

Mid Sussex

Report of the Independent Remuneration Panel on the review of Members' Allowances 2019/20

Mr Neil Gershon (Chairman)
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 2019/20.

Unfortunately just prior to the Panel's first meeting one member resigned and there was insufficient time for an additional appointment to be made hence the Panel comprised only two members.

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 and met with the Leader and Deputy Leader. Although all Councillors were invited to meet the Panel to discuss matters of interest none felt they wished to do so.

The Panel agreed to recommend the implementation of the final year of the four year plan set out in the review approved in 2015. As forecast this entails an increase in the **Basic Allowance** to **£5,000** an increase of 2.5% closely mirroring the rise in the CPI as at September 2018.

The Panel was advised that there had been one additional appointment to the Cabinet during the year which adds one additional Special Responsibility Allowance (SRA) of £8,500 a year to the total cost of members allowances.

As previously, the Panel recommends maintaining the allowance for **Planning Committee Chairs** at 100% of the Base Allowance with the consequent increase in the allowance for **Vice Chairs** set at 25% of the Chair Allowance.

The Panel also agreed to recommend maintaining the allowance paid to **Chairs of Scrutiny Committees** at 80% of the Base Allowance with the consequent increase in the allowance for **Vice Chairs** set at 25% of the Chair Allowance.

The Panel considered all other Special Responsibility Allowances in the light of workloads and advice provided by Officers. It noted that the work undertaken by the Licensing Committee had increased markedly consequent on the introduction of a much closer scrutiny of taxi driver licensing and recommends an increase in the allowance paid to the **Chair of the Licensing Committee to £1,000**. In addition the Panel was apprised of the importance attached to the role of **Standards Committee Chairman** and recommends an increase in that allowance to **£1,000**. In similar vein an increase in the allowance paid to **Independent Persons for Standards Matters** should be increased to **£750**.

As part of this year's consultation process the Panel wrote to all members currently receiving SRAs in an attempt to gather information on the additional workloads imposed by the respective roles with a view to determining 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. Unfortunately the response to this exercise was patchy and a further attempt to gather information will be made in due course with a view to informing the Panel's work for 2020/21.

The cost of the changes proposed in the report is £8,534 which does not include the cost of the allowance paid to an additional member of the Cabinet. This would be an increase of 2.35% to the annual budget compared to the current year.

Neil Gershon

December 2018

INTRODUCTION

This Independent Remuneration Panel has been appointed by Mid Sussex District Council to consider and make recommendations for the 2019/20 financial year. The Panel comprises Neil Gershon (this year's Chairman) and John Rowe. The third member resigned just before the Panel commenced its deliberations. 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 no replies. No member expressed a wish to meet with the Panel. The Panel did meet with the Leader and Deputy Leader and appropriate Officers.

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.

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 two occasions between September and November 2018, 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 ¹	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: 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

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 recommended an increase of 3% to £4,878 for the year 2018/19 rising by 2.5% to £5,000 in 2019/20.

2. Special Responsibility Allowances

2.1. Leader, Deputy Leader and Cabinet Members

The Panel noted that there had been an additional Cabinet post created and that would add an extra £8,500 to the annual cost of Special Responsibility Allowances. However, the creation or abolition of such posts is not a matter for the Panel and the event is simply noted.

In discussions with the Leader and Deputy Leader there was no suggestion that the current allowances paid to them and to Cabinet Members required any adjustment.

2.2. Chairs and Vice Chairs of Planning Committees

The Panel noted that the allowance paid to Chairs of Planning Committees had been linked to 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 £5,000.

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 £1,250.

2.3 Chairs and Vice Chairs of Scrutiny Committees

The Panel noted that the allowance paid to Chairs of Scrutiny Committees had been linked to 80% of 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 £4,000

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 £1,000.

2.4 Chairs of Licensing Committee and Standards Committee

The Panel felt that it was important to recognise that the work of the Licensing Committee had increased quite markedly as greater scrutiny was being applied to the licensing of taxis within the District. Equally the Panel was apprised of the importance of the work of the Standards Committee in ensuring openness and accountability within the Council. The Panel noted that the allowances paid to these two posts were small amounts and did not reflect the current work involved. Accordingly the Panel recommends that both be increased from £475 a year to £1,000 a year.

2.5 Independent Persons for Standards Matters

The Panel noted that the allowance paid had not changed for many years whilst the work involved had become more complex. The Panel also noted that the sum paid was small and recommended it be increased from £713 a year to £750 a year.

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 Chair and Vice Chair of Council 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 2020/21.

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 2019/20:

- Basic Allowance to rise 2.5% to £5,000;
- 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 £4,000;
- Scrutiny Committee Vice Chairs to remain at 25% of the Chair rate;
- Licensing Committee Chair to rise to £1,000:
- Standards Committee Chair to rise to £1,000: and
- Allowance for Independent Persons for Standards Matters to rise to £750.

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
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 be linked to the real living wage rate of £9.00 per hour¹ and that the rate for two or more children be increased by £1 to £18 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 £18 per hour, an increase of £1, was appropriate.

5. Frequency of Panel Review

As this review marks the end of the four year plan the Panel proposes a more in depth review for 2020/21 with a view to the development of a further four year plan and the possible creation of a scale of multipliers to link Special Responsibility Allowances to the Base Allowance.

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	4,878	5,000 2.5% increase
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	No change
Vice-Chairman of Council	2,251	No change
3 x Planning Committee Chairman	14,634 (4,878 x 3)	15,000 (5,000 x 3) 2.5% increase
3 x Planning Vice-Chairman	3,660 (1,220 x 3)	3,750 (1,250 x 3) 25% of Planning Chairman's allowance
Licensing Committee Chairman	475	1,000
Standards Committee Chairman	475	1,000
Group Leader	250 per group member	No change
3 x Scrutiny Committee Chairman	11,706 (3,902 x 3)	12,000 (4,000 x 3)
3 x Scrutiny Vice-Chairman	2,928 (3 x 976)	3,000 (1,000 x 3) 25% of Scrutiny Chairman's allowance
Audit Committee Chairman	2,000	No change
2 x Independent Persons for Standard Matters	1,426 (2 x 713)	1,500 (2 x 750)

The cost of the changes proposed in the report is £8,534 which represents an increase of 2.35% to the annual budget compared to the current year. This does not include the cost of the allowance paid to an additional member of the Cabinet as this falls outside the Panel's remit.

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
John Rowe

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 2019
John Rowe	31 July 2019
Vacancy	

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.

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

Solicitor to the Council

APPENDIX C - Comparable Allowances of District and Borough Councils in the South East Region.

Council Name	Type of Council (County, Unitary or District/Borough)	Basic Allowance for 2018/19	Leader	Deputy Leader	Cabinet Member / 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	1 SRA per cilr?
Adur District Council	District/Borough	4,336	13008.00	£6,504	5,420.00	2,168	3,252.00	1,084.00	0	4,336.00	1,084.00	0	3,252.00	1,084.00	0	N/A	2,168.00	£1084	£2168	0	0	0	0
Arun District Council	District/Borough	5,374	14196.00	£10,400	8,320.00	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	£50 per meeting attended	8,320.00	2,745.00	£3,917	None	None	Standards Committee - £1,500	£50 per meeting attended and mileage allowance	No
Ashford Borough Council	District/Borough	4,698	15366.89	10,244.59	7,683.45	5,122.30	1,536.69	n/a	0	6,146.76	2,048.92	0	6,142.76	2,048.92	0	0	0	n/a	n/a	236.18 per Group member	n/a	1,536.69	Only at Porfolio Holder Level or above
Aylesbury Vale District Council	District/Borough	5,580	16740.00	12,555.00	11,160.00	4,185.00	2,790.00	0	0	5,580.00	0	0	4,185.00	0	0	5,580.00	0	Share of £5,472 (apportioned depending on number of Cllrs)	0	Share of £5,472 (apportioned depending on number of Cllrs)	Nil, apart from the above Committees	£200	Yes
Basingstoke and Deane Borough Council	District/Borough	7,014	23367.00	15,570.00	11,688.00	5,838.00	5,838.00	588.00	0	7,014.00	696.00	0	5,835.00	588.00	0.00	4,662.00	1,347.00	7,014.00	0	3,501.00	5,838	1,725.00	Yes
Bracknell Forest Council	Unitary	8,687	28954.00	17,372.00	15,926.00	2,201.00	5,626.00	553.00	0	7,239.00	723.00	0	7,239.00	0	297.00	12,703.00	4,234.00	£9,651	£965	Proportionate to size of group from 9,651 pot	2,201	400	Yes
Brighton & Hove City Council	Unitary	12,118	32,142	22,499.00	0.00	6,428.00	12,215.00	4,018.00	0	12,215.00	4,018.00	0	0.00	0	0	13,082.00	3,662.00	11250	6428	6428	11250	1000	Yes
Buckinghamshire County Council	County	11,454	42,518	28,377.00	0.00	0	0	0	0	5,403.00	0	0	10,805.00	0	0	13,502.00	3,379.00	3,684	0	0	5,403	0	yes
Canterbury City Council	District/Borough	5,369	£18,662.91	5,368.78	0.00	511	5,624	0	None	5,624.44	511.31	None	N/a	N/a	N/a	5,624.44	4,090.54	£137.03 per Councillor	4,091	£137.03 per Councillor	£2,556.56	£476.54	Yes
Cherwell District Council	District/Borough	4,284	7296	2520	6372	3552	253 + 253 per meeting capped at 1012	0	0	4248	0	0	3552	0	0	0	0	2940	0	0	3552	732	no
Chichester District Council	District/Borough	4,725	14500	7,700.00	7,000.00	4,800.00	4,800.00	will be paid if Chairman off for more than 2 months	0	6,000.00	will be paid if Chairman off for more than 2 months	0	4,800.00	will be paid if Chairman off for more than 2 months	0	5,000.00	will be paid if Chairman off for more than 2 months	4500	0	4500	0	0.00	Yes
Chiltern District Council	District/Borough	4,800	13,920	6,960.00	6,240.00	1,680.00	1,680.00	0	0	5,040.00	1,440.00	720.00	3,360.00	0	0	5,040.00	2,016.00	960	0	960.00	96 per meeting (for Governance & Electoral Arrangements; Appeals and Complaints and Licensing Sub-Committee)	200	No (although no member receives more than one SRA)
Crawley Borough Council	District/Borough	6,190	14860	0.00	7,428.00	2,477.00	5,101.00	0	0	6,190.00	0.00	0	6,647.00	0	n/a	10,803.00	1,684	£2289 plus £285 per group member	n/a	n/a	n/a	750.00	Yes
Dartford Borough Council	District/Borough	5,177	32,445.00	17,304.00	8,652.00	2,163.00	0	0	0	0.00	0.00	0	2,163.00	0	0	4,917.00	1,847.00	8,652.00	5,191.00	4,326.00	0	565.00	No
Dover District Council	District/Borough	3,980	£14,832	7,416.00	5,562.00	3,708.00	927	260.00	260.00	3,708.00	927.00	0	3,708.00	927.00	0	5,300.00	1,400.00	4,171.00	1,854.00	0	Varies depending on committee	927.00	Yes
East Hampshire District Council	District/Borough	5,200	18,000	10,000.00	6,000.00	2,000.00	2,000	0	250.00	6,000.00	3,000.00	250.00	0 - we have a Governance, Audt & Scrutiny Committee	0	0	3,000.00	0	3,000.00	0	0	2,000.00	0	Yes
East Sussex County Council	County	12,546	35,129	17,900.00	15,969.00	0	0	0	0	6,403.00	0	0	6,403.00	0	0	12,554.00	5,127.00	12,554 (largest opposition group)	3,327 largest opposition group)	5,027 (second largest opposition group)	0	£35 per hour	Yes
Eastbourne Borough Council	District/Borough	2,808	4212	2,808.00	2,808.00	nil	1,404.00	nil	Chair of a licensing sub £93, member of a sub £62 - per hearing.	2,106.00	1,404.00	1,404.00	1,404.00	nil	n/a	2,808.00	1,404.00	2106	1404	n/a	n/a	retainer of £1,000. Payments can also be made at a specified daily rate (up to a maximum of 20 days) as and when duties are performed (currently set at £154 per day).	no
Eastleigh Borough Council	District/Borough	6,240	20358.00	9414	7910	2688	0	0	0	0	0	0	2688	673	0	0.00	0	5,379.00	0	0	3,363	£50 per month	no
Elmbridge Borough Council	District/Borough	5,066	12665.00	0.00	6,333.00	3,800	2,533.00	633.00	0	5,699.00	1,425.00	0	6,333.00	3,167.00	0	0	0	With membership greater than 10% of total members = £2,533	0	0	0	0	YES
Epsom & Ewell Borough Council	District/Borough	3,341	2338.41	3,341.36	0.00	2,338.41	2,338.95	0	0	3,341.36	1,002.41	334.14	2,338.95	0	Not applicable	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	200 plus 50 per group member	Not applicable	See Leader of the Council	2338.95	1002.41	No - with the exception of the Chairman of the Planning Committee who is not entitled to claim the allowance as an ordinary member of the Planning Committee in addition to the Chairman's allowance
Fareham Borough Council	District/Borough	6,944	20833.20	0.00	11,574.00	4,340.25	7,233.75	868.05	0	10,416.60	868.05	0	8,101.80	868.05	0	4,629.60	868.05	1-9 members = £3472.20; 10 or more members = £6944.40	0	0.00	Panel Chairman - £7233.75; Panel Vice Chairman = £868.05	714.00	Yes
Gosport Borough Council	District/Borough	6,280	13893.72	0.00	0.00	0	0	0	0	4,449.72	0	0	0	0	0	0	0	3655.08	0	1624.44	0	0	0
Gravesham Borough Council	District/Borough	4,728	21275.00	9,455.00	4,728.00	1,182.00	709.00	0.00	0	4,728.00	0.00	0	2,364.00	709.00	0	0	0	4,728.00	0	0	0.00	0	No
Guildford Borough Council	District/Borough	6,864	8236.00	1,373.00	5,491.00	3,432.00	3,432.00	0	0	5,491.00	0.00	0	5,491.00	0	0	5,491	2,745	5,491	0	£68.46 per group member	£3,432	0	No
Hampshire County Council	County	12,244	29547.00	17,727.00	17,727.00	5,909.00	0	0	0	11,818.00	2,960.00	0	11,818.00	2,960	689	18,752.00	9,603.00	12,453	0	0	0	689.00	Yes
Hart District Council	District/Borough	4,652	16284.00	8,142.00	7,328.00	2,443.00	1,629.00	0.00	0	4,886.00	1,627.00	0	3,257.00	0.00	0	4,071.00	0.00	2,443.00	0	Minority group leader - £102 per member of group	0	1,196.00	Yes
Hastings Borough Council	District/Borough	5,913	11823.00	7,689.00	6,384.00	2,958.00	963.00	0.00	102 per sub committee	3,549.00	1,299.00	963.00	2,958.00	1,299.00	0	3,144.36 (not part of our allowance budget)	2,053.44 (not part of our allowance budget)	177 per member plus 1,266	177 per member	177 per member plus 1,266	Chair of Environment and Safety Committee 564	Standards Committee 591; Museums Committee 69	No

Council Name	Type of Council (County, Unitary or District/Borough)	Basic Allowance for 2018/19	Leader	Deputy Leader	Cabinet Member / 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	1 SRA per cllr?
Havant Borough Council	District/Borough	5,891	14800.00	8,800.00	8,140.00	1,480.00	2,960.00	0	0	3,577.00	0.00	0	5,920.00	0	0	0.00	0.00	0.00	0	Band A 2-5 Members: £600, Band B 6-10 Members: £1,200, Band C 11-15 Members: £1,800, Band D 16+ Members: £2,400	0	0	Yes
Horsham District Council	District/Borough	4,970	13515.00	8,510.00	6,950.00	2,415.00	2,415.00	0	0	£3,810 (2 Committees)	£1,275 (2 Committees)	0	5,060.00	1,690.00	0	5,060.00	1,695.00	4,170.00	0	0	Governance Committee - £2,415, Standards Committee - £2,415	Basic Allowance - £1,275	NO
Isle of Wight Council	Unitary	7,854	15708	9,817.50	7,854.00	3,141.60	2,356.20	0	0	6,283.20	1,570.80	0	7,854.00	1,571	0	5,497.80	1,570.80	0.00	0	1570.8	0	£19.93 per hour	Yes
Kent County Council	County	14,725	48425.00	31,745.50	31,475.50	8,472.05	N/A	N/A	N/A	10,658.20	N/A	N/A	8,472.05	N/A	N/A	15,959.70	8,472.05	£7,263.40 plus £575 per additional group member	Varies according to group	N/A	£8,472.05	£500 per annum plus a daily rate of £100	Yes
Lewes District Council	District/Borough	3,196	14821.00	0.00	5,928.00	4,446	60 per meeting	0	0-13 meetings = £0, 13-26 meetings = £533.00, 27-40 meetings = £799.00, 41+ meetings = £1065.00	4,446.00	741.00	533.00	3,557	0	0	2,224.00	0	4,446	0	0	1,112.00 (Chair of Employment Committee), Chair of Scrutiny Panels - £50.00 per meeting, Chair of Standards Committee - £222.00 per meeting (max 5)	25.00 per hour	No one councillor shall receive more than one SRA with the exception of the Cabinet Member for Planning should he or she additionally be a member of the Planning Applications Committee
Maidstone Borough Council	District/Borough	4,807	19226.00	0.00	N/A	3,845.00	3,845.00	N/A	N/A	7,690.00	N/A	N/A	N/A	N/A	N/A	2,550.41	1,020.26	N/A	N/A	£387 per Member (excluding the Leader's party)	7,690	£721	Yes
Medway Council	Unitary	8,987	20739.30	15,083.10	11,312.36	5,656.24	0	0	£32.71 per day	7,541.52	3,770.83	0	9,427.28	3,770.83	0	13,656.22	6,880.85	9,427.28	3,770.83	(>10% of members not currently payable) £4,713.48	Chair Employment Matters £3,770.83 Chair HWB £7,541.52	0	2nd and subsequent allowances are 50% of SRA
Mid Sussex District Council	District/Borough	4,878	20596.00	11,000.00	8,500.00	2,000.00	£475	0	0	4,878.00	1,220	0	3,902.00	976	0	6,572.00	2,251.00	250 per group member	0	250 per group member	0	713	No
Milton Keynes Council	Unitary	10,500	30600.00	15,300.00	11,220.00	5,610.00	8160	0	0	8,160.00	0	0	4,590	0	£640 (voting co-optees only)	11,220.00	5,610.00	£632 per member	0	£632 per member	0	0	Yes
Mole Valley District Council	District/Borough	4,370	7500.00	4250	If 4 or less Portfolio Holders – all to share £16,000 If 5 Portfolio Holders each to receive £3,200 If 6 Portfolio Holders each to receive £3,200 If 7 Portfolio Holders each to receive £3,200 If 8 or 9 Portfolio Holders – all to share £22,400 (these figures do not include the Leader of the Council who receives a separate allowance)	2,135.00	535.00	0	0	2,560.00	350	0	2,135.00	300	0	2,560.00	960.00	3,735.00	535.00	535	0	0	0
New Forest District Council	District/Borough	6,299	19987.00	0.00	9,994.00	2,059.00	£2,059	0	0	6,995.00	0	0	4,998.00	0	£55.36 up to 4 hours; £110.72 over 4 hours	0	0	£7,496 (formula on Group size)	0	0	£2,059	£294 p.a.	Yes
Oxford City Council	District/Borough	5,016	15048.00	5,016.00	7,524.00	1254	0	0	0	5,016.00	0	0	5,016.00	0	0	5,016.00	1,254.00	2,508.00	0	0	0	0	No we operate a 2 SRA rule
Oxfordshire County Council*	County	10,201	29582.90	20,402.00	16,321.00	6,120.60	0	0	0	6,120.60	0	0	6,120.60	0	0	8,670.85	2,167.71	8160.8	no information received	no information received	no information received	£6060 Audit and Governance Committee	no
Portsmouth City Council	Unitary	10,955	19719.00	0.00	7,669.00	3,834.00	3,834.00	0	0	3,834.00	0	0	2,739.00	0	0	7,669.00	1,096.00	6,573.00	0	£3,287 (group 5+) or £2,291 (Group 2 to 4)	3,834	0	Yes, whichever the highest.
Reading Borough Council	Unitary	8,220	7004.00	5,722.00	3,816.00	2,147.00	2,147.00	1,074.00	n/a	2,147.00	1,074.00	n/a	n/a	n/a	n/a	n/a	n/a	£3816	n/a	£2147	£2147	£1074	Yes
Reigate & Banstead BC	District/Borough	5,599	13901.00	11,353.00	9,268.00	0.00	433.00	0	0	5,346.00	0	790.00	3,106.00	0	0	12,954.00	2,676.00	£144 basic allowance plus £57 for each Member of Group	0	£144 basic allowance plus £57 for each Member of Group	0	£550	No
Rother District Council	District/Borough	4,388	12814.38	3,612.63	2,787.38	2,039.02	2,039.02	0	0	2,787.38	0	0	2,787.38	0	0	0.00	0.00	436.71	0	437	0	354.00	NO
Royal Borough of Windsor and Maidenhead	Unitary	8,143	24428.00	13,434.00	12,215.00	0.00	6,107.00	0	0	6,107.00	0	0	6,107.00	0.00	0	3,060	1,020	4,886.00	0	1,221.00	0	1000	Yes
Runnymede Borough Council	District/Borough	3,680	7360.00	1,840.00	0.00	1,214.00	3,680.00	1,840.00	0	6,440.00	4,293.00	2,147.00	3,680.00	1,840.00	0	3,680.00	920.00	2,760.00	0	2,760.00	3,680.00	0	No
Rushmoor Borough Council	District/Borough	5,140	15850.00	9,129.00	7,870.00	5316	0.00	0	0	5,316.00	0	0	3,963.00	1,189	490	1,484.00	0	3,194.00	0	0	0	490	Yes
Sevenoaks District Council	District/Borough	5,466	16400.00	0.00	6,833.00	2,187.00	2,187.00	546.00	137.00	3,281	1,020.00	269.00	2,187.00	546.00	0	10,301.00	4,463.00	1,358.00	0	1,358.00	2,187.00	1,000.00	yes

Council Name	Type of Council (County, Unitary or District/Borough)	Basic Allowance for 2018/19	Leader	Deputy Leader	Cabinet Member / 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	1 SRA per cllr?	
Folkestone & Hythe District Council	District/Borough	5,306	23344.00	11,672.00	10,611.00	6,101.00	0	0	0	6,101.00	0	0	6,101.00	0	0	7,958.00	1,592.00	7,958.00	0	0	0	0	0	YES
Slough Borough Council	Unitary	7,626	19827.00	13,878.00	10,905.00	2,974.00	2,974.00	991.00	0	4,957.00	1,651.00	0	6,941.00	1,387.00	0	6,116.00	2,931.00	5,948.00	0	0	0	1,288.00	yes	
South Bucks District Council	District/Borough	4,800	13920.00	6,960.00	6,240.00	2,400.00	2,400.00	0	0	3,840.00	960	720	3,840.00	0	0	3,840.00	1,584.00	0	0	816 (2+ members)	720 (Governance and Electoral Arrangements Committee)	200 p.a.	Yes	
South Oxfordshire District Council	District/Borough	4,763	19051.00	13,336.00	9,525.00	1,429.00	1,905.00	0	0	5,716.00	2,858	0	2,858.00	0	0	4,763.00	1,429.00	1,905.00	0	0.00	2,858	0	Yes	
Southampton City Council	Unitary	12,285	24570.00	0.00	12,285.00	0.00	6142.5	0	0	6,142.50	0	0	6,142.50	0	£693	0	0	1/24th Basic X membership	0	1/24th Basic X membership	3071.25	0	Yes	
Spelthorne Borough Council	District/Borough	6,049	13911.00	9,182.00	6,956.00	3,479.00	4,869	0	0	5,564.00	0	0	4,869.00	0	0	0	0.00	3,241.00	0	0	0	1,000 Standards Chairman, 500 Vice Chairman	Yes with the exception of the Leader who is also eligible for an SRA as Chairman/Vice Chairman of the Joint Committee	
Surrey County Council	County	12,443	43085.87	27,924.00	22,544.93	10,019.97	0	0	0	12,024.00	1,503.00	0	12,024.00	1,503.00	Nil (expenses only)	18,035.95	6,512.98	12,024.00 (total amount, divided between two posts)	Allowances for group appointments are decided by the group. Each group generates £170.34 for each member it has. They then decide how this is broken down between them.	Allowances for group appointments are decided by the group. Each group generates £170.34 for each member it has. They then decide how this is broken down between them.	£8015.98 - £12024	0.00	No	
Surrey Heath Borough Council	District/Borough	5,087	13864.00	8,686.00	4,626.00	3,700	3,700.00	1,849.00	0	4,283.00	2.14	0	3,700.00	1,478.00	0	4,823.00	1,849.00	0.00	0	4,626.00	0.00	0	yes	
Swale Borough Council	District/Borough	5,115	18926.10	0.00	11,355.66	1,893.12	1,893.12	0	0	6,623.88	0.00	0	5,678.34	0	0	3,580.71	1,534.59	Minority Leader of the largest minority party £5,678.34	0	0.00	0	0	Yes	
Tandridge District Council	District/Borough	4,212	5947.00	1,494.00	0.00	0	0	0	0	2,987.00	747.00	577.00	2,987.00	747.00	0	2,987.00	747.00	1,494.00	0	0.00	2,987.00	0.00	No	
Test Valley Borough Council	District/Borough	6,516	12355.00	8,445.00	7,872.00	N/A	3,884.00	777.00	N/A	4,900.00	991.00	N/A	6,516.00	1,304.00	N/A	2,919.00	574.00	£2,919	N/A	N/A	N/A	NO	YES	
Thanet District Council	District/Borough	4,570	18082.00	10,776.00	7,990.00	5,204.00	3,216.00	805.00	0	5,204.00	1,216.00	0	3,995.00	1,608.00	0	2,188.00	1,530.00	2,881.00	£1,431	0	1,216.00	250.00	Yes	
Tonbridge & Malling Borough Council	District/Borough	5,283	18384.00	14,000.00	£8,400 (x5)	2,500.00	2,500.00	625.00	None	£2,500 (x3)	£325 (x3)	None	2,500.00	£625 (x2)	None	Not SRA	Not SRA	£2,250 (£1,250 plus £250 per member of group)	N/A	N/A	Varies: £2,500 Standards; £1,300 General Purposes and programmed advisory boards)	513.00	Yes	
Tunbridge Wells Borough Council	District/Borough	5,500	19250.00	0.00	11,000.00	1,375.00	1,375.00	0	0	5,500.00	1,320.00	0	1,375.00	0	0	5,380.00	1,080.00	275.00	0	0	0	800.00	No	
Vale of White Horse District Council	District/Borough	4,763	19051.00	13,336.00	9,525.00	1,429.00	1905	0	0	5,716.00	2,858.00	0	2,858.00	0.00	0	4,763.00	1,429.00	1,905.00	0	0	1905	0	Yes	
Waverley Borough Council	District/Borough	4,758	13977.00	9,676.00	6,451.00	3,225.00	3,225.00	1,614.00	0	3,225.00	1,614.00	0	3,225.00	1,614.00	0.00	564.00	0	3,225.00	0	0	1893	0	Yes	
Wealden District Council	District/Borough	4,521	13224.00	0.00	5,469.00	3,699.00	1,344.00	0	0	4,128.00	1,377.00	0	3,699.00	0	0	4,689.00	1,158.00	375.00	0	0	0	810.00	Yes	
West Berkshire Council	Unitary	7,546	18865.00	11,319.00	9,433.00	2,830	2,830.00	0	0	4,716.00	0.00	0	4,716.00	0	0	5,660.00	1,132.00	7,546.00	£2,264	£1,865	£2,830	1,030.00	Yes	
West Oxfordshire District Council	District/Borough	4,700	21150.00	14,100.00	11,750.00	1,175.00	1,175.00	0	0	5,875.00	0.00	0	4,700.00	0	0	4,700.00	0	2,350	0	0	1175	0	No, but where there is more than one, the total value of SRAs cannot exceed the rate for a Cabinet portfolio holder	
West Sussex County Council	County	11,642	32297.00	23,254.00	20,670.00	9,114.00	0	0	0	9,114.00	0	0	9,114.00	0	Travel expenses only	20,670.00	8,221.00	Depends on group size. The leader of a group of 3-4 members gets £4,153, leader of a group of 5-14 members gets £10,431 and a leader of a group of 15 or more gets £12,740. Each payment is supplemented by an additional £200 per member of the group up to a total payment of £14,586	0	Depends on group size. The leader of a group of 3-4 members gets £4,153, leader of a group of 5-14 members gets £10,431 and a leader of a group of 15 or more gets £12,740. Each payment is supplemented by an additional £200 per member of the group up to a total payment of £14,586	9,114	Travel expenses only	yes	
Winchester City Council	District/Borough	5,694	17070.00	9,312.00	7,758.00	2,328.00	3,105.00	0	0	7,758.00	2,328.00	0	7,758.00	0	0	2,328.00	0.00	7,758.00	2328 (note: other opposition leader - none currently)	0	0	400.00	yes	
Woking Borough Council	District/Borough	7,200	12000.00	2,000.00	750.00	0	500.00	0	0	750.00	0	0	500.00	0	0	14,241.00	1,430.00	1,000.00	0	0	0	£360 (5% of the Basic Allowance)	Yes	
Wokingham Borough Council	Unitary	7,784	20000.00	0.00	10,000.00	2,500.00	2,500.00	0	0	5,000.00	0	1,250.00	5,000.00	0	0	7,420.00	1,960.00	7,500.00	0	0	0	1,000.00	Yes	
Worthing Borough Council	District/Borough	4,786	13794.00	7,179.00	5,982.00	2393	3,589.00	1,196.00	0	4,786.00	1,196.00	0	3,589.00	1,196.00	0	2,393.00	1,196	2393	0	0	0	0	no	
Wycombe District Council	District/Borough	6,198	21693.00	15,495.00	12,396.00	3,099.00	3,099.00	3,099.00	For meetings held in the daytime (Panels, etc) £103.30 per daytime meeting	6,198.00	3,099.00	daytime meeting allowance of £103.30 if attend Site Visits	6,198.00	3,099.00	not applicable	12,396.00	4,649	21693	not applicable	21693	3099	£211.10 (Standards Committee)	Yes - highest is paid, no other	

MSDC Committee Structure

