



**INDEPENDENT REMUNERATION  
PANEL**

**REPORT TO  
TENDRING DISTRICT COUNCIL**

**May 2010**

**Recommendations on the Level of Members'**

**Allowances to Be Paid in the Municipal Year 2010/2011**

***Tendring***  
***District Council***



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<sup>1</sup> Appendices include allowances for care of children and dependants.

The requirement for an Independent Remuneration Panel [IRP], how it operates, and regulations governing the payment of Members' Allowances all continue to be subject to the provisions of the Local Authorities (Members' Allowances) (England) Regulations 2003.

Part 4 regulation 19(1) states that "*Before an authority.....makes or amends a scheme, the authority shall have regard to the recommendations made in relation to it by an independent remuneration panel*"

This report has been prepared in accordance with those regulations to enable the Authority to meet its statutory responsibilities when reviewing or amending its Scheme of Allowances.

### **The Political Structures and the Roles of Members**

The political structure of the Council and the roles of its members remain unchanged since the previous review.

- **Full Council** consisting of 60 elected Members;
- At the time of preparing this report the Conservative Group in collaboration with the Community Representative Group provides the Administration with Tendring First, Liberal Democrat, Labour and Independent Members forming the opposition.
- **An Executive Cabinet** of 9 Members plus an Executive Leader. The 9 portfolios remain the same as at the last review, with the Leader continuing to have overall responsibility for corporate and political strategy and leadership of the Authority. The Finance Portfolio Holder has been nominated as the Council's Deputy Executive Leader, but no additional SRA is being paid.
- **Overview and Scrutiny** functions are provided by 4 quite separate committees (Community Leadership and Partnerships, Service Development and Delivery, Corporate Management, and Scrutiny), each comprising of 8 members, each committee having very separate and defined responsibilities;
- **Audit Committee** comprising 5 members whose duties include provision of independent assurance on the adequacy of the risk management framework, independent scrutiny of the Council's financial and non-financial performance and overseeing the financial reporting process;
- **Standards Committee** that consists of 11 Members. 6 (including 1 Executive Member) of the 11 are elected Members of Tendring District Council. There are 3 independent members of the public who are considered to be of good standing within the community and 2 members of Parish Councils. The Chairman of the Standards Committee continues to be an independent non-elected, person who is not able to receive a Special Responsibility Allowance, but who may be paid a co-opted member allowance. Following a Regulation change in early 2008 there are also 3 substitute independent members and 2 substitute parish members. Since September 2008 the Committee has established 3 sub-committees to handle Referrals, Reviews and Hearings, each chaired by the independent members;
- **Development Control Committee** with 18 members appointed on a politically proportional basis. This committee meets every 3 weeks, to handle the significant volume of planning applications that officers cannot determine under delegated authority;

- **Regulatory Committee** with 14 members appointed on a politically proportional basis. It continues to discharge a range of regulatory functions for which the Council is responsible, including health and safety enforcement, pollution control, statutory nuisance and licensing (delegated);
- **Licensing Committee** that undertakes the quasi-judicial determination of personal licensing matters including Hackney Carriage, Private Hire, Public Entertainment, Liquor and Gaming licences. It has 15 members appointed on a politically proportional basis. It operates 4 specific licensing sub-committees;
- **Human Resources Committee** that deals with general staffing matters. Part of its work is conducted by an Appeals Sub Committee. It has 14 members.

### Political Composition of the Council

The Panel has had to conduct this most recent review against a backdrop of ongoing political changes. The political composition of the Council at the time it concluded its review continued to comprise members from the Conservative, Community Representative and Administration Groups and independent members.

### Independent Remuneration Panel Meetings

In line with established practice, the Panel began its deliberations with a formal meeting, and then held a number of informal meetings, concluding with a second formal meeting at which it presented this report containing its recommendations to the Council.

### Independent Remuneration Panel Members

- ▽ **Frederick M. Abbott** – In excess of 40 years industrial experience with large international companies in senior management positions related to supply chain matters. Fred has been a Panel member since its inception in 2001 and was re-elected Chairman for the current year;
- ▽ **Philip Cunningham** – Worked for 25 years with Essex County Council, both as a practitioner, manager and in policy development for Adult Social care. Philip was appointed to the Panel in July 2009;
- ▽ **John H. Lange** - Vice-Chairman of former Tendring Primary Care Trust and retired Fundraising Consultant, with over 30 years' experience with multinational companies, and governor to several schools. John has been a Panel member since its inception in 2001;
- ▽ **Brian Naylor** – Retired accountant with over 30 years experience running his own accountancy practice in Clacton. Previously resided in Little Clacton where he served for a number of years on the Parish Council, holding the Chair for four years. Brian was appointed to the Panel in July 2009;
- ▽ **Andrew Schooler** - Worked for 38 years in the Public Sector. Currently a Chairman both in the Criminal Court and the Essex Family Court, a member of the Employment Tribunal Service and now Chairman of the Independent Monitoring Board of the Military Corrective Training Centre at Colchester. Andrew has been a Panel member since 2006.

All Panel Members are local Council Tax payers.

Two specific issues included in the Panel's report to Annual Council in May 2009 require follow-up Panel action in this latest review:-

### PREVIOUS REVIEW - BROUGHT FORWARD ITEMS

Follow-up Subject	Follow-up Action Required
ICT Element of Basic Allowance	Need to review the 'current' situation regarding the ICT element of Basic Allowance; in particular whether any further evidence / information is available regarding savings / cost of consumables etc.
Co-opted Members' Allowance	Need to examine actual workload of the sub-committees established around the time of the last review – check a full year's activity and determine if allowance level should be linked into the multiplier system.

#### ICT Element of Basic Allowance

At the time of the previous review, members were being encouraged to join the Council's Member ICT Program. The Panel decided in the light of information provided at that time that it would consider the subject again in 12 months when scheme membership had stabilised.

#### Co-opted Members Allowance

In May 2008 co-opted members' allowances were brought in line with the regulations and other authority practice by introducing annual allowances with effect from 1<sup>st</sup> May 2009.

When the IRP undertook its last review of allowances, the Standards Committee was in the process of implementing new working arrangements in readiness for an anticipated significant increase in cases to consider, resulting from anticipated referrals from the Standards Board for England. In view of those new arrangements the IRP decided it would review the activity of this Committee after 12 months operation in order to gain a true perspective of the workloads of Standards Committee members, particularly the non-elected members to whom the co-opted member allowance is paid. During the current review the panel has heard evidence from the Assistant Head of Legal (Democratic Services) as to actual Committee activity and workloads over the preceding 12 months. The conclusions from this update are set out in Section 4 of this report.

**NEW ISSUES – ISSUES ARISING DURING THE 2010/2011 ALLOWANCES REVIEW**

The following matters have been raised during meetings with the Executive Leader, Portfolio Holders, Committee Chairs or by other members during the course of the current review:-

New Issues Raised	Comment / Narrative
Secondment of an advisory officer from Essex County Council.	A question has been raised as to what impact there has been on the role and responsibilities of Portfolio Holders or Committee Chairs who have received advice from an officer seconded from Essex County Council. Does this external advice affect Special Responsibility Allowances in any way?
Re-introduction of SRA's for the general members of Development Control Committee	The Panel was informed that members were generally reluctant to sit on the Committee due to its excessive workloads and the number of site visits that were necessary. Re-introduction of the SRA paid in the past was therefore suggested for Panel consideration
Creation of the post of Deputy Executive Leader	Following the change in political control, the requirement / need for a Deputy Executive Leader was raised by more than one of the members who attended information gathering sessions with the IRP.

**Secondment of an Advisory Officer from Essex County Council**

The Panel takes the view that the engagement of this officer was purely advisory and that lead members of the Administration are not required to follow this or any other advice provided to them. Their specific roles, responsibilities and delegated powers are clearly defined within the Council's Constitution, which at the time of review has not been amended to reflect any external guidance or influence. The Panel's view as to how this might affect allowances is set out in Section 4 below.

**SRA's for General Members of Development Control Committee**

Allowances that were paid in previous years were recommended to be removed at the last annual review as the Panel was not convinced that workloads of Development Control Committee were any more onerous than a number of other important committees.

In view of requests to re-introduce this allowance, the matter has been carefully reconsidered following advice from members and senior officers and the Panel's conclusions are set out in Section 4 below.

**Post of Deputy Executive Leader**

A Post of Deputy Executive Leader has not previously been included within the formal political management structure as set out in the Constitution. The Local Government Public Involvement in Health Act 2007 includes further amendments in respect of the political management arrangements made possible by the Local Government Acts of 2000 and 2003. In particular it adds a requirement, within the Leader and Executive model, for the appointment of a Deputy Executive Leader (from among the members of the Executive). Council has now formalised this situation by amendment to the Constitution. Consequently, the IRP has considered the implications with respect to the Scheme of Allowances and its conclusions are also set out in Section 4 below.

### **Interviews with Members**

Two new Independent Remuneration Panel members were appointed with effect from 1<sup>st</sup> July 2009. To help them gain essential knowledge relating to the operation of the Council and the responsibilities vested in individual senior members of the Administration (and provide an update for the existing Panel members), it was decided that it would be appropriate to arrange meetings with the Executive Leader, Portfolio Holders and the Chairs of Development Control, Licensing, Audit and Human Resources Committees.

In order to achieve this 3 dates were provided in late October and early November 2009 to provide a choice of dates for members and the senior officers. With the exception of one Portfolio Holder (unavailable through ill health) all other Portfolio Holders met with the Panel.

### **Evidence from Officers**

The Panel also requested sessions with the respective Heads of Service to monitor ongoing operational arrangements and seek information regarding any changes in levels of respective delegations.

The sessions proved to be very informative for the Panel, and the Members and Officers concerned are thanked for their frank contributions to the debate.

### **Other Local Authority Comparative Data**

The Panel decided that it would again collect comparator data in respect of 2 groups of authority for this year's review, namely: -

Essex authorities; and  
Audit Commission 'Core' Group<sup>2</sup> authorities.

A copy of the newly collected data, relating to the various allowances is attached to this report at Appendices 1 to 4.

### **Overview & Scrutiny Activity**

The Panel felt that it would be beneficial to update its knowledge on the activities of the 4 scrutiny committees now they have been fully active for some while. The Overview & Scrutiny Manager was therefore invited to one of its meetings to provide updated activity information and an up-to-date idea of the future programme of work of each of the committees.

### **Acknowledgement for Officer and other Support Provided to the Panel**

The Panel would like to express its gratitude to Mike Cole (Assistant Head of Financial Services), and Brenda Collins (Senior Members' Officer), for their assistance in providing guidance regarding the relevant regulations, the collection of comparative data and associated information regarding Council service and operational issues, and the arrangement of accommodation and hospitality for the numerous meetings.

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<sup>2</sup> The 'Core' Group are a selected number of other shire district councils that are perceived by the Audit Commission to have close similarities to Tendring.

### ICT Element of Basic Allowance

This matter was examined during the previous review. In the absence of any additional information relating to members ICT consumables costs the Panel concluded there was little benefit in re-visiting this aspect of allowances in this latest review. Practice among the comparator authorities remains varied. The panel therefore **recommends continuation of the current practice of including the ICT consumable element of a member's allowance within the overall Basic Allowance.**

### Co-opted Member Allowances – Standards Committee

The IRP was informed that whilst the increased number of meetings that had been anticipated as a result of increased numbers of referrals from the Standards Board for England had not materialised in the expected quantities there has been a moderate increase in the number of local referrals to be considered and determined albeit it is not known whether this will continue in the future.

Consequently, it does not propose any change in the co-opted member allowance at the present time against the backdrop of other recommended allowance reductions but leaves current levels unchanged in recognition of the increased workload of the Standards Committee and sub-committees that has been experienced.

The Panel proposes to continue to monitor ongoing referral numbers and the activity in this important area of governance looking to a possible recommendation to link these allowances to a multiplier of Basic Allowance at some appropriate point in the future.

### Engagement of Advisory Officer from Essex County Council

As requested, the Panel considered the role of this seconded officer and what impact his involvement might have in respect of the roles and responsibilities of Cabinet Members and Committee Chairs. It concluded that since under the current Constitution all responsibilities remain solely and exclusively with elected Portfolio Holders, Committee Chairs and nominated Officers, in the absence of any Constitutional changes to those responsibilities or associated delegated powers in favour of the secondee **there could be no impact whatsoever on the Special Responsibility Allowances that Portfolio Holders or Committee Chairs should continue to receive.**



### Development Control General Member Special Responsibility Allowances

The Panel was made aware of external reports and associated recommendations relating to the activity of the Development Control Committee that will among other things:-

- ◆ Seek to reduce the number of members on the Committee from 18 to 9 or 11 to improve committee administration and operation;
- ◆ Increase and improve the amount of information available to members through new and improved technology (such as @PowerPoint and 3-D graphical presentations) ;
- ◆ Look to move to daytime meetings;
- ◆ Result in the need for fewer site visits by members.

The Panel concluded that **it would be appropriate to wait until all proposed or anticipated changes have been introduced so that their impact can be properly assessed before deciding whether it should recommend a re-introduction of SRA's for the general members of this Committee.**

### Post of Deputy Executive Leader

The Panel is aware the Council's chosen democratic model for the Executive has worked within a model of collective responsibility. Apart from the Leader, since introduction, all Portfolios have therefore been considered equal in terms of SRA. It is not yet clear if the new Deputy Executive Leader's designation has changed or re-distributed the level of responsibility within the Executive to a degree that would affect the level of allowances across the Cabinet.

The Panel recommends for 2010/11 the post be designated the same level of SRA as other Portfolio Holders and the situation reviewed after a year in operation.

### Comparison with Other Local Authority Schemes of Members Allowances

Existing 2009/2010 levels of allowances and those being considered for recommendations were compared with the equivalent allowances being paid by other Essex and the Audit Commission 'Core'<sup>2</sup> Group authorities. The Panel again noted that care needs to be exercised when undertaking simple comparison between authorities, due to the fact that there are unique variances between Tendring and any comparator authorities.

As in previous years the Panel noted the fact that Tendring remains in the upper quartile of allowance amounts in a good many instances. It also noted that in some cases comparator authorities have actually **reduced** allowances paid to members where budgetary problems have been experienced. Other authorities have frozen allowances in their most recent reviews due to the economic climate.

### Summary of the Panel's Conclusions

During the past year, as in previous years, there has been no significant change in the volume or range of services provided by Tendring.

The Panel discussed in detail (having regard to its responsibilities to provide a truly independent review) and then took account of:-

- ✘ The world-wide recession and its general and local impacts;
- ✘ The rates of inflation currently being experienced;
- ✘ Tendring's unique demography and particular deprivation problems;
- ✘ Issues raised during its meetings with the Executive Leader, Portfolio Holders and Committee Chairs;
- ✘ The anticipated cap that is expected to be placed on public sector pay generally;
- ✘ Tendring's current Allowance rates compared to other similar authorities;
- ✘ The frugal approach taken by other similar authorities
- ✘ During the review, the Panel was informed on a number of separate occasions that there is a common view among members that SRA's are generous at their current levels and that some reduction in the multipliers used to calculate them would be reasonable.

When the Panel was finalising its recommendations a year ago RPIX was running at around 2.5% and the expected officer salary increase was being projected at 2.45%. In reality, by the time approved allowances began being paid in May 2009, RPIX had dropped considerably to 1.6% and the officer salary increase was finally settled at just 1%.

The overall conclusion is, therefore, that it would be **wrong to increase allowance levels for 2010/2011**. In fact the Panel has concluded that it **would be appropriate to apply a reduction across the board for the next municipal year**.

Having looked at the allowances paid at a range of similar authorities, it is clear, as has been indicated in earlier years' reviews, that Tendring undoubtedly remains at the top end of allowance payers.

The Panel therefore **recommends a reduction of 2½% in the current Basic Allowance and an across the board reduction of 10% in the multipliers used to calculate all Special Responsibility Allowances**.

**If the Panel's recommendations are accepted at Annual Council the reduced Basic Allowance will continue to remain above the average for the Essex Districts and that of the Core Group Authorities**

### Mileage, Cycle Rates and Maximum Subsistence Allowances

Given the general economic climate and having looked at the equivalent payments being made by the comparator authorities, the Panel felt it should **recommend holding all travel and subsistence rates at the current (2009/1010) maximum levels**.

## 1 Chairman and Vice Chairman (Civic Duty) Allowances

Annual Council in May 2008 approved a Panel recommendation that these allowances should be increased each new municipal year by reference to the previous December's RPIX index level increase as published in mid-January the following year. The RPIX index for December 2009 published in mid January 2010 was 3.8% so in accordance with that previously agreed formula the new annual allowances were calculated at £6060 and £2,130 respectively.

However, to be consistent with its overall approach to allowances for 2010/2011 the Panel **recommends a reduction of 2½% (as has been recommended for Basic Allowance) recognising that these allowances are different from SRA's in that they are intended to cover the cost of undertaking a prestigious civic role at the head of the Council. The Panel therefore recommends rounded Chairman and Vice-Chairman Allowances of £ 5,910 and £ 2080 respectively.**

## 2 Basic Allowance

In considering the appropriate level of Basic Allowance to recommend for 2010/2011 the Panel engaged in extensive discussion regarding various factors as set out in section 4 above

The Panel **recommends a Basic Allowance of £4,962**

## SPECIAL RESPONSIBILITY ALLOWANCES

All SRA Multipliers shown reflect the 10% recommended reduction

### 3 Executive Leader

Revised Multiplier 3.600 - The Panel **recommends an annual allowance of £ 17,862.**

### 4 Deputy Executive Leader

Recommended Multiplier 2.115 – The Panel **recommends a new annual allowance of £10,494.**

### 5 Portfolio Holders

Revised Multiplier 2.115 – The Panel **recommends an annual allowance of £ 10,494.**

**6 Opposition Leader(s)**

Examination of other authorities' schemes of allowances has revealed that several now apply the same principle as that adopted by Tendring last year; that of a lump sum plus an amount per group member.

Using the formula previously proposed the Panel **recommends an Opposition Leader SRA's calculated using:-**

	£
<b>Amount for being A Group Leader</b>	<b>1,473</b>
<b>For Each Member of the Group</b>	<b>174</b>

**7 Chairmen of Overview and Scrutiny Committees (each of the 4 Committees)**

Revised Multiplier 0.720 - The Panel **recommends an annual allowance of £ 3,573.**

**8 Chairman of Audit Committee**

Revised Multiplier 0.900 – The Panel **recommends an annual allowance of £ 4,467.**

**9 Chairman of Development Control Committee**

Revised Multiplier 1.224 – The Panel **recommends an annual allowance of £ 6,072.**

**10 Vice-Chairman of Development Control Committee**

Revised Multiplier 0.396 – The Panel **recommends an annual allowance of £ 1,965**

**11 Chairman of Licensing Committee**

Revised Multiplier 1.224 – The Panel **recommends an annual allowance of £ 6,072.**

**12 Chairmen of Licensing Sub-Committees (all 3 Sub-Committees).**

Revised Multiplier 0.396 - The Panel **recommends an annual allowance of £ 1,965.**

**13 Chairman of Human Resources Committee**

Revised Multiplier 0.720 - The Panel **recommends an annual allowance of £ 3,573**

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**OTHER ALLOWANCE RECOMMENDATIONS****14 Childcare Allowance**

The Panel recommends a continued rate of £ 5.89 per hour for a maximum of 15 hours per week.

**15 Dependent Carer Allowance**

The Panel recommends a continued rate of £ 8.38 per hour for a maximum of 15 hours per week.

**16 Co-opted Member Allowance**

The Panel recommends continuation of the existing annual allowances:-

<b>Chairman of the Standards Committee</b>	<b>£924</b>
<b>Other Members of the Standards Committee</b>	<b>£465</b>
<b>Substitute Members of the Standards Committee</b>	<b>£231</b>

**17 Conference Allowance**

After comparing the currently approved rate of conference allowance with comparator groups, the Panel recommends that the existing (2009/2010) rate should continue to be paid.

**18 Maximum Subsistence Allowances**

After comparing subsistence allowances with Essex and Audit Commission 'Core' Group authorities, the Panel recommends that the maximum subsistence claimable on production of receipts be kept at the existing (2009/2010) rates.

**19 Mileage Allowance**

The Panel recommends continuation of the HMRC non-profit rate of 40pence per mile (first 10,000 miles – 25p per mile thereafter), with motorcycle and bicycle rates of 24pence and 20 pence respectively in accordance with the existing (2009/2010) rates.

**REVIEW OF ALLOWANCES FOR 2011/2012**

The Panel recommends a further review of allowances commencing in late summer / early autumn 2010 in respect of the municipal year 2011/2012.

**SCHEDULE OF RECOMMENDED ALLOWANCES**

**SECTION 6**

<b>Allowance</b>	<b>No SRA's</b>	<b>BASIC</b>	<b>Post Mult</b>	<b>SRA</b>	<b>BASIC &amp; SRA</b>	<b>SRA TOTAL</b>
<b>Basic Allowance</b>		<b>4962</b>				
Executive Leader	1	4,962	3.600	17,862	22,824	17,862
Deputy Executive Leader	1	4,962	2.115	10,494	15,456	10,494
Portfolio Holder	8	4,962	2.115	10,494	15,456	83,952
Majority Opposition Group Leader	1	4,962		6,693	11,655	6,693
Scrutiny - Chair	1	4,962	0.720	3,573	8,535	3,573
Corporate Management - Chair	1	4,962	0.720	3,573	8,535	3,573
Community ,Leadership & Partnership - Chair	1	4,962	0.720	3,573	8,535	3,573
Service Development & Delivery - Chair	1	4,962	0.720	3,573	8,535	3,573
Audit Committee Chair	1	4,962	0.900	4,467	9,429	4,467
Development Control - Chair	1	4,962	1.224	6,072	11,034	6,072
Development Control - Vice-Chair	1	4,962	0.396	1,965	6,927	1,965
Licensing - Chair	1	4,962	1.224	6,072	11,034	6,072
Licensing Sub-Committee - Chairs	3	4,962	0.396	1,965	6,927	5,895
Human Resources Committee - Chair	1	4,962	0.720	3,573	8,535	3,573
Chairman - Standards Committee	1	0		924	924	924
Other Members - Standards Committee	4	0		465	465	1,860
Substitute Members - Standards Committee	5	0		231	231	1,155
				<b>TOTAL SRA's &gt;&gt;</b>		<b>165,276</b>
Number of Basic Allowances with SRA's	24					119,088
Number of Basic Allowances without SRA's	36					178,632
	<u>60</u>			<b>TOTAL Basics &gt;&gt;</b>		<b>297,720</b>
				<b>SRA's + Basic &gt;&gt;</b>		<b>462,996</b>
				<b>CHAIR &amp; V/C &gt;&gt;</b>		<b>7,990</b>
				<b>TO FINANCE &gt;&gt;</b>		<b>470,986</b>

Allowance	Panel Recommendation	Relevant Section 5 Paragraph Number
Chairman & Vice-Chairman of the Council	Based on a reduced previously agreed RPI formula <b>recommended allowances for the Chairman and Vice-Chairman of £ 5,910 and £ 2,080 respectively</b>	1
Basic (all 60 members)	<b>Recommended Basis Allowance of £4,962</b>	2
Executive Leader	<b>Multiplier revised to 3.60</b> giving an allowance of <b>£ 17,862</b>	3
Deputy Executive Leader	<b>Recommended multiplier of 2.115 giving a NEW allowance of £10,494.</b>	4
Portfolio Holder	<b>Multiplier revised to 2.115</b> giving an allowance of <b>£ 10,494</b>	5
Opposition Leader(s)	<b>Fixed Sum of £ 1,473 plus £ 174 per member</b>	6
Chair - Scrutiny Committee	<b>Multiplier revised to 0.720</b> giving an allowance of <b>£ 3,573</b>	7
Chair - Corporate Management Committee		
Chair - Service Development & Delivery Committee		
Chair - Community Leadership & Partnerships Committee		
Chair - Audit Committee	<b>Multiplier revised to .0.900</b> giving an allowance of <b>£ 4,467</b>	8
Chair – Development Control	<b>Multiplier revised to 1.224</b> giving an allowance of <b>£ 6,072</b>	9
Vice-Chair – Development Control	<b>Multiplier revised to 0.396</b> giving an allowance of <b>£ 1965</b>	10
Chair – Licensing Committee	<b>Multiplier revised to 1.224</b> giving an allowance of <b>£ 6,072</b>	11
Chairs – Licensing Sub-Committees	<b>Multiplier revised to 0.396</b> giving an allowance of <b>£ 1965</b>	12
Chair – Human Resources Committee	<b>Multiplier revised to 0.720</b> giving an allowance of <b>£ 3,573</b>	13
Childcare Allowance	<b>To remain unchanged at 2009 /2010 rates</b>	14
Dependent Care Allowance	<b>To remain unchanged at 2009 /2010 rates</b>	15
Co-opted Member Allowances	<b>To remain unchanged at 2009 /2010 rates</b>	16
Conferences	<b>To remain unchanged at 2009 /2010 rates</b>	17
Maximum Subsistence Rates	<b>To remain unchanged at 2009 /2010 rates</b>	18
Travel	<b>To remain unchanged at 2009 /2010 rates</b>	19

Council	Basic Allowance	SRA - Leader	Portfolio Holder	Planning Chair	Licensing Chair	O&S Chair	Other Chairs		Opposition Leader(s)		Carer Allowance	Childcare Allowance
							Min	Max	Min	Max		
Basildon	5,637	15,502	9,865	8,456	8,456	8,456	4,228	4,228	1,409	4,228	4.00	4.00
Brentwood	Alternative Arrangements In Operation											
Castle Point	Alternative Arrangements In Operation											
Harlow	Alternative Arrangements In Operation											
Maldon	Alternative Arrangements In Operation											
Uttlesford	Alternative Arrangements In Operation											
Braintree	4,446	13,338	8,892	4,446	4,446	4,446	4,446	4,446	1,112	4,446	6.33	6.33
Chelmsford	5,380	21,100	10,550	6,963	2,637	2,637	1,055	1,055	1,055	6,963	11.48	5.74
Colchester #2	6,254	18,763	11,258	6,567	5,629	6,567	3,753	3,753	2,252	7,505	7.00	7.00
Epping Forest	3,400	7,875	6,300	2,362	787	3,150	1,075	2,362			#1	#1
Rochford #3	4,250	21,250	8,500	2,125	2,125	2,125	2,125	2,125		2,125	15.00	6.00
<b>TENDRING</b>	<b>5,088</b>	<b>20,352</b>	<b>11,958</b>	<b>6,921</b>	<b>6,921</b>	<b>4,071</b>	<b>4,071</b>	<b>5,088</b>		<b>7,452</b>	<b>8.38</b>	<b>5.89</b>
<b>MINIMUM</b>	<b>3,400</b>	<b>7,875</b>	<b>6,300</b>	<b>2,125</b>	<b>787</b>	<b>2,125</b>	<b>1,055</b>	<b>1,055</b>	<b>1,055</b>	<b>2,125</b>	<b>4.00</b>	<b>4.00</b>
<b>AVERAGE</b>	<b>4,922</b>	<b>16,883</b>	<b>9,618</b>	<b>5,406</b>	<b>4,429</b>	<b>4,493</b>	<b>2,965</b>	<b>3,294</b>	<b>1,457</b>	<b>5,453</b>	<b>8.70</b>	<b>5.83</b>
<b>MAXIMUM</b>	<b>6,254</b>	<b>21,250</b>	<b>11,958</b>	<b>8,456</b>	<b>8,456</b>	<b>8,456</b>	<b>4,446</b>	<b>5,088</b>	<b>2,252</b>	<b>7,505</b>	<b>15.00</b>	<b>7.00</b>
	#1	Paid at National Minimum Wage										
	#2	Reducing to £5.25 2nd, £3.5 3rd & £1.75 4th children										
	#3	Main Allowances remain at 2008/2009 levels										



Council	Basic Allowance	Leader	Portfolio Holder	Planning Chair	Licensing Chair	O&S Chair	Other Chairs		Opposition Leader(s)		Carer Allowance	Childcare Allowance	
							Min	Max	Min	Max			£p hour
Canterbury	4,170	18,114	5,430	3,618	4,077	4,539	453	906	139	3,024	#4	#4	
East Devon	4,044	14,074	6,032	6,032	4,021	4,021	2,011	3,217	3,517	6,032	5.52	5.52	
East Lindsey	4,107	12,320	4,312	3,080	2,464	3,696	2,464	3,696		2,633	5.35	5.35	
Kings Lynn	5,086	14,600	6,530	5,000	5,000	1,980	1,980	5,000	340	675	10.30	5.82	
Lewes	2,975	13,799	5,519	4,140	#3	3,311	1,035	4,140		4,140	10.04	10.04	
North Devon	4,570	15,995	4,570	4,570	4,570	6,855	1,143	2,285		6,855	4.50	4.50	
North Norfolk	4,000	12,000	9,200	6,680	6,680	6,680		6,680		6,680	#4	#4	
Rother	4,237	12,376	2,692	2,692	1,969	2,692	1,969	1,969	#6	#6	10.00	6.50	
Scarborough	3,800	15,200	7,600	6,804	6,308	6,308	5,054	6,308		5,700	#5	#5	
Sedgemoor	4,176	15,422	5,783	3,855	3,855	3,855	3,855	3,855	2,892	2,892	#2	#2	
Shepway	3,006	19,656	8,148	3,660	3,660	3,660	1,284	1,284	1,710	2,904	#5	#5	
South Hams	4,440	12,240	4,080	6,120	2,040	4,080	2,040	4,080	#1	#1	6.20	6.20	
Teignbridge	5,231	18,309	7,847	6,800	5,231	7,323	3,923	3,923		1,569	#2	#2	
<b>TENDRING #7</b>	<b>5,088</b>	<b>20,352</b>	<b>11,958</b>	<b>6,921</b>	<b>6,921</b>	<b>4,071</b>	<b>2,238</b>	<b>5,088</b>		<b>7,452</b>	<b>8.38</b>	<b>5.89</b>	
West Dorset	4,780	14,340	7,170	7,170	4,780	4,780	4,780	4,780	1,394	597	5.76	5.76	
Wyre	3,978	15,912	7,956	5,967	5,967	5,967			#8	#8	#4	#4	
<b>MINIMUM</b>	<b>2,975</b>	<b>12,000</b>	<b>2,692</b>	<b>2,692</b>	<b>1,969</b>	<b>1,980</b>	<b>453</b>	<b>906</b>	<b>139</b>	<b>597</b>	<b>4.50</b>	<b>4.50</b>	
<b>AVERAGE</b>	<b>4,231</b>	<b>15,294</b>	<b>6,552</b>	<b>5,194</b>	<b>4,503</b>	<b>4,614</b>	<b>2,445</b>	<b>3,814</b>	<b>908</b>	<b>3,935</b>	<b>7.34</b>	<b>6.18</b>	
<b>MAXIMUM</b>	<b>5,231</b>	<b>20,352</b>	<b>11,958</b>	<b>7,170</b>	<b>6,921</b>	<b>7,323</b>	<b>5,054</b>	<b>6,680</b>	<b>3,517</b>	<b>7,452</b>	<b>10.30</b>	<b>10.04</b>	
	#1	£204 per member in each group					#5	Not mentioned / no amounts in Scheme provided					
	#2	Paid based on actual cost (paid receipts).					#6	£422 + £73 Per Member					
	#3	£56 per Licensing Cttee / Sub-Cttee meeting.					#7	Opposition = £1,512 + £198 per group member					
	#4	Set At National Minimum Wage.					#8	£72 per group member					

Authority	Breakfast	Lunch	Tea	Evening Meal	Overnight Stay	Overnight London	Conference Expenses
Basildon	6.45	8.91	3.52	11.03	79.82	91.04	30.39
Canterbury	5.73	7.92	3.13	9.80			
Chelmsford	6.45	8.91	3.52	11.03	79.82	91.04	
Colchester	4.77	6.57	2.59	8.13	77.43	88.31	
East Devon	5.64	7.80	3.08	9.67	85.36	97.36	
East Lindsey	#4	#4	#4	#4	#4	#4	#4
Epping Forest	#5	#5	#5	#5	#5	#5	#5
Kings Lynn	6.45	8.91	3.52	11.03			
Lewes	#5	#5	#5	#5	#5	#5	#5
North Devon	6.16	8.48	3.34	10.51	#2	#2	#2
North Norfolk	#3	#3	#3	#3	#3	#3	#3
Rochford #1	6.45	8.91	3.52	11.03	120.00	180.00	
Rother	5.00	7.00	3.00	10.00	#5	#5	#5
Scarborough	6.69	9.24	3.63	11.43	75.82	93.13	
Sedgemoor	5.00	7.00		8.50	80.00	91.04	
Shepway	6.45	8.91	3.52	11.03	79.82	91.04	30.39
South Hams	5.39	7.45	2.94	9.23	79.82	91.04	
Teignbridge	5.07	6.98	2.75	8.64	#5	#5	#5
<b>TENDRING</b>	<b>6.00</b>	<b>7.50</b>		<b>12.00</b>	<b>120.00</b>	<b>140.00</b>	<b>90.00</b>
West Dorset	5.38	8.30	3.36	13.54	#5	#5	#5
Wyre	4.48	6.17	2.43	7.64	#5	#5	#5
<b>MINIMUM</b>	<b>4.48</b>	<b>6.17</b>		<b>7.64</b>	<b>75.82</b>	<b>88.31</b>	<b>30.39</b>
<b>AVERAGE</b>	<b>5.79</b>	<b>8.01</b>	<b>3.03</b>	<b>10.31</b>	<b>88.05</b>	<b>105.21</b>	<b>50.26</b>
<b>MAXIMUM</b>	<b>6.69</b>	<b>9.24</b>	<b>3.64</b>	<b>13.54</b>	<b>120.00</b>	<b>180.00</b>	<b>90.00</b>
	#1	Moved To Executive Style Arrangements from August 2008					
	#2	Out of Pocket expenses £4.99 per night or £20.04 per week					
	#3	Pay National Officer Subsistence - amount detail not provided					
	#4	Scheme supplied specifies NO amounts					
	#5	No mention / detail in Schemes provided					

Authority	Engine Size			Single	Motor	Cycle
	To 999 cc	To 1199 cc	> 1199 cc	Rate	Cycle	Rate
	Amounts All Pence Per Mile					
Basildon				40.00	20.00	
Braintree #1				40.00	24.00	20.00
Canterbury				40.00	24.00	40.00
Chelmsford	42.90	47.70	60.10		#2	
Colchester				40.00	24.60	20.00
East Devon	40.50	44.20	55.80			9.30
East Lindsey				40.00	24.00	50.00
Epping Forest	#3	#3	#3	#3	#3	#3
Kings Lynn				40.00	24.00	20.00
Lewes				40.00	24.00	20.00
North Devon				40.00	24.00	20.00
North Norfolk				40.00	24.00	24.00
Rochford				40.00	24.00	20.00
Rother				40.00	24.00	20.00
Scarborough	42.90	46.90				
Sedgemoor				40.00		20.00
Shepway				40.00	24.00	20.00
South Hams				40.00	24.00	20.00
Teignbridge				40.00	24.00	25.00
<b>TENDRING</b>				<b>40.00</b>	<b>24.00</b>	<b>20.00</b>
West Dorset				40.00		
Wyre				40.00		10.00
<b>MINIMUM</b>	<b>40.50</b>	<b>44.20</b>	<b>55.80</b>	<b>40.00</b>	<b>20.00</b>	<b>9.30</b>
<b>AVERAGE</b>	<b>42.10</b>	<b>46.27</b>	<b>57.95</b>	<b>40.00</b>	<b>23.77</b>	<b>22.25</b>
<b>MAXIMUM</b>	<b>42.90</b>	<b>47.70</b>	<b>60.10</b>	<b>40.00</b>	<b>24.60</b>	<b>50.00</b>
	#1	Pay a daily walking allowance 1.00				
	#2	Ranging from 8.5-16.5p per mile				
	#3	Rates on back of claim form (not provided)				