

Mid Sussex Report of the Independent Remuneration Panel on the review of Members' Allowances 2022/2023

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 2022/23.

There were no resignations from or appointments to the Panel.

The Panel's discussions focused on the level of the Basic Allowance and those Special Responsibility Allowances (SRA's) that had yet to be indexed to the Basic Allowance this latter work having been forecast in previous years. The Panel was advised that there had been no material changes in workloads that might have affected the allowances paid to those in receipt of SRA's and consequently did not seek to revisit any of the previously established linkages.

The Panel wrote to all Councillors inviting comments on the level of the basic allowance and on the amounts paid for SRA's. Four Councillors responded to our letter and we comment on those responses in the body of this report. We had no requests for individual or group meetings.

The Panel took into account data from other councils in West Sussex, the ongoing negotiations concerning pay awards for those employed within local government and the fact that allowances had been frozen in the current year. In addition we noted that inflation (CPI) had increased and was expected to remain at around 4% for the coming year. **We concluded that an increase in the Basic Allowance to £5,200 (an increase of £100) was reasonable and we recommend accordingly.**

The information and advice we received during our discussions allowed us to form a view on the indexing of the SRA's paid to the Leader, Deputy Leader, Cabinet Members and the Chairman. In translating our recommendations into values we have highlighted certain anomalies and our detailed recommendations within the report cover the implications of these. **We do though recommend that in line with our previous recommendations the following linkages be adopted: Leader – 4 times the Basic Allowance; Deputy (2), Cabinet Member (1.6) and Chairman (1.3).**

Were the above recommendations to be adopted this would complete the indexing of all SRA's and a comprehensive list is appended to this report.

The Panel recommends no changes to ancillary allowances for matters such as mileage and meals. We re-iterate our view that such allowances should remain tied to those approved by HMRC for the re-imbursment of expenses necessarily incurred. Similarly we recommend maintaining the link between the Real Living Wage and the rate paid for dependent care.

The additional costs of our recommendations are £6,329 a year of which £5,400 represents the proposed increase in the Basic Allowance.

Neil Gershon

December

2021

INTRODUCTION

This Independent Remuneration Panel has been appointed by Mid Sussex District Council to consider and make recommendations for the 2022/23 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 relating to allowances and expenses and received replies from four individual Councillors, one of these being a note of support for the Panel's suggested approach. The Panel had discussions with officers and with the Council Leader but had no requests for meetings from any other members.

The Panel met twice between September and November 2021, 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.

The Panel laid great weight on affordability in the current economic climate and had the benefit of forecasts from officers of the Council's projected financial position.

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. Allowances paid since 2010 are detailed below:

Year	Recommended Rate	Adopted Rate (£):	Percentage increase on previous year	Percentage rate of inflation in same year
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: Inflation.eu 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
2020/21	5100	5100	2	1.7
2021/22	5100	5100	0	0.7

In light of the current and projected economic conditions, the freezing of the allowance for 2021/2022 and the forecast rate of inflation the Panel recommends **increasing the Basic Allowance by £100 to £5,200**.

The Panel noted that this would leave the rate within the average (+ or – 5%) for Districts in West Sussex.

2. Special Responsibility Allowances

2.1. Leader

The SRA paid to the Leader is a significant outlier amongst District Councils in West Sussex. However, the Panel notes that councils have different organisational structures and different levels of involvement by senior members. We have discussed the time commitment extensively with the current Leader (and in past years his predecessor) and remain of the view the role is extensive, carries significant responsibility and is very time consuming. **Our recommendation is therefore that the SRA be set at 4 times the Basic Allowance, an increase of £204.**

2.2 Deputy Leader

The SRA paid to the Deputy Leader is also an outlier within West Sussex although not to the same extent as the Leader. The Panel recognises that in terms of time commitment and responsibility the role is somewhere between that of a Cabinet Member and the Leader involving as it does a portfolio plus deputising for the Leader. We conclude that the current SRA is reasonable but that in terms of linkage this should be 2 times the Basic Allowance. This however, would provide for a reduction in the value of the SRA and the Panel feels this would be unreasonable and contrary to good employment practice therefore our recommendation is: **that the SRA be set at 2 times the Basic Allowance but that the current rate be protected until such time as further changes to the Basic Allowance make this unnecessary or until the next election when roles may change.**

2.3 Cabinet Members

The SRA paid to Cabinet Members is at the upper end of the range within West Sussex Districts although again the Panel notes that workloads and responsibilities vary across Councils. The level of responsibility and the time commitment suggest that the linkage should be between that of committee chairs and the Deputy Leader and the Panel recommends it be 1.6 times the Basic Allowance. As with the Deputy Leader this would entail a small reduction in the allowance paid and we recommend **that the SRA be set at 1.6 times the Basic Allowance and that the current rate be protected until such time as further changes to the Basic Allowance make this unnecessary or until the next election when roles may change.**

2.4 Chairman of Council

The role of Chairman is quite clearly different to other roles attracting SRA's involving as it does extensive time commitments arising from undertaking civic duties of a varied nature as well as chairing Council meetings. In terms of time commitment, the role is quantifiable but less so in terms of responsibilities save to say that it is in many senses the public face of the Council. **The Panel feels that the current rate is appropriate and that the linkage should be set at 1.3 times the Basic Allowance, an increase of £10.**

2.5 All Other Special Responsibility Allowances

The Panel learned that there had been no material changes to the workloads for which all other Special Responsibility Allowances were paid and makes **no recommendations for any changes to the linkages determining these allowances.**

2.6 Future Work

The Panel notes that the number of Councillors will change in 2023/24 and that this might require a more in depth look at the range and extent of allowances.

3. Travelling and Subsistence Allowance

The Panel received two representations on the current levels of Travel and Subsistence allowances both suggesting a more favourable treatment for those using bicycles to travel for Council business. We note and support the sentiment behind these recommendations however the Panel does not believe its remit covers the Council's environmental policies and nor would any general benefit be gained by adopting a higher mileage rate for the use of bicycles. We recommend therefore that these allowances continue to be linked to those deemed acceptable by HMRC.

Detail	Recommended Rate
Vehicles	
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
Subsistence	
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 real living wage¹ rate of £9.90. Therefore payment will be on receipt-based actual costs up to a maximum rate of £10 per hour for one child, or a maximum of £20 per hour for two or more children.

4.2. Dependent Carer's Allowance

The Panel agreed that payment of receipt-based actual costs, up to a maximum rate of £20 per hour was appropriate.

4.3 Cycling Allowance

The Panel makes no recommendation for change.

5. Other Matters

We received representations and information from one councillor covering a range of matters of which some were relevant to the Panel's work. Of particular note was the analysis of costs incurred in the way in which this councillor carried out his role in particular in enabling greater communication with constituents. The Panel felt that the way in which this was done was an interesting model and that it might usefully be further publicised to colleagues for their consideration.

¹ 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).

Role	Current Allowance (£):	Recommended Allowance (£):
Basic Allowance	5,100	5,200
Leader's Allowance	20,596	20,800
Deputy Leader's Allowance	11,000	No change
Cabinet Member	8,500	No change
Chairman of the Council	6,750	6,760
Vice-Chairman of Council	2,250	2,253
2 x Planning Committee Chairman	12,750 (6,375 x 2)	13,000 (6,500 x 2)
2 x Planning Vice-Chairman	3,188 (1,594 x 2) 25% of Planning Chairman's allowance	3,250 (1,625 x 2) 25% of Planning Chairman's allowance
Licensing Committee Chairman	1,020	1,040
Standards Committee Chairman	1,020	1,040
Group Leader	250 per group member	No change
3 x Scrutiny Committee Chairman	12,240 (4,080 x 3)	12,480 (4,160 x 3)
3 x Scrutiny Vice-Chairman	3,060 (1,020 x 3) 25% of Scrutiny Chairman's allowance	3,120 (1,040 x 3) 25% of Scrutiny Chairman's allowance
Audit Committee Chairman	3,060	3,120
3 x Independent Persons for Standard Matters	2,250 (3 x 750)	No change

The additional cost of the Panel's recommendations is £6,329 of which £5,400 is represented by the proposed increase in the Basic Allowance.

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. 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

APPENDIX A
Panel Membership

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

Name	Term ends
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 is Vice-Chair of the BSUH Maternity Voices Partnership.

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 been living in West Hoathly since 2015.

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

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	Basic Allowance for 2020/2021	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	Working/Joint Committee	Chair/Civic Mayor	Deputy Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Opposition Spokesperson	Committee Chair	Independent Person Allowance	Do you operate the '1 SRA per councillor' rule?	Do you operate the 50% rule?	
Adur District Council	District	£4680.20	13,804	6,971	£5,809.00	n/a	£2,514.00	£3,450.00	£1,150.00	na	£4,601.00	£1,150.00	na	£3,771.00	£1,257.00	n/a	n/a	£2,300.00	£1,150.00	£2,300.00	na	na	na	na	na	na	No	No
Arun District Council	District	£5,481	£13,156.00	£9,360.00	£7,280.00	£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	£0.00	£8,320.00	£2,745.00	£3,917.00	£0.00	£100.00	£0.00	£1,500.00	£1,440.00	No	No	
Ashford Borough Council	District	£4,864	£15,909.85	£10,606.57	£7,954.93	n/a	£5,303.28	£1,590.99	n/a	n/a	£6,363.94	£2,121.31	n/a	£6,363.94	£2,121.31	n/a	£1,590.99	n/a	n/a	n/a	n/a	£244.51	n/a	n/a	£1,590.99	No	No	
Basingstoke and Deane Borough Council	District	£7,299	£24,312.00	£16,200.00	£12,159.00	N/A	£6,075.00	£6,075.00	£612.00	N/A	£7,299.00	£726.00	N/A	£6,075.00	£612.00	£483.00	N/A	£4,851.00	£1,401.00	£7,299.00	N/A	£3,642.00	N/A	£6,075.00	£1,797.00	Yes	No	
Bracknell Forest Council	Unitary	£8,687	£28,954	£17,372	£15,926	£0	£0	£5,626	£553	£0	£7,239	£723	£0	£7,239	£0	£297	£0	£12,703	£4,234	£9,651	£965	£0	£0	£0	£400	Yes	No	
Brighton & Hove City Council	Unitary	£13,360	33,399	20,040	N/a	N/a	5,010	11,690	1,002	N/a	11,690	1,002	N/a	5,010 - Health	N/a	N/a	N/a	10,020	2,004	11,690	6,680	6,680	N/a	10,020	1,002	Yes	Yes	
Buckinghamshire Council	Unitary	£13,000	£45,000.00	£30,000.00	£23,000.00	N/A	£8,000.00	£4,000.00	£0.00	£0.00	£6,000.00	£0.00	£0.00	£8,000.00	£0.00	£0.00	£0.00	£14,000.00	£4,000.00	£17,000.00	£0.00	see opposition	£0.00	range from 3,4	£250.00	Yes	No	
Canterbury City Council	District	£5,739	£19,953.70	£6,013.45	£0.00	£0.00	£2,733.43	£6,013.45	£0.00	£0.00	£6,013.45	£546.68	£0.00	£0.00	£0.00	£0.00	£0.00	£6,013.45	£4,373.44	£146.51	£97.67	£142.57	£0.00	£6,013.45	£509.59	Yes	No	
Cherwell District Council	District	£4,512	£7,680.00	£2,652.00	£6,708.00	£0.00	£3,732.00	264 SRA plus 2	£0.00	£0.00	£4,464.00	£0.00	£0.00	£3,732.00	£0.00	£0.00	£0.00	£0.00	£0.00	£3,096.00	£0.00	£0.00	£0.00	£0.00	£0.00	£768.00	No	No
Chichester District Council	District	£5200	£15,500	£8,150	£7,400	N/A	£4,800	£4,300	N/A	N/A	£6,350	N/A	N/A	£5,050	N/A	N/A	N/A	£5,000	N/A	£4,750	N/A	N/A	N/A	N/A	N/A	N/A	Yes	No
Crawley Borough Council	District	£6,617	£15,885.00	N/A	£7,942.00	N/A	£2,649.00	£5,453.00	£0.00	£0.00	£6,617.00	£0.00	£0.00	£7,106.00	£0.00	N/A	N/A	£6,361.00	£954.00	2448 (plus 305	£0.00	£0.00	N/A	N/A	£750.00	Yes	No	
Dover District Council	District	£5,000	£18,000	£9,000	£6,750	Not Applicable	£4,500	£1,125	£281	£315	£4,500	£1,125	not applicable	£4,500	£1,125	Not applicable	Not applicable	£5,300	£1,400	£5,061	£2,250	Not applicable	£2,250 (Shadow	£1,125	£927	Yes	No	
East Hampshire District Council	District	£5,200	£18,000.00	£10,000.00	£6,000.00	£3,000.00	£2,000.00	£2,000.00	n/a	£250.00	£2,000.00	n/a	£250.00	£2,000.00	n/a	n/a	£2,000.00	£3,000.00	n/a	£3,000.00	n/a	n/a	n/a	£2,000.00	No payment	Yes	No	
East Sussex County Council	County	13,149	36,817	18,792	16,107	N/a	6,711	N/a	N/a	N/a	6,711	£0.00	£0.00	6,711	£0.00	£0.00	£0.00	13,420	5,374	13,420	3,487	5,374 (second l	£0.00	6,711	£35 per hour	Yes	Yes	
Eastbourne Borough Council	District	£2,808	£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	£0.00	£2,808.00	£1,404.00	£2,106.00	£1,404.00	£0.00	£0.00	£93.00	£1,000.00	No	No	
Eastleigh Borough Council	District	£7,012	£	£6,602	£6,229	£0.00	£2,742	£0.00	£0.00	£0.00	£3,430	£856.00	£0.00	£2,742	£686.00	£0.00	£0.00	£0.00	£0.00	5,487	£0.00	£0.00	£0.00	1,717	£4,800.00	No	Yes	
Elmbridge Borough Council	District	£5,326	13,315	N/A	6,658	N/A	3,995	2,663	£666.00	N/A	5,992	1,498	N/A	6,658	3,329	N/A	N/A	N/A	N/A	1,332	N/A	N/A	N/A	N/A	N/A	N/A	Yes	No
Fareham Borough Council	District	£7,084	£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	£0.00	£4,722.40	£885.45	£3,541.80	£0.00	£0.00	£295.15	£0.00	£728.28	Yes	No	
Folkestone & Hythe District Council	District	£5,433	£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	£0.00	£8,150.00	£1,630.00	£8,150.00	£0.00	£0.00	£0.00	£0.00	£0.00	Yes	Yes	
Gosport Borough Council	District	£6,701	14,852.53	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£4,756.79	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£6,108.10	£0.00	£0.00	£0.00	£4,756.79	£0.00	Yes	Yes	

(Those highlighted in grey did not respond to the current survey and so past figures have been used.)

**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 2020/2021	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	Working/Joint Committee	Chair/Civic Mayor	Deputy Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Opposition Spokesperson	Committee Chair	Independent Person Allowance	Do you operate the '1 SRA per councillor' rule?	Do you operate the 50% rule?
Gravesham Borough Council	District	£4,955	£22,297	£9,910	£4,955	N/A	£1,239	£743	N/A	N/A	£4,955	N/A	N/A	£2,478 (£1,239)	£743	N/A	N/A	£10,790	£3,140	£4,955	N/A	N/A	N/A	N/A	N/A	No	Yes
Guildford Borough Council	District	£7,517	£15,033.52	£7,516.76	£6,012.51	N/A	£3,579.33	£3,579.33	£0.00	£0.00	£6,012.51	£0.00	£0.00	£6,012.51	£0.00	£376.01	Chair or vice ch	£6,012.51	£3,758.52	£0.00	£0.00	£75 per membe	£0.00	As above	£0.00	No	Yes
Hampshire County Council	County	12,833	£30,967	£18,580	£18,580	£18,580	£6,194	N/A	N/A	N/A	£12,387	£3,104	N/A	£12,387	£3,104	£723	N/A	£19,653	£10,066	£12,363	N/A	N/A	£5552	N/A	£723	Yes	Yes
Hart District Council	District	£4,875	£17,067.00	£8,532.00	£7,680.00	n/a	£2,561.00	£1,708.00	n/a	n/a	£5,121.00	£1,705.00	n/a	£3,413.00	n/a	n/a	n/a	£4,266.00	n/a	£2,561.00	n/a	£107.00	n/a	n/a	£250.00	Yes	No
Hasting Borough Council	District	£6,318	£12,639	£8,220	£6,825	£3,623.52	£3162	£1,029	£0.00	£106.90 per co	£3,795	£1,389	£1,029	£3,162	£0.00	£0.00	£0.00	£6,720 (£3360)	£2,196	per Member (£	£189.21 per me	£189.21 per me	see opposition	varies between	varies per comr	No	No
Havant Borough Council	District	£5,430	14,800	10,018	8,425	n/a	6,831	1,116	n/a	n/a	5,009	n/a	n/a	5,692	n/a	n/a	3,643	unknown	unknown	911 - 3,643	n/a	911 - 3,643	n/a	n/a	1,000	Yes	Yes
Horsham District Council	District	£5,070	£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	£0.00	£5,165.00	£1,730.00	£4,170.00	£0.00	£0.00	£0.00	£2,465.00	£1,305.00	No	No
Isle of Wight Council	Unitary	£8,011	£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	£0.00	£5,607.76	£1,602.22	£1,602.22	£0.00	£785.40	£0.00	£4,005.54	£301.00	Yes	No
Kent County Council	County	£15,406	£50,663.13	£32,931.03	£32,931.03	£0.00	£8,866.05	£0.00	£0.00	£0.00	£11,145.89	£0.00	£0.00	£8,866.05	£0.00	£500.00	£0.00	£16,718.83	£8,866.05	£7,599.44	£0.00	£0.00	£0.00	£8,866.05	£500.00	Yes	No
Lewes District Council	District	£3,196	£14,821.00	£0.00	£5,928.00	£2,964.00	£4,446.00	£60.00	£0.00	£0.00	£4,446.00	£741.00	£533.00	£3,557.00	£0.00	£0.00	£1,112.00	£2,224.00	£0.00	£4,446.00	£0.00	£4,446.00	£0.00	£0.00	£1,000.00	Yes	No
Maidstone Borough Council	District	£5,065	£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	£0.00	£2,653.00	£1,061.00	£402.63	£0.00	£402.63	£0.00	£8,000.00	£750.13	Yes	No
Medway Council	Unitary	£10,585	31,754	£21,169.00	£15,877.00	N/A	£7,409.00	N/A	N/A	N/A	£12,702.00	£5,292.00	N/A	£10,585	£3,705.00	N/A	N/A	£13,231.00	£6,351.00	£12,702.00	N/A	£6,351.00	6,351	n/a	N/A	Yes	No
Mid Sussex District Council	District	£5,100	20,596	11,000	8,500	8,500	3,060	1,020	£0.00	£0.00	6,375	1,594	£0.00	4,080	1,020	£0.00	£0.00	6,750	2,250	£0.00	£0.00	250 per membe	£0.00	£0.00	£750.00	Yes	No
Milton Keynes Council	Unitary	£10,924	£31,836.00	£15,918.00	£9,809.00		£5,836.00	£8,489.00			£8,489.00			£4,776		£640.00		£11,672.00	£5,836.00	£658.00		£658.00			£300.00	Yes	No
Mole Valley District Council	District	£4,591	£7,879.64	£4,465.12	£3,361.06	£0.00	£2,243.07	£562.08	£0.00	£0.00	£2,689.58	£367.71	£0.00	£2,243.07	£315.19	£0.00	£0.00	£2,698.58	£1,008.59	£3,924.06	£562.08	£562.08	£0.00		£0.00	No	No
New Forest District Council	District	£6,602	£20,948.00	£0.00	£10,474.00	£0.00	£2,158.00	£2,158.00	£0.00	£0.00	£7,331.00	£0.00	£0.00	£5,238	£0.00	£0.00	£0.00	£9,200.00	£1,990.00	£7,857.00	£1,114.00	£1,114.00	£0.00	£0.00	£314	Yes	Yes
Oxford City Council	District	£5,142	£15,426.00	£5,142.00	£7,713.00	£2,571.00	£1,286.00	£0.00	£0.00	£0.00	£2,571.00	£0.00	£0.00	£5,142	£0.00	£0.00	£0.00	£5,142.00	£1,286.00	£1,714.00	£0.00	£1,714.00	£0.00	£0.00	£0.00	No	Yes
Oxfordshire County Council	County	£11,013.77	£31,940.87	£22,027.55	£17,622.65	N/A	£6,608.88	N/A	N/A	N/A	£6,608.88	N/A	N/A	£6,608.88 (£4,9	N/A	N/A	N/A	£9,361.55	£2,340.65	£8,810.81	£2,753.70 - Sha	N/A	N/A	£6,608.88	£1,500 pa (usu	No	No
Portsmouth City Council	Unitary	£11,483	£20,669.00	£0.00	£8,038.00	£0.00	£4,019.00	£4,019.00	£0.00	£0.00	£4,019.00	£0.00	£0.00	£2,871	£0.00	£0.00	£0.00	8,038	1,148	6,890	£0.00	£3,445.00	£1,148.00	£4,019.00	£0.00	Yes	No
Reading Borough Council	Unitary	£8,447	£19,008.75	£11,610.75	£9,761.25	n/a	£3,123.57	£6,243.09	£1,103.54	n/a	£6,243.09	£1,103.54	n/a	n/a	n/a	n/a	n/a	£9,200	£2,400	£6,243.09	n/a	£3,123.57	n/a	£3,123.57	£1,103.54	Yes	No

(Those highlighted in grey did not respond to the current survey and so past figures have been used.)

**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 2020/2021	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	Working/Joint Committee	Chair/Civic Mayor	Deputy Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Opposition Spokesperson	Committee Chair	Independent Person Allowance	Do you operate the '1 SRA per councillor' rule?	Do you operate the 50% rule?	
Reigate and Banstead Borough Council	District	£5,670	£14,151.00	£11,557.00	£9,434.00	N/A	£3,162.00	£441.00	N/A	£0.00	£5,442.00	N/A	£804.00	£3,162.00	£957.00	N/A	N/A	£5,700.00	£0.00	£147.00	£0.00	£147.00	N/A	N/A	N/A - Joint	No	No	
Rother District Council	District	£4,656	13,599	3,834	2,958	N/A	2,164	2,164	N/A	N/A	2,958	N/A	N/A	2,958	N/A	N/A	N/A	N/A	N/A	£463.00	N/A	£463.00	N/A	N/A	£361.00	Yes	No	
Royal Borough of Windsor and Maidenhead	Unitary	£8,306	24,918	13,705	12,459	£0.00	4,984	6,230	£0.00	£0.00	6,230	-	-	4,984	£0.00	£0.00	£0.00	3,121	1,040	£3,665.00	£2,565.00	£0.00	£0.00	£0.00	£1,000.00	Yes	No	
Runnymede Borough Council	District	£4,143	10,368	2,592	N/a	n/a	1,710	5,184	2,592	Nil	9,048	6,024	3,012	5,184	2,592	n/a	5,184	5,184	1,296	3,888	Nil	3,888	Nil	Varies from Co	£477.00	No	Yes	
Rushmoor Borough Council	District	£5,425	£16,861	£9,712	£8,372	N/A	£5,655	Same role as Ch	N/A	If Members do	£5,655	N/A	N/A	£4,215	£1,265 (There a	N/A	N/A	£1,579	N/A	£3,398	N/A	N/A	N/A	Chairman of Po	£523 p.a. plus t	Yes	No	
Sevenoaks District Council	District	£5,617	20,550	12,330	7,193	NA	2,569	2,569	£0.00	£139.00	5,138	1,028	£514.00	2,569	£0.00	NA	NA	10,932	4,747	£831.00	£0.00	277 per memb	£0.00	1,644 to 5,138	1000 & 479 (1	Yes	No	
Slough Borough Council	Unitary	£7,779	£20,224.00	£14,156.00	£11,123.00	n/a	£3,033.00	£3,033.00	£1,011.00	n/a	£5,056	£1,684.00	n/a	£7,080.00	£1,415	n/a	n/a	£7,626.00	£2,990.00	£6,067	n/a	n/a	n/a	n/a	£1,314.00	Yes	Yes	
South Oxfordshire District Council	District	£5,186	20,741	14,519	10,369	N/A	1,557	2,074	N/A	N/A	6,223	3,111	N/A	3,111	N/A	N/A	N/A	5,186	1,557	2,074	N/A	N/A	N/A	3,111 for Chair	N/A	Yes	No	
Southampton City Council	Unitary	£13,057	£26,114.00	£0.00	£13,057.00	£0.00	£6,529.00	£6,529.00	£0.00	£0.00	£6,529	£0.00	£0.00	£6,529.00	£0.00	£0.00	£0.00	£0.00	£0.00	£9,792.75	£0.00	£0.00	£0.00	£0.00	£719.99	Yes	Yes	
Spelthorne Borough Council	District	£99,800	£11,000.00	£5,500.00	£0.00	£0.00	£4,400.00	£5,500.00	£2,750.00	£0.00	£6,600	£3,300.00	£0.00	na	na	na	£5,500.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£7,700.00	£500.00	Yes	No
Surrey County Council	County	12,748.62	44,126.74	28,598.80	23,090.51	10,241.19	10,271.40	n/a	n/a	n/a	12,315.61	n/a	n/a	10,271.40	n/a	n/a	8,217.12 (Comr	18,478.45	6,676.41	12,315.61 (split	n/a	n/a	n/a	n/a	10,271.40	n/a	Yes	No
Surrey Heath Borough Council	District	£5,288	£13,749.00	£8,249.00	£5,500.00	£0.00	£3,712.00	£3,712.00	£0.00	£0.00	£4,812	£2,640.00	£0.00	£3,712	£0.00	£0.00	£0.00	£5,500.00	£1,650.00	£0.00	£0.00	£34,812.00	£0.00	£3,712.00	£0.00	Yes	Yes	
Swale Borough Council	District	£5,444	£20,143.00	£6,043.00	£12,086.00	£6,043.00	£2,014.00	£2,014.00	n/a	n/a	£7,050	n/a	n/a	£6,043	n/a	£10.00	n/a	£3,810.80	£1,633.20	£6,043.00	n/a	£2,014.00	n/a	n/a	n/a	Yes	Yes	
Tandridge District Council	District	£4317	£6123	£1531	N/A	N/A	£3062 (Audit &	£0.00	£0.00	£0.00	£3062	£1021	£591	£3062 (Audit &	£1021	N/A	N/A	£3062	£1021	£3036	N/A	N/A	N/A	£3062	£0.00	No	No	
Test Valley Borough Council	District	£7,390	£16,258	£10,346	£8,942	N/A	N/A	£3,326	£665	N/A	£5,543	£1,109	N/A	£7,390	£1,478	N/A	N/A	£3,326	£665	£3,326	N/A	N/A	N/A	N/A	N/A	Yes	Yes	
Thanet District Council	District	£4,570	£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	£0.00	£2,188.00	£1,530.00	£5,762.00	£2,862.00	£0.00	£2,862.00	£0.00	£250.00	Yes	No	
Tonbridge and Malling Borough Council	District	£5,175	20,706	15,528	8,802	n/a	2,589	2,589	n/a	n/a basic allow	£1,725.00	Vice chair - 336	n/a	2,589	vice chair - £64	n/a	n/a	6,048	1,434	1,293 + 258 per	n/a	1,293 + 258 per	n/a	1,656	Unknown	Yes	No	
Tunbridge Wells Borough Council	District	£5,500	£19,250	£0.00	£11,000	£0.00	£1,375	£1,375	£0.00	£0.00	£5,500	£1,320	£0.00	£1,375	£0.00	£0.00	£0.00	£0.00	£0.00	£275 per group	£0.00	£275 per group	£0.00	£1,375	£800	Yes	No	
Vale of White Horse District Council	District	£5,186	20,741	14,519	10,369	N/A	1,557	2,074	N/A	N/A	£6,223	3,111	N/A	3,111	N/A	N/A	N/A	5,186	1,557	2,074	N/A	N/A	N/A	3,111 for Chair	N/A	Yes	No	
Waverley Borough Council	District	£5014.05	£14,729.21	£10,196.73	£6,797.82	N/A	£3,398.57	£3,398.57	£1,700.86	N/A	£3,398.57	£1,700.86	N/A	£3,398.57	£1700.86	£0.00	N/A	£594.35	£0.00	£3,398.57	£0.00	£0.00	£0.00	£3,398.57	£0.00	Yes	No	

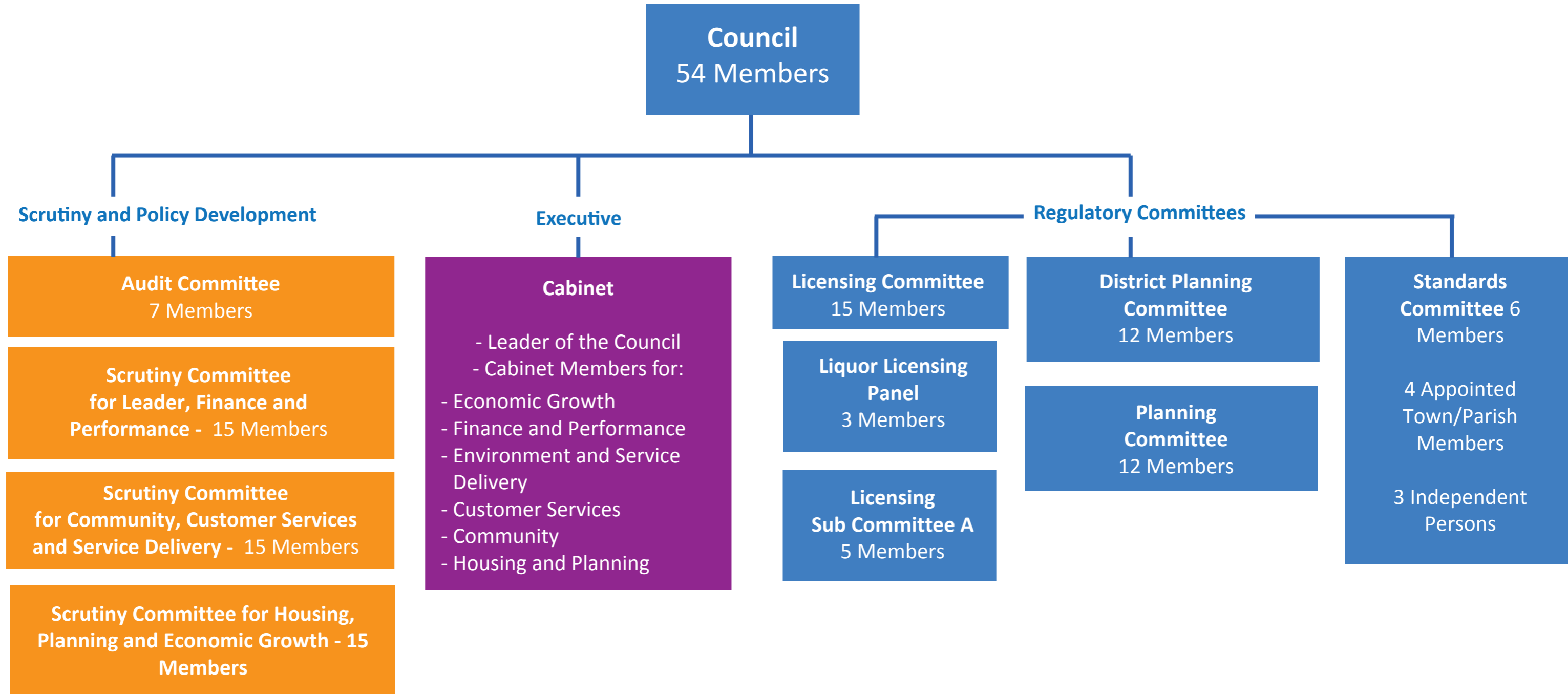
(Those highlighted in grey did not respond to the current survey and so past figures have been used.)

**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 2020/2021	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	Working/Joint Committee	Chair/Civic Mayor	Deputy Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Opposition Spokesperson	Committee Chair	Independent Person Allowance	Do you operate the '1 SRA per councillor' rule?	Do you operate the 50% rule?
Wealden District Council	District	£4,728	13,824	N/A	5,715	N/A	3,876	1,404	N/A	N/A	4,356	1,440	N/A	3,867	N/A	N/A	N/A	4,902	1,212	1,098 (if 5+ Me	N/A	13,824	N/A	N/A	£846.00	Yes	No
West Berkshire Council	Unitary	£7,697	£19,242.00	£11,545.00	£9,622.00	£0.00	£2,887.00	£2,887.00	£0.00	£0.00	£4,810	£0.00	£0.00	£4,810.00	£0.00	£0.00	£0.00	£5,773.00	£1,155.00	£7,697.00	£0.00	£1,902.00	£2,309.00	£0.00	£1,051.00	Yes	Yes
West Oxfordshire District Council	District	£4,932	£22,194.00	£14,796.00	£12,330.00	N/A	£1,233.00	£1,233.00	£0.00	£0.00	£6,165	£0.00	£0.00	£4,932.00	£0.00	N/A	N/A	£4,932.00	£0.00	£2,466.00	£0.00	£2,466.00	£0.00	N/A	£13 ph	No	No
West Sussex County Council	County	£12,202	£33,849	£24,371	£21,663	N/A	£9,552	N/A	N/A	N/A	£9,552	£0.00	£0.00	£9,552	£0.00	£0.00	£0.00	£20,162	£8,450	£8,500.00	£0.00	£5,000 for a gre	£0.00	£9,552	£0.00	Yes	Yes
Winchester City Council	District	£5,970	£17,892.00	£9,762.00	£8,133.00	N/A	£2,442.00	£3,255.00	N/A	N/A	£8,133	£2,442.00	N/A	£8,133.00	N/A	N/A	N/A	£2,442.00	N/A	£8,133.00	N/A	£2,442.00	N/A	N/A	£400.00	Yes	Yes
Woking Borough Council	District	£7,200	£12,000	£3,600	£2,400	£0.00	£0.00	£600	£0.00	£0.00	£2,400	£0.00	£0.00	£1,200	£0.00	£0.00	Joint Committe	£14,527	£1,458	£1,200	£0.00	£600	£0.00	£0.00	£360 (5% of the	Yes	No
Wokingham Borough Council	Unitary	£7,784	£20,000.00	N/A	£10,000.00	£2,000.00	£2,500.00	£2,500.00	N/A	N/A	£5,000.00	N/A	£1,250.00	£5,000 main Cd	N/A	N/A	N/A	£7,420.00	£1,960.00	£7,500.00	N/A	N/A	N/A	N/A	£1,000.00	Yes	No
Worthing Borough Council	District	£4,930	£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	£0.00	£2,464.86	£0.00	£2,464.86	£1,232.43	£0.00	£0.00	£0.00	£0.00	No	No

(Those highlighted in grey did not respond to the current survey and so past figures have been used.)

MSDC Committee Structure



Special Responsibility Allowances

The following Factors are used to determine SRA's taking the Basic Allowance as 1.

Leader	4
Deputy Leader	2*
Cabinet Member	1.6*
Chairman of the Council	1.3**
Chairman of Planning Committee	1.25 ***
Chairman of Scrutiny Committee	0.8***
Chairman of Audit Committee	0.6
Chairman of Licensing Committee	0.2
Chairman of Standards Committee	0.2

* Actual rate frozen until Basic Allowance times the factor achieves or exceeds current payment.

** Vice Chairman Allowance at 1/3 of Chairman

*** Vice Chairman Allowance at 1/4 of Chairman