

Subject: Members' Scheme of Allowances

Report to: Council – Thursday 9 December

Report by: Independent Remuneration Panel



SUBJECT MATTER

The purpose of this report is to recommend to Council the allowances and expenses to be paid to Members to take effect from December 2021 should recommendations be approved, in accordance with the requirements of the Local Authorities (Members' Allowances) (England) Regulations 2003.

The above-mentioned Regulations state that an Independent Remuneration Panel (IRP) should take place at least every 4 years. The last IRP was held in 2016 and therefore the 4-year period has lapsed.

The Panel was due to meet in March 2020, however due to the COVID 19 pandemic, the meeting of the Panel was postponed, until November 2020 where a limited scope review was undertaken. Following this review, a recommendation from the Panel was to undertake a further review in 12 months' time to understand the implications that the COVID 19 pandemic would have on Members workloads, and how meetings were to be run post Covid. Following discussion with Group Leaders and the Chief Executive Officer the panel were asked to undertake a full review of allowances in July 2021 in light of COVID 19 restrictions being lifted, and meetings returning to face to face. The Panel therefore, after having now undertaken a full review of all the allowances, would like to ask Council are asked to consider the following :-

Summary of Recommendations (details of the rational for the following allowances can be found within the main body of the report and are detailed below)

RECOMMENDATIONS

The IRP ask Council to consider its recommendations and adopt a scheme of allowances and amend the constitution accordingly

- a) The Basic Allowance for Members be increased to £5750 pa. This figure includes an increase of £701 to reflect increased workload which the IRP considered would continue post pandemic and merge the old Basic Allowance figure of £4,869 with the Broadband Allowance of £180. Members are asked to note that currently there is both a Basic Allowance and a Broadband Allowance paid. This is contrary to the Regulations as there is no permissible Broadband Allowance, it is a mandatory requirement that the Basic Allowance and Broadband Allowance amounts are merged.

This increase consists of:

£4,869 (the BA now) + £180 (the Broadband Allowance) + £701 (BA increase) = £5,750.

Cost to Council Budget of £27,339.

- b) The Basic Allowance Scheme should be indexed linked to officers' pay awards;
- c) Council should be aware that the following Special Responsibility Allowances (SRAs) will all increase as they are based on a multiplier of the Basic Allowances which has been raised. Some have had their multiplier increased above this as it was thought that their work load had increased considerably too;
- d) The 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 be increased to reflect the demands of the role and frequency of meetings calculated by way of a multiplier of x1.25 of the Basic Allowance;
- h) The SRA for the Vice-Chair of the Development Control Committee should be increased to reflect the demands of the role and frequency of meetings and calculated by way of a multiplier of x0.33 of the Basic Allowance;
- i) The SRA for the Chairs of the Licensing and Audit & Risk Committees should be 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 calculated by way of a multiplier of x0.25 of the Basic Allowance;
- k) The SRA for the Chairs of the Standards and Appeals Committee should be calculated by way of a multiplier of x0.25 of the Basic Allowance;
- l) The SRA for the Mayor (Chair of the Council) should be calculated by way of a multiplier of x0.5 of the Basic Allowance;
- m) The SRA for the Deputy Mayor should be calculated by way of a multiplier of x0.2 of the Basic Allowance;
- n) The SRA for the Shadow Leader should be calculated by way of a multiplier of x1 of the Basic Allowance;

- o) 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: £5,750 ÷ 39 Councillors = £147.44 X 10 = £1474.40.
- p) The existing travelling expenses scheme should remain at 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.
- q) The Carer's Allowance be;
 - (i) Set at £10 per hour for professional childcare and £20 per hour wage for specialist care, and it should also include the new entitlement to employ people known to and trusted by a Councillor.
 - (ii) Amended to include childcare and care inside of the home whilst attending virtual meetings childcare and dependents care when attending meetings.
- 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) Regular and frequent training be given to all Councillors in respect of claiming expenses and allowances;
- t) The changes should be implemented from the date when and if the Council agrees to the recommendations from the panel and not backdated.

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.

It has been recorded that Stuart Rimmer declared an interest in his capacity as Chief Executive of East Coast College, being a member on the Place Board and being involved in discussion relating to the Great Yarmouth Learning Hub, University Centre and Public Library. It was not felt that this constituted a sufficient conflict to preclude his role on the IRP.

The IRP met on the 24 November 2020, 14 January 2021, 9 February 2021, 9 March 2021 and 16 April 2021 to consider the available evidence before making the recommendations being put to the Council and was assisted by Sammy Wintle (Corporate Services Manager) and Christina Webb (Executive Services Officer). Sheila

Oxtoby (Chief Executive Officer) and Caroline Whatling (Monitoring Officer) attended the meeting of the 14 January 2021.

- 1.2 Discussions took place with a cross section of Members in order to hear their views regarding the impact on current and possible future workloads due to the Covid 19 pandemic. The Panel would like to thank those who attended virtually as their information was of great help to the Panel in its task, as was the information conveyed by those who found time to fill in its questionnaire.
- 1.3 Consideration was given to the questionnaire responses submitted by Members regarding their current workload, ward duties, meeting attendance and any additional duties which had seen some different ways of working due to the COVID 19 pandemic.
- 1.4 In November 2020 an interim review was undertaken which solely looked at Members Basic Allowances, this review resulted in a recommendation from the panel to undertake a further review within a 12-month period to be able to understand how future ways of working had been implemented due to the COVID 19 pandemic.
- 1.5 Following discussion with Group Leaders and the Chief Executive Officer the panel were asked to commence a full review of the Scheme of Members Allowances in July 2021, in light of COVID 19 restrictions being lifted and meetings returning to face to face. Therefore, recommendations from the interim review were not considered.
- 1.6 The Panel met on the 16th September, 6th October and the 18th October to consider further evidence in assisting with the undertaking of a full review and they were assisted by the Corporate Services Manager, Sammy Wintle and Executive Services Officer, Christina Webb
- 1.7 A further questionnaire was distributed to the original Member Group, who had been interviewed by the panel during the interim review, and Group Leaders to understand whether Councillors had seen an increase in workload, communications from constituents, average hours spent on Council business and if home/work life balance had been affected by the return of face to face meetings. Members were also asked if they felt allowances should be changed to allow for childcare to be paid whilst attending a virtual meeting.
- 1.8 Comparative data on Members' Allowances Schemes throughout Suffolk and Norfolk were also studied to help set a contextual benchmark for the Great Yarmouth Scheme. Comparative Data is appended to this report for information.

2. Terms of Reference

- 2.1. The Regulations provide that the IRP can make recommendations to the Council on the following matters:
 - The amount of Basic Allowance which should be payable equally to each elected Member.

- The roles and responsibilities for which a Special Responsibility Allowance (SRA) should be payable and the amount of each such allowance.
- Travelling and subsistence.
- 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.
- Co-optees allowance.

3. Issues considered and the Panel's conclusions

3.1 Basic Allowance

The current scheme provides for a payment of a Basic Allowance, in the sum of £4869 pa. The Basic Allowance is intended to reflect time commitment for all Councillors. The current Basic Allowance was last independently reviewed in 2016.

The Panel was made aware that, in addition to the Basic Allowance, Members were receiving a payment of £ 180 p.a. for Broadband Allowance. There is no facility in the current legislation to pay a Broadband Allowance. Therefore, in order to conform to the legislation, the Council should either cease to pay the Broadband Allowance or incorporate it within the Basic Allowance. It was recommended by the Panel that the Broadband Allowance is incorporated within the Basic Allowance.

In order to seek feedback a questionnaire was deployed which was followed by a small representative focus group. The panel acknowledged that Members had seen a significant increase in their workload and consideration was therefore given to an increase in the Basic Allowance

The panel considered comparative data of other local Authorities in both Norfolk and Suffolk and acknowledged that whilst Great Yarmouth remained lower than other districts in terms of population, it should be recognised that Great Yarmouth is currently at the forefront of some significant projects and regeneration which could provide for a higher population and increased Council work.

In proposing an increase in the Basic Allowance it is anticipated that this would then make Great Yarmouth more comparable with the average for the rest of Norfolk, many of which are due to have their allowances reviewed shortly. See Appendix 1

Recommendations should therefore be as follows:

- that the Basic Allowance be increased to £5750pa inclusive of the mandatory incorporation of the Broadband Allowance;
- that the Scheme remain index linked to officers' pay awards.

3.2 Travelling & Subsistence Allowance

In light of the COVID19 pandemic and its impact, resulting in the major reduction of travel to meetings and conferences and the subsequent reduction in associated subsistence claims, the Panel have agreed that no changes be made to the travel and subsistence allowance at this time.

Recommendation should therefore be as follows:

- that the HMRC rate of 45p per mile for all cars should be continued
- that the motorbikes rate of 26p per mile should continue;
- that the current rate for the use of bicycles should continue at 15p per mile;
- that no changes be made to the current Subsistence Allowance.
- that the car share rate of 5p per member per mile should be continued when COVID restrictions do not apply.

3.3 Special Responsibilities Allowances (SRA's)

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

SRAs are paid to those members of the Council who have significant additional responsibilities over and above the generally accepted duties of a Councillor.

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.

It was agreed that no Member should receive more than one SRA and that this should be the greater of allowances.

Leader of the Council

The Leader currently received a Special Responsibility Allowance of £10,663. 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 an SRA of x 2.25 of the Basic Allowance.

Recommendation

To recommend that the SRA for the Leader of the Council be calculated by way of a multiplier of x 2.25 of the Basic Allowance, resulting in a Special Responsibility Allowance of £12,938.

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

The Panel considered the responsibility of the Chairs of the Service Committees and acknowledged the time commitment given to represent these Committee's, together with the responsibility they hold.

Recommendation

That the SRA for the Chairs of the four Service Committees of the Council be calculated by way of a multiplier of x 1 to the Basic Allowance, resulting in a Special Responsibility Allowance of £5,750.

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.

Recommendation

That the SRA for the Vice-Chairs of the four Service Committees of the Council be calculated by way of a multiplier of x 0.25 to the Basic Allowance, resulting in a Special Responsibility Allowance of £1,438.

Chair of Development Control Committee

The Panel acknowledged that this committee had a heavy workload due to the four weekly meeting schedule together, with recently increasing additional meetings. The length of these meetings, combined with the amount of time that the Chair spent on reading documents and liaising with planning officers, meant that they had seen an increased workload compared to other Service Committee chairs. The responsibility of decisions made by the Committee was also acknowledged. It is therefore proposed that the Allowance be increased to a multiplier of x1.25. Resulting in a Special Responsibility Allowance of £7,188.

Recommendation

That the SRA for the Chair of the Development Control Committee be increased by way of a multiplier of $\times 1.25$ of the Basic Allowance, resulting in a Special Responsibility Allowance of £7,188.

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 Chair. It was agreed that a multiplier of $\times 0.25$ be applied, resulting in a Special Responsibility Allowance of £1,898.

Recommendation

That an SRA for the Vice-Chair of the Development Control Committee be calculated by way of a multiplier of $\times 0.25$, resulting in a Special Responsibility Allowance of £1,898.

Chairs of Licensing and Audit & Risk Committees

The panel acknowledged that although the Audit & Risk Committee met less frequently than other committees, the time commitment required by the Chair for meeting preparation and undergoing development and training was considerable. The Panel also acknowledged that Licensing Committee met more regularly on an 8 weekly cycle and it was noted that the Chair also attended Sub Committees on alternative dates away from the Committee timetable.

The Panel agreed that the multiplier should be calculated by way of a multiplier of $\times 1$.

Recommendation

That the SRA for the Chairs of Licensing and Audit & Risk Committees of the Council be calculated by way of a multiplier of $\times 1$ of the Basic Allowance, resulting in a Special Responsibility Allowance of £5,750.

Vice-Chairs of the Licensing and Audit & Risk Committees

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.

The Panel agreed that the multiplier should be calculated by way of a multiplier of $\times 0.25$.

Recommendation

That an SRA for the Vice-Chairs of the Licensing Committee and Audit & Risk Committee be calculated by way of a multiplier of x 0.25 of the Basic Allowance, resulting in a Special Responsibility Allowance of £1,438.

Chairs of Standards and Appeals Committees

The panel acknowledged that both Committees met on an ad-hoc basis, but agreed that the time commitment required by the Chair for meeting preparation and undergoing development and training was significant.

Recommendation

That the SRA for the Chairs of these two Regulatory Committees of the Council be calculated by way of a multiplier of x 0.25 of the Basic Allowance, resulting in a Special Responsibility Allowance £1,438 for each Chair.

Mayor (Chair of the Council)

The Mayor (Chair of the Council) currently receives an SRA payment which is calculated by way of a multiplier of x 0.5. The Panel considered the role of the Mayor and the requirement to chair meetings of Full Council on a regular basis.

Recommendation

To recommend that the SRA for the Mayor (Chair of the Council) should be calculated by way of a multiplier of x 0.5 of the Basic Allowance, resulting in a Special Responsibility Allowance of £2,875

Deputy Mayor

The Panel considered the role of the Deputy Mayor and the requirement to deputise for the Mayor at civic events and chair meetings of Council in their absence.

Recommendation

To recommend that the SRA for the Deputy Mayor should be calculated by way of a multiplier of x 0.2 of the Basic Allowance, resulting in a Special Responsibility Allowance of £1,150.

Shadow Leader

The Panel considered the role of the Shadow Leader.

The Panel felt this allowance should be calculated by way of a multiplier of x 1 of the Basic Allowance.

Recommendation

To recommend that the SRA for the Shadow Leader be calculated by way of a multiplier of x 1 of the Basic Allowance, resulting in a Special Responsibility Allowance of £5,750.

Group Leaders

The Panel considered the role of the Leaders of the opposition groups,

The panel felt the calculation of Basic Allowance ÷ Total number of Councillors X number of Members in a group was reasonable.

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 Carer's Allowance

The Carer's Allowance was reviewed and the panel discussed the process the previous criteria on this subject in some detail and felt that perhaps these were making it too difficult for those in need to claim, making it impossible for some ideal carers to be used.

It is for the parent / carer to determine the appropriate person to look after their children/dependent person. It considered the different caring roles and the level of qualification needed to provide such services. The Panel agreed that the level of qualification required should be reflected in the payments made. For example, the rate for ordinary childcare should be lower than that of specialist or trained nursing care and, at the opposite end of the spectrum, where it would be necessary for the carer to be someone known and trusted by those cared for, as in the case of very young children or perhaps those suffering from dementia. The criteria at the moment would make this impossible.

The Panel, therefore, recommends a series of changes to this allowance to make it more fit for purpose, for those who would find it impossible to take on the role of Councillor because their circumstances do not fit the claiming criteria.

The Panel agreed that the previous claiming procedures should remain for when professional care was needed, i.e. based on locally researched professional charges.

When utilising a friend or neighbour to provide the care, the rate should be limited to £10 or less and should be supported by a personal invoice with the carer's details and signed by the Councillor.

The Panel also noted that there was a discrepancy on the payment of childcare and Carer's Allowance since online meetings had become more widely used. Childcare and Carer's Allowance is currently paid to members when they attend meetings.

However, it is not paid for virtual meetings although some members are still having to employ babysitters or carers for these meetings too, to make sure that they can concentrate and perform their duties to the best of their abilities. The Panel recommend that the Carer's Allowance is paid for babysitters and carers during virtual meetings.

Recommendation should therefore be as follows:

- That the Childcare Allowance should be a maximum of £10 per hour;
- A Special Care Allowance of a maximum of £20 per hour (any exceptions to be discussed with relevant officers, ie if more than one carer was needed);
- To allow an informal receipt system to allow friends/relatives and similar to provide care and babysitting. To recommend that the payment of a childcare or Carer's Allowance should only be paid on provision of a receipt;
- That Childcare or Carer's Allowance be paid for a Councillor either physically attending a Council meeting or a virtual meeting to allow Councillors to concentrate only on the duties they had been elected to do.

3.5 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.

Recommendation should therefore be as follows:

- That existing Councillors who are co-opted continue to receive no allowance;
- 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 Timescales

It is also recommended that any accepted proposals are implemented with immediate effect and not backdated.

5 Future reviews

In line with statutory guidance a full review of the Scheme of Allowances should be undertaken every 4 years and therefore a further review would be expected in 2025.

The Panel also acknowledges that the Council might potentially move from a Committee form of governance to a Cabinet one. If this change occurs Government Regulations state that Council should automatically trigger an Independent Remuneration Panel.

6 Financial Implications

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 and whether there is the available budget to deliver the recommendations.

Members are asked to note the total cost of adopting increases as outlined within the report would be £42,326 p.a. When considering the proposed increases, it is advised that the total Scheme of Members Allowances if agreed would contribute to 0.5% of the Council's total aggregated expenditure for 21/22.

7 Risk Implications

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 of local development and post-covid operations.

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 which was 2016;

While Members are required to have due regard to the report of the Independent Remuneration Panel, it is still a matter for Council to decide whether it adopts the associated recommendations in full or part.

When considering the report and associated recommendations, Members are asked to note that future reviews of allowances in line with legislation would not be held until 2025, in which time other local neighboring authorities would have considered allowances, which would likely result in the revision upwards of allowances. This has been taken into consideration by the panel and forms part of the basis in recommending a rise in current allowances.

8. Out of Scope Discussion

The Panel was aware the Regulations allowed individual Councillors to reject their allowances. It felt, however, that in some circumstances this could discourage constituents on lower incomes from thinking of standing to be a Councillor and serving their communities. The members of the IRP recognised that this comment was outside their remit but felt that it should reflect comments made by some Councillors in interviews and on their questionnaires.

Appendix 1 - Complorative Data of Basic Allowances and Special Responsibility Allowances

These tables represent compamparitve data of Basic Allowances and SRA's from Local Neighbouring Authorities.

Please note :

Calculation of per head of population for Basic Allowance is calculated by : total number of members x basic allowance paid / population

Calculation of per head of population for Combined total of BA and SRA is calculated by : Combined total (BA and all SRA's) paid in 2018/19 / Population

Basic allowance (BA) paid to each and every Member 19/20 - 20/21	£
Breckland District Council	5569
Broadland District Council	3675
Kings Lynn and West Norfolk	5750
North Norfolk District Council	5254
Norwich City Council	6380
Great Yarmouth Borough Council	4869
South Norfolk District Council	5569
Norfolk Average	5295

Basic Allowance (BA) - Total BAs paid at the Council per head of population	£
Breckland District Council (Population - 139,329)	1.44
Broadland District Council (population 129,464)	1.33
Kings Lynn and West Norfolk (151,811)	2.08
North Norfolk District Council (104,552)	1.96
Norwich City Council (143,135)	1.74
Great Yarmouth Borough Council (population 99,370)	1.91
South Norfolk District Council (138,017)	1.86
Norfolk Average	1.76

Combined total (BA and all SRA's) paid in 2018/19	
Breckland District Council	418,371
Broadland District Council	222,638
Kings Lynn and West Norfolk	462,233
North Norfolk District Council	318,949
Norwich City Council	358,458
Great Yarmouth Borough Council	238,345
South Norfolk District Council	304,325
Norfolk Average	331,903

Combined total (BA and all SRA's) paid in 2018/19 per head of population	£
Breckland District Council (Population - 139,329)	3.00
Broadland District Council (population 129,464)	1.73
Kings Lynn and West Norfolk (151,811)	3.04
North Norfolk District Council (104,552)	3.05
Norwich City Council (143,135)	2.50
Great Yarmouth Borough Council (population 99,370)	2.40
South Norfolk District Council (138,017)	2.21
Norfolk Average	2.56

"Appendix 2 - Complarative Data of Special Responsibility Allowances (SRA's)

These tables represent comparative data of SRA's from Local Neighbouring Authorities in line with the SRA's that GYBC provide an allowance for.

Please Note : Budget column highlights total budget for GYBC for allowances (39 Members plus total SRA's)

Role		Gt Yarmouth*	North Norfolk	Breckland	Broadland	King's Lynn	Norwich City	South Norfolk	High	Low	Total Budget GYBC (BA and SRA's)
	No.										
Member	39	4,869.00	5,254.00	5,625.00	4,962.00	£5,750.00	6,687.00	4,963.00	6,687.00	4,869.00	189,891.00
Leader	1	10,663.00	10,508.00	22,500.00	13,166.00	15,808.00	11,145.00	12,903.00	22,500.00	10,508.00	10,663.00
Audit Chair	1	4,739.00	3,520.18	5,625.00	2,634.00	*2212.00	2,788.00		5,625.00	2,212.00	4,739.00
Development Control Chair	1	4,739.00	3,940.50	11,950.00	3,949.00	5,763.00	2,788.00	6,452.00	11,950.00	2,788.00	4,739.00
Vice Chairman of Devt Control	1	1,185.00	1,313.50	*260.00	1,975.00	2,518.00		1,490.00	2,518.00	1,313.50	1,185.00
Licensing Chair	1	4,739.00	3,520.18	*260.00	2,634.00	2,601.00	2,788.00	1,490.00	4,739.00	1,490.00	4,739.00
Standards Chair	1	1,185.00	3,520.18			791	**366.00	1,490.00	3,520.18	791	1,185.00
Chairman of the Council	1	2,370.00	2,627.00	5,625.00	3,949.00	5,975.00		6,452.00	6,452.00	2,370.00	2,370.00
Leader of main opposition group	1	4,739.00	2,627.00	2,784.63	*2,634.00	2,212.00	5,573.00	2,978.00	5,573.00	2,212.00	4,739.00
Deputy Leader	1			14,763.00	9,216.00	8,694.00			14,763.00	8,694.00	
Leader of other opposition groups			1733.82	2812	*2,634.00	474	2,788.00		1,733.82	474	
Vice Chairman of Council	1	948		2812	987	2,091.00		1,490.00	2812	948	948
		Pays Vice Chairs * Committee System		* total = Payment is made per meeting chaired	*Opposition Group Leaders set at a minimun of five Members per group	** Allowances used were 2018- 2019**	Members are paid on Regulatory Committees				£225,198

Appendix 3 - Comparative Data of current Special Responsibility Allowances (SRA's) paid at Great Yarmouth together with proposed increases and variations.

BA and S R A 2021/2022		Current					Proposed				Delta		% Change
	Meeting Freq	Rate(inc IT)	Rate (ex IT)	Amount	No.	Total	Rate	Amount	No.	Total	Amount	Total	
Basic Allowance				£ 4,869.00	39	£ 189,891		£ 5,750	39	£ 224,250	£ 881	£ 34,359	15%
IT Allowance				£ 180.00	39	£ 7,020					-£ 180	-£ 7,020	
TOTAL				£ 5,049.00							£ 701	£ 27,339	
Leader		2.11	2.19	£ 10,663.00	1	£ 10,663	2.25	£ 12,938	1	£ 12,938	£ 2,275	£ 2,275	18%
Mayor (Chairman of Council)		0.47	0.49	£ 2,370.00	1	£ 2,370	0.50	£ 2,875	1	£ 2,875	£ 505	£ 505	18%
Deputy Mayor		0.19	0.19	£ 948.00	1	£ 948	0.20	£ 1,150	1	£ 1,150	£ 202	£ 202	18%
Reg Comm - Audit & Risk Committee - Chairman	Qtr	0.94	0.97	£ 4,739.00	1	£ 4,739	1.00	£ 5,750	1	£ 5,750	£ 1,011	£ 1,011	18%
Reg Comm - Audit & Risk Committee - Vice-Chairman	Qtr	0.23	0.24	£ 1,185.00	1	£ 1,185	0.25	£ 1,438	1	£ 1,438	£ 253	£ 253	18%
Reg Comm - Licensing - Chairman	8 weekly	0.94	0.97	£ 4,739.00	1	£ 4,739	1.00	£ 5,750	1	£ 5,750	£ 1,011	£ 1,011	18%
Reg Comm - Appeals - Chairman	Qtr	0.23	0.24	£ 1,185.00	1	£ 1,185	0.25	£ 1,438	1	£ 1,438	£ 253	£ 253	18%
Reg Comm - Development Control Committee - Chairman	4 weekly	0.94	0.97	£ 4,739.00	1	£ 4,739	1.25	£ 7,188	1	£ 7,188	£ 2,449	£ 2,449	34%
Reg Comm - Development Control Committee - Vice Chairman	4 weekly	0.23	0.24	£ 1,185.00	1	£ 1,185	0.33	£ 1,898	1	£ 1,898	£ 713	£ 713	38%
Group Leaders		0.00	0.00	£ -	0	£ -	0.00	£ -	0	£ -	£ -	£ -	
Policy & Resources Chairman	6 weekly	0.94	0.97	£ 4,739.00	1	£ 4,739	1.00	£ 5,750	1	£ 5,750	£ 1,011	£ 1,011	18%
Policy & Resources Vice-Chairman	6 weekly	0.23	0.24	£ 1,185.00	1	£ 1,185	0.25	£ 1,438	1	£ 1,438	£ 253	£ 253	18%
Economic Development Committee Chairman	8 weekly	0.94	0.97	£ 4,739.00	1	£ 4,739	1.00	£ 5,750	1	£ 5,750	£ 1,011	£ 1,011	18%
Economic Development Committee Vice-Chairman	8 weekly	0.23	0.24	£ 1,185.00	1	£ 1,185	0.25	£ 1,438	1	£ 1,438	£ 253	£ 253	18%
Environment Committee Chairman	8 weekly	0.94	0.97	£ 4,739.00	1	£ 4,739	1.00	£ 5,750	1	£ 5,750	£ 1,011	£ 1,011	18%
Environment Committee Vice-Chairman	8 weekly	0.23	0.24	£ 1,185.00	1	£ 1,185	0.25	£ 1,438	1	£ 1,438	£ 253	£ 253	18%
Housing & Neighbourhoods Committee Chairman	8 weekly	0.94	0.97	£ 4,739.00	1	£ 4,739	1.00	£ 5,750	1	£ 5,750	£ 1,011	£ 1,011	18%
Housing & Neighbourhoods Committee Vice-Chairman	8 weekly	0.23	0.24	£ 1,185.00	1	£ 1,185	0.25	£ 1,438	1	£ 1,438	£ 253	£ 253	18%
Reg Comm - Standards	Qtr	0.23	0.24	£ 1,185.00	1	£ 1,185	0.25	£ 1,438	1	£ 1,438	£ 253	£ 253	18%
Shadow Leader		0.94	0.97	£ 4,739.00	1	£ 4,739	1.00	£ 5,750	1	£ 5,750	£ 1,011	£ 1,011	18%
Total				£ 61,373.00		£ 258,284		£ 76,360		£ 300,610	£ 14,987	£ 42,326	20%