



**INDEPENDENT REMUNERATION PANEL
REPORT TO TENDRING DISTRICT COUNCIL
MAY 2011**

W

**Recommendations on the Level of
Members' Allowances
For the Municipal Year 2011/2012**

***Tendring*
District Council**



SUMMARY OF CONTENTS

SECTION	CONTENT	PAGE
	Contents	1
1	Introduction / Background / Panel Members	2
2	Brought Forward And New-Year Specific Review Matters	4
3	Review Methodology / Evidence / Technique / Acknowledgement	7
4	Preamble To Conclusions / General Recommendations	8
5	Panel Conclusions / Recommendations	11
6	Schedule of Recommended Allowances	14
7	Summary of Allowance Changes	15

APPENDICES	Other Authority Comparative Allowances and Other Related Data	
1	Essex Authorities' Allowances ¹	16
2	Audit Commission 'Core' Group Authorities' Allowances ¹	17
3	Subsistence Allowances	18
4	Car Mileage, Motor Cycle & Bicycle Allowance Rates	19
5	Co-opted Members Allowances	20

¹ 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 [the Regulations].

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;
- **An Executive Cabinet** of 8 Members led by an Executive Leader and Deputy Executive Leader. Portfolios remain broadly the same as at the last review, (although some changes in personnel between Portfolios have occurred), the Leader continuing to have overall responsibility for corporate and political strategy and leadership of the Authority. The Finance Portfolio Holder has been formally appointed as the Council's Deputy Executive Leader, but to date no additional Special Responsibility Allowance [SRA] been paid for this additional role.
- **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 risk management arrangements, 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 an independent member;
- **Planning 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 – proposals during 2010/2011 to reduce the number of members on this Committee were not approved during 2010/2011.;

- **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

- 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 Groups forming the opposition.

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.

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.

One specific issue included in the Panel's report to Annual Council in May 2010 requires follow-up Panel action in this latest review:-

PREVIOUS REVIEW - BROUGHT FORWARD ITEMS

Follow-up Subject	Follow-up Action Required
Co-opted Members' Allowance	Panel recommended that it should review a full year's activity of the Co-opted Members of the Standards Committee and determine if allowance paid should be brought in line with comparator authorities and possibly linked into the multiplier system.

Co-opted Members Allowance

In an earlier review co-opted members allowances were brought in line with the regulations and other authority practice by introducing annual allowances with effect from 1st May 2009.

The IRP noted during the last review that co-opted member allowances at Tendring were considerably below rates within both comparator groups, but decided that it would be inappropriate to increase those allowances at a time when it was recommending cuts to elected member allowances generally. The co-opted member allowances were therefore left unchanged in the last review.

The latest comparator data collected (see Appendix 5) continues to reflect a similar low level of allowance compared to other authorities. Based on 19 authorities from the Essex and Core Authority groups that supplied data, the **average payment** to their respective Standards Committee chairs equates to 26.14% of this Authority's current Basic Allowance (and 30.48% of the individual authority Basic Allowances). Several authorities now calculate their equivalent allowances by reference to a multiplier of their Basic Allowance.

The Panel has gathered up-to-date evidence regarding the recent, current and expected workloads of the Tendring's Standards Committee and the conclusions from this latest review 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 the course of the current review:-

New Issues Raised	Comment / Narrative
Members' Broadband Allowance	Review requested by Cabinet.
Deputy \Executive Leader Allowance	The matter of whether a Deputy Executive Leader Allowance should be payable was raised originally during the previous review and in meeting members this time round was raised again.
Possible Application of a 4-Year Scheme of Allowances	Review requested by Cabinet.

Members' Broadband Allowance

Although the current allowance payment was the outcome of consideration of future electronic operation of Council administration by members and officers some years ago, Cabinet has requested that the Panel review the subject as part of its annual review of allowances requesting

“That the Independent Remuneration Panel be requested to consider the Members' broadband allowance as part of their review of the 2011/12 Members' allowances and that the Panel be informed that the Cabinet wish to see the allowance removed.”

The Independent Remuneration Panel's role is to make wholly independent recommendations in respect of the specific allowances² defined within Part 4 (21) of the 2003 Regulations. It is, however, happy to offer a recommendation regarding the reimbursement of Members' broadband costs in relation to Basic Allowance. That recommendation is included in Section 4 below.

Deputy Executive Leader Allowance

The Panel was made aware of the time commitment required of the Deputy Executive Leader over and above his normal Portfolio Holder commitments. The Panel's recommendation is included in Section 4 below

² Special Responsibility; Travelling and Subsistence; Co-optees'; Basic Allowance; Carer Allowances and whether allowances should be pensionable.

4-Year Scheme of Allowances

At its meeting on 26th January, Cabinet agreed the following:

“That the Independent Remuneration Panel budget be reduced to £500 per year and that the Panel be requested to make recommendations on a four year basis to cover a whole electoral cycle”

The Panel has been asked on a number of occasions, since the introduction of new political management arrangements on 1st October 2001, to consider whether indexation of allowances would be appropriate / should be introduced.

It has given the matter detailed consideration on each occasion that the subject has been raised but has previously always considered that, due to Tendring’s changing political circumstances and more recently the economic climate, indexation is not appropriate.

In the case of the most recent view it has been asked to come up with a 4-year scheme (i.e. indexation) to cover the period of the new 4-year electoral cycle commencing in May 2011.

As requested the Panel has revisited the issue of indexation and its conclusions are set out in Section 4 along with all other recommendations.

Comprehensive Spending Review [CSR]

The Panel spent a considerable amount of time in the early stages of its review considering the CSR and how it might impact on the review being undertaken. It acknowledged the fact that ultimately its recommendations should not be determined by the Council's ability or willingness to pay, but by what the respective roles within the administration are worth. That said, it recognised that due to national circumstances and actions the Panel could not operate in a vacuum and disregard those external factors or their influence on the Authority's circumstances.

Interviews with Members

The panel noted the fact that the elections due in May 2011 could potentially result in a considerable influx of new members and that it would be unfair to have too great a regard to the views of potentially outgoing members. It therefore concluded that both general and specific interviews with members, as have been undertaken for earlier reviews, might not be appropriate on this occasion.

The Panel was also made aware that it was the intention of the current administration that new councillors should not come into the Council with expectations of high levels of allowances.

It was decided that it would be appropriate to seek meetings with the Executive Leader and Deputy Executive Leader to ascertain their views as to the Council's likely direction for the remainder of the current and following municipal years and how that might be perceived to influence future allowances.

Evidence from Officers

The Assistant Head of Legal Services (Democratic Services) was invited to one of the Panel's informal meetings to provide an update on the level of activity within the Standards Committee and its sub-committees, as recommended in the Panel report approved by Council in May 2010. That evidence was taken into account when reaching the conclusion set out in Section 4 below.

Other Local Authority Comparative Data

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

Essex authorities; and
Audit Commission 'Core' Group³ authorities.

A copy of the newly collected data, relating to the various allowances is attached to this report at Appendices 1 to 5.

Acknowledgement for Officer Support Provided to the Panel

The Panel would like to express its gratitude to Mike Cole (Assistant Head of Financial Services), and a number of other service staff for their assistance in providing guidance regarding the relevant regulations, the collection of comparative data and associated information regarding issues under consideration, and for the arrangement of accommodation and hospitality for its numerous meetings.

³ 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.

Members' Broadband Allowance

As requested by Cabinet, the Panel has reviewed the matter of broadband allowance payments currently being paid to members who claim on a monthly basis.

The Regulations refer to allowances relative to posts and responsibilities and state clearly that the same Basic Allowance **MUST** be paid to all members so any additional payment incorporated within Basic Allowance would have to be paid to **all 60** members although only a proportion of that number have signed up to the electronic options available to them, including the availability of laptop computers.

The initial IRP reports produced in the early days of the current political management arrangements (October 2001) made reference to the fact that Basic Allowance is deemed to include an element to cover the cost of the use of a member's home including telephone charges and general consumables. The Panel noted the fact that telecoms costs generally have reduced in real terms in recent years and that **payment of a separate broadband allowance has in effect duplicated part of this element of Basic Allowance** as most modern broadband packages include general telephone line rental (and often call costs).

Given the facts above plus the current low⁴ level of take up, the Panel is of the opinion that the current Basic Allowance alone should be sufficient to meet these costs reasonably without the need for any additional allowance.

It therefore **recommends that the Council should cease to make separate "Broadband Allowance" payments.**

Deputy Executive Leader Allowance

The Panel recognised the additional responsibilities associated with this position and **recommends that a new Deputy Executive Leader With Portfolio Allowance be introduced and that in the event that a future Deputy Leader should not hold a portfolio then the allowance should be calculated by deducting the normal Portfolio Holder Allowance from that payable to a Deputy Executive Leader with Portfolio.**

Indexation – Request for a recommendation for a 4-year Scheme of allowances

It has been suggested to the Panel that it should consider altering its method of annual review and substitute this with directly linking Councillors' remuneration to a particular index such as Consumer Price Index (CPI) or other recognized index. The Panel takes the view that in times of uncertainty and financial volatility such indices can be subject to wild fluctuations over relatively short periods. The Panel has considered the matter carefully and at length and **does not recommend indexation.**

Should the Council wish to pursue indexation, then the 2003 Regulations part 3 sub-sections 4 & 5 provide for this situation. The index may be specified by the Authority and where the only change made to a scheme in any year is that effected by such annual adjustment in accordance with such index the Scheme is not deemed to be amended. This can continue for a period no longer than 4 years before being referred back to the Panel for further consideration.

⁴ In September 2010 a total of 16 claims were made ranging from £7.34 to the maximum of £17.99, plus one at roughly twice the maximum rate due to there being technical problems with providing broadband to that member's home.

The panel therefore **recommends that the Council determine its requirements according to the Regulation provisions.**

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 numbers there has been a moderate increase in the number of local referrals to be considered and determined albeit it is not known what arrangements will be required in the future as it seems likely that the Standards regime, in its present format, may be discontinued in the future.

Consequently, it does not propose any significant change in the co-opted member allowances at the present time against the backdrop of other recommended allowance amounts but recognises a previously considered view that these allowances should be linked to Basic Allowance in line with all other SRA's.

Given the unknown future of the Standards Committee the IRP recommends application of the following multipliers to calculate 2011/2012 allowances for the co-opted members of this Committee.

0.190; 0.095 and 0.048 recommended for Chairman, other members and substitute members respectively and that future arrangements are kept under review as appropriate.

Comparison with Other Local Authority Schemes of Members Allowances

Existing 2010/2011 levels of allowances and those being considered for recommendation were compared with the equivalent allowances being paid by other Essex and the Audit Commission 'Core 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 authority and that different authorities change their Schemes of Allowances at different times within the year.

It noted that in some cases comparator authorities have actually **reduced** (or are considering doing so) allowances paid to members where budgetary problems are expected / have been experienced. Other authorities have **frozen** allowances in their most recent reviews due to the economic climate.

Carer Allowances

After considering similar allowances paid by comparator authorities and noting the general climate of minimal or no pay increases, the Panel concluded that carer allowances should **remain unchanged at 2010/2011 levels.**

Mileage, Cycle Rates and Maximum Subsistence Allowances

The Panel noted the fact that travel and subsistence budgets are minimal in comparison to the overall cost of members' allowances and that claims made are few in number and of generally low value.

The Panel **recommends continued use of the HMRC AMAP rate and holding all other travel and subsistence rates at the (2010/1011) maximum levels.**

Basic Allowance [BA] Calculation

Members will recall that last year the IRP recommended a 2.5% reduction in BA with a further 10% reduction in multipliers used to calculate SRA's and that those recommendations were accepted and agreed by Annual Council. The Panel remains mindful of the overall economic situation.

In the light of zero rate pay increases within local government and the wider public sector and effectively real pay cuts resulting from the influence of inflationary effects within the economy the Panel felt that it would be appropriate to freeze Basic and related allowances, at the current levels, for the forthcoming municipal year.

It therefore **proposes that Basic Allowance should remain at £4,962 per annum for 2011/2012 and that multipliers used for 2010/2011 be continued in 2011/2012.**

1 Chairman and Vice Chairman (Civic Duty) Allowances

Allowances for the Chairman and Vice-Chairman of the Council are not allowances specified or authorised by the 2003 Regulations. Payment of these allowances therefore still occurs under the former 1972 Act which is why the Panel has never considered multipliers for these two allowances or treated them as SRA's.

Having heard evidence from several Chairmen over a number of years the Panel has been made aware on more than one occasion that the holders of these two positions incur significant costs in fulfilling their civic duties (often over and above the allowance level) which is why the allowance has been linked to RPIx.

Annual Council in May 2008 agreed 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 2010 published in mid January 2011 was 4.7% so in accordance with that previously agreed formula the new recommended annual allowances have been calculated at £6,360 and £2,240 respectively.

2 Basic Allowance

The Panel **recommends that Basic Allowance be frozen at £4,962 in 2011/2012.**

SPECIAL RESPONSIBILITY ALLOWANCES

In the absence of any significant changes in responsibilities since the last review the Panel recommends that multipliers use to calculate SRA's should remain the same as those used for the previous year's review.

3 Executive Leader

The Panel **recommends an annual allowance of £ 17,862.**

4 Deputy Executive Leader with Portfolio

The Panel **recommends a new annual allowance of £ 11,934.**

In the event that the Deputy Executive Leader should be appointed with no portfolio it is **recommended that the Deputy Executive Leader without Portfolio SRA should be the difference between the SRA's for a Deputy Executive Leader with a Portfolio and a Portfolio Holder.**

5 Portfolio Holders

The Panel **recommends an annual allowance of £ 10,494.**

6 Political Group Leader(s)

Examination of other authorities' schemes of allowances has revealed that many authorities apply the same principle as that adopted by Tendring two years ago; that of a lump sum plus an amount per group member.

In 2008 the Panel's report proposed the following definition of an opposition Political Group Leader as

"the leader of any group that does not form part of the administration and has no seat on the cabinet"

A 'Political Group' is defined in other legislation (Local Government (Committee and Political Groups) Regulations 1990) as being a 'declared' Group comprising two or more members.

Using the formula previously proposed the Panel **recommends a Political Group Leader SRA's for each qualifying Group Leader calculated using:-**

	£
Amount for being A Political Group Leader	1,473
For Each Member of the Political Group	174

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

The Panel **recommends an annual allowance of £ 3,573.**

8 Chairman of Audit Committee

The Panel **recommends an annual allowance of £ 4,467.**

9 Chairman of Planning Committee

The Panel **recommends an annual allowance of £ 6,072.**

10 Vice-Chairman of Planning Committee

The Panel **recommends an annual allowance of £ 1,965.**

11 Chairman of Licensing Committee

The Panel **recommends an annual allowance of £ 6,072.**

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

The Panel **recommends an annual allowance of £ 1,965.**

13 Chairman of Human Resources Committee

The Panel **recommends an annual allowance of £ 3,573.**

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 the following annual allowances:-

Chairman of the Standards Committee	£942
Other Members of the Standards Committee	£471
Substitute Members of the Standards Committee	£237

17 Conference Allowance

After comparing the currently approved rate of conference allowance with comparator groups, the Panel recommends that the existing (2010/2011) 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 2010/2011 rates.

19 Mileage Allowance

The Panel recommends continuation of the HMRC non-profit rate of 45 pence 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 2010/2011 rates.

REVIEW OF ALLOWANCES FOR 2012/2013

The Panel recommends a further review of allowances commencing in late summer / early autumn 2011 in respect of the municipal year 2012/2013.

SCHEDULE OF RECOMMENDED ALLOWANCES

SECTION 6

Allowance	No SRA's	BASIC	Post Mult	SRA	BASIC & SRA	SRA TOTAL
Basic Allowance		4,962				
Executive Leader	1	4,962	3.600	17,862	22,824	17,862
Deputy Executive Leader With Portfolio	1	4,962	2.405	11,934	16,896	11,934
Deputy Executive Leader Without Portfolio	0	4,962		1,440	6,402	0
Portfolio Holder	8	4,962	2.115	10,494	15,456	83,952
Political Group Leader (Tendring First)	1	4,962	n/a	3,387	8,349	3,387
Political Group Leader (Labour)	1	4,962	n/a	2,691	7,653	2,691
Political Group Leader (Independents)	1	4,962	n/a	2,517	7,479	2,517
Political Group Leader (Liberal Democrats)	1	4,962	n/a	2,517	7,479	2,517
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
Planning - Chair	1	4,962	1.224	6,072	11,034	6,072
Planning - Vice-Chair	1	4,962	0.396	1,965	6,927	1,965
Licensing Committee - 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	0.190	942	942	942
Other Members - Standards Committee	4	0	0.095	471	471	1,884
Substitute Members - Standards Committee	5	0	0.048	237	237	1,185
				TOTAL SRA's >>		171,207
Number of Basic Allowances with SRA's	26					129,012
Number of Basic Allowances without SRA's	34					168,708
	<u>60</u>			TOTAL Basics >>		297,720
				SRA's + Basic >>		468,927
				CHAIR & V/C >>		8,600
				TO FINANCE >>		477,527

Allowance	Panel Recommendation	Relevant Section 5 Note
Chairman & Vice-Chairman of the Council	Revised Chairman & Vice-Chairman Allowances of £ 6,360 and £ 2,240 respectively	1
Basic (all 60 members)	Basic Allowance to remain at £ 4,962 per annum.	2
Executive Leader	To remain £ 17,862	3
Deputy Executive Leader with Portfolio	New Allowance of £11,934	4
Deputy Executive Leader without Portfolio	Calculated as £ 11,934 minus- £ 10,494 = £ 1,440	
Portfolio Holder	To remain at £ 10,494	5
Political Group Leader(s)	Calculated based on Fixed Sum of £ 1473 plus a sum of £ 174 in respect of each member of the group	6
Chair - Scrutiny Committee	To remain at £ 3,573	7
Chair - Corporate Management Committee	To remain at £ 3,573	
Chair - Service Development & Delivery Committee	To remain at £ 3,573	
Chair - Community Leadership & Partnerships Committee	To remain at £ 3,573	
Chair - Audit Committee	To remain at £ 4,467	8
Chair – Planning	To remain at £ 6,072	9
Vice-Chair – Planning	To remain at £ 1,965	10
Chair – Licensing Committee	To remain at £ 6,072	11
Chairs – Licensing Sub-Committees (3)	To remain at £ 1,965	12
Chair – Human Resources Committee	To remain at £ 3,572	13
Childcare Allowance	To remain unchanged at 2010/2011 rates	14
Dependent Care Allowance		15
Co-opted Member Allowances		16
Conferences	HMRC revised AMAP rate of 45p per mile to be adopted, all other allowances to remain unchanged at 2010/2011 rates	17
Maximum Subsistence Rates		18
Travel		19

Council	Basic Allowance	SRA - Leader	Deputy Leader	Portfolio Holder	Planning Chair	Licensing Chair	O&S Chair	Other Chairs		Opposition Leader(s)		Carer Allowance	Childcare Allowance
								Min	Max	Min	Max		
Basildon #3	5,694	15,658	11,388	9,965	1,424	8,541	4,271		4,271	1,424	4,271	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 #1	4,446	13,338	11,115	8,892	4,446	4,446	4,446	4,446	4,446	1,112	4,446	6.33	6.33
Chelmsford	5,380	211	13,926	10,550	6,962	2,637	5,274	1,054	6,962	1,054	6,962	11.48	5.74
Colchester	6,317	18,951	11,939	11,370	6,632	5,685	6,633	3,790	6,633	2,274	7,580	7.00	#2
Epping Forest #4	3,150	7,875		6,300	2,362	2,150	3,150		2,150			8.39	8.39
Rochford	4,250	21,250	12,750	8500	2,125	2,125	3,125	2,125	2,125	2,125	2,125	15.00	15.00
TENDRING	4,962	17,862	10,494	10,494	6,072	6,072	3,573	3,573	4,467		6,693	8.38	5.89
MINIMUM	3,150	211	10,494	6,300	1,424	2,125	3,125	1,054	2,125	1,054	2,125	4.00	4.00
AVERAGE	4,886	13,592	11,935	9,439	4,289	4,522	4,353	2,998	4,436	1,598	5,346	8.65	7.56
MAXIMUM	6,317	21,250	13,926	11,370	6,962	8,541	6,633	4,446	6,962	2,274	7,580	15.00	15.00
	#1	Pay an SRA to all members of the Planning Committee based on 0.185 x Basic Allowance											
	#2	£7.00, £5.25, £3.50 & £1.77 for children 1 to 4											
	#3	Also pay separate £450 per year per member ICT Allowance											
	#4	Also pay £500 first year £250 subsequent years connectivity allowance											

COMPARATIVE DATA - AUDIT COMMISSION 'CORE' GROUP AUTHORITIES' ALLOWANCES

APPENDIX 2

Council	Basic Allowance	Leader	Deputy 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	4,710	18,114	6,342	5,430	3,618	4,077	4,539	906	3,618	139	1,320	5.93	5.93	
East Devon #1	4,360	14,421		6,184	6,184	4,131	2,066	2,010	2,010	3,570	6,184	5.80	5.80	
East Lindsey	4,149	12,444	6,222	4,356	3,111	2,490	3,735	936	3,735		2,661	5.98	5.35	
Kings Lynn	5,086	14,600	7,980	6,530	5,000	5,000	1,980	750	750	210	675	10.30	5.82	
Lewes #2,#3	2,975	13,799		5,519		3,311	3,311	1,035	3,311		4,140	10.04		
North Devon	4,570	15,995	6,855	4,570	4,570	4,570	2,285	1,143	2,285	4,570	6,855	4.50	4.50	
North Norfolk	4,000	12,000		9,200	6,680	6,680	6,680	2,680	2,680		6,680			
Rother	4,237	12,376	3,454	2,692	2,692	1,969	2,692		1,969		#6	10.00	6.50	
Scarborough	3,800	15,200		7,600	6,804	6,308	6,308		6,308		5,700	#7	#7	
Sedgemoor	4,177	16,708	8,354	6,266	4,177	4,177	4,177		4,177		3,133	#8	#8	
Shepway	3,915	21,245	9,611	8,807	3,936	1,388	3,936	1,388	3,936	555	1,385	#7	#7	
South Hams	4,440	12,240	6,120	4,080	6,120	2,040	4,080	2,040	2,040	#4	#4	6.20	6.20	
Teignbridge	5,231	18,309	10,462	7,847	6,800	5,231	3,923		3,293		1,569	#8	#8	
TENDRING #7	4,962	17,862	10,494	10,494	6,072	6,072	3,573	3,573	4,467		6,693	8.38	5.89	
West Dorset	4,889	14,667	8,311	7,334	7,334	4,889	4,889		4,889	611	1,426	5.80	5.80	
Wyre	4,020	16,080	2,010	8,040	6,030	6,030	6,030		6,030	513	3,363	5.93	5.93	
MINIMUM	2,975	12,000	2,010	2,692	2,692	1,388	1,980	750	750	139	675	4.50	4.50	
AVERAGE	4,345	15,379	7,185	6,559	5,275	4,273	4,013	1,646	3,469	1,017	3,699	7.17	5.77	
MAXIMUM	5,231	21,245	10,494	10,494	7,334	6,680	6,680	3,573	6,308	4,570	6,855	10.30	6.50	
	#1	Planning members receive additional £836 each							#5	Paid national minimum wage (£5.93)				
	#2	Members of Planning Applications Cttee £497 (max per year)							#6	Lump sum plus amount per member				
	#3	Paid £56 per meeting							#7	No details provided				
	#4	Based on numbers in the group (not provided)							#8	Actual Cost				

Authority	Breakfast	Lunch	Tea	Evening	Overnight Stay	Overnight London	Conference Expenses
Basildon	6.45	8.91	3.52	11.03	79.82	91.04	30.39
Braintree	6.68	9.22	3.64	11.42	90.61	103.35	#3
Canterbury	5.39	7.45	2.94	9.23	79.82	91.04	#3
Chelmsford	6.45	8.91	3.52	11.03	79.82	91.04	#3
Colchester	4.77	6.57	2.59	8.13	77.43	88.31	#3
East Devon	5.94	8.21		10.15	85.36	97.36	#3
East Lindsey #2	#2	#2	#2	#2	#2	#2	#2
Epping Forest	6	7.5		12	79.82	91.04	
Kings Lynn	6.88	9.50	3.76	11.77			#3
Lewes	6.00	7.50		12.00	#1	#1	#3
North Devon	6.22	8.57	3.37	10.62	#2	#2	#3
North Norfolk	6.00	7.50		12.00	#3	#3	#3
Rochford	6.72	9.28	3.67	11.49	120.00	180.00	#3
Rother	5.00	7.00	3.00	10.00	#3	#3	#3
Scarborough	6.45	8.91	3.52	11.03	79.82	91.04	#3
Sedgemoor	5.50	8.00		10.00	80.00	110.00	#3
Shepway	5.88	8.13	3.21	10.06	#2	#2	#3
South Hams	5.39	7.45	2.94	9.23	79.82	91.04	#3
Teignbridge	5.07	6.98	2.75	8.64	#2	#2	#3
TENDRING	6.00	7.50		12.00	120.00	140.00	90.00
West Dorset	5.30	8.18	3.44	13.35	#3	#3	#3
Wyre	4.48	6.17	2.43	7.64	#1	#1	#3
MINIMUM	4.48	6.17		7.64	77.43	88.31	30.39
AVERAGE	5.84	7.97	3.02	10.61	87.69	105.44	60.20
MAXIMUM	6.88	9.50	3.76	13.35	120.00	180.00	90.00
	#1	Paid at actual pre-determined rates according to circumstances					
	#2	Full reimbursement subject to provision of receipts					
	#3	Scheme supplied contains no equivalent allowance or no amounts					

**COMPARATIVE DATA -
CAR MILEAGE, MOTOR CYCLE & BICYCLE ALLOWANCES**

Authority	Engine Size			HMRC AMAP	Motor Cycle	Cycle Rate
	To 999 cc	To 1199 cc	> 1199 cc			
Amounts All Pence Per Mile						
Basildon				40.00	20.00	#1
Braintree #1				40.00	24.00	20.00
Canterbury	46.90	52.20	65.00		#1	46.90
Chelmsford				40.00	24.00	20.00
Colchester				40.00	24.60	20.00
East Devon	42.90	47.70	60.10			
East Lindsey				40.00	24.00	20.00
Epping Forest				40.00	24.00	20.00
Kings Lynn				40.00	24.00	20.00
Lewes				40.00	24.00	20.00
North Devon				40.00	#1	#1
North Norfolk				40.00	24.00	20.00
Rochford				40.00	24.00	20.00
Rother				40.00	24.00	20.00
Scarborough				40.00	24.00	20.00
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	20.00
TENDRING				40.00	24.00	20.00
West Dorset				40.00	24.00	20.00
Wyre				40.00	#1	#1
MINIMUM	42.90	47.70	60.10	40.00	20.00	20.00
AVERAGE	44.90	49.95	62.55	40.00	23.80	21.49
MAXIMUM	46.90	52.20	65.00	40.00	24.60	46.90
	#1	No equivalent in scheme provided or no amount quoted				

Authority	Standards Chair	Other Co-opted
Basildon	1,708	1,139
Braintree	1,112	278
Canterbury	902	#3
Chelmsford	1,055	#3
Colchester	211	211
East Devon	#3	#3
East Lindsey	936	162
Epping Forest	1,000	500
Kings Lynn	750	200
Lewes	1,030	140
North Devon	2,285	200
North Norfolk	#1	#1
Rochford	425	425
Rother	1,969	786
Scarborough	2,508	#3
Sedgemoor	1,388	#2
Shepway	#3	#3
South Hams	500	#3
Teignbridge	782	391
TENDRING	924	465
West Dorset	1,467	#3
Wyre	1,200	#3
MINIMUM	211	140
AVERAGE	1,166	408
MAXIMUM	2,508	1,139

#1 = Paid £50 per half day for hearings
 #2 = Paid day rate (not quoted)
 #3 = Scheme supplied contains no details