

Agenda item 10

Council Issues

1. Scrutiny

1. Purpose of Report

- 1.1. To consider a revised committee structure (and consequent amendments to the Constitution) following consideration by the Scrutiny Board of the Scrutiny Review.

2. Decision Areas and Recommendations

The proposals have been considered and approved by the Scrutiny Board and it is therefore

2.1. Recommended:

(1) That the Council

(a) establish the following overview and scrutiny committees with the terms of reference set out in the amended Articles 9 and 10 of the Constitution in Appendix 1:

Corporate Scrutiny Committee (14 members)

People and Families Scrutiny Committee (18 members including 4 statutory co-opted members)

Place Services and Economic Growth Scrutiny Committee (14 members)

Health Overview and Scrutiny Committee (16 members including 4 co-opted representing city, borough and district councils)

in place of the existing Executive Scrutiny and Children and Young People, Community and Older People and Economic Development, Environment and Highways Policy and Scrutiny Committees and the former statutory Health Overview and Scrutiny Committee.

(2) That the Monitoring Officer be authorised to make any necessary adjustments to the Constitution in relation to the numbers and proportions on Committees arising from the review of scrutiny and the political proportionality on Committees.

2. Special Responsibility Allowances

Purpose of Report

To consider making some adjustments to the Special Responsibility Allowances payable under the Council's Members Allowances Scheme.

Background

Following the County Council Elections the Special Responsibility Allowances payable have been reviewed to ensure they are appropriate to the circumstances of a new Council. The proposed changes are set out in Annex 2 to this Report.

Recommended:

That, having regard to the report of the Independent Remuneration Panel, the Council adopts a scheme of member allowances based on the current scheme but with the following additions and deletions:

- (i) Delete the following Special Responsibility Allowances:

- Deputy to Cabinet Member paid at £16,625
- Deputy Leader of Main Opposition Group
- Leader of Main Opposition Group
- Chairman of Appeals Panel
- Opposition Spokesperson

- (ii) Add the following special responsibility allowance:

- Leader of one of the three largest opposition groups: £5,350.

3. Changes to the Constitution

The Council's constitution is reviewed after elections to reflect the new political balance of the Council. In a few places the Constitution currently provides for there to be a Leader of the Opposition who has previously been taken to be the leader of the largest opposition political group. Following the 2013 election the Council has five opposition groups, three of which have nine members. Accordingly it is proposed to delete references to Leader of the Opposition Group in the Constitution.

Recommended:

That the Constitution is amended as set out below.

Issue	Current	Proposed replacement
<p>Paragraph 7.8 of the Constitution governs when people who are not members of the Cabinet may speak at Cabinet meetings.</p> <p>It is proposed that this provision be deleted and not replaced as, subject to the Code of Member Conduct, all members may attend Cabinet Meetings and are permitted to speak with the permission of the Chairman.</p>	<p>Representatives of the opposition group on the Council may attend Cabinet meetings with the entitlement to speak (NB: only one observer may speak about any one report). The number and names (including a designated substitute) will be agreed by way of a Protocol between the Political Groups and will reflect the political composition of the Council from time to time.</p>	
<p>Paragraph 16.12.2(iii) allows for the leader of the opposition to make a 10 minute speech in reply to the proposed budget.</p> <p>It is proposed to grant this right to the largest three political groups.</p>	<p>the Leader of the Opposition Group when responding to the budget speech – 10 minutes.</p>	<p>Each Leader of the three largest Opposition Groups when responding to the budget speech – 6 minutes.</p>
<p>Paragraph 16.21 allows Executive Members to make executive statements. All Councillors may ask questions in response. Under the constitution the Leader of the Opposition has a formal right of reply, although this has not in practice been exercised as the dialogue takes place in the question and answer process.</p> <p>It is recommended that this provision be removed.</p>	<p>The Leader of the Council or a Cabinet Member may update the Council on current issues of importance that cannot be covered elsewhere as part of the usual business, provided that the Leader of the Opposition will have an equivalent opportunity to reply.</p>	<p>The Leader of the Council or a Cabinet Member may update the Council on current issues of importance that cannot be covered elsewhere as part of the usual business.</p>
<p>Paragraph 16.21 continued</p>	<p>The subject of any proposed statement and the identity of the person who will be making it should</p>	<p>The subject of any proposed statement and the identity of the person</p>

16.21.1 (ii)	be notified to the Governance Manager by 5.00pm on the Friday prior to the Council meeting, for e-mail notification to all Members of the Council and to provide the Leader of the Opposition with a reasonable opportunity to prepare.	who will be making it should be notified to the Governance Team Manager by 5.00pm on the Friday prior to the Council meeting, for e-mail notification to all Members of the Council
Paragraph 16.21 continued 16.21.1 (iii)	In exceptional circumstances where it has not been possible to provide notification and identify the person making the statement by 5:00pm on the Friday prior to the Council meeting, such notification and identification shall be made to the Lead Governance Officer as soon as possible for notification to the Leader of the Opposition and for the agreement of the Chairman of the Council that it may proceed.	In exceptional circumstances where it has not been possible to provide notification and identify the person making the statement by 5:00pm on the Friday prior to the Council meeting, such notification and identification shall be made to the Governance Team Manager as soon as possible for notification to the leaders of all political groups and for the agreement of the Chairman of the Council that it may proceed.
Paragraph 16.21 continued 16.21.1 (v) and (vi)	(v) The Leader of the Opposition or other nominated Member of the Opposition group on the Council will have the right to reply, up to a maximum of five minutes, including any questions which require a response from the originator of the Statement. (vi) The originator of the Statement shall respond briefly to the matters raised in the Opposition's response.	Delete and renumber paragraph (vii) to (v)
19.6 – Chair of Executive Scrutiny (now to be called Corporate Scrutiny Committee). The role of Chairman of this committee will be open to the leaders of the three largest opposition groups.	19.6 Chairmanship At its annual meeting the Council shall elect a Chairman of each Overview and Scrutiny Committee. The Leader of the Opposition shall be elected as Chairman of the Executive Scrutiny Committee.	19.6 Chairmanship At its annual meeting the Council shall elect a Chairman of each Overview and Scrutiny Committee. The Council will elect a Chairman of the Corporate Scrutiny Committee from the

		Leaders of the three main opposition groups each year in alphabetical order by Group name.
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NEW ARTICLE 9 OF THE CONSTITUTION

**ARTICLE 9
OVERVIEW AND SCRUTINY COMMITTEES**

9.1 Functions of the Overview and Scrutiny Committees

The Council will appoint the Overview and Scrutiny Committees set out in Article 9.5 below.

In relation to the functions and responsibilities listed, and any other matter at the request of the Scrutiny Board, the Committees have power:

- (i) to review or scrutinise decisions made in connection with the discharge of Executive functions;
- (ii) to make reports or recommendations to the Council or Cabinet with respect to the discharge of Executive functions;
- (iii) to review or scrutinise decisions made in connection with the discharge of non-executive functions; and
- (iv) to make reports or recommendations to the Council or to Cabinet on matters affecting the Council's area or its citizens.

9.2 Membership

No Overview and Scrutiny Committee shall include any Member of the Cabinet.

A Deputy to a Cabinet Member may not serve on an Overview and Scrutiny Committee that scrutinises the work undertaken by that Cabinet Member.

No Member may be involved in scrutinising a decision in which he has been directly involved.

9.3 Chairmen of Overview and Scrutiny Committees

The Chairman of each Overview and Scrutiny Committee will:

- (i) provide leadership of the relevant Overview and Scrutiny Committee;
- (ii) facilitate and encourage the active involvement of all Members on the relevant Overview and Scrutiny Committee; and
- (iii) promote a consensual, apolitical approach to the Committee's activities.

9.4 Roles and Responsibilities of the Overview and Scrutiny Committees

The Overview and Scrutiny Committees, within their terms of reference, will:

- (i) engage in policy review and policy development, with a focus on improvement and how it can best be achieved;
- (ii) scrutinise decisions made or actions taken in connection with the discharge of the Council's and the Cabinet's functions;
- (iii) scrutinise the performance of the Council and the Cabinet;
- (iv) engage with the community and encourage community engagement;
- (v) question and engage with Members of the Cabinet and/or Committees and Chief Officers;
- (vi) look outwards and show community leadership by providing constructive challenge to other public bodies particularly those with whom the Council delivers services in partnership;
- (vii) consider any matter affecting the area or its inhabitants;
- (viii) consider any matters referred by full Council or Cabinet;
- (ix) make recommendations to the Cabinet and/or Council arising from the outcome of the scrutiny process;
- (x) take evidence from a senior Council Officer/Cabinet Member if requested by a petition supported by at least 2,000 signatures as specified in the Council's Petitions Policy; and
- (xi) develop and maintain a work programme.

Where an issue relates to the work of two or more scrutiny committees the Scrutiny Board shall determine by which committee or committees it shall be reviewed.

9.5 The Overview and Scrutiny Committees

Each Overview and Scrutiny Committee shall exercise the function of call-in of a decision made by a Cabinet Member which falls within its remit in order to consider whether:

(i) to refer the decision back to the person who made it; or

(ii) to refer the matter to the full Council to decide whether to refer the decision back to the person who made it.

9.5.1 Corporate Scrutiny Committee

Membership: 14 Members

- The overall strategic direction, policies and priorities of the Cabinet and of Council, including the overall corporate revenue and capital budget strategy of the Authority
- Financial Resources (revenue and capital), precepts and levies
- Community Leadership and Community Strategy
- Community Budgets and Essex Partnership Board
- Equalities and Diversity
- Policy and Strategy Team
- External and internal communications
- Customer services (Contact Centre, Member Enquiries)
- Capital Programme Governance
- Procurement and commercial services
- Asset management and Facilities Management
- Legal services
- Performance and Organisational Intelligence
- Essex Transformation Programme
- Audit and Risk

- Information services and technology
- Human Resources and employee services
- Business Support
- Essex Shared Services
- Property Strategy
- Traded services
- Emergency Planning

9.5.2 People and Families Scrutiny Committee

Membership: 18 members (including 4 statutory co-opted members voting on education issues only)

- Children's Services and the Children's Trust
- Children's social care
- Preventative services, including the development of community budgets for families with complex needs
- Corporate Parenting
- Children's Centres and early years provision
- Youth offending
- Domestic Violence
- Schools and education
- Early years
- Transport for educational purposes
- Education welfare services
- Special Schools

- Special Education Needs provision, including specialist services in schools
- School improvement
- Youth services and careers advice
- Adult Community Learning
- Adult social care
- The support of and assistance of people with learning or physical disabilities or sensory impairment and older people and the homeless
- Safeguarding vulnerable adults
- Supporting people
- Lifetime disabilities
- Joint Commissioning and Contracting
- Support to carers

9.5.3 Place Services and Economic Growth Scrutiny Committee

Membership: 14 members

- Major infrastructure and major transport schemes relating to the Economic growth Strategy
- Economic development and regeneration
- Enterprise, international trade and inward investment
- Integrated County Strategy
- Skills and apprenticeships (including vocational centres, Train to Gain and Work Based Learning)
- Major Projects and Infrastructure (including highways capital programme)
- Tourism
- Broadband
- External funding programmes

- Strategic and local planning
- Waste and mineral planning
- Flood Management
- Development Management
- Heritage, Culture and the Arts
- Libraries
- Built Environment; and Historic Environment
- Natural Environment
- Country Parks
- Localism (including Locality Boards)
- Big Society (including Big Society revenue and capital fund)
- Rural affairs
- Relations with district, city and borough, parish and town councils
- Relations with the voluntary and community sector
- Countywide Traveller Unit
- Sustainable development
- Community Safety
- Highways maintenance (including bridleways, footpaths and byways), all car parking and road safety, traffic and vehicle regulation, school crossing patrols and public transport
- Passenger Transport
- Concessionary fares
- Cycling

- Waste disposal
- Recycling Centres for Household Waste
- The promotion of recycling and waste minimisation and the disposal of waste
- Energy and emissions reduction
- Trading standards

9.6 to 9.8 No change

NEW ARTICLE 10 OF THE CONSTITUTION

ARTICLE 10 HEALTH OVERVIEW AND SCRUTINY COMMITTEE

10.1 Health Scrutiny Committee

The Council will appoint a Health Overview and Scrutiny Committee to discharge the functions conferred on the Council by statute to review and scrutinise, and receive referrals in connection with, any matter relating to the planning, provision and operation of the health service in its area and such other matters as are identified in 10.3 below.

10.2 Membership

16 members (including up to 4 non-voting co-opted members appointed by, and at the invitation of, the Committee on the nomination of other Essex local authorities).

10.3 Roles and Functions

The Health Overview and Scrutiny Committee will have the following roles and functions:

- (i) to review and scrutinise the totality of local services planned and provided including the work of the Health and Wellbeing Board as part of their wider responsibility to seek health improvements and reduce health inequalities for their area and its inhabitants;
- (ii) to refer contested proposals for major service changes to the Secretary of State;
- (iii) to scrutinise the social care services provided or commissioned by NHS bodies exercising local authority functions under section 31 of the Health Act 1999;
- (iv) to review or scrutinise health services commissioned or delivered in the Council's area within the framework set out below:
 - (a) arrangements to secure hospital and community health services to the inhabitants of the Council's area;
 - (b) the provision of such services to those inhabitants;
 - (c) the provision of family health services, personal medical services, personal dental services, pharmacy and NHS ophthalmic services;
 - (d) the public health arrangements in the area; e.g. arrangements for the surveillance of, and response to, outbreaks of communicable disease or the provision of specialist health promotion services;
 - (e) the planning of health services, including plans made in co-operation with local authorities setting out a strategy for improving both the health of the local population and the provision of health care to that population; and
 - (f) the arrangements made by NHS bodies for consulting and involving patients and the public;

(v) to review and scrutinise the totality of local services including social services, planned and provided as part of their wider responsibilities to seek health improvements and reduce health inequalities; and

(vi) act as consultee to an NHS body within the remitted area on issues of:

(a) substantial developments of the health service in the Council's area; and

(b) any proposals to make any substantial variation to the provision of such services.

(vii) to review and scrutinise:

(a) sport and the 2012 Games Legacy

(b) Registrars Service

(c) the Coroner's Service.

10.4 Proceedings of the Health Overview and Scrutiny Committee

The Committee will conduct its proceedings in accordance with the Health Overview and Scrutiny Committee Procedure Rules contained within Part 4 of this Constitution.

Members Allowances

Introduction

All local authorities are required to have a scheme of members' allowances. The current scheme of members' allowances expires on 14 May 2013. It is therefore necessary to have a new scheme. This report makes recommendations as to the new scheme.

The recommended new scheme is the same as the old scheme but with changes to special responsibility allowances to reflect changes in the Council. A further review is being undertaken particularly to deal with the way in which travel expenses will be paid.

Background

The Council has the power to pay allowances to its members. In order to do this it must have a written scheme of allowances which sets out the amount of allowances payable and circumstances in which they are payable. The scheme must be approved by the full Council. In approving the scheme the Council must have regard to a report of an independent remuneration panel ("IRP"). The Council's Independent Remuneration Panel last reported in 2010.

The Legislative Framework

The legal framework for members' allowances is established by section 18 of the Local Government and Housing Act 1989 and governed by the Local Government (Members' Allowances) (England) Regulations 2003.

Every local authority must have a scheme providing for payment of a basic allowance of the same amount to every councillor. A scheme may also provide for special responsibility allowances to be paid to councillors for certain types of roles specified in regulations and described in the scheme.

The amount of each special responsibility allowance need not be the same for each identified category of responsibility but can vary depending upon the demands of the particular role, e.g. not all committee chairmen need attract the same allowance.

There is no limit on the amount of basic or special allowances but they clearly need to be reasonable in the context of the nature of the responsibilities involved.

The scheme of allowances can be amended at any time but may normally only be revoked with effect from the start of a financial year.

The Independent Remuneration Panel

When making or changing their scheme of allowances, local authorities must have regard to the recommendations of an independent remuneration panel (IRP). The IRP last reported in 2010. The regulations do not state that a fresh report has to be obtained every time the scheme is reviewed. Another independent report will incur further cost and may recommend increasing the allowances. Members would still have to consider the report and consider any recommendations.

In 2010 the IRP reported and recommended the current level of allowances. Relevant extracts from the report are set out at Appendix 1. They also recommended that the allowances be increased each year. The Council chose not to increase allowances. The Council is not proposing to increase them above the 2010 allowances now. It is unlikely that the Panel would recommend lower allowance levels now given that the challenges faced by the Council have if anything increased since 2010. It is not proposed to have a further report of the remuneration panel.

However, the recommendations in the Panel's 2010 report must be taken into account when determining the Allowances Scheme but the recommendations do not have to be adopted. They are an important guide for members but should not be regarded as a rule.

Differences between the Previous Scheme and the Proposed Scheme

The only differences proposed relate to special responsibility allowances as follows:

1. Delete allowance payable to the Chair of the Appeals Panel. This panel meets on an ad hoc basis and it is no longer considered appropriate to pay a special responsibility allowance.
2. At present there is an allowance payable to the Leader and Deputy Leader of the Main Opposition Group. In addition, a Special Responsibility Allowance is payable to opposition spokespersons. The Council now has five opposition groups. The three largest groups all have nine members so there is not a main opposition group. It is proposed to delete all these allowances and introduce special responsibility allowance for the leaders of the three largest political groups. It is proposed that this should be set at 10% of the Leader's allowance, £5,350 per annum.
3. At present there are two levels of allowance payable to Deputy to Cabinet Members. These are £13,375 and £16,265. The Independent Remuneration Panel recommended that the higher rate be frozen until caught up by inflationary increases in the lower rate. The Council has not applied inflationary increases to any allowance and these anomalies remain. Accordingly it is proposed to pay a Special Responsibility Allowance for Deputy to Cabinet Members at a single rate of £13,375.

Whilst there is no proposal to change the level of SRAs payable under the scheme other than as proposed above, the Leader, Deputy Leader and Members of the Cabinet will voluntarily take a 3% reduction in the SRAs they receive. As all the SRAs are calculated

as a proportion of the Leader's Allowance making the reduction this way does not then impact on the amounts set out in the Scheme.

Recommended:

That, having regard to the report of the Independent Remuneration Panel, the Council adopts a scheme of member allowances based on the current scheme but with the following additions and deletions:

(iii) Delete the following Special Responsibility Allowances:

- Deputy to Cabinet Member paid at £16,625
- Deputy Leader of Main Opposition Group
- Leader of Main Opposition Group
- Chairman of Appeals Panel
- Opposition Spokesperson

(iv) Add the following special responsibility allowance:

- Leader of one of the three largest opposition groups: £5,350.

Report by: Sir Rodney Brooke, Chairman, on behalf of Essex County Council's Independent Remuneration Panel

To: County Council – 9 February 2010

Subject: Review of the Members' Allowances Scheme

Summary: The County Council is invited to receive the report of the Independent Remuneration Panel and approve a scheme of Members' Allowances for the period 8 June 2009 to 6 May 2013.

1. Background

Under the Local Authorities (Members' Allowances) (England) Regulations 2003, every relevant local authority is required to review its Members' Allowances Scheme at least once every four years. In doing so, local authorities are required to establish and maintain an independent Remuneration Panel, whose function is to provide the local authority with advice and recommendations on its scheme, the amounts to be paid and whether such allowances should be pensionable.

Local Authorities must include in their scheme of allowances a basic allowance, payable to all Members, and may include provision for the payment of special responsibility allowances and a dependents' carer's allowance. In addition, the 2003 Regulations allow for the inclusion of a travel and subsistence allowance and a co-optees' allowance, within the allowances scheme.

2. The Independent Remuneration Panel (IRP)

The Independent Remuneration Panel comprises the following three independent Members appointed in 2008:

Sir Rodney Brooke	(Chairman with extensive experience regarding IRP's)
Sir Ian McAllister	(Representative of the local business community involved with ExDRA)
Sue Sumner	(Representative of the Voluntary Sector).

3. The work of the Independent Remuneration Panel

It is a number of years since there has been a thorough review of the Council's scheme of allowances and it is now out of step with best practice in other Councils. The brief the Panel received from the Council was to start with a blank sheet and develop a scheme that properly recompenses Councillors operating in a large, visionary local authority; bears comparison with other Councils; is completely

transparent about what can or cannot be claimed; and justifiable to a public become cynical about the issue generally.

After preliminary meetings, the Panel met on three occasions between October and December to undertake the review, during which they met with the two political group leaders, the Deputy Conservative Group Leader and the Chief Executive. In order to help the Panel formulate its thinking it asked for views from all members and a number of them submitted evidence for the Panel. The Panel had recourse to an extensive analysis of Members' Allowances Schemes in other comparable local authorities. It also had a number of written statements from specified members giving an indication of their work load and responsibilities.

In making its recommendations the Panel also took the view that as far as possible increases in allowances should be met by savings elsewhere in the scheme. In line with good auditing practice, the Panel recommends that all claims by members should be validated and accompanied by all appropriate receipts.

4. Recommendations of the Independent Remuneration Panel (IRP)

Special Responsibility Allowances (SRAs)

The scheme makes provision for the payment of Special Responsibility Allowances (SRAs) for those Members who have significant additional responsibilities, compared to a backbench Member. SRAs are payable for duties that fall into a number of categories, such as a Cabinet Member; a Committee Chairman or a Group Spokesperson. The rules also say that where one political group is in control of the Council, provision must be made for the payment of an SRA to at least one Member of a minority group. Because the provision of an SRA is only meant to be for significant additional responsibility, there is an expectation in the statutory guidance that no more than 50% of elected Members should be eligible to receive an SRA. Essex is one of the largest counties in the UK and we accept that there need not be a rigid adherence to the Government guidance that no more than 50% of members should receive special responsibility allowances. However, while we accept the need for support to Cabinet Members, we question whether there is a need for 16 deputies. The Panel would like the need for 16 deputies to be reviewed.

The sizes of the various political groups following the County Council elections and the final shape of the Executive structure were key factors in determining the Panel's proposals on SRAs.

The Panel is recommending that the current system of calculating SRAs as multipliers of the Basic Allowance be changed so that they are calculated as proportions of the Leader's allowance with the exception of the allowances in respect of the Chairman and Vice-Chairman of the Council. While the roles of Chairman and Vice-Chairman are vital, they are ceremonial in nature and the Panel therefore felt that the level of SRA should be set independently of those whose responsibilities were relative to the Leader. The Panel recommends that all SRAs

including those in respect of the Chairman and Vice-Chairman of the Council should be subject to annual increases during the four-year period in line with the locally determined award made to senior staff by the Council.

The Panel has reviewed the list of posts receiving SRAs and the amounts and recommends that SRAs be paid as per the attached list set out in Appendix 1 of the Members' Allowance Scheme.

The Panel's proposed changes to the list are as follows:

- That in looking for a reasonable comparator for an allowance for the Leader of the Council the Panel considered the salary paid to a backbench MP was applicable. The proposed Leader's SRA has been set so that when combined with the Basic Allowance it equates to the salary of an MP.
- That there are very few identifiable differences to the work undertaken by Executive Deputies and Deputies to Cabinet Members therefore they should all be referred to by the same title and be paid the same amount;
- That there appeared to be no justification to pay an allowance to the Vice-Chairman of the Executive Scrutiny Committee as distinct from any other Vice-Chairman;
- That the Chairman of the Scrutiny Board should receive an allowance recognising the significant responsibility the role entails;
- That it was inconceivable that the Leader of the Council would ever be anyone different to the Leader of the Main Group therefore this allowance should be deleted from the scheme;
- That without the post of Leader of the Main Group there was no justification for an allowance to a Deputy Leader of the Main Group. However, the present post holder undertook many very important tasks which assisted the Leader with the smooth running of the Council and it would be unfair to remove this allowance at this stage. The Panel recommended that if the present incumbent were to cease to fulfil this role then the allowance should cease at that stage;
- That the Leader of the Main Opposition Group should be rewarded for the role he/she performs in holding the Administration to account and not rely on Chairing a Committee to receive a suitable allowance;
- That the Main Opposition Group Spokespersons should receive an allowance to recognise the role they perform particularly in relation to the Policy and Scrutiny Committees and the number of meetings they have to attend; and
- That the Chairman and Vice-Chairman of the Council currently receive a sum which seemed reasonable for the role they perform and that there was no need to alter this amount other than by any annual increase which may occur in future years.

Summary

1. The net effect of these recommendations is to decrease the number of Members eligible to receive a special responsibility allowance from 55 (73%) to 53 (70%).
2. The annual cost of the revised scheme (including subsistence, excluding banded travel) is estimated to be £1,733,896 + £30,000 (75 x £400 subsistence) = £1,763,896.

Predicted ECC Allowances 2010 to 2013	Rate	Amount	Total £K
Basic Allowance (- subsistence)(75)	-	£11,500	£862,500
Leader	100%	£53,500	£53,500
Deputy Leader	75%	£40,125	£40,125
Cabinet Members (8)	66%	£35,310	£282,480
Deputies to Cabinet Members (16)	25%	£13,375	£214,000
Scrutiny Board Chairman	40%	£21,400	£21,400
Committee Chairman (13)	25%	£13,375	£173,875
Deputy Leader of Conservative Group (post to cease when present incumbent steps down)	40%	£21,400	£21,400
Leader of Opposition Group	30 %	£16,050	£16,050
Deputy Leader of Main Opposition Group	10%	£5,350	£5,350
Opposition Spokes persons (7)	2.5%	£1,337	£9,359
Chairman Standards Committee	2.5%	£1,337	£1,337
Chairman of the Council	-	£21,680	£21,680
Vice-Chairman	-	£10,840	£10,840
TOTAL			£1,733,896

Recommended:

That the County Council be invited to consider the recommendations of the Independent Remuneration Panel with regard to proposed changes to the Members' Allowances Scheme for the period 8 June 2009 to 6 May 2013 and as detailed in Appendix 1 of the Members' Allowance Scheme (where the Panel is recommending that a SRA be deleted it is proposed that this be implemented with effect from April 2010.)

Sir Rodney Brooke – Chairman of the Independent Remuneration Panel
February 2010

