

**A REVIEW OF
COUNCIL MEMBERS' ALLOWANCES
FOR
TUNBRIDGE WELLS BOROUGH COUNCIL
September 2016**

**Joint Independent Remuneration Panel
for
Sevenoaks District Council
Tonbridge & Malling Borough Council
Tunbridge Wells Borough Council**

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1 Introduction

1.1 The Council is required under the Local Authorities (Members' Allowances) (England) Regulations 2003 and subsequent amendments to establish and maintain an Independent Remuneration Panel to review and make recommendations to the Council on the range and levels of remuneration for elected Members (see Terms of Reference Appendix 2).

1.2 Under the Regulations the Council is required to undertake a full review every four years. The last full review was reported to and considered by Council in late 2012. This report is the result of the latest review conducted in Summer/Autumn 2016.

1.3 The purpose of this review is to carry out the quadrennial update of local councillors' allowances required by legislation, taking into account Members' workload, responsibilities and required time commitment and then to recommend a fair level of recompense for those commitments. We are mindful always of our remit to assist in broadening the diversity of councillor representation by minimising financial barriers to participation in local government.

1.4 While affordability of the Panel's recommendations is ultimately an issue for the Council to decide, the Panel fully appreciate the sensitivity of making any increase in allowances in the current financial climate and have tried to propose a scheme which is fair, simple to administer and properly reflects the significant time commitments given by individuals in this important tier of government.

2 Summary of Recommendations

1. Time commitment

We recommend that the Council consider allocating resources to assist councillors in setting up community meetings in those wards where there are no town or parish councils.

2. Basic Allowance

A Basic Allowance for elected Members of £5000 p.a. based on a formula which accounts for the required time commitment, a representative rate of hourly earnings of residents in the area but reduced by a discount factor to reflect the ethos of public service inherent in the elected representative's role. The gross value of the allowance is £8334 p.a., reduced by £3334 p.a. for this voluntary element.

3. Special Responsibility Allowances

In this review we have considerably simplified the structure of SRAs by using an approach which sets the level of each SRA as a percentage of the Leader's allowance of the basic allowance. We have also re-considered the allowances for Vice-Chairs. We continue to support the 2007 guidance on Members Remuneration from the Councillors Commission which recommends that members should not receive more than one SRA.

Our recommendations for Special Responsibility Allowances for each role are (after reduction for the voluntary/public service element):-

- Council Leader - £20,000 p.a.
- Deputy Leader - £15,000 p.a.
- Opposition Group Leader - £250 p.a. per group member
- Cabinet Members - £10,000 p.a.
- Committee Chairs:
 - Overview & Scrutiny £3000 p.a.
 - Licensing £2000 p.a.
 - General Purposes £2000 p.a.
 - Joint Transportation Board £2000 p.a.
 - Planning £5000 p.a.
 - Audit & Governance £2000 p.a.
- Planning Committee Vice Chair - £1000 p.a.
- Audit & Governance Co-optees - £800 p.a.

4. Carer Allowances

Our recommendations are that the Child Care Allowance should be equivalent to the forthcoming National Living Wage payable at the actual amount charged, subject to a maximum rate of **£7.20** per hour per child or and that the Dependant Carer's Allowance should be payable at the actual amount charged subject to maximum of **£16** per hour, as at present.

5. Travel Expenses

Mileage expenses for Members were reduced in April 2012 from the NJC rates to the HMRC maximum tax-free allowance. No change is proposed to this adjustment.

6. Number of Councillors

Given that two-thirds of total expenditure on Members' Allowances is on the Basic Allowance, we recommend that the Council give serious consideration to reducing the number of councillors in the Borough as a longer-term strategic option to reduce the cost of representation. We understand that a number of councils have already done this eg Canterbury City Council (from 50 to 38) and Shepway District Council (from 46 to 30).

7. Updating

In future all allowances should be updated in line with any annual increases in pay awards to Council staff.

8. Meal Allowances

We recommend that meal and subsistence allowances should be paid to councillors at the rates agreed by the South East Employers' for council staff, but excluding tea allowances.

3 Background

3.1 The basis of the current level of members' allowances for Tunbridge Wells Borough Council was established by the Panel in December 2001 following guidelines issued by central government [see Appendix 1]. These allowances replaced the previous system of attendance-based payments and have been revised in subsequent years to reflect cost of living increases and changes in council structure and responsibilities.

3.2 The process is that the Panel recommends a structure of allowances, after consultation with members and officers but that the final decision is the responsibility of the Council. The Panel has followed broadly the same methodology since 2008.

3.3 The 2007 Councillors Commission paper on Members Remuneration suggested a set of basic principles to govern allowance schemes:

- The basic allowance should encourage people from a wide range of backgrounds and with a wide range of skills to serve as local councillors
- Those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage
- Councillors should be compensated for their work and the compensation should have regard to the full range of commitment and complexity of their roles
- The system should be transparent, simple to operate and understand
- The system should not encourage the proliferation of meetings or provoke councillors into spending more time on council business than is necessary
- The level of remuneration should relate to a commonly accepted benchmark, such as the median male non-manual salary.

These principles underpin the recommendations made in this report and are reflected in our Terms of Reference [Appendix 2]

4 Approach and Methodology

4.1 In line with our previous reviews, and reflecting the approach taken by many other Independent Review Panels elsewhere in the country, we established a set of core principles to guide this review as follows:-

- To remove, where possible, the immediate financial barriers to becoming a councillor to assist in the diversity of the cohort of councillors, regardless of political background
- To reflect the current time commitment required to perform the role of ward councillor and the potential loss of earnings opportunities for councillors in doing so
- To recognise the increasing levels of responsibility and accountability being devolved from central government to local government and its impact on the nature of leadership and scrutiny roles within the council
- To retain a significant element of public service, *pro bono* contribution from elected councillors
- To benchmark the comparative position of our council members with those in similar roles in Kent and other South East councils
- To recommend allowances based on objective data with a simple and logical structure that can easily be updated in future

In conducting the review at the Council, we held meetings with senior officers and all party leaders, and offered the opportunity to all elected members to meet individually with the Panel, a number of whom took up this offer.

5. Allowance Calculations

5.1 There are some important principles and constraints on the calculation of allowances which are detailed in our Terms of Reference [Appendix 2].

Determining the Basic Allowance

5.2 The statutory guidance for Local Authority Allowances says that the *“basic allowance is intended to recognise the time commitment of all councillors, including such inevitable calls on their time as meeting with officers and constituents and attendance at political group meetings. It is also intended to cover incidental costs such as the use of their homes.”* [ODPM 2003. Para 10]

5.3 There are three core elements which determine the Basic Allowance: time spent on councillor duties, a standard financial hourly rate and the public service discount element.

Time Commitment

5.4 *“Having established what local councillors do, and the hours which are devoted to these tasks the local authorities will need to take a view on the number of hours for which, councillors ought to be remunerated”* [ODPM 2003. Para 67].

5.5 The number of hours committed by individual councillors to their elected and representative duties varies widely between individuals and over time. It is recognised that, for many councillors, the role is far more than just attendance at council meetings and will include, for example, constituency duties, committee meetings, meetings with officers and training courses.

5.6 The Panel determined in 2008 that the average time taken to satisfactorily perform a ward councillor role was an average of 15 hour per week, following a survey of members and soundings at all levels of the council. Since that time the number of meetings has decreased from 129 to 94, a reduction of around 17%. This of course does not mean that the overall workload of members has also declined, just that less time is spent in formal meetings. During our discussions with members their estimates of the time spent on Council business was usually in the range of 10 -15 hours and given the reduction in meetings generally we consider that it would now be reasonable to base the time commitment on 12.5 hours per week rather than 15.

5.7 It also emerged during our meetings with councillors that those in wards not covered by a parish or town council encountered more work when setting up “community meetings” than colleagues who were able to use the existing parish or town council structures. Having reviewed this aspect we do not feel that it should have any impact on the Basic Allowance but consider that the council should take into account how resources should be allocated to assist those councillors.

RECOMMENDATION: that the Council consider allocating resources to assist councillors in setting up community meetings in those wards where there are no town or parish councils.

Hourly rate

5.8 Previously, including for the last review in 2012, the Panel have used the median hourly pay for all employees who live within the Tunbridge Wells local authority area as published by the Office of National Statistics in their Annual Survey of Hours & Earnings (ASHE). In 2012 this was £14.61 per hour [*Source: ASHE 2012. ONS*] and this was the base hourly-rate for the Panel's recommended allowances.

5.9 The Panel consider that this rate bears little relation to the actual rates paid in Tunbridge Wells and that it is distorted by the fact that many residents actually work in London. The result of using this figure as the multiplier is that the Basic Allowance for Tunbridge Wells is higher than for comparable local authorities in Kent. See Table 1 below.

**Table 1 - KENT BASIC ALLOWANCE COST COMPARISON
- 2016**

Authority	Basic	No of Cllrs	Total
Sevenoaks	£5,253	54	£283,662
Tonbridge & Malling	£5,283	54	£285,282
Tunbridge Wells	£5,500	48	£264,000
Average			
Ashford	£4,466	43	£192,038
Canterbury	£5,303	30	£159,075
Dartford	£5,000	44	£220,000
Dover	£3,980	45	£179,100
Gravesham	£3,447	44	£151,668
Maidstone	£4,666	55	£256,630
Shepway	£3,867	30	£116,010
Swale	£4,880	47	£229,360
Thanet	£4,570	56	£255,920

5.10 The Panel also felt that the three councils within our purview are so similar that we should really be recommending one rate for all three. One way of doing this would be to calculate an average figure based on the latest hourly ASHE rates for all three councils. The results for the latest available ASHE survey (2015), Table 8.6(a) give the following hourly rates for the three councils:

- Sevenoaks - £14.49
- Tonbridge and Malling - £14.08
- Tunbridge Wells - £13.10

These figures give an arithmetic mean of £13.89 per hour. We have used this figure for the basis of our calculation.

The Public Service/Voluntary Principle

5.11 Central government guidance to Independent Remuneration Panels for setting the basic allowance states that *“it is important that some element of the work of members continues to be voluntary – that some hours are not remunerated. This must be balanced against the need to ensure that financial loss is not suffered by elected members, and further to ensure that, despite the input required, people are encouraged to come forward as elected members and that their service to the community is retained”* [ODPM 2003. Para 68]

5.12 This idea that some work of members should remain voluntary is called the ‘public service principle’ and this is incorporated into the financial calculations as a percentage discount factor, agreed locally. The Councillors Commission report indicated that considerable variations of between 20-50% apply. Our meetings with members and Council leaders confirmed that this principle is understood and supported by elected councillors.

5.13 In our 2008 review the Panel recommended a public service discount factor of 40% based on benchmarking with allowance schemes elsewhere and consistent with the recommendations of our predecessors on this Panel since its inception in 2001. We recommend that this level of discount be retained.

Calculating the Basic Allowance – the formula

5.14 To bring together the separate elements of this time-based model the following formula is commonly used by other Independent Remuneration Panels:

- 1) Expected hours input x hourly rate x 48 weeks = Gross Basic Allowance p.a.
- 2) **minus** discount for voluntary public service = recommended Basic Allowance p.a.

Basic Allowance – recommendation

Using the above data and formula we propose an annual Basic Allowance derived as follows:-

- 1) 12.5 hours per week x £13.89 per hour x 48 weeks = £8334.00 p.a.
- 2) **minus** 40% public service discount = £5000 p.a. (rounded)

RECOMMENDATION: that the Basic Allowance should be £5000 p.a.

5.15 To keep the updating process as straightforward as possible we also recommend that in future all allowances are updated in line with any increases in the remuneration of Council staff.

6. Special Responsibility Allowances (SRAs)

6.1 In reviewing the current system of SRAs, we took into account the evolution of the governance structures within the Council and the frequency of committee meetings. We

are of the view that allowances should be kept as simple as possible and favour an approach adopted by many councils which relates allowances to that paid to the Council Leader. This approach which calculates the top figure and then bases others on percentages of that figure is in common use in the public sector for determining senior level salaries, so the principle is well-established.

Council Leader

6.2 The previous approach was to recommend that the Leader's allowance should be three times the Basic Allowance. However, our perception is that this role is so critical to the successful running of the Council that a multiplier of four is more appropriate. We therefore recommend that the Leader's SRA should be a multiple of four times the Basic Allowance. This equates to a gross allowance of £33336 p.a., but after the voluntary discount is a net £20000 p.a. (rounded).

RECOMMENDATION: that the Special Responsibility Allowance for Council Leader should be £20000 p.a.

Deputy Leader

6.3 We are also aware that the Deputy Leader often has to stand in for the Leader so needs to have read all relevant papers and be prepared to represent him at those meetings. For this reason we believe this role merits a Special Responsibility Allowance and consider that this should be set at 75% of the Leader's Allowance ie £15,000.

RECOMMENDATION: that the Special Responsibility Allowance for Deputy Council Leader should be £15,000 p.a.

Opposition Group Leaders

6.4 We established the principle in our previous reviews that Council Leader's Allowance reflects the full role, including those duties associated with political leadership of the majority party. However, there is an additional time commitment required of leadership of opposition groups which is not reflected in the Basic Allowance.

6.5 In line with our approach to simplify the structure of allowances we recommend that the Opposition Group Leaders' allowances should be on a variable sliding scale determined by the number of elected councillors in each opposition party, at a rate of 5% of the Basic Allowance per member.

RECOMMENDATION: that the Special Responsibility Allowance for Opposition Group Leaders should be £250 per member in the group.

Cabinet Members

6.6 In recognising the broad portfolio responsibilities and time commitments of Cabinet Members we recommend an SRA of 50% of the Council Leader's allowance. This equates to a gross allowance after discount for the public service element of £10,000 p.a.

RECOMMENDATION: that the Special Responsibility Allowance for Cabinet Members should be 50% x the Council Leader's Allowance = £10,000 p.a. (rounded)

Chairs of Committees

6.7 We have reviewed the Committee allowances using a simplified factor model which aligns Committees into groups of similar dimensions which broadly reflect the frequency of meetings and their position in the governance process.

6.8 The Panel makes the following recommendations for Committee Chair allowances:-

Committee	% of Leader's Allowance	Recommended Allowance
Planning	25%	£5000
Overview & Scrutiny	15%	£3000
Licensing	10%	£2000
General Purposes	10%	£2000
Joint Transportation Board	10%	£2000
Audit & Governance	10%	£2000

Vice Chairs

6.9 There has been much discussion about the role of Vice-chairs and there seems little doubt that these vary considerably often depending on the personality of the Chair. Our general view, however, is that it is only for the Planning Committee that this role should be recognised. We take the view that this should be reflected in an appropriate SRA and would consider that this should be at a rate equivalent to 5% of the Council Leader's Allowance.

RECOMMENDATION: that the Special Responsibility Allowance for the Planning Committee Vice-Chair should be at the rate of £1000 p.a.

Co-opted Members

6.10 We are aware that it is best practice to have independent co-opted members on the Audit & Governance Committee and see no reason to change the current rate of £800 p.a.

RECOMMENDATION: that the Special Responsibility Allowance for co-opted members of the Audit & Governance Committee continue at the rate the of £800 p.a.

7 Carers' Allowances

7.1 In earlier reviews two separate allowances were established to distinguish between the costs of standard childcare and that of professional care for dependants with special requirements. These allowances are as follows:-

Childcare Allowance: for child-minding of the Member's dependent children. Payable at the actual amount charged, subject to a maximum rate of **£7.20** per hour per child.

Dependant Carer's Allowance: for professional care for elderly or disabled dependants, or other dependants with special requirements. Payable at the actual amount charged, subject to a maximum rate of **£16.00** per hour. We also recommend that booking fees from professional agencies should be claimable.

7.2 In practice, these allowances have rarely been claimed by Tunbridge Wells councillors but we continue to support the need for them.

8 Travel expenses

8.1 In our 2008 report the Panel recommended that members should be reimbursed for travel at the same mileage rates as Council staff. At that time, these were the rates set by the National Joint Council for Local Government Services. In April 2012, the Council took a decision to move staff to the HM Revenue & Customs business mileage rates and the panel was consulted about a proposal to realign members' rates with those of the Council staff. This was consistent with our previous recommendation and the full Council voted in favour of this change at their meeting on 25th April 2012. We continue to support this approach.

9 Meal Allowances

9.1 As part of this review we were asked to look at and make recommendations in relation to meal allowances. We feel that the simplest and fairest approach would be to apply the subsistence allowances agreed by South East Employers' for council staff. However we also feel that, given the nature and timings of the work of councillors, tea allowances should be excluded.

RECOMMENDATION: that meal and subsistence allowances should be paid to councillors at the rates agreed by the South East Employers' for council staff, but excluding tea allowances.

10 Number of Councillors

10.1 Financial and political constraints inevitably lead councils to under-implement the recommendations of Independent Remuneration Panels on grounds of cost. The only avenues open to achieve savings are to restrict the level of payment or to reduce the 'multiplier' of the number of Members eligible for it (currently 48). Given our responsibility to try to set allowances at a viable level to enable a wider candidacy, we would be opposed to reducing the level per person, but we suggest that it is open to the Council to consider reducing the number of councillors eligible to receive allowances.

10.2 We are aware that a number of councils around the country are actively pursuing this option. It is not a quick solution given the processes adopted by the Boundary Commission but this long lead time supports the view that the Council should give this serious consideration as soon as possible.

11 Conclusions

11.1 We have attempted in this review to propose levels of allowances which would remove financial barriers that deter potential candidates from standing for election and to properly recognise the time commitments that individual members offer in support of their local community.

11.2 We have also sought to propose a system that is easy to understand and update and which may be perceived as fair by all. We have also tried to re-balance the allowances to reflect the fact that the degree of commitment involved for those with additional responsibilities is proportionately greater than may have been the case in the past.

12 Acknowledgements

12.1 Our thanks go to the officers and members who gave us their time and opinions which have helped to shape our thinking.

Regulations and Guidance for Independent Remuneration Panels

- *The Local Authorities (Members' Allowances) (England) Regulations 2003*. Statutory Instrument 2003 No. 1021.
- *The Local Authorities (Members' Allowances) (England) (Amendment) Regulations 2003*. Statutory Instrument 2003 No. 1692
- *The Local Authorities (Members' Allowances) (England) (Amendment) Regulations 2004*. Statutory Instrument 2004 No. 2596
- *New Council Constitutions: Consolidated Guidance on Regulation for Local Authority Allowances - 2003*
- *The Local Government Pension Scheme and Discretionary Compensation (Local Authority Members in England) Regulations 2003*. Statutory Instrument 2003 No. 1022
- *New Council Constitutions. Guidance on Consolidated Regulations for Local Authority Allowances*. Office of the Deputy Prime Minister and Inland Revenue. July 2003.
- *Members Remuneration – models, issues, incentives and barriers*. - Councillors Commission. Dept. of Communities and Local Government. December 2007
- *Representing the Future – Report of the Councillors Commission*. December 2007
- *Members' Allowances Survey 2008*. Report by the Local Government Association Research Department

Joint Independent Review Panel for Sevenoaks District Council Tonbridge & Malling Borough Council Tunbridge Wells Borough Council

Terms of Reference

Introduction

The Joint Independent Remuneration Panel (JIRP) for Tonbridge and Malling Borough Council, Tunbridge Wells Borough Council and Sevenoaks District Council was originally established in 2001 and now operates under the Local Authorities (Members' Allowances) (England) Regulations 2003. The function of the panel is to make recommendations to Council in accordance with Statutory Instruments (primarily 2003 No.1021 and No.1692).

The JIRP was established jointly by the three Councils but it considers each Council individually and makes separate recommendations for each according to the particular structures and requirements of the organisation.

Members of the Panel are appointed by the Councils but are independent members of the community with relevant professional backgrounds in remuneration and benefits.

Membership – Joint Independent Remuneration Panel

The members of the panel are:

- Gary Allen, a resident of Lamberhurst
- Barry Cushway, a resident of Sevenoaks.
- Max Lewis, a resident of Tunbridge Wells
- Chris Oliver, a resident of Chatham

JIRP meetings will normally involve all four Panel members. A quorum will be three members. One of the members will act as Chair of the Panel by agreement between the Panel members.

The Local Authorities (Members' Allowances) (England) Regulations 2003 determine that none of the Panel members may be a member of the local authority in question, or of its committees, or an employee of the council, but that this does not preclude participation by parish councillors.

Panel Recommendations

The 2003 Regulations require that councils must have regard to their Independent Remuneration Panel's recommendations, which must be publicised on the authority's website and in the authority's newspaper, if it has one. The Panel must be required to make recommendations whenever the council decides to revoke or amend its members' allowances scheme. However, Panel recommendations are not binding on authorities. After considering its panel's recommendations, a council can decide for up to four years on automatic indexation of members' allowances without the need for a review by the Panel.

Principles for Allowances Schemes

There is currently little central prescription of members' allowance. However, there are some important constraints:-

- Attendance allowances are prohibited
- The basic allowance must be paid equally to all members
- Where one or more groups on a council form an administration, a special responsibility allowance must be paid to a member of the opposition. This is usually paid either to the leader of the opposition, if this post exists, or to a chair of a scrutiny committee

The report of the Councillors' Commission in December 2007 highlighted a 'universal principle' that members should not suffer financial loss as a direct result of their council activities and service. They went on to suggest a more detailed set of principles to govern allowance schemes:-

- The basic allowance should encourage people from a wide range of backgrounds and with a wide range of skills to serve as local councillors
- Those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage
- Councillors should be compensated for their work and the compensation should have regard to the full range of commitment and complexity of their roles
- The system should be transparent, simple to operate and understand
- The system should not encourage the proliferation of meetings or provoke councillors into spending more time on council business than is necessary
- The level of remuneration should relate to commonly accepted benchmark, (for example, the median male non-manual salary)

The Panel will operate within the scope of these principles. Should any departure from these be considered necessary, the reasons for the variation will be made clear in the relevant report.

The core objective of the Panel is to present informed comprehensive recommendations that are fair and equitable.

Appendix 3

Comparative data from Kent & Sussex Borough/District councils

Authority	Basic	Leader	Cabinet Member	Chair Planning Cttee	Chair Overview/ Scrutiny	Chair Licensing	Last Review Date
Ashford	£4,378	£18,000	£7,200	£6,000	£5,400	1440	01.04.2014
Dartford	£5,000	£31,339	£8,357	£5,014	£2,090	2090	01.04.2016
Gravesham	£3,447	£20,260	£3,447	£3,447	£3,447	£3,447	Summer 2015
Maidstone	£4,666	£18,661	£7,464	£7,464		£3,732	2016
Sevenoaks	£5,253	£15,761	£6,567	£3,153	£525	£2,102	2014
Tonbridge & Malling	£5,283	£18,384	£8,400	£5,283	£5,283	£2,643	01.04.16
Tunbridge Wells	£5,500	£19,250	£11,000	£5,500	£1,375	£1,375	25.02.2015
Medway	£8,836	£20,391	£11,123	£7,415	£9,269		01.04.2016
Bexley	£9,418	£26,391	£13,197	£8,802	£4,260	£8,802	21.05.2015
Bromley	£10,870	£30,600	£20,400	£8,670		£8,670	01.04.2016
Tandridge	£4,068	£2,885		£2,885	£2,885		01.04.2016
Mid Sussex	£4,501	£20,596	£8,238	£4,620	£3,862	£475	01.04.2013
Rother	£4,280	£12,500	£2,719	£2,719	£2,719	£1,989	01.04.2016
Wealden	£4,300	£4,460	£5,200	£3,925	£3,515	£1,275	01.04.2014

[Source: Council websites July 2016; South East Employers Survey 2016]

N.B. The Joint Independent Review Panel works on behalf of Sevenoaks District Council, Tonbridge & Malling Borough Council and Tunbridge Wells Borough Council but considers each Council individually and makes separate recommendations for each according to the particular structures and requirements of the organisation. It should be noted that members' allowances are currently under review at all three councils but the figures quoted above are those in force at time of writing this report and do not reflect any changes to be proposed by the JIRP as part of this review process.

Appendix 4

Revised Schedule of Recommended Members' Allowances

Tunbridge Wells Borough Council

	<u>2013 JIRP Recommendation</u>	<u>Current</u>	<u>2016 JIRP Recommendation</u>
<u>Basic Allowance</u>	£6312	£5500	£5000
<u>Special Responsibility Allowances:-</u>			
<u>Opposition Group Leaders:</u>			
	£316 per member	£275 per member	£250 per member
<u>Cabinet</u>			
Leader	£18935	£19250	£20000
Deputy Leader	n/a	n/a	£15000
Cabinet Member	£9467	£11000	£10000
<u>Committee Chairs</u>			
Overview & Scrutiny	£3156	£1375	£3000
Licensing	£1578	£1375	£2000
General Purposes	£1578	£1375	£2000
Joint Transportation Board	£1578	£1375	£2000
Planning	£6312	£5500	£5000
Audit & Governance	£1578	1375	£2000
<u>Committee Vice Chair</u>			
Planning	£1320	£1320	£1000
<u>Carers' Allowances</u>			
Childcare Allowance	£6.19 per hour	£6.19 per hour	£7.20 per hour (max)
Dependant Carer's Allow.	£16.00 per hour	£16.00 per hour	£16.00 per hour (max)
<u>Co-Opted Allowances</u>			
Audit & Governance Cttee	£800	£800	£800

N.B. All figures are per annum except where stated & are rounded to the nearest £1