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**The report of the Independent Remuneration Panel  
appointed to review the allowances paid to Councillors  
of Essex County Council**

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April 2022

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1. INTRODUCTION AND BACKGROUND

- 1.1.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 ("the 2003 Regulations"), as amended, require all local authorities to appoint an independent remuneration panel (IRP) to advise on the terms and conditions of their scheme of councillors' allowances.
- 1.1.2 Essex County Council formally appointed the following persons to undertake this process and make recommendations on its future scheme.
- Fiona Bodle- Higher Education Professional and local resident of Essex
Russell Everard- Former senior Local Government Officer and local resident of Essex
George Yerosimou- Former Head Teacher and local resident of Essex
Mark Palmer- Development Director, South East Employers (Chair)
- 1.1.3 Our terms of reference were in accordance with the requirements of the 2003 Regulations, together with "Guidance on Consolidated Regulations for Local Authority Allowances" issued jointly by the former Office of the Deputy Prime Minister and the Inland Revenue (July 2003). Those requirements are to make recommendations to the Council as to:
- (a) the amount of basic allowance to be payable to all councillors.
 - (b) the level of allowances and whether allowances should be payable for:
 - (i) special responsibility allowances.
 - (ii) travelling and subsistence allowance.
 - (iii) dependants' carers' allowance.
 - (iv) parental leave and.
 - (v) co-optees' allowance.
 - (vi) Independent persons allowance
- and the amount of such allowances.
- (c) whether payment of allowances may be backdated if the scheme is amended at any time to affect an allowance payable for the year in which the amendment is made.
 - (d) whether adjustments to the level of allowances may be determined according to an index and if so which index and how long that index should apply, subject to a maximum of four years before its application is reviewed.

2. CURRENT SCHEME

- 2.1.1 The last review of councillors' allowances was undertaken by the IRP for the Council in August 2015.
- 2.1.2 The Scheme currently provides that all councillors are each entitled to a total basic allowance of £12,000 per annum. The basic allowance was set in January 2016 and there has been no indexation since that date. In addition, some councillors receive special responsibility allowances for undertaking additional duties.

- 2.1.3 Councillors may also claim the cost of travel and subsistence expenses and for expenditure on the care of children or dependants whilst on approved duties.

3. PRINCIPLES UNDERPINNING OUR REVIEW

3.1 The Public Service Principle

- 3.1.1 This is the principle that an important part of being a councillor is the desire to serve the public and, therefore, not all of what a councillor does should be remunerated. Part of a councillor's time should be given voluntarily. The consolidated guidance notes the importance of this principle when arriving at the recommended basic allowance.¹ Moreover, we found that a public service concept or ethos was articulated and supported by all of the councillors we interviewed and in the vast majority of responses to the questionnaire completed by councillors as part of our review.
- 3.1.2 To provide transparency and increase an understanding of the Panel's work, we will recommend the application of an explicit Public Service Discount (or PSD). Such a PSD is applied to the time input necessary to fulfil the role of a councillor. Further explanation of the PSD to be applied is given below in Section 4.

3.2 The Fair Remuneration Principle

- 3.2.1 Alongside the belief that the role of the elected Councillor should, in part, be viewed as unpaid voluntary service, we advocate a principle of fair remuneration. The Panel in 2022 continues to subscribe to the view promoted by the independent Councillors' Commission:

Remuneration should not be an incentive for service as a councillor. Nor should lack of remuneration be a barrier. The basic allowance should encourage people from a wide range of backgrounds and with a wide range of skills to serve as local councillors. Those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage as a result of doing so.²

- 3.2.2 We are keen to ensure that our recommended scheme of allowances provides reasonable financial compensation for councillors. Equally, the scheme should be fair, transparent, logical, simple, and seen as such.
- 3.2.3 Hence, we continue to acknowledge that:
- (i) allowances should apply to roles within the Council, not individual councillors.

¹ The former Office of Deputy Prime Minister – now the Department for Levelling Up, Housing & Communities and The Inland Revenue (now HM Revenue & Customs), *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 68.

² Rodney Brooke and Declan Hall, *Members' Remuneration: Models, Issues, Incentives and Barriers*. London: Communities and Local Government, 2007, p.3.

- (ii) allowances should represent reasonable *compensation* to councillors for expenses they incur and time they commit in relation to their role, not *payment* for their work; and
- (iii) special responsibility allowances are used to recognise the *significant* additional responsibilities which attach to some roles, not merely the extra time required.

3.2.4 In making our recommendations, we have therefore sought to maintain a balance between:

- (i) the voluntary quality of a councillor's role.
- (ii) the need for appropriate financial recognition for the expenses incurred and time spent by councillors in fulfilling their roles; and
- (iii) the overall need to ensure that the scheme of allowances is neither an incentive nor a barrier to service as a councillor.

3.2.5 The Panel also sought to ensure that the scheme of allowances is understandable in the way it is calculated. This includes ensuring the bandings and differentials of the allowances are as transparent as possible.

3.2.6 In making our recommendations, we wish to emphasise that any possible negative impact they may have is not intended and should not be interpreted as a reflection on any individual councillor's performance in the role.

4. CONSIDERATIONS AND RECOMMENDATIONS

4.1 Basic Allowance

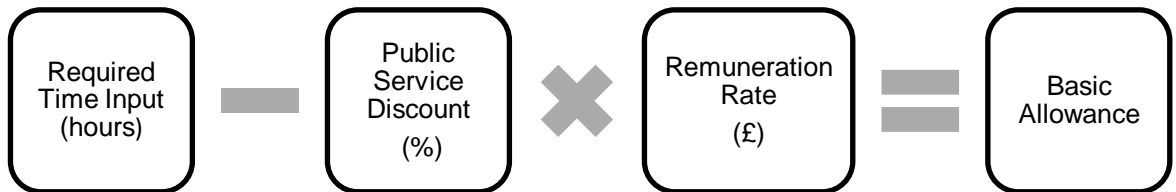
- 4.1.1 A Council's scheme of allowances must include provision for a basic allowance, payable at an equal flat rate to all councillors. The guidance on arriving at the basic allowance states, "Having established what local councillors do, and the hours which are devoted to these tasks the local authorities will need to take a view on the rate at which, and the number of hours councillors ought to be remunerated."³
- 4.1.2 In addition to the regular cycles of Council and committee meetings, a number of working groups involving councillors may operate. Many councillors are also appointed by the Council to a number of external organisations.
- 4.1.3 We recognise that councillors are responsible to their electorate as:
 - Representatives of a particular ward.

³ The former Office of Deputy Prime Minister – now the Department for Levelling Up, Housing & Communities, and Inland Revenue (now HM Revenue and Customs), *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 67.

⁴ The former Office of Deputy Prime Minister – now the Department for Levelling Up, Housing and Communities and Inland Revenue (now HM Revenue and Customs), *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraphs 66-81.

- Community leaders.
- Decision makers for the whole Council area.
- Policy makers for future activities of the Council.
- Scrutineers and auditors of the work of the Council; and
- Other matters required by Government.

4.1.4 The guidance identifies the issues and factors an IRP should have regard to when making a scheme of allowances.⁴ For the basic allowance we considered three variables in our calculation: the time required to execute the role effectively; the public service discount; and the rate for remuneration.



4.1.5 Each of the variables is explained below.

Required Time Input

4.1.6 We ascertained the average number of hours necessary per week to undertake the role of a councillor (with no special responsibilities) from questionnaires and interviews with councillors and through reference to the relevant information. In addition, we considered further information about the number, range, and frequency of committee meetings.⁵

4.1.7 Discounting attendance at political meetings (which we judged to be centred upon internal political management), we find that the average time commitment required to execute the role of a councillor with no special responsibilities is 21 hours per week.

Public Service Discount (PSD)

4.1.8 From the information analysed, we found councillors espoused a high sense of public duty. Given the weight of evidence presented to us concerning, among other factors, the levels of responsibility, the varied nature of the role, the need for learning and development, and the increasing accessibility and expectations of the public, we recommend a Public Service Discount of 30 per cent to the calculation of the basic allowance. This percentage sits within the mid-range of PSDs applied to basic allowances by councils.

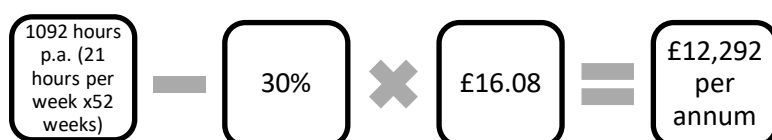
⁵ The summary responses to the questionnaires are attached as Appendix 2.

Remuneration Rate

- 4.1.9 After establishing the expected time input to be remunerated, we considered a remuneration rate. We came to a judgement about the rate at which the councillors ought to be remunerated for the work they do.
- 4.1.10 To help identify an hourly rate for calculating allowances, we utilised relevant statistics about the local labour market published by the Office for National Statistics. We selected the average (median), full-time gross⁶ wage per hour for the Essex County Council area £16.08⁷ per hour.

Calculating the basic allowance

- 4.1.11 After determining the amount of time required each week to fulfil the role (21 hours), the level of PSD to be applied (30%) and the hourly rate to be used (£16.08), we calculated the basic allowance as follows:



- 4.1.12 The gross Basic Allowance before the PSD is applied is **£17,559.36**. Following the application of the PSD this leads to a basic allowance of **£12,292** per annum.
- 4.1.13 This amount is intended to recognise the overall contribution made by councillors, including their work on council bodies, division work and attendance on external bodies.
- 4.1.14 We did also note the levels of basic allowance currently allocated by other comparative County Councils across the South East, (see table below and Appendix 3).

Council	SE County Councils: Basic Allowances (£) 2021⁸
Buckinghamshire Council (Former County now unitary council)	13,000
East Sussex County Council	13,149
Essex County Council	12,000
Hampshire County Council	12,833
Kent County Council	15,406
Oxfordshire County Council	11,014
Surrey County Council	12,749
West Sussex County Council	12,202
Average	12,794

⁶ The basic allowance, special responsibility allowance, dependants' carers' allowance, and co-optees' allowance are taxable as employment income.

⁷ The Nomis official labour market statistics: Hourly Pay – Gross median (£) For full-time employee jobs by place of residence: UK December 2021.

⁸ Figures drawn from the South East Employers, Members' Allowances Survey 2021 (October 2021).

4.1.15 The Panel wished to ensure the level of basic allowance does not constitute a barrier to candidates from all sections of the community standing, or re-standing, for election as councillors. The Panel was of the view the approach undertaken in this review of the introduction of a transparent and clear formula for calculating the Basic Allowance will assist a future Panel in recommending a Basic Allowance.

WE THEREFORE RECOMMEND that the Basic Allowance payable to all members of Essex County Council be £12,292 per annum

4.2 Special Responsibility Allowances (SRAs)

- 4.2.1 Special Responsibility Allowances are awarded to councillors who perform significant additional responsibilities over and above the roles and expenses covered by the basic allowance. These special responsibilities must be related to the discharge of the council's functions.
- 4.2.2 The 2003 Regulations do not limit the number of SRAs which may be paid, nor do they prohibit the payment of more than one SRA to any one councillor. They do require that an SRA be paid to at least one councillor who is not a member of the controlling group of the Council. As the guidance suggests, if the majority of councillors receive a SRA, the local electorate may rightly question the justification for this.⁹
- 4.2.3 We conclude from the evidence we have considered that the following offices bear *significant* additional responsibilities:
- Leader of the Council
 - Deputy Leader of the Council
 - Cabinet Members (8)
 - Deputy to Cabinet Member (11)
 - Scrutiny Board Chairman
 - Committee Chairman (8)
 - Leader of Main Opposition Group
 - Minority Group Leaders
 - Chairman of the Council
 - Vice Chairman of the Council
 - Co-Opted Members

One SRA Only Rule

- 4.2.4 To improve the transparency of the scheme of allowances, we feel that no councillor should be entitled to receive at any time more than **one SRA**. If a councillor can receive more than one SRA, then the public are unable to ascertain the actual level of remuneration for an individual councillor from a reading of the Scheme of Allowances.
- 4.2.5 Moreover, the One SRA Only Rule avoids the possible anomaly of the Leader receiving a lower allowance than another councillor. If two or more allowances are applicable to a councillor, then the higher-valued allowance would be received. The One SRA Only Rule is common practice for many councils. Our calculations for the SRAs are based on this principle, which should be highlighted:

WE THEREFORE RECOMMEND that that no councillor shall be entitled to receive at any time more than one Special Responsibility Allowance and that this One SRA Only Rule be adopted into the Scheme of Allowances.

⁹ The former Office of Deputy Prime Minister – now the Department for Levelling Up, Housing and Communities and *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 72.

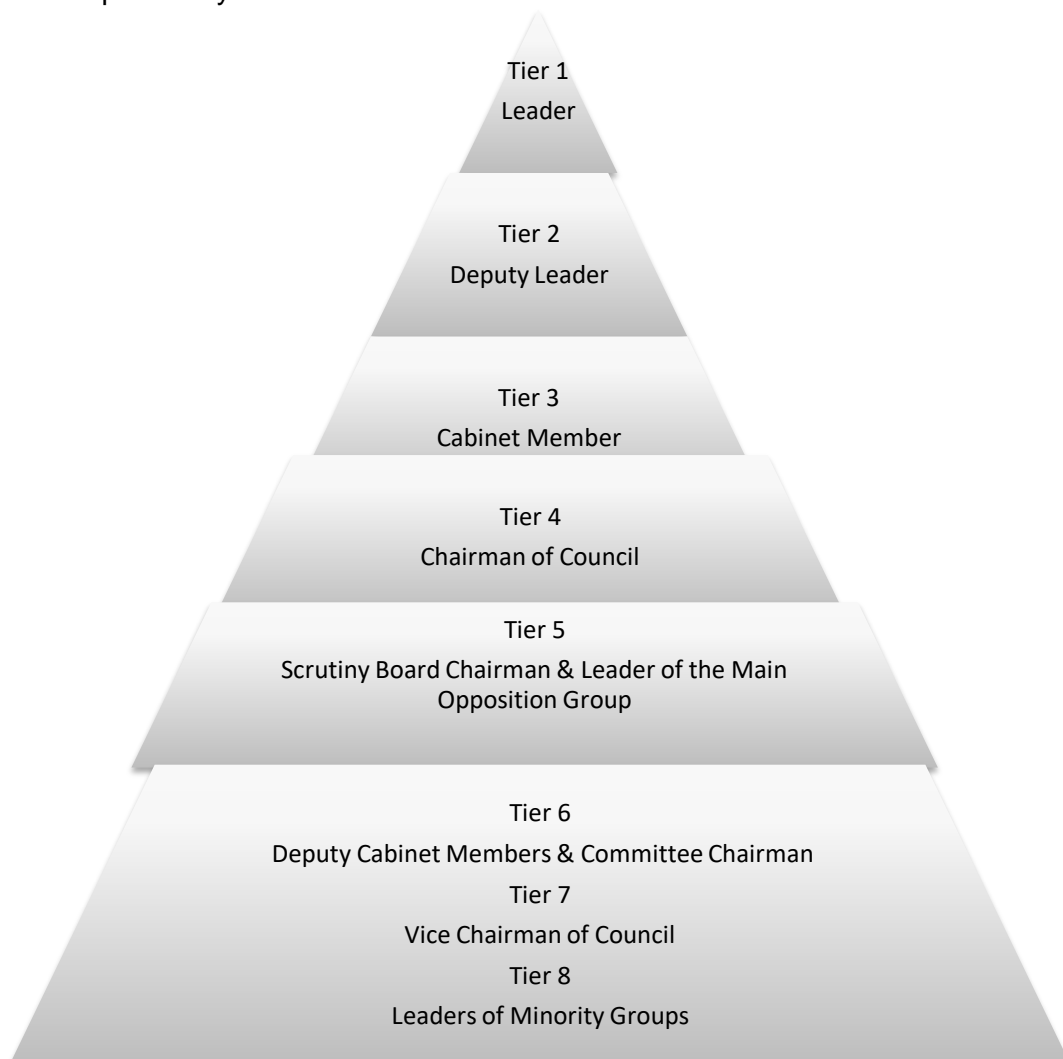
The Maximum Number of SRA's Payable

- 4.2.6 In accordance with the 2006 Statutory Guidance (paragraph 72) the Panel is of the view that the Council should adhere to the principal that no more than 50% of Council Members (37) should receive an SRA at any one time

Calculating SRAs

- 4.2.7 The Panel supported the criteria and formula for calculating the Leader of the Council allowance based on a multiplier of the Basic Allowance; this role carries the most significant additional responsibilities and is the most time consuming.
- 4.2.8 We applied a multiplier of the basic allowance to establish the Leader's SRA. Other SRAs are then valued downwards as a percentage of the Leader's allowance. This approach has the advantage that, when future adjustments to the SRAs are required, changing the Leader's SRA will have a proportionate and easily calculable effect on the other SRAs within the scheme.

We grouped together in Tiers those roles that we judged to have a similar level of responsibility. The outline result of this approach is illustrated in a pyramid of responsibility:



The rationale for these eight tiers of responsibility is discussed below.

Leader (Tier One)

- 4.2.9 The Council elects for a four-year term of office a Leader who is ultimately responsible for the discharge of all executive functions of the Council. The Leader is the principal policy maker and has personal authority to determine delegated powers to the rest of the Cabinet. The Leader is also responsible for the appointment (and dismissal) of members of the Cabinet and their respective areas of responsibility.
- 4.2.10 The multiplier we applied to calculate the Leader's SRA is 450% (4.5 x times) the basic allowance. If the recommended option of a basic allowance with a PSD of 30% is adopted, this results in a Leader's Allowance of £55,314.

WE RECOMMEND that the Leader of the Council should receive a Special Responsibility Allowance of 450% of the recommended basic allowance, £55,314.

Deputy Leader (Tier Two)

- 4.2.11 The Deputy Leader usually acts on the Leader's behalf in their absence. From the information we gathered, we continue to consider this additional responsibility should be reflected in the level of allowance. Therefore, we recommend the Deputy Leader's SRA be set at 80% of the Leader's SRA. If our recommendations concerning the basic allowance and the Leader's SRA are adopted, this results in an allowance of £44,251.

WE RECOMMEND that the Deputy Leader receive a Special Responsibility Allowance of 80% of the recommended Leader's Allowance, £44,251.

Cabinet Members (Tier Three)

- 4.2.12 Cabinet Members appointed by the Leader of the Council have significant delegated decision-making responsibilities and this responsibility has increased.
- 4.2.13 The Panel was of the view that it is important to provide the Leader with greater flexibility to appoint a Cabinet that is best able to respond to the current and future challenges. The panel is therefore of the view that the Special Responsibility Allowance for a Cabinet Member should be 67% of the Leader's Allowance, £37,060.

WE RECOMMEND that a Cabinet Member should receive an allowance of 67% of the recommended Leader's Allowance, £37,060.

Chairman of the Council (Tier Four)

- 4.2.14 The role of the Chairman of the Council is highly visible across the County Council area and undertakes a high number of civic engagements that raise the profile of the Council and county of Essex. The current Chairman's Allowance was considered by councillors interviewed and through the responses to the questionnaire to be at a level that was

commensurate with the responsibilities of the duties. The Panel was of the view that the Chairman's Allowance should be continued at the current percentage rate. We therefore recommend that the role of the Chairman of the Council be recognised at Tier Four and receive an allowance of £22,126, 40% of the Leader's Allowance.

WE RECOMMEND that the Chairman of the Council receive a Special Responsibility Allowance of 40% of the recommended Leader's Allowance, £22,126.

Leader of the Main Opposition Group and Scrutiny Board Chairman (Tier Five)

- 4.2.15 From the evidence gathered, including questionnaire responses and face to face interviews, we continue to consider the Leader of the Main Opposition Group to be a significant role and the 2003 Regulations require that the Principal Opposition Group Leader receive a Special Responsibility Allowance. The Leader of the Main Opposition Group has to both ensure democratic accountability and the holding to account of the administration but also manage and develop a Group of a significant size. The Panel is therefore of the view that the Leader of the Main Opposition Group should continue to receive a Special Responsibility Allowance of 30% of the Leader's Allowance, £16,594.
- 4.2.16 Overview and Scrutiny is a key role of the Council ensuring accountability and the holding to account of the decisions of Cabinet and external organisations. Overview and Scrutiny also leads on policy development and has a significant statutory role supported by legislation. The strategic co-ordination of the overview and scrutiny committees and their effective work programmes are key responsibilities of the Scrutiny Board Chairman. The Panel is therefore of the view that the Scrutiny Board Chairman should continue to receive a Special Responsibility Allowance of 30% of the Leader's Allowance, £16,594.

WE RECOMMEND that the Main Opposition Group Leader and the Scrutiny Board Chairman receive a Tier Five Special Responsibility Allowance of 30% of the recommended Leader's Allowance, £16,594.

Deputy to Cabinet Members and Committee Chairman (Tier Six)

- 4.2.17 The eleven Deputies to the Cabinet Members have a significant role in supporting and acting on behalf of the Cabinet Members both internally and with external organisations and strategic partners. The Panel was informed that the workload and responsibilities of the Deputy to Cabinet Members had increased and the roles were becoming increasingly Demanding. The Panel is therefore of the view that the Special Responsibility Allowance for the role of Deputy to Cabinet Member should be increased to that of 25% of the recommended Leader's Allowance, £13,829.
- 4.2.18 The eight Committee Chairmen continue to have a significant role that includes Chairing the Overview and Scrutiny Committees. The Panel therefore recommends that the Committee Chairmen continue to receive a Special Responsibility Allowance of 25% of the recommended Leader's Allowance, £13,828.

WE RECOMMEND that the Deputy to Cabinet Members and Committee Chairman receive a Tier Six Special Responsibility Allowance of 25% of the recommended Leader's Allowance, £13,828.

Vice Chairman of Council (Tier Seven).

- 4.2.19 The role of Vice Chairman of Council like that of the Chairman continues to be a high-profile role that has a significant impact across the county and Council and a high workload based on the number and frequency of civic engagements. The Panel is of the view that the role of Vice Chairman should continue to receive a Special Responsibility Allowance based on 20% of the Leader's Allowance, £11,063.

WE RECOMMEND that the Vice Chairman of Council should receive a Tier Seven Allowance, 20% of the recommended Leader's Allowance, £11,063.

Minority Group Leader's (Tier Eight)

- 4.2.20 The Leaders of the Minority Groups are a role of significant importance and the Panel was therefore of the view that the Leader(s) of the Minority Group(s) should receive a Special Responsibility Allowance. Currently no allowance is awarded to these roles. The Panel is of the view that the current two Minority Group Leader's should receive a Tier Eight allowance, 10% of the recommended Leader's Allowance, £5,531. The Panel was of the view that in order for an Opposition Group Leader to receive the Special Responsibility Allowance the group should constitute at least 5% of all Members (5% of 75 Members), four Members in the group.

WE RECOMMEND that the Minority Group Leader(s), should receive a Tier Eight Allowance, 10% of the recommended Leader's Allowance, £5,531. WE FURTHER RECOMMEND that in order for a Minority Group Leader to receive the Special Responsibility Allowance the group should constitute at least 5% of all Members (5% of 75), four Members in the Group.

Co-Optee's Allowance

- 4.2.21 The Council currently does not award a Co-Optees Allowance. However, the Panel was informed that the co-optee to the Pension Strategy Board had a significant workload and that would merit a co-optees allowance. The Panel was informed that the Pension Strategy Board met around four times per annum and involved significant preparation prior to the meeting. The Panel is therefore of the view that the Co-Optee to the Pension Strategy Board should receive a per meeting allowance based on an hourly rate. The allowance should also include the preparation time required for each meeting. The Panel therefore recommends that the Co-Optee to the Pension Strategy Board receive an allowance of £16.08 per hour (Nomis median hourly rate for full time employees by place of residence for the Essex County Council area, December 2021).
- 4.2.22 The Panel is also of the view that this allowance should also be applicable to other co-optee's that the Council appoints.

WE RECOMMEND that the Co-Optee to the Pension Strategy Board receive an allowance of £16.08 per hour. The allowance should be awarded on a per meeting basis and include payment for reasonable preparation time. WE ALSO RECOMMEND that this allowance should be available for other co-optees that the Council may appoint.

4.3 Travelling and Subsistence Allowance

- 4.3.1 A scheme of allowances may provide for any councillor to be paid for travelling and subsistence undertaken in connection with any of the duties specified in Regulation 8 of the 2003 Regulations (see paragraph 5.10). Similarly, such an allowance may also be paid to Co-opted Members of a committee or sub-committee of the Council in connection with any of those duties, provided that their expenses are not also being met by a third party.

WE RECOMMEND that travelling and subsistence allowance should be payable to councillors and co-optees in connection with any approved duties. The amount of travel and subsistence payable shall continue to be at the maximum levels payable to council staff in line with HM Revenue and Customs' rates. We propose no changes to the current travel and subsistence allowances.

WE FURTHER RECOMMEND that a travel allowance for electric vehicles should be promoted based on the current HM Revenue and Customs' rate of 45p per mile.

4.4 Dependent's Carers' Allowance

- 4.4.1 The dependent's carers' allowance should ensure that potential candidates are not deterred from standing for election to council and should enable current councillors to continue despite any change in their personal circumstances. The current scheme awards reimbursement for Child Care at the rate of the National Living Wage and more specialist care to a maximum rate of £13.55 per hour when undertaking Approved Councillor duties.
- 4.4.2 The Panel is of the view that the Dependent's Carers' Allowance should be reimbursed based on the actual cost of the care. The Panel was conscious that the cost of both childcare and more specialist care had increased and the current rates would in effect leave those claiming the allowance 'out of pocket'.
- 4.4.3 The Panel is therefore of the view that the cost of both childcare and more specialist care should be reimbursed at the actual cost incurred by the councillor upon production of receipts. In respect of specialist care provision medical evidence that this type of care provision is required should also be provided and approved by an appropriate officer of the Council.

WE THEREFORE RECOMMEND that the Dependent's Carers' Allowance for both childcare and more specialist care should be based at cost upon production of receipts. In the case of specialist care a requirement of medical evidence that this type of care be required, the allowance should have no daily or monthly maximum claim when undertaking Approved Councillor Duties.

WE ALSO RECOMMEND that the Council should actively promote the allowance to prospective and new councillors both before and following an election. This may assist in supporting a greater diversity of councillor representation.

4.5 Parental Leave

- 4.5.1 There is no uniform national policy to support councillors who require parental leave for maternity, paternity, or adoption leave. According to the Fawcett Society (Does Local Government Work for Women, 2018) a '*lack of maternity, paternity provision or support*' is a real barrier for women aged 18-44 to fulfil their role as a councillor.
- 4.5.2 We are of the view that support should be provided for parental leave although we do not wish to stipulate an exact policy/procedure. The Panel is aware that the Local Government Association (Labour Group) has developed a model policy that has been adopted by a growing number of councils across the southeast region.
- 4.5.3 There is no legal right to parental leave of any kind for people in elected public office. However, as a way of improving the diversity of Councillors, the Panel would recommend that the Members' Allowance Scheme should be amended to include provisions that clarify that:
- All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave relate to maternity, paternity, adoption shared parental leave or sickness absence
 - Councillors entitled to a Special Responsibility Allowance shall continue to receive their allowance in full for a period of six months, in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence
 - Where for reasons connected with sickness, maternity leave, adoption leave, paternity leave or shared parental leave a Councillor is unable to attend a meeting of the Council for a period of six months, a dispensation by Council can be sought in accordance with Section 85 of the Local Government Act 1972
 - If a replacement to cover the period of absence under these provisions is appointed by Council or the Leader (or in the case of a party group position the party group) the replacement shall be entitled to claim a Special Responsibility Allowance pro rata for the period over which the cover is provided.
 - If a Councillor stands down, or an election is held during the period when a Councillor is absent due to any of the above and the Councillor is not re-elected or decides not to stand down for re-election, their Basic Allowance and any Special Responsibility Allowance will cease from the date they leave office.
- 4.5.4 The Panel is conscious that these provisions do not replicate the LGA policy, but that a policy introduces elements that are more akin to employees which in terms of employment legislation does not include Councillors. We feel that our recommendations more simply and adequately reflect the situation relating to Councillors and clarify for them what they can

expect. Councillors however may wish to further develop the above recommendations so that they reflect the LGA (Labour Group) policy.

WE RECOMMEND that the approach outlined is adopted as a basis of a policy to support parental leave for councillors. Should a policy on Parental Leave for Councillors be approved it should be actively promoted to prospective and current Councillors alongside the Dependents' Carers Allowance. This should form part of a wider 'Be A Councillor' (LGA led initiative) programme led by the Council and supported by political groups; to enhance and further increase the diversity of councillor representation.

4.6 Indexing of Allowances

- 4.6.1 A scheme of allowances may make provision for an annual adjustment of allowances in line with a specified index. The present scheme makes no provision for the indexation basic allowance, the special responsibility allowances and Co-optee(s) allowance to be adjusted annually. No indexation has been made to the allowances since 2016.

WE THEREFORE RECOMMEND that an annual indexation of the basic allowance, each of the SRAs and the Co-optee(s)' Allowance should be introduced. The allowances should be increased annually in line with the percentage increase in staff salaries from April 2023 for a period of up to four years. After this period, the Scheme shall be reviewed again by an independent remuneration panel.

4.7 Revocation of current Scheme of Allowances / Implementation of the new Scheme

- 4.7.1 The 2003 Regulations provide that a scheme of allowances may only be revoked with effect from the beginning of a financial year, and that this may only take effect on the basis that the authority makes a further scheme of allowances for the period beginning with the date of revocation.

WE THEREFORE RECOMMEND that the new scheme of allowances to be agreed by the Council be implemented with effect from the beginning of the 2022-23 municipal year, at which time the current scheme of allowances will be revoked.

5. OUR INVESTIGATION

5.1 Background

- 5.1.1 As part of this review, a questionnaire was issued to all councillors to support and inform the review. Responses were received from 56 of the 75 current councillors (75% response). The information obtained was helpful in informing our deliberations.
- 5.1.2 We interviewed thirteen current councillors and two officers using a structured questioning process. We are grateful to all our interviewees for their assistance.

5.2 Councillors' views on the level of allowances

- 5.2.1 A summary of the councillors' responses to the questionnaire are attached as Appendix 2.

6. APPROVED COUNCILLOR DUTIES

- 6.1.1 The Panel reviewed the recommended duties for which allowances should be payable and recommend that no changes be made.

WE THEREFORE RECOMMEND: That no changes are made to the Approved Councillor Duties as outlined in the Members' Allowance Scheme.

**Mark Palmer (Chair of the Independent Remuneration Panel)
Development Director, South East Employers
April 2022**

Annex 2 Responses to Questionnaire to Members

Q1 In a typical week how many hours do you spend on the non executive councillor role?

Answered: 56 Skipped: 0

#	RESPONSES	DATE
1	12 hours a week	2/28/2022 8:36 AM
2	28 hours	2/28/2022 8:16 AM
3	30 hours	2/26/2022 10:11 PM
4	15	2/26/2022 7:13 AM
5	15	2/25/2022 3:39 PM
6	30	2/25/2022 2:42 PM
7	8-9	2/24/2022 10:45 AM
8	20 plus	2/23/2022 7:20 PM
9	7	2/22/2022 4:55 PM
10	It's very hard to tell as each week is different.	2/22/2022 2:09 PM
11	25/30	2/21/2022 11:56 PM
12	15-20	2/21/2022 7:01 PM
13	15+	2/21/2022 6:34 PM
14	20	2/21/2022 4:09 PM
15	5 hours	2/21/2022 11:08 AM
16	14	2/21/2022 10:55 AM
17	2 days	2/20/2022 11:02 PM
18	20	2/20/2022 3:20 PM
19	8 hours including attendance at Parish Council meetings	2/20/2022 3:15 PM
20	20 hours	2/18/2022 4:36 PM
21	14	2/17/2022 5:16 PM
22	50	2/17/2022 1:03 PM
23	15/20	2/17/2022 11:11 AM
24	16	2/16/2022 10:39 PM
25	Wow - what a question. I keep meticulous details and would be happy to confirm 60 hours.	2/16/2022 2:32 PM
26	15	2/16/2022 2:17 AM
27	30	2/15/2022 3:59 PM
28	20 hours	2/15/2022 1:33 PM
29	20 hours	2/15/2022 1:20 PM
30	10	2/15/2022 9:01 AM
31	2	2/15/2022 8:43 AM
32	At least 3 hours per day which very often includes weekends	2/14/2022 4:27 PM
33	14-20	2/14/2022 12:17 PM
34	30	2/14/2022 11:57 AM
35	7	2/12/2022 2:50 PM
36	10	2/12/2022 2:15 PM
37	10 - 12 hours	2/12/2022 1:59 PM
38	25	2/11/2022 9:15 PM
39	12	2/11/2022 4:32 PM
40	Six	2/11/2022 3:56 PM
41	20	2/11/2022 3:39 PM
42	30-40	2/11/2022 3:15 PM
43	15	2/11/2022 2:20 PM
44	24	2/11/2022 2:08 PM
45	25	2/11/2022 1:48 PM
46	30	2/11/2022 1:08 PM
47	40	2/11/2022 1:03 PM
48	25	2/11/2022 1:02 PM
49	5	2/11/2022 12:54 PM
50	80	2/11/2022 12:18 PM
51	20	2/11/2022 12:01 PM
52	8-10 *	2/11/2022 10:53 AM
53	20	2/11/2022 10:52 AM
54	12	2/11/2022 10:30 AM
55	10	2/11/2022 10:27 AM
56	15	2/11/2022 10:25 AM

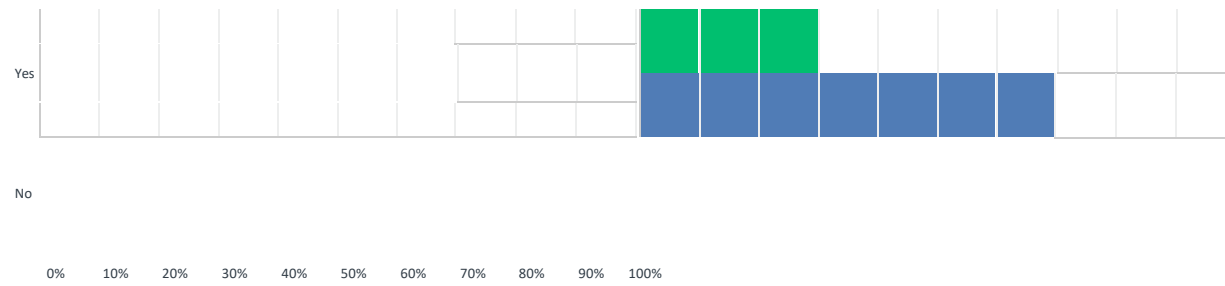
Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.] Please specify specific roles below and hours spent on each role:

Answered: 44 Skipped: 12

#	RESPONSES	DATE
1	Varied - on average 8 hours.	2/28/2022 8:36 AM
2	Residents case work - Meeting outside organisations - Group meetings - Group leaders meetings - Council committee meetings - Briefings - Preparation work (reading very large reports) - Travel to and from meetings at county hall. Total hours 28	2/28/2022 8:16 AM
3	On average 50 hours a week as the Leader of the Council - typically working an hour each morning before leaving for County Hall. If working from home, then I am usually at my desk at 6am.	2/26/2022 7:13 AM
4	Cabinet Member for economic renewal, infrastructure and planning - 30 NB these figures incorporate - Chairing Safer Essex Roads Partnership - 6 hours (roughly every quarter); and Local Highway Panel, Chair and member - 5 hours again roughly every quarter.	2/25/2022 3:39 PM
5	N/A	2/25/2022 2:42 PM
6	Deputy Cabinet Member for Education, Skills and Lifelong Learning. 9-10	2/24/2022 10:45 AM
7	Climate Czar - 35 Division Work 5	2/22/2022 4:55 PM
8	n/a	2/21/2022 11:56 PM
9	chair	2/21/2022 4:09 PM
10	Cabinet Member Children Services and Early Years minimum 30 hours a week	2/21/2022 11:08 AM
11	N/A	2/20/2022 11:02 PM
12	N/A	2/20/2022 3:20 PM
13	Cabinet Member 28 hours	2/20/2022 3:15 PM
14	14	2/17/2022 5:16 PM
15	I represent the Council as a Non-Executive Director on an owned separate company, ECL. This is new to me but is increasingly taking up more time as I get involved. Currently about 5 hours a week.	2/17/2022 11:11 AM
16	I am Chair of PSEG. Every day includes some time especially as "task & finish" meetings kick in and come to fruition. 15 hours per week	2/16/2022 2:32 PM
17	5-10	2/15/2022 3:59 PM
18	Deputy Cabinet Member (typical week for all listed 36-40 hours) Vice Chairman Investment Steering Committee Vice Chairman Pension Advisory Board Vice Chairman Audit Standards & Governance Committee Chairman of Local Highways Panel Member of the RFCC	2/15/2022 1:33 PM
19	Keeping on top of emails/admin alone takes about 2hrs a day, sometimes more. Attending monthly full parish council meetings (I have five PCs in my division) is a great way to keep in touch with communities and inform them on ECC policy/schemes affecting communities. Plus meetings with constituents and non-parish council bodies.	2/15/2022 1:20 PM
20	vice chair people and places 3	2/15/2022 9:01 AM
21	N/A	2/15/2022 8:43 AM
22	Chairman of Development and Regulation Committee average 2 to 3 hours per week Vice Chairman of People and Families average 2 hours per week	2/14/2022 4:27 PM
23	7-12 hours per week as Deputy Cabinet Member	2/14/2022 12:17 PM
24	Chair of Youth Strategy Group = 2 hrs Chair of Local Highways Panel = 2 hrs	2/14/2022 11:57 AM
25	N/A	2/12/2022 2:15 PM
26	40 Hours A Week	2/12/2022 1:59 PM
27	Group Leader - 15 Vice Chair Corporate Policy & Scrutiny - 2	2/11/2022 9:15 PM
28	Chairman, Local Highways Panel - 3hours	2/11/2022 4:32 PM
29	Cabinet member for health and adult social care - includes chairing the Health and Wellbeing Board. Assuming this is on top of question one: 30 - 40 hours.	2/11/2022 3:56 PM
30	Pension Fund Chairman 4 hours+ including training, e mails, role on ACCESS, FOI responses	2/11/2022 3:39 PM
31	Cabinet Member 15/20 on portfolio matters further 15/20 on general cabinet matters	2/11/2022 3:15 PM
32	Chairman of the senior scrutiny committee 12 Group Leader 5	2/11/2022 2:20 PM
33	2	2/11/2022 2:08 PM
34	N/A	2/11/2022 1:48 PM
35	10	2/11/2022 1:08 PM
36	Chairman of Audit 4 hours on average	2/11/2022 1:03 PM
37	task and finish group = 5hrs	2/11/2022 1:02 PM
38	15	2/11/2022 12:54 PM
39	2	2/11/2022 12:18 PM
40	Deputy Cabinet Member 8-20* LGPS Committee Panel 2-8* NHS Trust appointed governor 2-8* Outside bodies 2-6* Adoption Panel 2-12* * Subject to meeting schedules	2/11/2022 10:53 AM
41	Chairman 3.5 hours Panel member of committees or subbing 3-4 hours	2/11/2022 10:52 AM
42	na	2/11/2022 10:30 AM
43	4	2/11/2022 10:27 AM
44	Cabinet Member 40 hours	2/11/2022 10:25 AM

Q3 Do you incur any significant costs which you believe are not covered by your present allowance?

Answered: 56 Skipped: 0



ANSWER CHOICES		RESPONSES
Yes		30.36% 17
No		69.64% 39
TOTAL		56

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Committed hours as opposition group leader - Presently no responsibility allowance paid for opposition group leaders.	2/28/2022 8:16 AM
2	I also pay for the ad hoc services of an external assistant on my casework.	2/25/2022 3:39 PM
3	Those of us with parishes have more meeting commitments/costs than those without	2/25/2022 2:42 PM
4	Full Fibre Broadband	2/22/2022 4:55 PM
5	Petrol, Stationary, Miscellaneous spend at local events e.g. Entrance fees to local events and raffles etc.	2/21/2022 11:56 PM
6	I do a reasonable amount of driving - both to and around my divisions - to see residents check on state of roads/pavements etc and to attend meetings. Technically, I could claim for most of these but choose not to.	2/21/2022 6:34 PM
7	Electricity/gas due to virtual meetings during the pandemic and now hybrid working.	2/21/2022 11:08 AM
8	Number of hours exceed the allowance	2/20/2022 3:20 PM
9	internet/ printer/phone/ electric/ working from home	2/18/2022 4:36 PM
10	In normal times travel is the main extra cost. However this is covered by expense claims for visits that I make OUTSIDE OF MY DIVISION. I do not charge travel within my division. Public scrutiny is good.	2/16/2022 2:32 PM
11	Since the pandemic I have had higher electricity costs because of having to heat and have lights on in the office which is outside the main house. Until 4th May 2021 all meetings were conducted remotely, but although formal meetings are being held at County Hall many others, such as pre-meets, Chair's briefings, and other private meetings are still held remotely and therefore the use of my office is much higher than it has ever been in the past.	2/14/2022 4:27 PM
12	My two roles identified above do not qualify for an allowance therefore all the extra time is 'unpaid'	2/11/2022 9:15 PM
13	Travel to Chelmsford - But I do not claim	2/11/2022 2:08 PM
14	cost of running a home office	2/11/2022 1:48 PM
15	Postage and stationary. I send out on average 30 letters a week to constituents that I do not have an email address for when updating them on an item of case work.	2/11/2022 12:18 PM
16	home office materials & stationary. clothing allowance	2/11/2022 10:53 AM
17	Mileage - I represent may parish councils and am not paid for these miles.	2/11/2022 10:30 AM

Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time Councillors expect to give without any financial remuneration. Accordingly, what do you feel is an acceptable amount of time to be given, unremunerated, if any, expressed as a percentage?

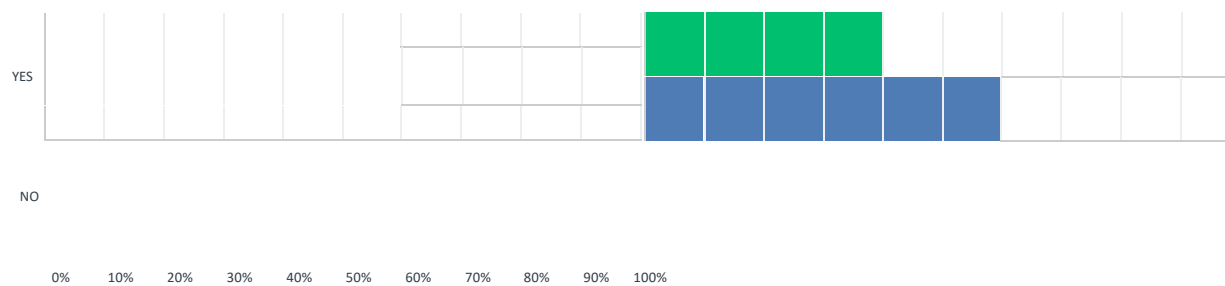
Answered: 52 Skipped: 4

#	RESPONSES	DATE
1	7-10 hours a week	2/28/2022 8:36 AM
2	10%	2/26/2022 10:11 PM
3	This needs updating as being a Councillor should no longer be seen as voluntary - it is as professional as being an MP. But if pushed I would say a third of our time.	2/26/2022 7:13 AM
4	I think that non-remunerated time of 6 hours a week would be consistent with a significant hobby or interest and so be a voluntary contribution that would not necessarily prevent a younger person from becoming a County Councillor because they could carry out paid employment as well. I note that residents regularly tell me that their District and Borough Councillors are overpaid, when most in fact have to supplement their allowance from their other income. By contrast I cannot recall receiving any complaints about being a paid County Councillor and some residents have expressly acknowledged that they would expect this to be paid because it must be a big job.	2/25/2022 3:39 PM
5	7 hours which would suggest an hour a day	2/25/2022 2:42 PM
6	10%	2/24/2022 10:45 AM
7	20%	2/23/2022 7:20 PM
8	5%	2/22/2022 4:55 PM
9	10/20%	2/21/2022 11:56 PM
10	25% - I tend to regard the work in the community as the voluntary bit, as it's not as 'compulsory' as attending meetings etc. But that can be the more substantial part of the role	2/21/2022 7:01 PM
11	I think one of the problems with remuneration generally is that everyone's situation is different. Many county councillors are retired and, therefore, in a very different position from someone who is combining work and being a councillor or in my particular case being self-employed and a councillor.	2/21/2022 6:34 PM
12	basic remuneration about right	2/21/2022 4:09 PM
13	25%	2/21/2022 11:08 AM
14	20%	2/20/2022 11:02 PM
15	I believe this is a question which should also be about what is achieved during you time as a Cllr, not just how many hours you have spent on "Cllr Work" the question is too narrow.	2/20/2022 3:20 PM

16	15%	2/20/2022 3:15 PM
17	10 to 15 percent	2/18/2022 4:36 PM
18	25 percent	2/17/2022 5:16 PM
19	This question doesn't make sense. It is a % of my time, or % of time I do give? So I will answer as an absolute - I think 10 hours a week	2/17/2022 1:03 PM
20	10%	2/17/2022 11:11 AM
21	10%	2/16/2022 10:39 PM
22	Difficult. But as I am a "single hatter" all of my council activity is taken up with just ECC work. There are existing roles which are not financially compensated by most Councillors. In my own case this includes meetings and membership of some of the following currently and in the past 4 years:- ECC Pension Strategy board ECC Pension Investment steering cttee Kent & Essex Inshore Fisheries Conservation Authority District Youth group Tendring Local Highways panel Haven Gateway Partnership Essex Housing Creative Colchester Essex Housing In addition I attend many local [mainly local charity] events where I am seen as the ECC "rep". Regatta Cttee, Firework display cttee, various fundraisers, etc. ALL OF THE ABOVE is in addition to the Member role which [with allowance] includes:- Attending parish/town meetings. Resident meetings - individual and group public meetings Surgeries	2/16/2022 2:32 PM
23	10	2/16/2022 2:17 AM
24	25%	2/15/2022 3:59 PM
25	Between 10 %/ 15%	2/15/2022 1:33 PM
26	It's difficult to quantify, but probably about 25-33%	2/15/2022 1:20 PM
27	I do what time it takes visiting residents	2/15/2022 9:01 AM
28	10%	2/15/2022 8:43 AM
29	It is an accepted practise that the remuneration for the role of an elected member should reflect an average 40% public service discount, which I agree with; what I would like to understand though is whether the IRP take into consideration the much higher level of Division work as a result of Social Media interaction from residents?	2/14/2022 4:27 PM
30	20%	2/14/2022 12:17 PM
31	0%	2/14/2022 11:57 AM
32	20	2/12/2022 2:50 PM
33	20%	2/12/2022 2:15 PM
34	10%	2/11/2022 9:15 PM
35	10%	2/11/2022 4:32 PM
36	50% of non-Executive councillor work.	2/11/2022 3:56 PM
37	20%	2/11/2022 3:39 PM
38	12.5%	2/11/2022 3:15 PM
39	all casework - say 20%	2/11/2022 2:20 PM
40	50	2/11/2022 2:08 PM
41	50%	2/11/2022 1:48 PM
42	10%	2/11/2022 1:08 PM
43	unremunerated hours are spent dealing with residents	2/11/2022 1:03 PM
44	0%	2/11/2022 1:02 PM
45	20%	2/11/2022 12:54 PM
46	I feel that I am working for less than the minimum wage, for the hours that I do.	2/11/2022 12:18 PM
47	25	2/11/2022 12:01 PM
48	10% for county councillors	2/11/2022 10:53 AM
49	I spend as much time in surgeries or responding to emails and phone calls as I do in meetings. For me it's about 50/50. I'm a twin hatter and that experience plays out across both councils. I think it's about right for me. I'm as obtainable as I can be which isn't restricted to 9-5, often receive evening calls and at weekends.	2/11/2022 10:52 AM
50	40%	2/11/2022 10:30 AM
51	75	2/11/2022 10:27 AM
52	6	2/11/2022 10:25 AM

Q5 The present level of Basic Allowance payable to all Councillors is £12,000. Do you think this is appropriate?

Answered: 55 Skipped: 1



ANSWER CHOICES		RESPONSES
YES		40.00% 22
NO		60.00% 33
TOTAL		55
#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher to reflect the number of hours worked	2/26/2022 10:12 PM
2	I think that is probably too little for regular daytime commitments, like O&S	2/25/2022 3:56 PM
3	HIGHER	2/25/2022 2:46 PM
4	Inflationary pressures since last reassessments. I think in the interests of fairness increases should be tied to public sector pay increases.	2/24/2022 10:46 AM

5	Higher -doesn't reflect the workload, meeting attendance, training level, division work, travel time,	2/22/2022 4:57 PM
6	Higher due to amount of time spent in roll and cost of fuel to attend meetings.	2/22/2022 2:10 PM
7	Higher	2/21/2022 11:58 PM
8	It hasn't gone up for a number of years and I don't feel it reflects the range of activities (casework, community and meetings).	2/21/2022 7:03 PM
9	Higher to enable a wider cross section of the community to consider becoming a councillor.	2/21/2022 11:08 AM
10	Should be higher, due to the commitment and time involved if you are to do it properly.	2/20/2022 3:21 PM
11	Higher - not raised for several years. I would suggest that any figure agreed upon is then raised annually in line with the National Local Government Pay Settlement.	2/20/2022 3:17 PM
12	higher /inflation i.e. working from home internet electric mobile phone	2/18/2022 4:39 PM
13	HIGHER - £12,000 for 50 hours a week is low = £5 an hour. It encourages retired people or those with an alternative income that don't have to work for a living.	2/17/2022 1:06 PM
14	Higher to ensure we attract a good calibre of Councillor to represent their community	2/17/2022 11:13 AM
15	Higher - significant amounts of daytime required for meetings and a lot of research and reading.	2/16/2022 10:39 PM
16	Higher	2/16/2022 2:33 PM
17	Higher	2/15/2022 3:59 PM
18	Higher, levels of expectation from the electorate have in my opinion increased which requires a higher level of availability, accessibility & workload expected from members, therefore the amount of hours of input from members has increased. It is also important that the basic allowance is set at the correct level to enable future members to operate efficiently.	2/15/2022 1:36 PM
19	It should be higher because of the reasons I have given in the previous section	2/14/2022 4:34 PM
20	Higher because it has remained unchanged for many years and some people are put off becoming CLrs at County Level	2/14/2022 12:00 PM
21	Increase is justified as the allowance has been static for several years	2/11/2022 9:18 PM
22	I believe that it should be tied to staff salary increases and as it has not been raised for 7 years should increase a little	2/11/2022 3:40 PM
23	Higher due the impact on employment which restricts some members as a result of daytime meetings, restricting other career opportunities	2/11/2022 3:20 PM
24	Slightly higher	2/11/2022 2:21 PM
25	Inflation	2/11/2022 2:08 PM
26	Higher to cover the increase of the inflation	2/11/2022 1:49 PM
27	Higher. Meetings are during day which needs flexible working.	2/11/2022 1:08 PM
28	Higher as any time during office hours I have to take as unpaid leave and so a deduction from my salary. Although the basic allowance and additional allowance does help, it does not go far enough for those holding down a full-time job and juggling the two together.	2/11/2022 12:58 PM
29	Higher	2/11/2022 12:18 PM
30	Higher; to do the job properly, it's a lot of hours!	2/11/2022 12:02 PM
31	Higher	2/11/2022 10:55 AM
32	Higher	2/11/2022 10:30 AM
33	Higher as the amount of work that needs to be actioned	2/11/2022 10:29 AM

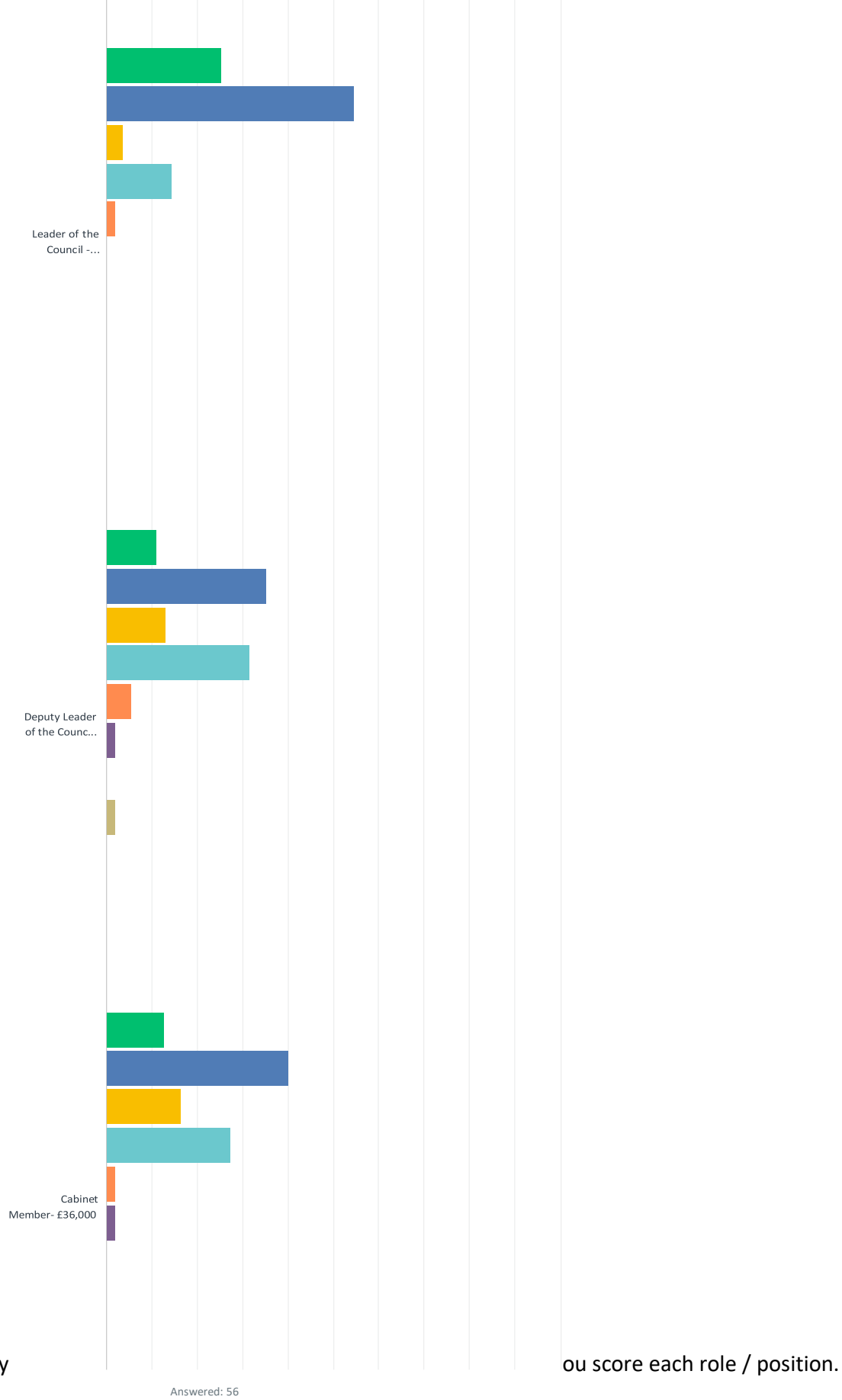
Q6 If you are able to, please indicate an appropriate level £:

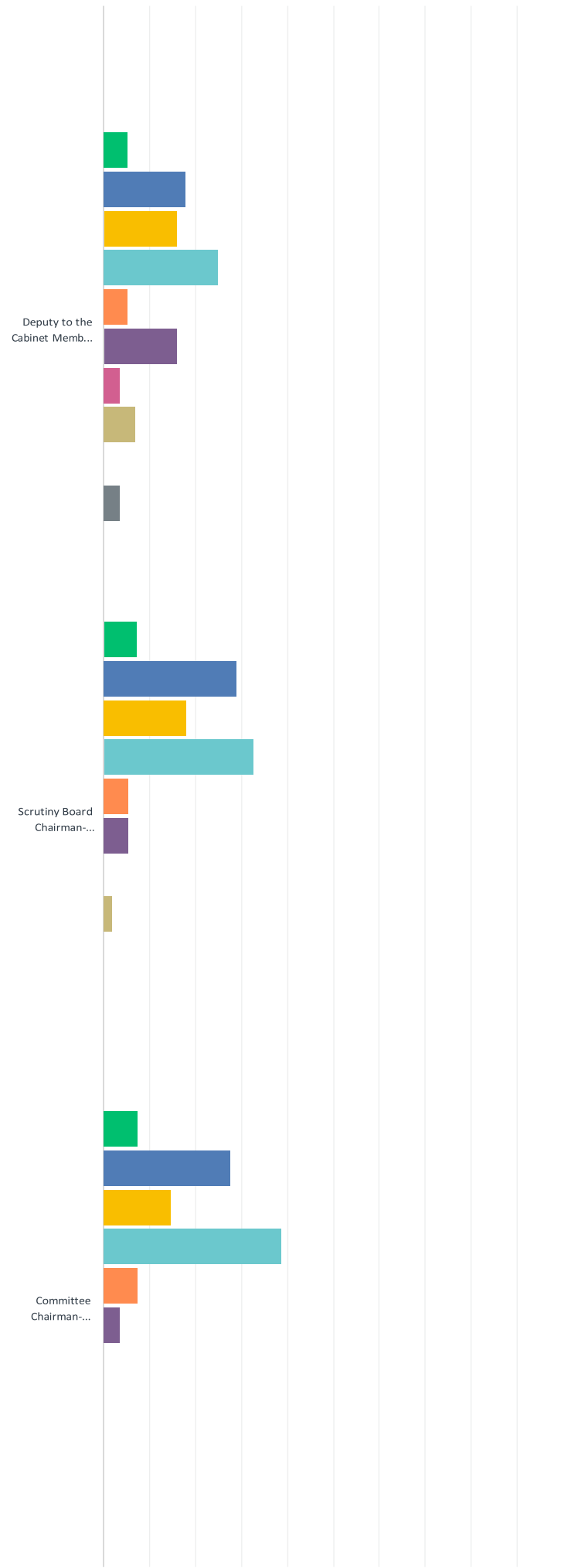
Answered: 36 Skipped: 20

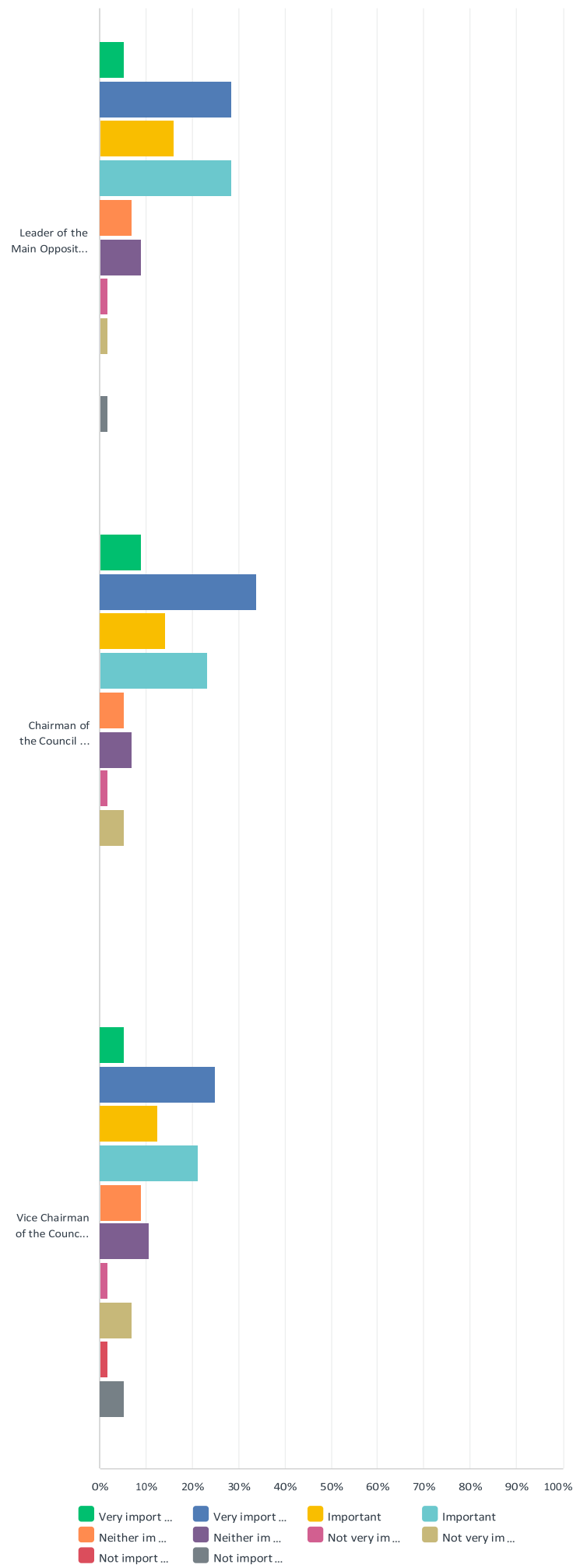
#	RESPONSES	DATE
1	I think that the amount is acceptable, however a little more would allow me to have a bit more flexibility with my day job.	2/28/2022 8:38 AM
2	£14,000	2/26/2022 10:12 PM
3	My suggestion would be £15,000. However, I note that Councils do not usually accept such recommendations.	2/25/2022 3:56 PM
4	I know it's an allowance rather than a salary but considering the hours I put in it would be below the minimum wage. I have not been a councillor before and am surprised the level of work and time commitment required to do a good job. If things weren't difficult enough for members who also work with daytime meetings, due to tax working age members are further penalised. This is not encouraging younger candidates to come forward.	2/25/2022 2:46 PM
5	£12000 plus public sector pay increase levels since last assessment	2/24/2022 10:46 AM
6	£15,000	2/22/2022 4:57 PM
7	Per month net of TAX £1000 minimum, due to tax I only get £700.	2/21/2022 11:58 PM
8	I thought that was the point of an independent panel?	2/21/2022 7:03 PM
9	I think the present level is about right - although as I have already said very difficult to assess because some councillors do far more than others and personal circumstances vary wildly. But whilst some may deserve more, I wouldn't want to have to sell that particular argument to the voters.	2/21/2022 6:36 PM
10	12k	2/21/2022 4:10 PM
11	12,000	2/20/2022 11:02 PM
12	£15,000	2/20/2022 3:21 PM
13	£13000	2/20/2022 3:17 PM
14	14000	2/18/2022 4:39 PM
15	£15,000 to £20,000	2/17/2022 1:06 PM
16	15/16k	2/17/2022 11:13 AM
17	£14k	2/16/2022 10:39 PM
18	I am fortunate to be a busy councillor whilst at the same time earning fees from my 51 years involvement with the Financial Services industry. For most of this time I have been an Independent Financial Adviser [IFA], more recently I have taken on the role of Ambassador. As such I am paid on an hourly rate. This varies but has been as high as £350 per hour. My "Council roles" are closer to £8.50 per hour - below the minimum wage! I am in favour of higher allowances BUT ONLY where members can demonstrate extra workloads or responsibilities. Vice chair roles or select working parties could be good examples.	2/16/2022 2:33 PM

19	15000	2/15/2022 3:59 PM
20	14,000	2/15/2022 1:36 PM
21	I'm in the Opposition and I don't chair any committees apart from Liaison Committees so I only get the basic allowance. This doesn't cover the work I do as a councillor but it does help to off-set my loss of income due to council work/obligations. I'm self-employed and my council allowance does help off-set my loss of earnings but does not cover the actual work/hours I put in.	2/15/2022 1:24 PM
22	Difficult to put an exact figure on how the extra time and extra use of own-office for council business should be calculated, but at the very least it should go up with the predicted 7.5% inflation, and it also needs to take into account the extra usage because of remote meetings. If we had to revert to previous arrangements the public purse would be picking up the much higher expense of mileage as members would have to drive to County Hall for all meetings	2/14/2022 4:34 PM
23	£15K	2/14/2022 12:00 PM
24	£13,000	2/11/2022 9:18 PM
25	I believe it to be largely appropriate, but would support a modest increase to, say, £15,000, recognising some of the work can be onerous and quite distressing. It is a different question whether larger allowances would attract a wider range of the population - I don't know if there is any evidence of this.	2/11/2022 3:59 PM
26	£13,000	2/11/2022 3:40 PM
27	£18k but should be pensionable (I know that is no longer permitted)	2/11/2022 3:20 PM
28	13500	2/11/2022 2:21 PM
29	2.4 inflation ?/	2/11/2022 2:08 PM
30	15,000	2/11/2022 1:08 PM
31	£18,000	2/11/2022 12:58 PM
32	£15,000.00	2/11/2022 12:18 PM
33	£15,000	2/11/2022 10:55 AM
34	I don't know what would be an appropriate increase. We all work hard to deliver but everyone of our residents feels the squeeze and it's hard to justify Cllr increases if perception is reduction in delivery, no matter what the facts are	2/11/2022 10:54 AM
35	£15-17k	2/11/2022 10:30 AM
36	15,000	2/11/2022 10:29 AM

Q7 Special Responsibility Allowances (SRAs) are currently paid as follows: To assist the Panel to produce a more consistent group of





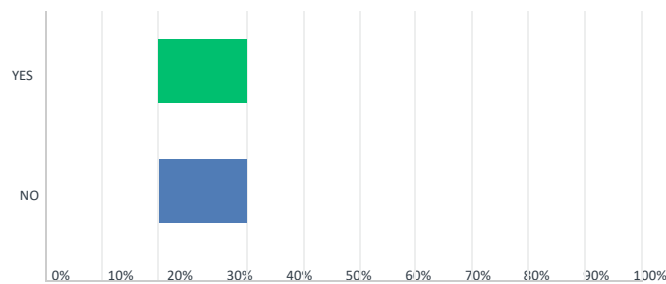


	VERY IMPORTANT	VERY IMPORTANT	IMPORTANT	IMPORTANT	NEITHER IMPORTANT OR NOT IMPORTANT	NEITHER IMPORTANT OR NOT IMPORTANT	NOT VERY IMPORTANT	NOT VERY IMPORTANT	NOT IMPORTANT AT ALL
Leader of the Council - £54,000	25.45% 14	54.55% 30	3.64% 2	14.55% 8	1.82% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of the Council - £42,000	11.11% 6	35.19% 19	12.96% 7	31.48% 17	5.56% 3	1.85% 1	0.00% 0	1.85% 1	0.00% 0
Cabinet Member- £36,000	12.73% 7	40.00% 22	16.36% 9	27.27% 15	1.82% 1	1.82% 1	0.00% 0	0.00% 0	0.00% 0
Deputy to the Cabinet Member- £12,000	5.36% 3	17.86% 10	16.07% 9	25.00% 14	5.36% 3	16.07% 9	3.57% 2	7.14% 4	0.00% 0
Scrutiny Board Chairman- £16,200	7.27% 4	29.09% 16	18.18% 10	32.73% 18	5.45% 3	5.45% 3	0.00% 0	1.82% 1	0.00% 0
Committee Chairman- £13,500	7.41% 4	27.78% 15	14.81% 8	38.89% 21	7.41% 4	3.70% 2	0.00% 0	0.00% 0	0.00% 0

Leader of the Main Opposition Group £16,200	5.36% 3	28.57% 16	16.07% 9	28.57% 16	7.14% 4	8.93% 5	1.79% 1	1.79% 1	0.00% 0
Chairman of the Council - £21,600	8.93% 5	33.93% 19	14.29% 8	23.21% 13	5.36% 3	7.14% 4	1.79% 1	5.36% 3	0.00% 0
Vice Chairman of the Council - £10,800	5.36% 3	25.00% 14	12.50% 7	21.43% 12	8.93% 5	10.71% 6	1.79% 1	7.14% 4	1.79% 1

Q8 Would you like to see any of these changes made to these allowances?

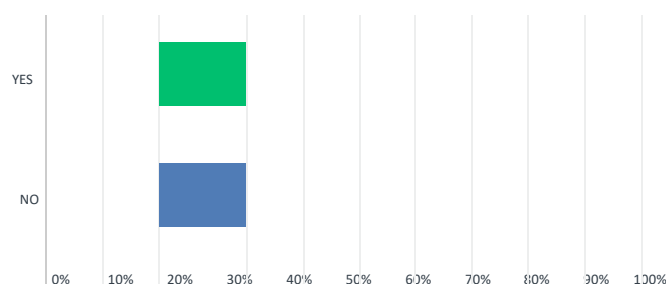
Answered: 51 Skipped: 5



ANSWER CHOICES		RESPONSES
YES		49.02% 25
NO		50.98% 26
TOTAL		51
#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Do the deputy cabinet members need such a big allowance - Also the chairman and vice chairman	2/28/2022 8:23 AM
2	I was unaware the Chairman and LoFTO received funds. How is measured as vaule for money? The official opposition didn't even put forward an alternative budget this year	2/25/2022 2:54 PM
3	Tied to public sector pay increases since last settlement	2/24/2022 10:48 AM
4	Deputy Cabinet -should be £18,000 -half of Cabinet Member	2/22/2022 5:01 PM
5	Leader of the opposition	2/21/2022 11:59 PM
6	I think the amount spent on senior SRAs compared to "backbenchers" is excessive.	2/21/2022 7:08 PM
7	Whilst many of these positions do carry significant responsibility many do seem to be a little on the high side.	2/21/2022 6:38 PM
8	scrap deputy cabinet members allowances	2/21/2022 10:56 AM
9	In line with a the existing multiplier of the Basic Allowance	2/20/2022 3:18 PM
10	inflation /	2/18/2022 4:44 PM
11	I think Deputy Cabinet Members should be at least benchmarked with a Committee Chairman, possibly Scrutiny Chairman.	2/17/2022 5:19 PM
12	More parity with industry and Public sector roles	2/17/2022 1:09 PM
13	See my comments about hourly rates paid. It is my experiance that all will be below the members normal successful earning capacity.	2/16/2022 2:33 PM
14	lower for vice chair positions	2/16/2022 2:20 AM
15	It is important that these truly reflect the amount of time they each require	2/14/2022 4:43 PM
16	Chairman and vice chairman of Council increase to £25K and £12.5 Committee Chairman £15KK	2/14/2022 12:09 PM
17	As a previous Leader of the Opposition now the third largest party, my workload hasn't changed. I have chaired CP&SC in the chairs absence, I sit on the Senior Management Employment Committee (appointing Exec Directors etc)	2/11/2022 9:30 PM
18	Allowances have been unchanged to several years, but workloads have increased	2/11/2022 4:03 PM
19	Comittee Chairman do not receive £16200 they receive £13,500	2/11/2022 3:43 PM
20	The role of leader of the opposition and chairman of the main scrutiny cttee should be separated	2/11/2022 2:23 PM
21	Is a full time job with huge responsibilities.	2/11/2022 1:10 PM
22	Axe deputy cabinet members SRA	2/11/2022 12:20 PM
23	The chairman seems overpaid compared to the other allowances	2/11/2022 12:04 PM
24	The disparity between cabinet members and deputies is too great. Some deputies have considerable responsibility and time commitments	2/11/2022 11:29 AM

Q9 Would you like to see any new SRAs introduced?

Answered: 52 Skipped: 4



ANSWER CHOICES		RESPONSES
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YES	44.23%	23
NO	55.77%	29
TOTAL		52
#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Opposition group leaders allowance in line with other councils.	2/28/2022 8:23 AM
2	Councillors who have parish councils have a greater work load	2/25/2022 2:54 PM
3	A small addition for Deputy Scrutiny Chairs	2/24/2022 10:48 AM
4	Climate Czar	2/22/2022 5:01 PM
5	Vice Chairs of Committees	2/21/2022 11:59 PM
6	In normal circumstances, the Leaders of all opposition groups have similar workloads e.g. they all attend the same meetings. At the moment, we have a "main opposition group" leader who does not regard himself as "Leader of the Opposition" i.e. shouldn't have an SRA more than any other opposition leader.	2/21/2022 7:08 PM
7	Chair YSG	2/21/2022 4:14 PM
8	Vice Chairmen of Committees should be remunerated.	2/17/2022 5:19 PM
9	An allowance for all group and deputy group leaders, not just one opposition party.	2/16/2022 10:42 PM
10	Consideration to proper "additional" roles where no reward at moment.	2/16/2022 2:33 PM
11	Group Leaders and Deputies	2/15/2022 4:01 PM
12	Vice Chairman of Committees, there is a level of workload including support of the Chairman that currently goes unrecognised.	2/15/2022 1:38 PM
13	Maybe some consideration should be given to Vice Chairs of Committees because of the extra preparation time involved, the various meetings with the Committee Clerk and the need of being on stand-by.	2/14/2022 4:43 PM
14	Local highways Panel and Youth Strategy Group	2/14/2022 12:09 PM
15	Opposition parties GLs to receive a SRA in proportion to the relative size of their group. A smaller SRA for deputy opposition GLs	2/11/2022 9:30 PM
16	Chairman of the LHP is not remunerated. However, the amount of work is, in many cases, high requiring liaison with Highways Officers as well as chairing the meetings	2/11/2022 4:37 PM
17	I believe that non working independent people on Pension Board and Committee should receive a small allowance as do the people doing this review	2/11/2022 3:43 PM
18	Leaders of smaller opposition groups at a percentage according to no of members in the group	2/11/2022 2:23 PM
19	The committees take up a considerable amount of time, so there might be an allowance for membership of them rather than just for the chair	2/11/2022 12:04 PM
20	Some members are required to be governors or trustees on official outside bodies. Many of these carry a legal liability and involve a considerable time commitment. Such appointments should attract a small remuneration. eg £2-5k per appointment	2/11/2022 11:29 AM
21	Perhaps look at Vice chairs remuneration	2/11/2022 10:56 AM
22	vice chair to scrutiny	2/11/2022 10:30 AM

Q10 Dependent Carers' Allowance - Reimbursed at the following rates:-

Childcare £8.21 per hour

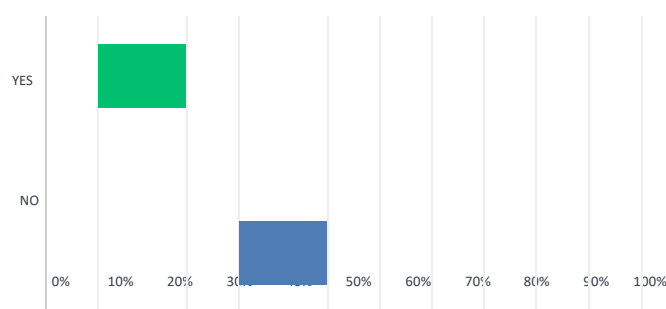
Older People £13.06 per hour

Physical or Sensory Impairment £12.97 per hour

Learning Disability £13.55 per hour.

Would you like to see any changes to this allowance?

Answered: 52 Skipped: 4

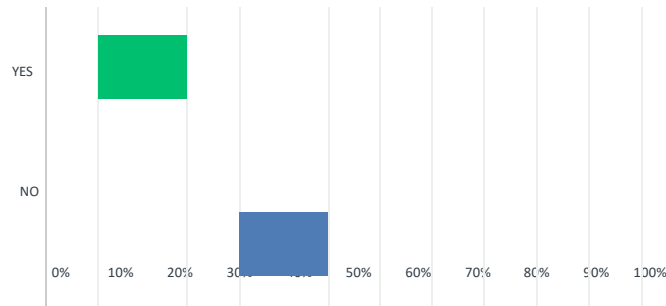


ANSWER CHOICES	RESPONSES	
YES	34.62% 18	
NO	65.38% 34	
TOTAL	52	
#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	Tied to public sector pay increases since last review	2/24/2022 10:48 AM
2	I'm saying yes because I think they should be related to actual costs, whatever they are. Also, the permissible recipients childcare allowance should be generously interpreted - it's not possible to get a registered childminder for ad hoc meetings; they usually require ongoing contracts.	2/21/2022 7:11 PM
3	Childcare allowance increased in accordance with Real Living Wage.	2/21/2022 6:39 PM
4	In line with inflation since they were last determined	2/20/2022 3:19 PM
5	The childcare looks low	2/17/2022 1:10 PM
6	Needs to reflect current market conditions such as recruitment issues	2/17/2022 11:16 AM
7	Cost of living increase	2/16/2022 10:43 PM
8	Should have some sort of index linked to the real costings	2/16/2022 2:34 PM
9	increase for childcare	2/16/2022 2:21 AM
10	They should all reflect inflation	2/14/2022 4:44 PM

11	Increase by 5% at least	2/11/2022 9:30 PM
12	I was unaware of these. Although blind I am not aware of ever being briefed about them.	2/11/2022 4:04 PM
13	All should be at or exceed the Living Wage	2/11/2022 3:22 PM
14	to cover inflation	2/11/2022 1:51 PM
15	childcare to living wage	2/11/2022 1:05 PM
16	Increase in line with inflation	2/11/2022 1:00 PM

Q11 The current scheme of travel allowances are linked to those recommended by HMRC. The current subsistence allowances are linked to those paid to officers. Do you have any comments on the current scheme for Councillors?

Answered: 56 Skipped: 0

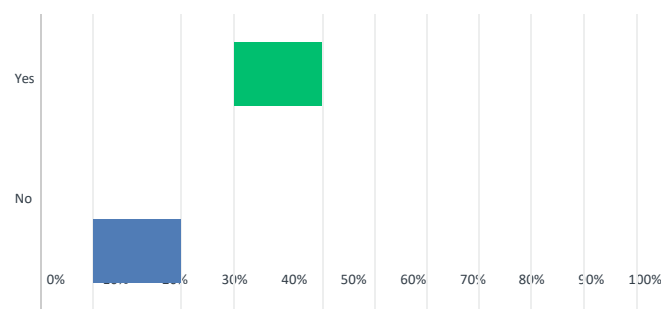


ANSWER CHOICES		RESPONSES
YES		21.43% 12
NO		78.57% 44
TOTAL		56

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	More incentives to use sustainable transport	2/26/2022 7:15 AM
2	Feel allowances are broadly ok but it should be recognised many councillors don't choose to claim them - but this should be a matter of choice.	2/21/2022 6:41 PM
3	Millage allowance has not been reviewed for many years by HMRC and is not adequate.	2/20/2022 3:25 PM
4	the cost of travel has gone up	2/18/2022 4:49 PM
5	No problem with payment as long as transparent and at market rates.	2/16/2022 2:36 PM
6	I don't claim travel expenses as I think they should be covered in the allowance	2/15/2022 1:29 PM
7	Petrol and electricity have risen enormously since the rates were set and this should be taken into consideration	2/11/2022 3:44 PM
8	it is absurd that subsistence cannot be claimed in the County. Daft that I can claim in Ilford but not Clacton	2/11/2022 2:29 PM
9	I do not claim travel	2/11/2022 2:10 PM
10	I never claim any	2/11/2022 1:06 PM
11	Current allowance does not reflect increase in fuel costs etc	2/11/2022 11:32 AM
12	More mileage for other duties should be included	2/11/2022 10:32 AM
13	this needs to be increased	2/11/2022 10:32 AM

Q12 Parental Leave Policy for Councillors. Would you be supportive of a Parental Leave Policy for Councillors?

Answered: 54 Skipped: 2



ANSWER CHOICES		RESPONSES
Yes		68.52% 37
No		31.48% 17
TOTAL		54

Q13 If you have any other comments on Members' Allowances, please detail below:

Answered: 14 Skipped: 42

#	RESPONSES	DATE
1	I am grateful for this opportunity as reviewing members allowances is fraught with political risk. I think it would be fair if a level was set and tied to public sector pay increases thereafter.	2/24/2022 10:50 AM

2	Whilst I agree that there should be an equal pay for all Councillors. Not all non executive Councillors have the same role. For example a Councillor with a large Rural Division like mine is subject to over 10 Parish Councils. All of whom expect attendance at every meeting. This is simply not possible but the volume of case work is extraordinary compared with that of a Councillor with a shared division or one/two Parishes. In order to be an effective Councillor I have to attend these meetings. They are lengthy and produce large volumes of work. One could argue that this function alone is twice as busy as the evening commitments of a District Councillor. Therefore I believe there should be one of remuneration payments for attendance to these meetings. This is to a) Improve Attendance at these meetings which improves democracy 2) A financial reward/incentive to attend on weeks when you may already be busy c) to provide a sense of appreciation for your service d) To attract people with a greater experience to enter local politics who may be put off by the lack of remuneration in this area. Whilst I understand that members can choose the level of involvement in their community - I believe that attendance at Full Parish Council meetings is an expectation as per the Agendas of the meetings which therefore has an uncodified expectation which I believe should have a variable remuneration in recognition of the work. This could be reimbursed similarly to how the airline industry calculates "Flight Pay". This measure can be monitored by submitting minutes which prove attendance.	2/22/2022 12:11 AM
3	A parental leave policy should allow someone to step away from an SRA role and have a right to return, the same as employees do.	2/21/2022 7:13 PM
4	no	2/21/2022 4:15 PM
5	Good questionnaire. Thanks for opportunity to complete. How do I obtain a copy of this submission?	2/16/2022 2:36 PM
6	The SRA for the opposition leader appears appropriate. But the NAG does not act particularly as an opposition, that role of deeper challenge appears to fall to the Labour and Lib Dem parties. SRAs should place a value on those roles (at present none). As individuals, most members will be driven by public service. No reward. But for many the hourly rate would not be special. Before they fund their in year information and leaflets campaigns and party expenses. This digs deep into allowances. If we are to encourage residents to stand and members to stay and stand we need to ensure we strike a balance that considers the likely net allowance (post tax and tithes and expenses). Lest we keep this as a time and energy consuming role, that however honourable provides very little financial acknowledgment or incentive. And is only possible for the already comfortable and or retired.	2/15/2022 4:10 PM
7	None	2/15/2022 1:39 PM
8	Personally, I don't claim any expenses in addition to my allowance as I think those expenses should come out of the allowance	2/15/2022 1:29 PM
9	councillors role shouldn't be looked as a job ,i became a councillor to help my community not earn a wage	2/15/2022 9:10 AM
10	I believe MA are quite sufficient	2/15/2022 8:48 AM
11	It would be really useful to understand the way in which the IRP formulate its decisions and what it considers when preparing the final report. During my working life I had to pay staff to step in every time council business required me during the day time, which applies to all of ECC commitments. And also to understand if consideration is given when members have to pay for someone to attend to their garden, general DIY, and any other expenses because of not having the time to do these.	2/14/2022 4:51 PM
12	None	2/14/2022 12:19 PM
13	Allowances are a thorny issue politically but a modest increase can be justified in veiw of the time of the last increase	2/11/2022 9:33 PM
14	I think we are adequately remunerated but that allowances should be slightly raised to reflect the general level of RPI over the years. When I was elected first, it was under a scheme of 2004, since when has been 70% inflation. The basic allowance has risen <30%	2/11/2022 2:29 PM

Comparative information.

Council name	Type of council	County area	Population	Travelling/mileage (pence per mile)	Bicycle mileage (pence per mile)	Subsistence allowance	Carers' allowance	IT allowance	Any other allowances	Maternity/parental leave
Buckinghamshire Council	Unitary	Buckinghamshire	546,033	45	20	Breakfast (more than 4 hours away before 11am): £6.50 Lunch (business journeys entailing working away from normal place of work between 12 and 2pm): £9 Dinner (can be claimed when required to work outside of usual rostered requirements and away from usual place of work after 8.30pm): £11.50 Per Night when staying away from usual place of residence: Reasonable overnight rate.	The maximum rates at which dependent care may be claimed is: £8.21* per hour for child care *National Living Wage to be linked to changes at national level (£8.21 as of 1 April 2019 for an over 25) Actual cost per hour for adult/elderly/disabled dependent care, to be paid at the discretion of the Monitoring Officer.	0	0	n/a
East Sussex County Council	County	East Sussex	555,000	45p	20p	0	Actual cost up to £10 per hour	0	N/a	Policy to be considered for approval in September
Hampshire County Council	County	Hampshire	1,389,200	45p per mile for the first 10,000 miles, 25p per mile thereafter	20p per mile	Not financially defined. Only applicable in respect of approved duties.	Dependent carers allowance (including dependent care for children with special needs) is payable at the County Council's Care at Home rate (currently £20.80 per hour). Childcare allowance is payable at the NLW hourly amount for age 23 and over.	IT equipment is provided. No allowance.	N/A	N/A

Council name	Type of council	County area	Population	Travelling/mileage (pence per mile)	Bicycle mileage (pence per mile)	Subsistence allowance	Carers' allowance	IT allowance	Any other allowances	Maternity/parental leave
Kent County Council	County	Kent	1,581,600	45p per mile for the first 10,000 miles and 25p a mile thereafter.	0	These are not normally reimbursed. Hotel accommodation should be booked through Officers. Any other reasonably unavoidable costs related to overnight stays, excluding normal subsistence, will be reimbursed on production of a receipt.	Members who incur expenses themselves in respect of care responsibilities for dependent children under 16 or dependent adults certified by a doctor or social worker as needing attendance will be reimbursed, on production of valid receipts, for actual payments to a carer while the Member is on Council duties, up to a maximum of £12.66 per hour for each dependent child or adult. Money paid to a member of the Members' household will not be reimbursed. In the case of an allowance for the care of a dependent relative, the relative must reside with the Councillor, be dependent on the Councillor and require constant care. Subject to the Childcare Voucher Scheme's standard terms and conditions*, any Member may, if they wish, sacrifice a portion of their Basic Allowance for Childcare Vouchers which are not subject to tax and national insurance deductions. (a) * For reference these terms and conditions include (but are not limited to): i. The childcare provider must be OFSTED registered. ii. The children must be aged between 0 and 16. iii. A sacrifice agreement would need to be signed. iv. The amount that can be sacrificed varies depending on whether the applicant is a basic, higher or additional rate taxpayer.	0	0	Managed by Political Groups
Oxfordshire County Council	County	Oxfordshire	696,880	45p per mile for first 10,000 miles (25p per mile thereafter)	20p per mile	Actual cost up to the maximum level of: Breakfast - £6.88 Lunch - £9.50 Evening meal - £11.76 Overnight accommodation – actual cost up to maximum level of £132.03 Receipts must be provided. Breakfast can be claimed if you need to be away from home for an "approved duty" before 7am. Lunch can be claimed if carrying out approved duties over the lunch period of 12-2pm where lunch is not provided. The cost of an evening meal, up to the allowance level, can be claimed if an approved duty continues through the day and means you are still away from home after 8.30pm (where a meal is not provided) e.g. overnight stay for an authorised conference where an evening meal is not provided.	Childcare - actual cost up to £6 per hour Care for an adult dependent relative - actual cost up to £17 per hour Receipt/statement from the care provider to be submitted with the claim.	N/A Councillors are provided with a laptop upon request	Co-Optees' Allowance (Chairman of Audit Working Group) £6,608.88 Locality Meeting Chairman £ 550.74 Police and Crime Panel member* £ 1,652.22 Police and Crime Panel chairman*# £ 6,608.88 Police and Crime Panel vice-chairman* £ 3,304.44 * Allowance only payable if the postholder is not a Cabinet Member	N/A

Council name	Type of council	County area	Population	Travelling/mileage (pence per mile)	Bicycle mileage (pence per mile)	Subsistence allowance	Carers' allowance	IT allowance	Any other allowances	Maternity/parental leave
Surrey County Council	County	Surrey	1,200,000	45p (25p for mileage over 10,000)	20p	Breakfast £5.30 Lunch £7.25 Tea £2.90 Evening Meal £9	Reimbursement of actual costs incurred	IT provided by the council.	Members are authorised to purchase one item, up to the value of £20, in one financial year without prior authorisation from Democratic Services. An example item could be a protective case for their IT equipment.	n/a
West Sussex County Council	County	West Sussex	858,852	£0.45	£0.20	Breakfast = £6.65, Lunch = £9.15, Dinner = £11.34, Hotel = £107.91	Childcare support - up to £3,621 per annum at up to £9.50 an hour. Dependant Carer's Support - up to £7,654 per annum at up to £20.53 an hour.	No allowance, but all members receive a standard laptop with either handset or headphones for telephone calls.	Member of the Fostering Panel - £3,640. Adviser to a Cabinet Member - £4,397 (Advisers will only receive the SRA if the terms of reference for their role is judged by the Director of Law and Assurance to be at least 50% independent of the Cabinet Member, as agreed by the Cabinet Member when the Adviser is appointed).	If a member notifies the Council that they are taking Parental or Special Leave in accordance with the Council's Parental Leave or Special Leave policies, the member remains entitled to the basic allowance.

Council name	Type of council	County area	Population	How are current levels of SRA calculated? Please provide a brief	Date current allowances were approved?	Date of your next review	Have your allowances been updated	Have you	If 'yes' please detail	How did you recruit your Independent Remuneration	What rate of pay do Independent	Please detail any recent changes to the structure within your authority (including number and/or	Is the Leader	Please detail the number of hours your	Please detail any significant	Please detail the size and composition of your authority's
Buckinghamshire Council	Unitary	Buckinghamshire	546,033	IRP suggested using a multiplier of the basic allowance, e.g. Leader would be 3.5 x BA however Council agreed levels slightly	27/02/2020	31/03/2024	Updated	Yes	Allowances shall be adjusted annually by an amount equivalent to the officers' annual pay	Recruited from legacy councils where they were appointed through advertisement online and	200 p.a.	Became a unitary authority on 1 April 2020 - Buckinghamshire Council. There were previously 5 councils - Aylesbury Vale District Council, Buckinghamshire County Council, Chiltern District Council, South Bucks	Yes	30	New council so SRAs set from scratch	Six Select Committees / 15 members on each membership is politically proportional: <ul style="list-style-type: none"> • Children and Education. •

Council name	Type of council	County area	Population	How are current levels of SRA calculated? Please provide a brief	Date current allowances were approved?	Date of your next review	Have your allowances been updated	Have you	If 'yes' please detail	How did you recruit your Independent Remuneration	What rate of pay do Independent	Please detail any recent changes to the structure within your authority (including number and/or	Is the Leader	Please detail the number of hours your	Please detail any significant	Please detail the size and composition of your authority's
				different which had no definitive calculation method.					award. Adjustment to the Scheme of allowances by indexation is limited to a maximum period of four years (to 31 March 2024), however members may request the IRP to review allowances at an earlier time.	newspaper and through contacting neighbouring authorities and local respected businesses.		District Council and Wycombe District Council				Communities and Localism. • Finance and Resources. • Growth, Infrastructure and Housing. • Health and Adult Social Care • Transport, Environment and Climate Change
East Sussex County Council	County	East Sussex	555,000	Based on previous calculations and taking into account relevant changes	10/11/2020	12/10/2021	Updated	Yes	Index linked to managers pay award	ESCC website	£35 per hour	N/a	30	25	None	2 Scrutiny committees each with 11 members
Hampshire County Council	County	Hampshire	1,389,200	Varies for different SRAs. A number are following recommendation from the IRP. Minority Group Leader (minimum 4 in Group) £353 x number in group (including Leader) plus £6,362. Minority Spokesperson (minimum 8 in	25/02/2021	17/02/2022	Other (please specify)	Yes	To rise in accordance with the LG Pay Award.	Local press and through our website.	£723	Independent Group increased from 2 to 3 Members.	Yes	Varies according to portfolio.	N/A.	Policy and Resources (14), Children and Young People (16), Culture and Communities (14), Economy, Transport and Environment (14) and Health and Adult Social Care (16). Currently operating joint Health Overview and

Council name	Type of council	County area	Population	How are current levels of SRA calculated? Please provide a brief	Date current allowances were approved?	Date of your next review	Have your allowances been updated	Have you	If 'yes' please detail	How did you recruit your Independent Remuneration	What rate of pay do Independent	Please detail any recent changes to the structure within your authority (including number and/or	Is the Leader	Please detail the number of hours your	Please detail any significant	Please detail the size and composition of your authority's
				Group) 20% of Cabinet Member SRA plus £108 x number in Group												Scrutiny Committee (7).
Kent County Council	County	Kent	1,581,600	a percentage of Leader's SRA	10/09/2020	27/05/2021	Updated	Yes	"from 2018/19 onwards, an annual increase be applied to the Basic Allowance, Special Responsibility Allowances and Carer's Allowance that is index-linked to the total staff pay progression pot agreed for the previous financial year and expressed as a percentage"	currently advertising for new intake - KCC website and local recruitment media outlets	£100 per day (pro rata for part of day) and travel expenses when required to do any duties	0	Yes	full time	0	Members: 13 Members: Conservative: 9, Liberal Democrat: 2, Labour: 2; plus, Church representatives: 3; Parent Governors: 2. (Church representatives and Parent Governors have voting rights for relevant education items only).
Oxfordshire County Council	County	Oxfordshire	696,880	The current Scheme was not calculated on a percentage basis. However, the most recent report to Council, which was not adopted, was based on a	08/12/2020	31/03/2022	Council agreed a status quo Scheme of Allowances for 2021/22 for any unchanged aspect with the	Yes	Index linked to the Local Government Pay Award for staff	Our own website, reaching out to local partners and district councils. We also approached retired officers who	£300 per review to a maximum of £1,500	As of May 2021, Oxfordshire is under new administration; the Fair Deal Alliance consisting of Liberal Democrats, Labour and the Green Groups of the Council. The Council (63 seats) is currently made up as follows: Conservative - 22 Liberal Democrat - 21 Labour -	Yes	Estimated between 25 - 37 hours per week	None - see earlier replies	The new Administration have decided that there losing PSC but will have Performance and Corporate Service Scrutiny Committee.

Council name	Type of council	County area	Population	How are current levels of SRA calculated? Please provide a brief	Date current allowances were approved?	Date of your next review	Have your allowances been updated	Have you	If 'yes' please detail	How did you recruit your Independent Remuneration	What rate of pay do Independent	Please detail any recent changes to the structure within your authority (including number and/or	Is the Leader	Please detail the number of hours your	Please detail any significant	Please detail the size and composition of your authority's
				percentage of the Leaders allowance. The Allowance Scheme is to be reconsidered by the new Council elected in May 2021, during the year 2021/2022			proviso that the newly elected Council after May 2021 is asked to revisit the matter during the 2021/22 Council Year.			would have the necessary skills, as well as existing volunteers working with the organisation.		15 Green - 3 Other - 2				We will also lose Education Scrutiny Committee to be absorbed by People Scrutiny Committee. A new Place Scrutiny Committee will be established, which will deal with highways and infrastructure. Each of these committees will have 9 Members, including the Chairs. The HOSC and Horton HOSC Committees will remain.
Surrey County Council	County	Surrey	1,200,000	No specific formula	01/04/2021	01/07/2024	Updated	Yes	The Basic Allowance is adjusted annually on 1 April in line with the Consumer Price Index from the previous September.	Surrey website, Jobs Go Public, Reed, Indeed, LG Jobs, LinkedIn and the Guardian	Chairman £1500, other Panel Members £1000 (per review)	The political composition of the Council is currently: 47 Conservative, 16 Residents' Associations/Independents, 14 Liberal Democrats, 2 Labour and 2 Green.	Yes	36	N/A	4 Scrutiny Committees, 12 on each
West Sussex County Council	County	West Sussex	858,852	Evaluation of levels of responsibility (based on know-how, level of problem-solving and degree of accountability),	21/05/2021	01/05/2024	Updated	Yes	Basic, SRA and carer's allowance linked to staff pay award and subsistence allowances linked to CPI	In a local paper and on the county council website.	Travel expenses only	Following the 2021 elections the make-up of the Council is: - Con 47, Lib Dem 10, Labour 9, Green 1, Independent 1, Local Alliance 1, 1 vacancy (was Con)	Yes	Varies, but mostly 50 hours a week (including local member role)	None since last change in 2017.	All scrutiny committees are politically proportionate. Children & Young People's Services Scrutiny Committee (12

Council name	Type of council	County area	Population	How are current levels of SRA calculated? Please provide a brief	Date current allowances were approved?	Date of your next review	Have your allowances been updated	Have you	If 'yes' please detail	How did you recruit your Independent Remuneration	What rate of pay do Independent	Please detail any recent changes to the structure within your authority (including number and/or	Is the Leader	Please detail the number of hours your	Please detail any significant	Please detail the size and composition of your authority's
				plus time commitment. Hay know-how points methodology was used and a public sector discount was then applied. A comparison was done with similar roles in other local authorities as a sense-check.					each year. Mileage based on HMRC rate.							councillors, 4 co-optees from school governors and religions for education matters) Communities, Highways and Environment Scrutiny Committee (12 councillors) Fire & Rescue Services Committee (7 councillors) Health & Adult Social Care Scrutiny Committee (12 councillors, 7 district/borough councillors, 1 healthwatch representative) Performance & Finance Scrutiny Committee (15 councillors).

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