239.72	£0.00	£239.72	£0.00	£1,559.74	No
Aylesbury Vale District Council	District	£5,700.00	£17,100.00	£12,825.00	£11,400.00	£0.00	£4,275.00	£2,850.00	£0.00	£0.00	£5,700.00	£0.00	£0.00	£4,275.00	£0.00	£0.00	£5,700.00	£0.00	£0.00	£0.00	£0.00	£0.00	£200.00	Yes
Basingstoke and Deane Borough Council	District	£7,014.00	£23,367.00	£15,570.00	£11,688.00	£0.00	£5,838.00	£5,838.00	£588.00	£0.00	£7,014.00	£696.00	£0.00	£5,838.00	£588.00	£465.00	£4,662.00	£1,347.00	£7,014.00	£0.00	£3,501.00	£5,838.00	£1,725.00	Yes
Bracknell Forest Council	Unitary	£8,687.00	£28,954.00	£17,372.00	£15,926.00	£0.00	£2,201.00	£5,626.00	£553.00	£0.00	£7,239.00	£723.00	£0.00	£5,791.00	£0.00	£297.00	£12,703.00	£4,234.00	£9,651.00	£965.00	£0.00	£2,201.00	£400.00	Yes
Brighton & Hove City Council	Unitary	£13,002.00	£32,505.00	£19,503.00	£0.00	£0.00	£4,876.00	£11,377.00	£975.00	£0.00	£11,377.00	£975.00	£0.00	£0.00	£0.00	£0.00	£9,752.00	£1,950.00	£11,377.00	£6,501.00	£6,501.00	£9,752.00	£500.00	Yes
Buckinghamshire County Council	County	£11,998.00	£44,539.00	£29,727.00	£22,625.00	£0.00	£5,660.00	£0.00	£0.00	£0.00	£5,660.00	£0.00	£0.00	£11,319.00	£0.00	£0.00	£14,144.00	£3,540.00	£3,562.00	£0.00	£12,552.00	£5,660.00	£0.00	Yes
Canterbury City Council	District	£5,584.62	£19,416.89	£5,851.70	£0.00	£0.00	£531.95	£5,851.70	£0.00	£0.00	£5,851.70	£531.97	£0.00	£0.00	£0.00	£0.00	£5,851.70	£4,255.85	£142.57	£95.04	£142.57	£5,851.70	£495.84	Yes
Cherwell District Council	District	£4,392.00	£7,476.00	£2,580.00	£6,528.00	£0.00	£3,636.00	£1,044.00	£0.00	£0.00	£4,344.00	£0.00	£0.00	£3,636.00	£0.00	£0.00	£0.00	£3,012.00	£0.00	£0.00	£261.00	£744.00	No	
Chichester District Council	District	£4,725.00	£14,500.00	£7,700.00	£7,000.00	£0.00	£4,800.00	£4,800.00	£0.00	£0.00	£6,000.00	£0.00	£0.00	£4,800.00	£0.00	£0.00	£5,000.00	£0.00	£4,500.00	£0.00	£0.00	£0.00	£0.00	Yes
Chiltern District Council	District	£4,896.00	£14,198.00	£7,099.00	£6,365.00	£0.00	£1,714.00	£1,714.00	£0.00	£0.00	£5,141.00	£1,469.00	£734.00	£3,427.00	£0.00	£0.00	£5,141.00	£2,056.00	£979.00	£0.00	£979.00	£98.00	£200.00	No
Crawley Borough Council	District	£6,190.00	£14,281.00	£0.00	£7,729.00	£0.00	£2,578.00	£5,307.00	£0.00	£0.00	£6,440.00	£0.00	£0.00	£6,916.00	£0.00	£0.00	£11,239.00	£1,752.00	£7,143.00	£0.00	£0.00	£0.00	£750.00	Yes

**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	Basic Allowance for 2019/2020	Leader	Deputy Leader	Cabinet Member / Portfolio Holder	Cabinet Member / Non Portfolio Holder	Chair Audit Committee	Licensing Committee Chair	Deputy Chair Licensing Committee	Members of Licensing Committee	Planning Committee Chair	Deputy Chair Planning Committee	Members of Planning Committee	Overview and Scrutiny Committee Chair	Deputy Chair Overview and Scrutiny Committee	Overview and Scrutiny Co-optee	Chair/Civic Mayor	Deputy Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Committee Chair	Independent Person Allowance	Do you operate the '1 SRA per councillor' rule?
East Hampshire District Council	District	£5,200.00	£18,000.00	£10,000.00	£6,000.00	6,000	£2,000.00	£2,000.00	£0.00	£250.00	£6,000.00	£3,000.00	£250.00	£2,000.00	£0.00	£0.00	£3,000.00	£0.00	£3,000.00	£3,000.00	£2,000.00	£0.00	Yes	
East Sussex County Council	County	£12,797.00	£35,832.00	£18,289.00	£15,676.00	£0.00	£6,531.00	£0.00	£0.00	£0.00	£6,531.00	£0.00	£0.00	£6,531.00	£0.00	£0.00	£13,061.00	£5,230.00	£13,061.00	£3,394.00	£5,230.00	£6,531.00	£35.00	Yes
Eastbourne Borough Council	District	£2,808.00	£4,212.00	£2,808.00	£2,808.00	£0.00	£0.00	£1,404.00	£0.00	£62.00	£2,106.00	£0.00	£1,404.00	£1,404.00	£0.00	£0.00	£2,808.00	£1,404.00	£2,106.00	£1,404.00	£0.00	£93.00	£1,000.00	No
Elmbridge Borough Council	District	£5,183.00	£12,956.00	£0.00	£6,479.00	£0.00	£3,887.00	£2,591.00	£648.00	£0.00	£5,830.00	£1,458.00	£0.00	£6,479.00	£3,240.00	£0.00	£0.00	£0.00	£2,591.00	£0.00	£0.00	£0.00	Yes	
Fareham Borough Council	District	£7,083.60	£21,250.00	£11,806.00	£11,806.00	£0.00	£4,427.25	£7,378.75	£885.45	£0.00	£10,625.40	£885.45	£0.00	£7,378.75	£885.45	£0.00	£4,722.40	£885.45	£3,541.80	£0.00	£0.00	£0.00	£728.28	Yes
Folkestone & Hythe District Council	District	£5,433.00	£23,905.00	£11,953.00	£10,866.00	£0.00	£6,248.00	£0.00	£0.00	£0.00	£6,248.00	£0.00	£0.00	£6,248.00	£0.00	£815.00	£8,150.00	£1,630.00	£8,150.00	£0.00	£0.00	£0.00	Yes	
Gravesham Borough Council	District	£4,822.00	£21,700.00	£9,645.00	£4,822.00	£0.00	£1,206.00	£723.00	£0.00	£0.00	£4,822.00	£0.00	£0.00	£2,411.00	£723.00	£0.00	£10,790.00	£3,140.00	£4,822.00	£0.00	£0.00	£482.00	£0.00	No
Guildford Borough Council	District	£6,864.00	£8,236.00	£1,373.00	£5,491.00	£0.00	£3,432.00	£3,432.00	£0.00	£0.00	£5,491.00	£0.00	£0.00	£5,491.00	£0.00	£0.00	£5,491.00	£2,745.00	£5,491.00	£0.00	£68.46	£3,432.00	£0.00	No
Hampshire County Council	County	£12,489.00	£30,138.00	£18,082.00	£18,082.00	£0.00	£6,028.00	£0.00	£0.00	£0.00	£12,055.00	£3,020.00	£0.00	£12,055.00	£3,020.00	£703.00	£19,127.00	£19,127.00	£12,708.00	£0.00	£0.00	£0.00	£703.00	Yes
Hart District Council	District	£4,652.00	£16,284.00	£8,142.00	£7,328.00	£0.00	£2,443.00	£1,629.00	£0.00	£0.00	£4,886.00	£1,627.00	£0.00	£3,257.00	£0.00	£0.00	£4,071.00	£0.00	£2,443.00	£0.00	£102.00	£0.00	£1,196.00	Yes
Havant Borough Council	District	£5,430.00	£14,800.00	£10,018.00	£8,425.00	8,425	£6,831.00	£1,116.00	£0.00	£0.00	£5,009.00	£0.00	£0.00	£5,692.00	£0.00	£0.00	£0.00	£911.00	£0.00	£911.00	£0.00	£0.00	Yes	
Horsham District Council	District	£5,070.00	£13,790.00	£8,685.00	£7,090.00	£0.00	£2,465.00	£2,465.00	£0.00	£0.00	£3,890.00	£1,305.00	£0.00	£5,165.00	£1,725.00	£0.00	£5,165.00	£1,730.00	£4,170.00	£0.00	£0.00	£2,465.00	£1,305.00	No
Isle of Wight Council	Unitary	£8,011.08	£16,022.16	£10,013.85	£8,011.08	£0.00	£3,204.43	£2,403.32	£0.00	£0.00	£6,408.86	£1,602.22	£0.00	£8,011.08	£1,602.22	£0.00	£5,607.76	£1,602.22	£1,602.22	£0.00	£785.40	£4,005.54	£301.00	Yes

**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	Basic Allowance for 2019/2020	Leader	Deputy Leader	Cabinet Member / Portfolio Holder	Cabinet Member / Non Portfolio Holder	Chair Audit Committee	Licensing Committee Chair	Deputy Chair Licensing Committee	Members of Licensing Committee	Planning Committee Chair	Deputy Chair Planning Committee	Members of Planning Committee	Overview and Scrutiny Committee Chair	Deputy Chair Overview and Scrutiny Committee	Overview and Scrutiny Co-optee	Chair/Civic Mayor	Deputy Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Committee Chair	Independent Person Allowance	Do you operate the '1 SRA per councillor' rule?
Kent County Council	County	£15,561.94	£51,175.14	£33,262.80	£33,262.80	£15,351.69	£8,953.13	£0.00	£0.00	£0.00	£11,263.42	£0.00	£0.00	£8,953.13	£0.00	£0.00	£16,865.96	£8,953.13	£7,675.84	£0.00	£7,675.84	£8,953.13	£500.00	No
Lewes District Council	District	£3,196.00	£14,821.00	£0.00	£5,928.00	£2,964	£4,446.00	£60.00	£0.00	£0.00	£4,446.00	£741.00	£533.00	£3,557.00	£0.00	£0.00	£2,224.00	£0.00	£4,446.00	£0.00	£4,446.00	£0.00	£1,000.00	Yes
Maidstone Borough Council	District	£5,065.00	£20,002.00	£0.00	£0.00	£0.00	£4,000.00	£4,000.00	£0.00	£0.00	£8,000.00	£0.00	£0.00	£0.00	£0.00	£0.00	£2,653.00	£1,061.00	£402.63	£0.00	£402.63	£8,000.00	£750.13	Yes
Medway Council	Unitary	£10,421.00	£31,263.00	£20,842.00	£15,632.00	£0.00	£7,295.00	£0.00	£0.00	£0.00	£12,505.00	£5,211.00	£0.00	£10,421.00	£3,647.00	£0.00	£13,874.00	£6,991.00	£12,505.00	£6,253.00	£6,253.00	£0.00	£0.00	Yes
Mid Sussex District Council	District	£5,000.00	£20,596.00	£11,000.00	£8,500.00	8,500	£2,000.00	£1,000.00	£0.00	£0.00	£5,000.00	£1,250.00	£0.00	£4,000.00	£1,000.00	£0.00	£6,572.00	£2,251.00	£250.00	£0.00	£250.00	£0.00	£750.00	Yes
Milton Keynes Council	Unitary	£10,710.00	£31,212.00	£15,606.00	£11,444.00	£0.00	£5,722.00	£8,323.00	£0.00	£0.00	£8,323.00	£0.00	£0.00	£4,682.00	£0.00	£620.00	£11,444.00	£5,722.00	£645.00	£0.00	£645.00	£0.00	£620.00	Yes
New Forest District Council	District	£6,425.00	£20,387.00	£0.00	£10,194.00	£0.00	£2,100.00	£2,100.00	£0.00	£0.00	£7,135.00	£0.00	£0.00	£5,098.00	£0.00	£0.00	£0.00	£0.00	£5,735.00	£1,084.00	£0.00	£0.00	£56.46	Yes
Oxford City Council	District	£5,079.00	£15,237.00	£5,079.00	£7,619.00	£0.00	£1,270.00	£0.00	£0.00	£0.00	£2,540.00	£0.00	£0.00	£5,079.00	£0.00	£0.00	£5,079.00	£1,270.00	£2,540.00	£0.00	£2,540.00	£0.00	£0.00	No
Oxfordshire County Council	County	£10,719.00	£31,086.00	£21,438.00	£17,151.00	£0.00	£6,432.00	£0.00	£0.00	£0.00	£6,432.00	£0.00	£0.00	£6,432.00	£0.00	£0.00	£9,111.00	£0.00	£8,575.00	£2,680.00	£0.00	£6,432.00	£1,500.00	No
Portsmouth City Council	Unitary	£11,175.00	£20,115.00	£0.00	£7,823.00	£0.00	£3,911.00	£3,911.00	£0.00	£0.00	£3,911.00	£0.00	£0.00	£2,794.00	£0.00	£0.00	£7,823.00	£1,118.00	£6,705.00	£0.00	£2,235.00	£3,911.00	£0.00	Yes
Reading Borough Council	Unitary	£8,220.00	£18,500.00	£11,300.00	£9,500.00	£0.00	£3,039.00	£6,076.00	£1,074.00	£0.00	£6,076.00	£1,074.00	£0.00	£0.00	£0.00	£0.00	£9,200.00	£2,400.00	£6,076.00	£0.00	£3,039.00	£3,039.00	£1,074.00	Yes
Reigate and Banstead Borough Council	District	£5,599.00	£13,901.00	£11,353.00	£9,268.00	£0.00	£0.00	£433.00	£0.00	£0.00	£5,346.00	£0.00	£790.00	£3,106.00	£0.00	£0.00	£12,954.00	£2,676.00	£144.00	£0.00	£144.00	£0.00	£564.00	No
Rother District Council	District	£4,475.00	£13,071.00	£3,685.00	£2,843.00	£0.00	£2,080.00	£2,080.00	£0.00	£0.00	£2,843.00	£0.00	£0.00	£2,843.00	£0.00	£0.00	£0.00	£0.00	£445.00	£0.00	£445.00	£0.00	£361.00	Yes

**APPENDIX C - Comparable Allowances of District and Borough Councils  
in the South East Region.  
(West Sussex District and Borough Councils Highlighted in Green)**

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Royal Borough of Windsor and Maidenhead	Unitary	£8,143.00	£24,482.00	£13,434.00	£12,215.00	£0.00	£0.00	£6,107.00	£0.00	£0.00	£6,107.00	£0.00	£0.00	£6,107.00	£0.00	£0.00	£3,060.00	£1,020.00	£4,886.00	£0.00	£1,221.00	£0.00	£500.00	Yes
Runnymede Borough Council	District	£4,000.00	£10,000.00	£2,500.00	£0.00	£0.00	£1,650.00	£5,000.00	£2,500.00	£0.00	£8,750.00	£5,827.00	£2,913.00	£5,000.00	£2,500.00	£0.00	£5,000.00	£1,250.00	£3,750.00	£0.00	£3,750.00	£5,000.00	£460.00	No
Rushmoor Borough Council	District	£5,202.00	£16,167.00	£9,312.00	£8,027.00	£0.00	£0.00	£5,422.00	£0.00	£0.00	£5,422.00	£0.00	£0.00	£4,042.00	£1,213.00	£0.00	£1,514.00	£0.00	£3,258.00	£0.00	£3,258.00	£4,042.00	£500.00	Yes
Sevenoaks District Council	District	£5,467.00	£20,000.00	£12,000.00	£7,000.00	£1,600.00	£2,500.00	£2,500.00	£0.00	£135.00	£5,000.00	£1,000.00	£500.00	£2,500.00	£0.00	£0.00	£10,418.00	£4,552.00	£270.00	£0.00	£0.00	£2,500.00	£1,000.00	Yes
Slough Borough Council	Unitary	£7,779.00	£20,224.00	£14,156.00	£11,123.00	£0.00	£3,033.00	£3,033.00	£1,011.00	£0.00	£5,056.00	£1,684.00	£0.00	£7,080.00	£1,415.00	£0.00	£7,626.00	£2,990.00	£6,067.00	£0.00	£0.00	£0.00	£1,314.00	Yes
South Bucks District Council	District	£4,896.00	£14,198.00	£7,099.00	£6,365.00	£0.00	£2,448.00	£2,448.00	£0.00	£0.00	£3,917.00	£979.00	£734.00	£3,917.00	£0.00	£0.00	£3,917.00	£1,616.00	£0.00	£0.00	£832.00	£734.00	£200.00	Yes
South Oxfordshire District Council	District	£4,892.00	£19,565.00	£13,696.00	£9,782.00	£0.00	£1,468.00	£1,956.00	£0.00	£0.00	£5,870.00	£2,935.00	£0.00	£2,935.00	£0.00	£0.00	£4,892.00	£1,468.00	£1,956.00	£0.00	£0.00	£2,935.00	£0.00	Yes
Southampton City Council	Unitary	£12,636.00	£25,272.00	£0.00	£12,636.00	£0.00	£6,318.00	£6,318.00	£0.00	£0.00	£6,318.00	£0.00	£0.00	£6,318.00	£0.00	£0.00	£0.00	£0.00	£9,477.00	£0.00	£0.00	£0.00	£700.00	Yes
Spelthorne Borough Council	District	£6,200.00	£14,259.00	£9,412.00	£7,130.00	£7,130	£3,566.00	£4,991.00	£0.00	£0.00	£5,703.00	£0.00	£0.00	£4,991.00	£0.00	£0.00	£13,800.00	£4,700.00	£3,322.00	£0.00	£0.00	£0.00	£0.00	Yes
Surrey County Council	County	£12,442.80	£43,085.87	£27,924.00	£22,544.93	10,000.00	£10,019.97	£0.00	£0.00	£0.00	£12,024.00	£1,503.00	£0.00	£12,024.00	£1,503.00	£0.00	£18,035.95	£6,512.98	£6,012.00	£0.00	£170.34	£10,019.97	£0.00	No
Surrey Heath Borough Council	District	£5,087.08	£13,864.00	£8,686.00	£4,626.00	£0.00	£3,700.00	£3,700.00	£1,849.00	£0.00	£4,283.00	£2,141.00	£0.00	£3,700.00	£1,478.00	£0.00	£4,823.00	£1,607.00	£4,626.00	£0.00	£4,626.00	£0.00	£500.00	Yes
Swale Borough Council	District	£5,108.65	£19,304.62	£0.00	£11,582.77	£5,791.91	£1,930.98	£1,930.98	£0.00	£0.00	£6,756.36	£0.00	£0.00	£5,791.91	£0.00	£0.00	£3,652.32	£1,565.28	£5,791.91	£1,930.98	£0.00	£0.00	£0.00	Yes
Tandridge District Council	District	£4,317.00	£6,123.00	£1,531.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£3,062.00	£1,021.00	£591.00	£3,062.00	£1,021.00	£0.00	£3,062.00	£1,021.00	£3,062.00	£0.00	£0.00	£3,062.00	£0.00	No

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Test Valley Borough Council	District	£6,848.00	£12,982.00	£8,874.00	£8,271.00	£0.00	£0.00	£4,122.00	£824.00	£0.00	£5,149.00	£1,041.00	£0.00	£6,848.00	£1,370.00	£0.00	£3,067.00	£603.00	£3,067.00	£0.00	£0.00	£0.00	Yes	
Thanet District Council	District	£4,570.00	£18,082.00	£10,776.00	£7,990.00	£7,990.00	£5,204.00	£3,216.00	£805.00	£0.00	£5,204.00	£1,216.00	£0.00	£7,990.00	£3,216.00	£0.00	£2,188.00	£1,530.00	£5,762.00	£2,862.00	£0.00	£0.00	£250.00	Yes
Tonbridge and Malling Borough Council	District	£5,000.00	£20,000.00	£15,000.00	£8,500.00	£0.00	£2,500.00	£2,500.00	£625.00	£0.00	£1,665.00	£325.00	£0.00	£2,500.00	£625.00	£0.00	£5,990.00	£1,420.00	£1,250.00	£0.00	£1,250.00	£1,600.00	£513.00	Yes
Tunbridge Wells Borough Council	District	£5,500.00	£19,250.00	£0.00	£11,000.00	£0.00	£1,375.00	£1,375.00	£0.00	£0.00	£5,500.00	£1,320.00	£0.00	£1,375.00	£0.00	£0.00	£5,380.00	£1,080.00	£0.00	£0.00	£275.00	£0.00	£800.00	No
Waverley Borough Council	District	£4,867.43	£14,298.47	£9,898.55	£6,599.37	£0.00	£3,299.18	£3,299.18	£1,651.12	£0.00	£3,299.18	£1,651.12	£0.00	£3,299.18	£1,651.12	£0.00	£576.97	£0.00	£3,299.18	£0.00	£0.00	£0.00	£0.00	Yes
Wealden District Council	District	£4,611.00	£13,488.00	£5,577.00	£5,577.00	£0.00	£3,774.00	£1,371.00	£0.00	£0.00	£4,251.00	£1,404.00	£0.00	£3,774.00	£0.00	£0.00	£4,782.00	£1,182.00	£381.00	£0.00	£0.00	£0.00	£825.00	No
West Berkshire Council	Unitary	£7,697.00	£19,242.00	£11,545.00	£9,622.00	£0.00	£2,887.00	£2,887.00	£0.00	£0.00	£4,810.00	£0.00	£0.00	£4,810.00	£0.00	£0.00	£5,773.00	£1,155.00	£7,697.00	£0.00	£1,902.00	£0.00	£1,051.00	Yes
West Oxfordshire District Council	District	£4,800.00	£21,600.00	£14,400.00	£12,000.00	£0.00	£1,200.00	£1,200.00	£0.00	£0.00	£6,000.00	£0.00	£0.00	£4,800.00	£0.00	£0.00	£4,800.00	£0.00	£2,400.00	£0.00	£0.00	£0.00	£900.00	No
West Sussex County Council	County	£11,642.00	£32,297.00	£23,254.00	£20,670.00	£0.00	£9,114.00	£0.00	£0.00	£0.00	£9,114.00	£0.00	£0.00	£9,114.00	£0.00	£0.00	£20,670.00	£8,221.00	£4,153.00	£0.00	£4,153.00	£9,114.00	£0.00	Yes
Winchester City Council	District	£5,808.00	£17,412.00	£9,501.00	£7,914.00	£0.00	£3,168.00	£3,168.00	£0.00	£0.00	£7,914.00	£2,376.00	£0.00	£7,914.00	£0.00	£0.00	£2,376.00	£0.00	£7,914.00	£0.00	£0.00	£0.00	£400.00	Yes
Woking Borough Council	District	£7,200.00	£12,000.00	£3,600.00	£2,400.00	£0.00	£0.00	£600.00	£0.00	£0.00	£2,400.00	£0.00	£0.00	£1,200.00	£0.00	£0.00	£14,383.00	£1,444.00	£1,200.00	£0.00	£600.00	£0.00	£360.00	Yes
Wokingham Borough Council	Unitary	£7,784.00	£20,000.00	£0.00	£10,000.00	£2,000.00	£2,500.00	£2,500.00	£0.00	£0.00	£5,000.00	£0.00	£1,250.00	£5,000.00	£0.00	£0.00	£7,420.00	£1,960.00	£7,500.00	£0.00	£0.00	£0.00	£1,000.00	Yes
Worthing Borough Council	District	£4,929.72	£14,789.16	£7,394.58	£6,162.15	£0.00	£2,464.86	£3,697.29	£1,232.43	£0.00	£4,929.72	£1,232.43	£0.00	£3,697.29	£1,232.43	£0.00	£2,464.86	£0.00	£2,464.86	£1,232.43	£0.00	£0.00	£0.00	No

# MSDC Committee Structure

