

**GREAT YARMOUTH BOROUGH COUNCIL**  
**REPORT OF THE INDEPENDENT REMUNERATION PANEL**  
**ON THE MEMBERS' SCHEME OF ALLOWANCES - JUNE 2016**

**SUBJECT MATTER / RECOMMENDATIONS**

The purpose of this report is to recommend to Council the allowances and expenses to be paid to Members to take effect from May 2016. In accordance with the requirements of the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council set up an Independent Remuneration Panel (IRP) as agreed at the meeting of Council held on 26 January 2016.

Those appointed to the IRP would like to draw the Council's attention to a requirement of the above mentioned Regulations which states that an IRP should take place at least every 4 years. The Panel at its first meeting noticed that a full Panel had not been convened since 2009. Other Councils have reviewed their allowances at least once and often twice during this eight year period. Great Yarmouth Borough Council now has the lowest allowances in both Suffolk and Norfolk. The Panel would like to ask the Council to read this Report bearing the above information in mind.

At the end of the Report there is a Table outlining the differences in the cost to the Council and therefore the Electorate of the changes it is recommending. It is difficult to compare like with like as the system of governance is changing from a Cabinet System to a Committee one but the table gives you some idea of the overall increase to the budget which is comparatively small one of £9,795, based on the current allocation of responsibilities.

We have tried to make everything as open and transparent as possibly and hope the Council will be able to accept our reasoning and therefore our recommendations.

Within the major body of the Report the Panel has endeavored to outline how and why they have reached their recommendations.

**Summary of Recommendations**

That Members consider the recommendations of the Independent Remuneration Panel (IRP), adopt a scheme of allowances and amend the Constitution accordingly. Specifically, it is recommended that:

- a) the Basic Allowance should increase to £4,510 pa;
- b) the Scheme should remain index linked to officers' pay awards;
- c) the Broadband allowance of £180 pa to be incorporated into the Basic Allowance;
- d) the Special Responsibility Allowance (SRA) for the Leader of the Council should be calculated by way of a multiplier of x2.25 of the Basic Allowance;

- e) the SRA for the four Service Committee Chairs (Policy & Resources; Economic Development; Environment; and Housing & Neighbourhoods) should be calculated by way of a multiplier of x1 of the Basic Allowance;
- f) the SRA for the four Service Vice-Committee Chairs (Policy & Resources; Economic Development; Environment; and Housing & Neighbourhoods) should be calculated by way of a multiplier of x0.25 of the Basic Allowance;
- g) the SRA for the Chair of the Development Control Committee should remain calculated by way of a multiplier of x1 of the Basic Allowance;
- h) the SRA for the Vice-Chair of the Development Control Committee should be increased and calculated by way of a multiplier of x0.25 of the Basic Allowance;
- i) the SRA for the Chairs of the Licensing and Audit & Risk Committees should remain calculated by way of a multiplier of x1 of the Basic Allowance;
- j) the SRA for the Vice-Chairs of the Licensing and Audit & Risk Committees should be increased and calculated by way of a multiplier of x0.25 of the Basic Allowance;
- k) a new SRA of x0.25 of the Basic Allowance for the Chair of Standards Committee be introduced to reflect the workload and demands of the role and an increase for the Chair of Appeals Committee to be calculated at x0.25 of the Basic Allowance;
- l) the SRA for the Mayor (Chair of the Council) should remain at the multiplier of x0.5 of the Basic Allowance;
- m) the SRA for the Deputy Mayor should remain at the multiplier of x0.2 of the Basic Allowance;
- n) the SRA for Group Leaders to be calculated by a formula of 'Basic Allowance ÷ number of Councillors X number of members in a Party'. Example, if there were 10 members in a Party the Group Leader would receive:  $\text{£4,510} \div 39 \text{ Councillors} = \text{£115.60} \times 10 = \text{£1,156}$ .
- o) the existing travelling expenses scheme should be adjusted with the HMRC rate of 45p per mile for cars; 26p per mile for motorbikes; 15 p per mile for bicycles and 5p per mile for car share rate per Member. it should be subject to amendment in accordance with prevailing national agreements;
- p) the subsistence expenses scheme should be adjusted with the allowance for breakfast, lunch and tea being removed, the allowance for dinner increased to £20;
- q) the carer's allowance should be set at £10 per hour wage for child care and £20 per hour wage for specialist care;
- r) existing Councillors who are co-opted should continue to receive no allowance. Non-Council members who are co-opted could receive an allowance to be agreed by a resolution of the committee at the time of appointment of co-opted members to the committee;
- s) as the Council has just moved to a Committee Form of Governance a review of Members Allowances to take place in 2017.

## **1. Introduction**

- 1.1 The Independent Remuneration Panel (IRP) consists of 3 members;

Sandra Cox, Karen Forster and Stuart Rimmer.

The Chair of the Panel was selected by its members at the start of the first meeting where it was agreed that Sandra Cox would be the Chair.

- 1.2 The IRP met on 12 April 2016, 12 May 2016 and 23 May 2016 to consider the available evidence before making the recommendations being put to the Council and was assisted by the Chris Skinner (Monitoring Officer), David Johnson (Deputy Monitoring Officer), Robin Hodds (Corporate Governance Manager) and Colin Rowland (Corporate Policy and Performance Officer).
- 1.3 The Panel agreed to use similar Terms of Reference to the ones used by the panel at North Norfolk District Council as outlined below in section 2 of this report. The panel was apprised of the full range of roles covered by Members in carrying out their duties as Borough Councillors in relation to the current Scheme of Members' Allowances.
- 1.4 Consideration was given to the Terms of Reference of the Council's Committees (under the new committee system) and the frequency they meet as per the published Programme of Committee Timetable.
- 1.5 Comparative data on Members' Allowances Schemes throughout Suffolk and Norfolk were also studied to help set a contextual benchmark for the Great Yarmouth Scheme.
- 1.6 Consideration was given to the survey responses submitted by Members regarding their workload, ward duties, meeting attendance and any additional duties.

## **2. Terms of Reference**

- 2.1 The Regulations provide that the IRP can make recommendations to the Council on the following matters:

- i) The amount of Basic Allowance which should be payable equally to each elected Member.
- ii) The roles and responsibilities for which a special responsibility allowance should be payable and the amount of each such allowance.
- iii) Travelling and subsistence.
- iv) Whether an allowance in respect of expenses of arranging for the care of children and dependents should be included and, if appropriate, the amount of allowance and means by which it is determined.
- v) Co-optees allowance.
- vi) Annual adjustments of allowances.

## **3. Issues Considered and the Panel's Conclusions**

The issues under consideration and the Panel's conclusions were as follows:-

### 3.1 Basic Allowance

The current scheme provides for a payment of a basic allowance, in the sum of £3,579 pa. The Basic Allowance is intended to reflect time commitment for all Councillors.

After receiving evidence in respect of both committee and ward roles and reviewing comparative schemes across Norfolk and Suffolk, and being mindful that there had not been an increase in the Basic Allowance since 2009, the Panel felt that it was appropriate to suggest an increase. It was also noted that Great Yarmouth Borough Council (GYBC) was bottom of all Norfolk and Suffolk authorities for allowances and that this, together with an inflationary link (which would have resulted in a payment of £4,444.74), would justify an increase to £4,510 pa, still making GYBC the lowest allowance in Norfolk. It was also noted that several councils who already had higher rates of Basic Allowance than GYBC were currently undergoing a review and it was likely that their allowances would rise again.

The Panel thought it might be helpful if it outlined what, in its view, the Basic Allowance was for and it wished to emphasise that these amounts applied to all Councillors, regardless of whether they had specific responsibilities outside of their normal duties. It was also aware that all allowances took into account the general principle that there was an element of donated time that all Councillors gave in order to serve their communities. This was estimated to be in the region of 40%.

The Panel agreed the following allocation of the Basic Allowance:

<b>Use of Home:</b> this was to compensate for the wear and tear on their homes in order to perform their duties as Councillors, for example, seeing constituents.	£500
<b>Training:</b> The Panel felt that Councillors should be rewarded for their commitment to regular training in order to perform their duties more efficiently and effectively;	£500
<b>IT:</b> The Panel discussed IT provision and support for Members. At present all Members are provided with iPads but those Members who request it receive a broadband allowance of £15 per month. The Regulations state that the Basic Allowance should be given to <b>all</b> Councillors, therefore it recommends that the current allowance of £180 pa for Broadband be incorporated into the Basic Allowance and given to all Councillors to fall into line with the Regulations.	£180
<b>Meetings:</b> reading and preparing for meetings where complex decisions have to be made which are of importance to their communities (40% of remaining amount).	£1,332
<b>Ward Councillor Duties:</b> making themselves available to constituents, attending to their concerns and problems and generally representing the interests of their electorate (60% of remaining amount).	£1,998
<b>Total = Basic Allowance</b>	<b>£4,510</b>

The Panel agreed it was appropriate that Members' allowances remained index linked to the staff pay award.

Although it was outside of its remit, the Panel was aware that the Regulations provided for the rejection of allowances by Councillors. Although the regulations specified this, the Panel felt it was divisive, drawing attention those who could afford to do so and those who could not. It also felt that this choice discouraged people with lower incomes from thinking of standing as Councillors and serving their communities.

### **Recommendations**

- To recommend that the Basic Allowance be increased to £4,510 pa;
- To recommend that the Scheme should remain index linked to officers' pay awards;
- To recommend that the broadband allowance of £180 pa be incorporated into the Basic Allowance figure of £4,510.

### **3.3 Special Responsibility Allowances** (The figures quoted below are all SRAs, Members entitled to SRA should note that they will also receive the Basic Allowance.)

- (a) In the past Special Responsibility Allowances (SRAs) were calculated as a multiplier of the Basic Allowance. The Panel considered this to be an appropriate way to calculate SRAs and concluded that it should continue.
- (b) SRAs are paid to those members of the Council who have significant additional responsibilities over and above the generally accepted duties of a Councillor.
- (c) The Panel considered the full range of responsibilities that could attract the payment of an SRA under the Committee System arrangements.
- (d) The Panel was aware that as the Council was changing from a Council to a Committee System of governance. It felt that it could not definitively state the effects of this and would recommend that it that it would be appropriate if the Panel **revisit all of the SRAs below after one year** when the new system had had time to bed in.
- (e) It was agreed that no Member should receive more than one SRA and that this should be the greater of allowances.

#### **3.3.1 Leader of the Council**

The Leader currently received a special responsibility allowance of £9,364. The Panel noted the role of the Leader and the importance of the role. The Panel considered that due to the proposed increase in the Basic Allowance the SRA would increase accordingly and proposed the SRA of x 2.25 of the Basic Allowance remain.

### **Recommendation**

To recommend that the SRA for the Leader of the Council should be calculated by way of a multiplier of x 2.25 of the Basic Allowance, resulting in a special responsibility allowance of £10,148.

#### **3.3.2 Chairs of Service Committees – Policy & Resources, Economic Development, Environment and Housing & Neighbourhoods**

As the Council has just moved to a Committee System the Panel took into account the terms of reference of these committees and the responsibility they hold, which was considered to represent a significant time commitment. (Please see 3.3(d) above.)

### **Recommendation**

That the SRA for the Chairs of the four Service Committees of the Council should be calculated by way of a multiplier of x 1 to the Basic Allowance, resulting in a special responsibility allowance of £4,510. This is a new allowance under the Committee system.

#### **3.3.3 Vice-Chairs of Service Committees – Policy & Resources, Economic Development, Environment and Housing & Neighbourhoods**

The Panel felt that the role of the Vice-Chairs of these four Service Committees should also be acknowledged as they attended many of the same meetings as the Chair. It was agreed that a multiplier of 0.25 be applied. (Please see 3.3(d) above.)

### **Recommendation**

That the SRA for the Vice-Chairs of the four Service Committees of the Council should be calculated by way of a multiplier of x 0.25 to the Basic Allowance, resulting in a special responsibility allowance of £1,128. This is a new allowance under the Committee system..

#### **3.3.4 Chair of Development Control Committee**

The Panel acknowledged that this committee had a heavy workload due to the meeting schedule which included site visits. The length of the meetings together with the amount of time that the Chair spent on reading documents and liaising with planning officers meant that they had a similar workload to the Service Committee chairmen. It was therefore proposed that the current multiplier of x1 be applied. resulting in a special responsibility allowance of £4,510. (Please see 3.3(d) above.)

### **Recommendation**

That the SRA for the Chair of the Development Control Committee be increased to x 1 of the Basic Allowance, resulting in a special responsibility allowance of £4,510. This is a new allowance under the Committee system.

### **3.3.5 Vice-Chair of the Development Control Committee**

The Panel felt that the role of the Vice-Chair of the Development Control Committee should also be acknowledged as they attended many of the same meetings as the Chairman. It was agreed that a multiplier should be increased from x 0.2 to x 0.25 be applied, resulting in a special responsibility allowance of £1,128.

(Please see 3.3(d) above.)

#### **Recommendation**

That an SRA for the Vice-Chair of the Development Control Committee of x 0.25 be applied, resulting in a special responsibility allowance of £1,128. This is a new allowance under the Committee system.

### **3.3.6 Chairs of Licensing and Audit & Risk Committees**

Currently, these Members receive a special responsibility allowance of £3,579 which was calculated on a multiplier of x 1. The Panel considered the terms of reference of these committees and the regulatory responsibility they hold, which was considered to represent a significant time commitment. They acknowledged that although the Audit & Risk Committee met less frequently than other committees, the time commitment required by the Chairman for meeting preparation and undergoing development and training was considerable. It agreed that the multiplier should remain the same at X 1. (Please see 3.3(d) above.)

#### **Recommendation**

That the SRA for the Chairs of Licensing and Audit & Risk Committees of the Council should remain calculated by way of a multiplier of x 1 of the Basic Allowance, resulting in a special responsibility allowance of £4,510, an increase of £931.

### **3.3.7 Vice-Chairs of the Licensing and Audit & Risk Committees**

Currently the Vice-Chair of Licensing Committee receives no SRA and the Vice-Chair of Audit & Risk Committee receives a SRA of x 0.2. The Panel felt that the role of the Vice-Chair of the Licensing Committee and Audit & Risk Committee should also be acknowledged as they attended many of the same meetings as the Chair. It was agreed that a multiplier of x 0.25 be applied. (Please see 3.3(d) above.)

#### **Recommendation**

That an SRA for the Vice-Chairs of the Licensing Committee and Audit & Risk Committee be applied at a multiplier of x 0.25 of the Basic Allowance, resulting in a special responsibility allowance of £1,128.

### **3.3.8 Chairs of Standards and Appeals Committees**

Currently, the Chair of Standards Committee receives no special responsibility allowance and the Chair of Appeals receives a special responsibility allowance of £271 which is calculated on a multiplier of x 0.08. The Panel considered the terms of reference of these committees and the regulatory responsibility they hold. They acknowledged that although both Committees met on an ad-hoc basis, the time commitment required by the Chair for meeting preparation and undergoing development and training was considerable. (Please see 3.3(d) above.)

#### **Recommendation**

That the SRA for the Chairs of these two Regulatory Committees of the Council should be calculated by way of a multiplier of x 0.25 of the Basic Allowance, resulting in a special responsibility allowance £1,128 for each Chair.

### **3.3.9 Mayor (Chair of the Council)**

The Mayor (Chair of the Council) currently receives an SRA payment of £1,788 pa, which is calculated by way of a multiplier of x 0.5 of the previous Basic Allowance of £3,576. The Panel considered the significance of the Civic and ambassadorial role of the Mayor in the Great Yarmouth Community and the requirement to chair meetings of Full Council on a regular basis. It was also noted that the Mayor also received an allowance from the Civic budget.

#### **Recommendation**

To recommend that the SRA for the Mayor (Chairman of the Council) should remain at a multiplier of x 0.5 of the Basic Allowance, resulting in a special responsibility allowance of £2,255, an increase of £465.

### **3.3.10 Deputy Mayor**

The Deputy Mayor currently receives an SRA payment of £716 pa, which is calculated by way of a multiplier of x 0.2. The Panel considered the role of the Deputy Mayor and the requirement to deputise for the Mayor at civic events and chair meetings of Full Council in their absence.

#### **Recommendation**

To recommend that the SRA for the Deputy Mayor should remain at a multiplier of x 0.2 of the Basic Allowance, resulting in a special responsibility allowance of £902, an increase of £186.

### **3.3.11 Group Leaders**

The Panel considered the role of the Leaders of the opposition groups, which are currently paid a special responsibility allowance of £3,943 pa for the main opposition party; £3,579 pa for the Minority party and no SRA for the third opposition party. The Panel considered the role in the context of the regulations and the requirement that the allowance payment reflected the time commitment of the role.



The Panel realised that since the last Election the composition of the parties had changed. It felt that a fairer system for allocating the Group Leaders allowances was required. It looked at various ways to provide this fairer system and requested information about any changes in demand on the Group Leaders' time that the new configuration would engender. It determined that the fairest way was to use the following formula:

Basic Allowance ÷ Total number of Councillors X number of Members in a Group.

As mentioned above the Panel was aware of the changes in Governance from a Council to a Committee system and the changes and pressures this might engender. As with the other SRAs it felt that it would like to revisit this subject in a year's time.

### **Recommendation**

To recommend that the SRA for Group Leaders of **all** groups should be paid using the formula:

Basic Allowance ÷ Total number of Councillors X number of Members in a Group.

## **3.4 Travelling Allowance**

The current scheme is based upon nationally set rates that are payable in respect of meetings and attendance in relation to rightful responsibilities or representation of views, for example, meetings of the Council, site visits, outside organisations etc. The Panel discussed the merit of applying the current HMRC recommended rate of 45p per mile (previously the GYDC allowance was 46.9p per mile for 451-999cc vehicles and 52.2p per mile for 1000cc and above). The Panel also discussed travel allowances in respect of motorbikes, car share and bicycles. They agreed that the Council's policy to encourage energy efficient forms of transport should be supported in the travel allowances. The Panel also agreed that Councillors should be encouraged to choose the cheapest form of travel available.

### **Recommendation**

- To recommend that the HMRC rate of 45p per mile for all cars should be adopted;
- To recommend that the motorbikes rate of 26p per mile should continue;
- To recommend that the current rate for the use of bicycles should continue at 15p per mile;
- To recommend that car share rate of 5p per member per mile should be adopted.

## **3.5 Subsistence Allowances**

The Panel agreed that current payment for some of the allowances previously available were no longer appropriate and felt that some should be removed:

**Breakfast allowance:** If a Councillor attends meetings away on conference business and needs to stay overnight breakfast is normally included in the package. Therefore the allowance for Breakfast should be abolished.

**Tea:** Refreshments were usually provided at meetings and historically very few claims had been made in this category. Therefore the allowance for Tea should be abolished.

**Lunch:** Likewise it was felt that lunch is now usually provided if a conference or a day-long meeting was attended. Therefore it was again considered that this should be abolished.

**Evening meal:** The Panel agreed that an allowance for an evening meal should continue but be raised from £12.33 to £20 in line with inflation since the last time the allowances were reviewed. If Councillors were attending meetings in London, other major towns or at conference centres where it was difficult to access alternative provision, this could be negotiated with officers.

The Panel reiterated that all claims should be accompanied by receipts and that they should be submitted within 3 months. All bookings for hotels should be done through the Council to benefit from any discounts available, except in exceptional circumstances which should be agreed with Officers.

### **Recommendation**

- To recommend removal of the current allowances for breakfast, tea, and lunch;
- To recommend to raise the allowance for dinner to a maximum of £20.00 on production of a receipt.

## **3.6 Carer's Allowance**

The Panel noticed that the Carer's Allowances had not been increased for some time and amount paid were now well below the minimum wage. They also felt that it was important to support Councillors who had the responsibility of children or of someone who needed care in their absence. They were particularly minded to support those who had these responsibilities and who wished to serve their communities but could not consider standing because of the obstacle of the cost of caring for their dependents in their absence on Council business.

The Panel considered the different caring roles and the level of training needed to provide such services. They agreed that the level of training required should be reflected in the payments made. For example, the rate for ordinary child care should be lower than that of specialist or trained nursing care.

The Panel decided that their recommendation should be based on locally researched professional charges which produced their recommendation of: £10 per hour for child care and £20 per hour for specialist care.

The Panel agreed that these payments should not be paid to a family member, friend or neighbour but should be used to pay for professional care. They also reiterated that payments would only be paid on the production of a receipt.

### **Recommendations**

- To recommend that the child care allowance should be a maximum of £10 per hour;
- To recommend a special care allowance of a maximum of £20 per hour for those who needed care for an adult in their absence on Council business (any exceptions to be discussed with relevant officers, ie if more than one carer was needed);
- To recommend that carers allowances should only involve professional care, and should not be a member of the family, neighbour or friend;
- To recommend that the payment of a carer's allowance should only be paid on provision of a receipt.

## **3.7 Co - opted members**

The Panel agreed that existing Members who are co-opted should not be given an allowance. However, non- Council members who are co-opted should be entitled to an allowance. This is different to the "employment of a contractor or consultant, which would be processed through the normal commercial procedures."

### **Recommendation**

- To recommend that existing Councillors who are co-opted continue to receive no allowance;
- To recommend that non-Council members who are co-opted could receive an allowance to be agreed by a resolution of the committee at the time of appointment of co-opted members to the committee.

## **4. Future reviews**

The Panel acknowledged that the Council was undergoing a period of change, with the move from the Cabinet Form of Governance to a Committee Form of Governance. It was agreed that a 'light touch' review should be undertaken in a year's time to ensure that the allowances fully reflected the workload and commitments of Members.

### **Recommendation**

That a further review of Members' allowances should be undertaken in 2017.

## **5. Financial Implications**

- 5.1 It will be a matter for the Council to determine any additional costs or savings in relation to the Scheme when considering and deciding on the adoption of recommended changes. Costings of previous allowances and those recommended here are attached to the back of this Report. They show an actual difference, when everything is taken into account, of an increase to the Basic Allowance and SRAs of £9,795. However if those who have more than one allowance should change, and be replaced by someone who does not have an allowance, this would be £17,949.

## **6. Risks**

- 6.1 The main risk associated with the review of the Members' Scheme of Allowances is reputational in nature. When considering the findings and recommendations of the Independent Remuneration Panel, Members should evaluate them in the spirit intended and in the context of prevailing circumstances.
- 6.2 When making their decision however the Panel would like to draw the Council's attention to:
- the length of time since the Basic Allowance was increased - 2009;
  - that the Basic Allowance recommended of £4,510 still puts Great Yarmouth in the lower part of the comparative tables compared with other Councils in the region;
  - the effect such a low current rate of £3,579 might have on encouraging people from all walks of life to consider standing for election.
- 6.3 While Members are required to have due regard to the report of the Independent Remuneration Panel, it is still a matter for the Council to decide whether it adopts the associated recommendations in full or part.

## **7. Sustainability**

- 7.1 There are no direct sustainability implications associated with the review of the Members' Scheme of Allowances.

## **8. Equality and Diversity**

- 8.1 The principle issue arising from the review that has equality and diversity implications concerns the recommendation in relation to the Carer's Allowances. The Panel was of the opinion that the proposed increase in this allowance and the associated increase would have marginal financial implications but was necessary as it was not combatable with Council principles to pay below the minimum wage. It would also help to reduce potential barriers to existing Members' full participation and may encourage future prospective candidates to come forward, where they have caring responsibilities.

## **8. Crime & Disorder**

- 8.1 There are no direct crime and disorder implications associated with the review of the Members' Scheme of Allowances.

**Great Yarmouth Borough Council**  
**Comparison of previous BA and SRAs and IRP recommendations for 2016**

**Previous** Scheme of Members Allowance

	£	Multiplier	Number	
Basic Allowance	3,579		39	139,581
Leader	9,364	2.62	1	9,364
Cabinet Member	5,201	1.45	5	26,005
Shadow Cabinet Member	894	0.25	5	4,470
Shadow Leader	3,943	1.10	1	3,943
Group Leader (Minority Party)	3,579	1.00	1	3,579
Mayor	1,788	0.50	1	1,788
Deputy Mayor	717	0.20	1	717
Overview & Scrutiny Chairman	3,579	1.00	1	3,579
Overview & Scrutiny Vice-Chairman	717	0.20	1	717
Development Control Chairman	3,579	1.00	1	3,579
Development Control Vice-Chairman	717	0.20	1	717
Audit & Risk Chairman	3,579	1.00	1	3,579
Audit & Risk Vice-Chairman	717	0.20	1	717
Licensing Chairman	3,579	1.00	1	3,579
Appeals	271	0.08	1	271
Housing Appeals	894	0.25	1	894
			Total	207,079
			SRA Total	67,498
			Basic	139,581

<b>2016 Recommendations</b>	<b>£</b>	<b>Multiplier</b>	<b>Number</b>	
Basic Allowance	4,510		39	175,890
Leader	10,148	2.25	1	10,148
Group Leader - UKIP (12 Cllrs)	1,388		1	1,388
Group Leader - Labour (11 Cllrs)	1,272		1	1,272
Group Leader - Independent (2 Cllrs)	231		1	231
Mayor	2,255	0.50	1	2,255
Deputy Mayor	902	0.20	1	902
Policy & Resource Chairman	4,510	1.00	1	4,510
Policy & Resource Vice-Chairman	1,128	0.25	1	1,128
Economic Development Chairman	4,510	1.00	1	4,510
Economic Development Vice-Chairman	1,128	0.25	1	1,128
Environment Chairman	4,510	1.00	1	4,510
Environment Vice-Chairman	1,128	0.25	1	1,128
Housing & Neighbourhoods Chairman	4,510	1.00	1	4,510
Housing & Neighbourhoods Vice-Chairman	1,128	0.25	1	1,128
Development Control Chairman	4,510	1.00	1	4,510
Development Control Vice-Chairman	1,128	0.25	1	1,128
Audit & Risk Chairman	4,510	1.00	1	4,510
Audit & Risk Vice-Chairman	1,128	0.25	1	1,128
Licensing Chairman	4,510	1.00	1	4,510
Licensing Vice-Chairman	1,128	0.25	1	1,128
Appeals Chairman	1,128	0.25	1	1,128
Standards Chairman	1,128	0.25	1	1,128
			Total	233,803
			SRA Total	57,913
			Basic	175,890

	2015/16	2016/17	Difference
Basic Allowance (39 Members)	139,581	175,890	36,309
SRA	67,498	57,913	-9,585
Total	207,079	233,803	<b>26,724</b>

#### 2016/17 Proposed Basic Allowance

Includes:

£180 pa Broadband allowance (£7,020 pa for all Members)

£45 pa 1% 2016/17 pay award (£1,755 pa for all Members)

**Note:** Members can only receive basic allowance plus one SRA (whatever the higher multiplier is)  
Under Constitution Leader is chair of Policy & Resource Committee so only one SRA paid  
Under current Committee System 4 Members, including the Leader, hold positions that are allocated SRAs but they will only claim the higher of the two, therefore making a saving on the previous budget. If circumstances change and positions of responsibility are reallocated this saving may also change.  
Saving of £8,154 (2 x £1,128; 1 x £1,388; 1 x £4,510)\*

Difference between 2016/17 and 2015/16	26,724
Broadband included in basic allowance	-7,020
1% 2016/17 pay award	-1,755
Reduction identified in the overall SRA allowance for 2016/17 by Members holding two positions of responsibility who will only claim the higher – see above.*	-8,154
<b>Actual difference</b>	<b>9,795</b>