

Thurrock - An ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future

Council

To the Members of Thurrock Council

The next meeting of the Council will be held at **7.00 pm** on
29 November 2023

Council Chamber, Civic Offices, New Road, Grays, Essex RM17 6SL

Membership of the Council:

Susan Little (Mayor)
Qaisar Abbas (Deputy Mayor)

John Allen
Alex Anderson
Deborah Arnold
Paul Arnold
Gary Byrne
Adam Carter
John Cecil
Daniel Chukwu
Gary Collins
George Coxshall
Jack Duffin
Tony Fish
Robert Gledhill
Aaron Green
James Halden
Vikki Hartstean

Mark Hooper
Mark Hurrell
Andrew Jefferies
Barry Johnson
Tom Kelly
Cathy Kent
John Kent
Martin Kerin
Steve Liddiard
Ben Maney
Jacqui Maney
Cici Manwa
Fraser Massey
Valerie Morris-Cook
Sara Muldowney
Augustine Ononaji

Srikanth Panjala
Maureen Pearce
Terry Piccolo
Georgette Polley
Kairen Raper
Joycelyn Redsell
Elizabeth Rigby
Sue Sammons
Sue Shinnick
Graham Snell
Neil Speight
Luke Spillman
James Thandi
Lee Watson
Lynn Worrall



Dr Dave Smith
Chief Executive

Agenda published on: 21 November 2023

Agenda

Open to Public and Press

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	To approve as a correct record the Minutes of the meeting of the Council, held on 25 October 2023.	
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4	Declaration of Interests	
	To receive any declaration of interests from Members.	
5	Announcements on behalf of the Mayor or the Leader of the Council	
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7	Petitions from Members of the Public and Councillors	
	In accordance with Chapter 2, Part 2(Rule 14) of the Council's Constitution.	
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	The Council are asked to agree any changes to the appointments made to committees and outside bodies, statutory and other panels, as requested by Group Leaders.	

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In accordance with Chapter 2, Part 2 (Rule 14) of the Council's Constitution.

15	Reports from Members representing the Council on Outside Bodies	
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Name of Committee	Date
Planning Transport and Regeneration Overview and Scrutiny Committee	4 July 2023
Planning Transport and Regeneration Overview and Scrutiny Committee	30 August 2023
Planning Transport and Regeneration Overview and Scrutiny Committee	28 September 2023
Planning Committee	21 September 2023
Standing Advisory Council on Religious Education	12 September 2023
Health and Wellbeing Overview and Scrutiny Committee	31 August 2023
Children's Services Overview and Scrutiny Committee	12 September 2023

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Queries regarding this Agenda or notification of apologies:

Please contact Jenny Shade, Senior Democratic Services Officer by sending an email to Direct.Democracy@thurrock.gov.uk

Future Dates of Council:

6 December 2023 (Extraordinary), 31 January 2024, 28 February 2024 (Budget), 20 March 2024

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Information for members of the public and councillors

Access to Information and Meetings

Advice Regarding Public Attendance at Meetings

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If you have any queries regarding this, please contact Democratic Services at Direct.Democracy@thurrock.gov.uk

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The council welcomes the filming, photography, recording and use of social media at council and committee meetings as a means of reporting on its proceedings because it helps to make the council more transparent and accountable to its local communities. If you wish to film or photograph the proceedings of a meeting and have any special requirements or are intending to bring in large equipment please contact the Communications Team at CommunicationsTeam@thurrock.gov.uk before the meeting. The Chair of the meeting will then be consulted and their agreement sought to any specific request made.

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The Chair of the meeting may terminate or suspend filming, photography, recording and use of social media if any of these activities, in their opinion, are disrupting proceedings at the meeting.

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Wi-Fi is available throughout the Civic Offices. You can access Wi-Fi on your device by simply turning on the Wi-Fi on your laptop, Smartphone or tablet.

- You should connect to TBC-GUEST
- Enter the password **Thurrock** to connect to/join the Wi-Fi network.
- A Terms & Conditions page should appear and you have to accept these before you can begin using Wi-Fi. Some devices require you to access your browser to bring up the Terms & Conditions page, which you must accept.

The ICT department can offer support for council owned devices only.

Evacuation Procedures

In the case of an emergency, you should evacuate the building using the nearest available exit and congregate at the assembly point at Kings Walk.

How to view this agenda on a tablet device



You can view the agenda on your [iPad](#) or [Android Device](#) with the free modern.gov app.

Members of the Council should ensure that their device is sufficiently charged, although a limited number of charging points will be available in Members Services.

To view any “exempt” information that may be included on the agenda for this meeting, Councillors should:

- Access the modern.gov app
- Enter your username and password

DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF

Breaching those parts identified as a pecuniary interest is potentially a criminal offence

Helpful Reminders for Members

- *Is your register of interests up to date?*
- *In particular have you declared to the Monitoring Officer all disclosable pecuniary interests?*
- *Have you checked the register to ensure that they have been recorded correctly?*

When should you declare an interest *at a meeting*?

- **What matters are being discussed at the meeting?** (including Council, Cabinet, Committees, Subs, Joint Committees and Joint Subs); or
- If you are a Cabinet Member making decisions other than in Cabinet **what matter is before you for single member decision?**



Does the business to be transacted at the meeting

- relate to; or
- likely to affect

any of your registered interests and in particular any of your Disclosable Pecuniary Interests?

Disclosable Pecuniary Interests shall include your interests or those of:

- your spouse or civil partner's
- a person you are living with as husband/ wife
- a person you are living with as if you were civil partners

where you are aware that this other person has the interest.

A detailed description of a disclosable pecuniary interest is included in the Members Code of Conduct at Chapter 7 of the Constitution. **Please seek advice from the Monitoring Officer about disclosable pecuniary interests.**

What is a Non-Pecuniary interest? – this is an interest which is not pecuniary (as defined) but is nonetheless so significant that a member of the public with knowledge of the relevant facts, would reasonably regard to be so significant that it would materially impact upon your judgement of the public interest.

Pecuniary

If the interest is not already in the register you must (unless the interest has been agreed by the Monitoring Officer to be sensitive) disclose the existence and nature of the interest to the meeting

If the Interest is not entered in the register and is not the subject of a pending notification you must within 28 days notify the Monitoring Officer of the interest for inclusion in the register

Unless you have received dispensation upon previous application from the Monitoring Officer, you must:

- **Not participate or participate further in any discussion of the matter at a meeting;**
- **Not participate in any vote or further vote taken at the meeting; and**
- **leave the room while the item is being considered/voted upon**

If you are a Cabinet Member you may make arrangements for the matter to be dealt with by a third person but take no further steps

Non- pecuniary

Declare the nature and extent of your interest including enough detail to allow a member of the public to understand its nature



You may participate and vote in the usual way but you should seek advice on Predetermination and Bias from the Monitoring Officer.

PROCEDURE FOR MOTIONS

No speech may exceed 4 minutes without the consent of the Mayor [Rule 19.8], except for the proposer of any motion who shall have 5 minutes to move that motion (except on a motion to amend where the 4 minute time shall apply) [Rule 19.8(a)]

All Motions will follow Section A and then either Section B or C

- | | | | |
|-----------|----|--|----------------------------|
| A. | A1 | Motion is moved | [Rule 19.2] |
| | A2 | Mover speaks | [Rule 19.8(a) (5 minutes)] |
| | A3 | Seconded | [Rule 19.2] |
| | A4 | Secunder speaks or reserves right to speak | [Rule 19.3] (4 minutes) |

Then the procedure will move to either B or C below:

B.		C.	
IF there is an AMENDMENT (please see Rule 19.23)		If NOT amended i.e. original motion	
B1	The mover of the amendment shall speak (4 mins).	C1	Debate.
B2	The seconder of the amendment shall speak unless he or she has reserved their speech (4 mins).	C2	If the seconder of the motion has reserved their speeches, they shall then speak.
B3	THEN debate on the subject .	C3	The mover of the substantive motion shall have the final right of reply.
B4	If the seconder of the substantive motion and the amendment reserved their speeches, they shall then speak.	C4	Vote on motion.
B5	The mover of the amendment shall have a right of reply.		
B6	The mover of the substantive motion shall have the final right of reply.		
B7	Vote on amendment.		
B8	A vote shall be taken on the substantive motion, as amended if appropriate, without further debate.		

Our Vision and Priorities for Thurrock

An ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future.

1. **People** – a borough where people of all ages are proud to work and play, live and stay
 - High quality, consistent and accessible public services which are right first time
 - Build on our partnerships with statutory, community, voluntary and faith groups to work together to improve health and wellbeing
 - Communities are empowered to make choices and be safer and stronger together

2. **Place** – a heritage-rich borough which is ambitious for its future
 - Roads, houses and public spaces that connect people and places
 - Clean environments that everyone has reason to take pride in
 - Fewer public buildings with better services

3. **Prosperity** – a borough which enables everyone to achieve their aspirations
 - Attractive opportunities for businesses and investors to enhance the local economy
 - Vocational and academic education, skills and job opportunities for all
 - Commercial, entrepreneurial and connected public services

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WW2 in Memoriam

Remembering Thurrock's Fallen : Civilian Deaths due to enemy action and Roll of Honour

Today we share names on the Roll of Honour. These are people whose home address was shown as Thurrock who lost their lives during the Second World War whilst serving with the armed forces or merchant navy.

In recognition of the adversity and bravery experienced by ordinary people in Thurrock civilian deaths are also noted here in relevant months. 101 non-combatants were killed in Thurrock between 1939 and 1945 who will also be remembered.

A special thanks to Museum volunteer Pam Purkiss for compiling the Roll of Honour information. Civilians added by Valina Bowman-Burns from Thurrock Museum.

The names have been listed in date order.

November 1943

RICHARDSON Percy A
WILKINS Douglas P
SMITH Alfred
ARGENT John Everard
HAMMOND Sydney A
MERRIFIELD Victor B W
GILHAM Thomas E
CROOKS Leonard A
WILLIAMSON Maurice W A

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Minutes of the Meeting of the Council held on 25 October 2023 at 7.00 pm

Present: Councillors Susan Little (Mayor), Qaisar Abbas (Deputy Mayor), John Allen, Alex Anderson, Deborah Arnold, Paul Arnold, Adam Carter, John Cecil, Daniel Chukwu, George Coxshall, Jack Duffin, Tony Fish, Robert Gledhill, Aaron Green, James Halden, Vikki Hartstean, Mark Hooper, Mark Hurrell, Andrew Jefferies, Barry Johnson, Tom Kelly, Cathy Kent, John Kent, Martin Kerin, Steve Liddiard, Ben Maney, Jacqui Maney, Cici Manwa (*arrived 8.02pm*), Fraser Massey, Sara Muldowney, Augustine Ononaji, Srikanth Panjala, Maureen Pearce, Terry Piccolo, Georgette Polley, Kairen Raper, Joycelyn Redsell, Elizabeth Rigby, Sue Sammons, Sue Shinnick, Graham Snell, Luke Spillman, James Thandi, Lee Watson and Lynn Worrall

Apologies: Councillors Gary Byrne, Gary Collins, Valerie Morris-Cook and Neil Speight

In attendance: Dr Dave Smith, Chief Executive and Managing Director
Commissioner
Asmat Hussain, Director of Legal and Governance and Monitoring Officer
Alix MacFarlane, Communications Advisor - Intervention and Improvement, Interim Director
Patrick McDermott, Chief of Staff to the Thurrock Commissioners
Steven Mair, Interim Chief Financial Officer/Section 151 Officer
Sheila Murphy, Corporate Director of Children's Services
Luke Tyson, Chief Intervention Officer
Ian Wake, Corporate Director of Adults, Housing and Health
Nicole Wood, ECC Best Value Commissioner
Matthew Boulter, Head of Democratic, Scrutiny and Member Services
Jenny Shade, Senior Democratic Services Officer

Before the start of the Meeting, all present were advised that the meeting was being recorded, with the audio recording to be made available on the Council's website.

68. Minutes

Minutes of Extraordinary Council held on the 14 September 2023 were approved as a correct record.

Minutes of Council held on the 27 September 2023 were approved as a correct record.

Councillor Raper questioned why the transcript of public and member questions were not now being included within the agenda. Councillor Worrall also agreed as the transcripts included all the supplementary questions. Mayor agreed this was an important point and the decision should be made to revert back to the inclusion of those transcripts. Officers would provide an update following the meeting.

69. Items of Urgent Business

There were no urgent items of business.

70. Declaration of Interests

No declarations of interest were made.

71. Announcements on behalf of the Mayor or the Leader of the Council

The Mayor had attended alongside Councillor Muldowney the opening of three children centres which had been most enjoyable events. The Chief Executive had also joined the Mayor on one of those visits.

The Leader made the following announcements:

- Had visited, alongside the Mayor, DP World and Thames Enterprise Park to see the opportunities for economic growth and job creation at both of these sites.
- Since the start of April, 1422 fly tips had been cleared, 2200 potholes filled, the street cleaning team had cleared 1000 tonnes of litter from the streets of Thurrock.
- The Leader referred to the petition that had been submitted but refused this evening in regard to the financial collapse of Thurrock Council as a previous petition had been presented at September Council. The Leader agreed for this petition to be presented by the lead petitioner at the Cabinet Meeting on the 8 November 2023.

72. Questions from Members of the Public

There were no public questions.

73. Petitions from Members of the Public and Councillors

There were no petitions presented.

74. Petitions Update Report

Members received a report on the status of those petitions handed in at Council meetings and Council office.

75. Appointments to Committees and Outside Bodies, Statutory and Other Panels

The Mayor asked whether there were any changes to be made to the appointments previously made by committees and outside bodies, statutory and other panels.

The Leader made the following change:

Removed Councillors Carter and Thandi as Planning Committee Substitutions.

Appointed Councillor Anderson as a Planning Committee Substitution.

Appointed Councillor Redsell to the Essex Pension Fund Advisory Board.

The Leader of the Labour group, Councillor J Kent, made the following changes:

Appointed Councillor Raper as Vice Chair of the Standards and Audit Committee.

Appointed Councillor C Kent as Standard & Audit Committee substitute.

Independent Councillors Allen, Massey and Sammons stated they had no changes to make.

76. Employment Matter - Assistant Directors of Finance

The report presented set out the outcome of consultation in respect of the changes to the senior management structure most notably the inclusion in the new structure of two Assistant Director posts to replace the one post that was originally in the structure. This report was approved at General Services Committee on 10 October 2023.

Councillor J Kent stated his support of the recommendation.

RESOLVED

Full Council noted the decision made by General Services Committee on 10 October 2023 for the addition of an Assistant Director post within the revised structure of the Finance Department.

77. Improvement and Recovery Plan

The report presented allowed Members to approve the enhanced Improvement and Recovery plan for the Council. As agreed at Full Council in September 2023, Members would receive quarterly updates on the progress the Council was making in delivering the plan.

The following points were raised:

- Member welcomed the plan and the approach towards creating it which had been more open and involved more consultation with Members compared to previous plan.
- Member reiterated the audience of the plan was not aimed at the local community but for commissioners and government.
- Member requested a 2-page simple language explainer so that everybody knew what was being sought to achieve.
- Member thanked officers for the work undertaken on the report.
- Member stated a means of tracking of progress was missing from the report, there needed to be way of recording the progress and any slippage. This would help residents understand what was being achieved.
- Member stated that member/member relationships should not be ignored and again required a means of measurement.
- Member agreed the report needed to be explained in a better way for all residents.
- Member stated the timing of the extraordinary council meeting would not provide sufficient time for the Planning Transport and Regeneration Overview and Scrutiny Committee to scrutinise and comment on the local plan and for cabinet to have time to act on any recommendations made.
- Member agreed the report had provided a focus on improvements and had identified outcomes which would allow progress to be tracked.
- Member stated the report did not represent improvements from residents point of views.
- Member also stated the process must lead to real and lasting change at the council.

RESOLVED

That Council approved the enhanced Improvement and Recovery Plan at appendix 1.

78. Financial Strategy Update

The report presented to Members focused on three areas: financial strategy, divestment of the previous investments and other financial management initiatives.

The following points were raised:

- Member referred to the 40% of the revenue budget that would be spent servicing debt which was an unsustainable position; another five years of going to the government for exceptional support to set a budget; £75 million on service cuts and selling £150 million of land and property and selling of additional investments.
- Member concluded as a result the future of Thurrock would look very different.
- Member referred to the remaining investments, selling of £1 billion of 14 separate investments which 75% of that was two investments.

- Member stated the council had to ensure that costs did not spiral further out of control.
- Member referred to recommendation 2.1 (v) (a) and questioned the financial thresholds in the Council's Contract Procedure Rules.
- Member raised her concern on the disposal of capital assets.
- Member questioned and raised her concern that the Investment Advisory Panel had not yet met.
- Member referred to readjustments of budgets which would involve capital projects being refocused to include essential spend and questioned why this was in the report.
- Member questioned how confident the portfolio holder was in regard to the planning savings of £18.2 million as the report could potentially have been misleading.
- Member welcomed that Members were receiving a true extent of the financial problems of the council and needed to get to a place in order to take action to make improvements.
- Member raised concern on who the assets and parcels of land would be sold to.
- Member stated his concern how the £18.2million to be saved from next year's budget would have on the services used by the people of Thurrock.
- Member also raised concern that there was no cross-party democratic oversight of the divestment process, continuation of delegated powers and members being informed after the fact.
- Member requested pink papers presented at cabinet should also be sent to shadow portfolio holders.
- Member requested an update on the audit accounts which remained outstanding.
- Member raised her concern on the blame culture within the chamber.
- Member referred to the selling of £150 million investments and had been surprised this would take five years.
- Member praised the portfolio holder for the progress being made with the support from officers, Essex County Council as well as the progress made by the previous leader and chief executive of the council.
- Member stated the focus had been on local authorities who had declared a section 114 action and that questions were being asked on what could be done to rectify those individual circumstances without questioning the wider suite of circumstances that caused the events. Referred to the structure of funding across local government, direct funding streams and local government reform and how to use the ingrained links that Thurrock had with government.
- Member questioned why members were surprised to see HRA within the report as this had been considered as part of the council's budget.

At 8.02pm, Councillor Manwa arrived into the chamber.

- Member questioned again the financial thresholds in the Council's Contract Procedure Rules. The Mayor agreed that the meeting could be adjourned so that figure could be confirmed.

The meeting adjourned at 8.14pm.

The meeting reconvened at 8.26pm.

- The portfolio holder confirmed the current limit was £500,000 and had asked officers to waive that temporarily. This would be reviewed and reported back to Council in late December, early January 2024.
- The portfolio holder stated the next Investment Advisory Panel meeting was scheduled for the 31 October 2023 with the November meeting being cancelled to accommodate the Extraordinary Corporate Overview and Scrutiny Committee. A future date would be rescheduled as soon as possible.

Members noted the recommendations.

RESOLVED

That Council

- i) noted the progress on the investment recovery and divestment strategy.**
- ii) noted the progress being made on the other financial actions.**
- iii) noted the urgent ED2 decisions made to date.**
- iv) noted the continued use of necessary advisors as required until completion of work associated with divestment of and recovery of value of investments including the conduct of litigation, subject to the review of the programme currently being undertaken by the Council's officers to be reported to Cabinet in November 2023 and the Leader, Finance PFH, Chief Executive and Commissioners being consulted before advisors are instructed on new work streams.**
- v) noted that each council Director involved in delivering the strategy is in consultation with the Leader, Finance Portfolio Holder the Section 151 officer, the Monitoring Officer (where the Director does not fulfil one of those roles) and Commissioners is authorised within their professional area to (a) subject to recommendation 2.1 iv), to procure and appoint the advisors using the most expeditious and efficient procurement process which is lawfully available under the Public Contract Regulations 2015 and that the financial thresholds in the Council's Contract Procedure Rules are waived for this purpose; and (b) to take all action necessary (within appropriate budgets) to ensure the implementation of the Council's recovery strategy if timescales do not allow for a report to Cabinet as long as a full update is provided at the next available Cabinet meeting.**
- vi) noted the Director of Law and Governance is authorised to the commence legal proceedings for potential claims where there is a supportive advice from a King's Counsel together with any associated action after consultation with the Leader Chief**

- Executive, Section 151 Officer and Commissioner subject to reports on progress being brought to Cabinet.**
- vii) noted the Section 151 Officer in consultation with the Leader and Portfolio Holder, the Monitoring Officer and Commissioners is given delegated authority to take all action necessary to implement the divestment strategy where a divestment meets the criteria set out in the Direction subject to reports on progress being made to members.
 - viii) noted that the main objective is to reduce the Council's exposure to financial risk by delivering a divestment strategy that optimises (sums and timing) receipts to repay the borrowings as long as doing so secures best value using its criteria set out in this report.
 - ix) noted an indicative hurdle rate of 12% (i.e., 7% PWLB rate and 5% MRP) is set for investment yield / return, with anything yielding less being put forward for sale, subject to the detail of the individual investment, the Council's contractual obligations and the ability to deliver value for money.
 - x) noted and agreed the review of the programme as set out in paragraph 4.70 and requests regular reports back to Cabinet on progress on the financial strategy.

79. Questions from Members

The Mayor informed the chamber that five questions to the Leader and three questions to cabinet members and committee chairs had been received:

Asked by	Asked to	Subject
Councillor Kerin	Leader	Upholding of a Stage 2 Complaint from Thurrock Nub News
Councillor J Kent	Leader	New operating model for the council
Councillor J Kent	Leader	Redundancies that would be needed to set a balanced budget for the next financial year
Councillor J Maney	Leader	ULEZ style charge
Councillor J Maney	Leader	Incident regarding the abandonment of a pet
Councillor J Kent	Councillor B Maney	Money spent on the abandoned Grays underpass scheme
Councillor J Kent	Councillor Coxshall	Per hour cost of Thurrock's in house home care service
Councillor Redsell	Councillor Johnson	Plans for the redevelopment of Blackshots Tower

80. Reports from Members representing the Council on Outside Bodies

No reports were presented.

81. Minutes of Committees

The minutes of committees as set out in the agenda were received.

82. Update on motions resolved at Council during the previous year

Members received an information report updating the progress in respect of motions received at Council.

83. Motion submitted by Councillor Redsell

The Motion, as printed in the agenda was proposed by Councillor Redsell and seconded by Councillor Polley.

The Motion read as follows:

Members resolve that a task and finish group or similar be established to look at options for tackling school parking across the borough. Further, that a report on such options should be produced at the conclusion of the group's review.

Members of the chambers agreed this was a long-standing issue across the borough and was making residents that lived in school catchment areas a misery. Members agreed that safety was paramount and required the presence of the enforcement officers. Members agreed the task and finish group had to look at more initiative ways to tackle this problem with a paper setting out options and have clear tangible outcomes. Members agreed there had to be a coordinated approach that would make a difference to all wards. To include input from members, schools, parents and include contributions from school children.

Councillor Redsell summed up by thanking members for their comments this evening and hoped everyone in the chamber saw the importance of the motion and would vote in favour. This was an important issue and for this to be achieved required input from all parties.

The Mayor called a vote on the motion, to which members voted unanimously in favour. The Mayor announced the motion carried.

84. Motion submitted by Councillor Halden

The Motion, as printed in the agenda was proposed by Councillor Halden and seconded by Councillor Coxshall.

The Motion read as follows:

The chamber wishes to confer Freedom of the Borough on Reverend Canon Darren Barlow upon his retirement as rural dean.

Members of the chambers agreed the Freedom of the Borough was well deserved for Reverend Canon Darren Barlow for the service, the care and respect, the commitment, and the good advice he had offered to all within this chamber and to the community of Thurrock. That Reverend Canon Darren Barlow had been the cornerstone of civic life and it would be hard to imagine not having him present at council meetings. Members agreed this was very fitting and a testament to the work that he had undertaken.

Councillor Halden summed up by wishing Reverend Canon Darren Barlow well in his new posting and hoped to have the full consensus of the chamber this evening.

The Mayor called a vote on the motion, to which members voted unanimously in favour. The Mayor announced the motion carried.

A further council meeting will be convened for a formal presentation to take place.

The full recording of this meeting can be viewed from the following link:

[Council - Wednesday 25 October 2023, 7:00pm - Thurrock Council committee meeting webcasts \(public-i.tv\)](#)

The meeting finished at 9.39 pm

Approved as a true and correct record

CHAIR

DATE

**Any queries regarding these Minutes, please contact
Democratic Services at Direct.Democracy@thurrock.gov.uk**

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QUESTIONS FROM MEMBERS OF THE PUBLIC

3 questions received from members of the public.

1. From Mr Perrin to Councillor B Johnson

Is the Council, despite financial difficulties, able to ensure that all children in its care will have a safe and happy Christmas?

2. From Ms Ramdenee to Councillor B Maney

What plans have this Council got for providing social facilities in East Tilbury, West Tilbury and Linford now that a large number of the older taxpayers in those areas are unable to travel to the rest of the Borough without incurring large expenses. Their taxes have paid towards the facilities for all of Thurrock for years yet they are excluded from almost all of them.

3. From Mrs Hattle to the Leader

After all the adverse publicity regarding this Council's mismanagement of public funds, why does this Council and its councillors feel it is appropriate to treat public complaints and petitions with contempt, missing deadlines for responses and making it incredibly difficult to get answers? And when you do eventually get a response, it is just copied and pasted text which doesn't address any of the points raised.

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Petitions Update Report

Petition No.	Description	Presented (date)	Presented (at)	Submitted (by)	Status
579	Reinstate 374 Bus service for East Tilbury	September	Council	Resident	<p>The provision of bus services is not a statutory requirement, and before making the decision the council undertook an extensive consultation with communities. In undertaking the consultation, the council provided multiple ways for residents to respond, including providing forms on buses for bus users, the provision of freepost envelopes and a freepost address clearly stated on the form, notices in bus stops and shelters, and postal boxes in local community centres and the libraries of affected communities. The council also informed all ward councillors and local community forums, and made the consultation open for 12 weeks.</p> <p>In helping to inform decision makers, the council developed robust data analysis and an extensive Communities Equalities Impact Assessment, to identify which communities would be impacted.</p> <p>The decision has been subject to pre-decision discussion at Overview & Scrutiny, discussion at Council, a Cabinet decision and a Call In.</p> <p>In accordance with the cabinet decision officers continue to 'keep the public transport needs of these communities under review and consider future options which could address any unmet need, within the context of the council's financial situation.'</p>
580	Anti-Social Behaviour in Balstonia Park, Homesteads	September	Council	Cllr Collins	<p>Historically, Thurrock Council has not closed parks / playground gates. Local residents will be aware that Balstonia Park has had pedestrian access for over 40 years and gates have remained open for free ingress and egress. Concerns in relation to Anti-Social Behaviour (ASB)</p>

Petitions Update Report

					<p>previously reported led to a joint visit in the park in 2022 with Local Councillors, Community Safety Partnership – including Essex Police and our parks team. Some joint work was conducted and the levels of ASB reduced. The request for CCTV in the area was raised but unfortunately this is not viable. Policing patrols are demand led. In the six months to the end of October Essex Police have received only two calls in relation to Balstonia Park and the surrounding area in relation to Anti-Social Behaviour within the park. This does not currently support additional patrols in the area and the Community Safety Inspector is in agreement that there is insufficient evidence to warrant the closure of the park gates and would encourage residents to report their concerns to highlight the issue for a response as appropriate. The costs to close all 76 parks around the borough would be significant as our parks are spread across a large geographical area. An inner London borough recently tendered the service to open and close all parks within their area. This borough is a lot smaller than Thurrock and the cost was £42k per annum. The decision to not close cemetery gates was taken to due to resources and budget constraints. Unfortunately, this activity is not a statutory duty and with the need to spend our resources efficiently, this is not a cost that the council can spend.</p>
581	Independent Enquiry into the financial collapse of Thurrock Council	September	Council	Cllr Byrne	<p>The Council has received this petition and a response has been sent to Cllr Byrne which in summary indicates that because of the extensive government directions and reports, ongoing work by the Council, quality assurance processes and other bodies already reviewing the Council's finances an independent enquiry is not needed at this stage</p>

29 November 2023		ITEM: 10
Council		
Updated Annual Pay Policy Statement 2023/24		
Wards and communities affected: All	Key Decision: Non-Key	
Report of: Graham Snell – Portfolio Holder for Finance		
Accountable Director: Jackie Hinchliffe – Director of HR, OD & Transformation		
This report is Public		

Executive Summary

The Localism Act 2011 requires the Council to publish an annual Pay Policy Statement. Council approved the 2023/24 Pay Policy Statement in January 2023 with amendments following the senior manager pay award approved in September 2023.

In accordance with the recommendation from the independent market assessment the 2023/24 Pay Policy included a pay increase of 4%. Noted in the report was the unpredictability of the national pay negotiations.

The national negotiations for Local Government pay for 2023/24 have now concluded with an agreed increase of £1,925 or 3.88% if higher. This represents a higher increase than applied by the Council on pay points up to the top of grade F.

In accordance with the Council's Collective Agreement, the recognised Trade Unions are expecting the Council to apply the higher NJC award. This is estimated to cost £1.528 million 2023/24. It should be noted that the report to Council on 25 January 2023, which approved the Council's own 2022/23 pay award be increased to match the higher NJC award, highlighted that the risk of the NJC award potentially being higher in future years.

Following the pressure caused by the NJC award in 2022/23, Council agreed to undertake a pay and reward review to potentially mitigate future pay growth before any new agreements are reached. This is the final year of the current collective agreement with Trade Unions that commits the Council to matching NJC increases. The agreement will be amended subject to the outcome of the review which will progress through the 2024/25 budget process.

1. Recommendations

1.1 The Annual Pay Policy Statement 2023/24 is revised to replace the locally agreed pay award with the higher national award.

2. Introduction and Background

2.1 The Localism Act 2011 requires the Council to publish an annual Pay Policy Statement for chief officers. This must be approved by Council by 31st March each year. Like many other local authorities, Thurrock's statement includes a pay policy for all categories of employees which reflects existing employment terms and conditions.

2.2 The Annual Pay Policy Statement for 2023/24 was approved by Council in January 2023. The Pay Policy Statement included a cost of living pay increase of 4%. This increase was based upon the market assessment conducted in December 2022 and recommended by the independent assessor. For comparison, subsequent pay increases agreed in 2023 for NHS employees awarded 5% and Teachers 6.5%.

2.3 The pressure on pay settlements in 2023 has remained high due to the high levels of inflation and tight labour markets.

2.4 The annual cost of living review conducted in December 2022 to inform the 2023/24 Pay Policy Statement did not reference the National Joint Council recommendations as this information was not available at the time.

2.5 In February 2023, the National Employers made a one year (1 April 2023 to 31 March 2024) final offer to the Trade Unions representing the Local Government Workforce. The elements of the offer relevant to the Council are:

- **With effect from 1 April 2023, an increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.**
- **With effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer.**
- **With effect from 1 April 2023, an increase of 3.88 per cent on all allowances**

2.6 Following pay consultations, the NJC confirmed on 1 November 2023 that agreement had been reached encouraging employers to implement the new pay scales as swiftly as possible.

2.7 The three recognised Trade Unions, Unison, Unite and GMB, have all formally requested the Council apply the NJC agreed increase to ensure all employees have received a minimum increase of £1,925. This will affect 1,653 FTE in the workforce who will receive between £1,291 at the first point on the pay spine reducing to £38 at the top of grade F.

2.8 This report seeks approval to amend the Council's pay scales to incorporate the NJC agreed pay award – all other elements of the Pay Policy remain as agreed in September 2023.

3. Issues, Options and Analysis of Options

3.1 Under Thurrock's 2019 Human Resources Framework Collective Bargaining Agreement, the Council agreed to remove the historical annual link to National Joint Council for Local Government (NJC) pay rates and for the pay rates to be determined locally. The Agreement states:

- ***Annual Cost of Living Review***

- *The Council reserves the right to review, revise, amend or replace the content of the Pay Policy Statement from time to time to reflect service delivery needs and to comply with new legislation, including the inclusion of the payline.*
- *The annual cost of living review will be a locally agreed decision with reference to the National Negotiating committee (NJC) recommendations, an independent pay review (commissioned annually by the Council), budget availability and the UK Living Wage.*
- *Should the Council decide that annual pay will increase, this will be applied equally across all pay points.*
- *The cost-of-living review will continue to be effective from 1st April annually.*
- *Whilst the annual increase will be locally agreed, the Council commits that the overall increase to the pay line over the lifetime of this agreement (as per section 2.5) shall not be less than the cumulative "headline" increase of the NJC scales, as measured over the same period. This excludes any weighting or "loading" of the NJC scales.*

3.2 The current five-year Agreement runs until the 2023/24 financial year. The Agreement does not require the annual cost of living increase to reflect the NJC Award. Instead, the Council is contractually obliged to:

- Conduct and agree an annual cost of living review.
- Ensure the overall increase in the pay line over the lifetime of the agreement (1 April 2019 to 31 March 2023) is not less than the cumulative increase of the NJC scales over the same period.
- In addition, the Council aims to ensure its lowest pay point is not below the lowest pay point on the NJC scale and keeps pace with the expected National Living Wage.

3.3 Matching the 2023/24 NJC increase will ensure the Council meets the commitment made in the collective agreement that the overall increase to the pay line over the lifetime of the agreement (2019 to 2023) shall not be less than the cumulative "headline" increase of the NJC scales, as measured over the same period.

- 3.4 Following approval of the Pay Policy at Council in January 2023, the Council implemented a pay increase of 4% for Bands A to I. This was in line with expected increases in the public sector at the time and agreed with the Trade Unions.
- 3.5 The 4% pay increase awarded by the Council is lower than the offer that has now been agreed nationally. The national pay award represents a further pay increase for two thirds of the Council's workforce of between 0.1% and 6.4%. The 2023/24 NJC pay scales now have a minimum pay point of £11.59, the Council's minimum pay point increases from £10.92 to £11.59 as a result of the NJC award.

4 Consultation

- 4.1 The report has been shared with the Commissioners and the Trade Unions.

5. Implications

5.1 Financial

Implications verified by: **Jo Freeman**
Head of Financial Management

At their meeting on 1st March 2023 Full Council agreed the 2023/24 budget adjustments required to reflect pay inflation of 4% and incremental pay progression (subject to end-of-year performance and development review), this totalled £4.792m. In addition to this was the backdated changes to the pay policy for 2022/23 (in which the previously awarded increases of between 2.25-2.5% was replaced with a £1,925 annual increase on all pay points) this equated to £2.5m.

Total budgeted increase for 2023/24 was therefore £7.292m.

The proposed changes to the 2023/24 pay policy (to replace the 4% increase applied to bands A-F with a flat rate £1,925) has an estimated impact of £1.276m above the levels of growth already applied to the general fund (and estimated additional £0.252m for the HRA). This is an additional in-year cost above budgeted levels and will be reflected as part of the in-year budget monitoring reports presented to members on a quarterly basis. The ongoing financial impact of this pay policy change has been reflected as growth in the MTFs for 2024/25 with separate further contingency made. The HRA business plan has been updated to reflect the additional cost and can be contained within the ring-fenced fund.

The Council continues to experience significant revenue budget pressures and exceptional wider financial risks, for which a Section 114 notice was issued on 19th December 2022. The budget assumes government support in

the form of a capitalisation directive (CD), an MTFS update will be presented to members in December 23 which shows all growth and savings requirements and impact on the CD requirement.

A review of pay and allowances will be conducted to identify any opportunities for mitigating pressures and to define arrangements for future pay increases.

5.2 Legal

Implications verified by: **Jayne Middleton-Albooye**
Interim Head of Legal Services

Sections 38 to 43 of the Localism Act 2011 require Councils to prepare a Pay Policy Statement for each financial year and the Secretary of State, pursuant to section 40, has issued both the original Pay Accountability Guidance in February 2012 and a supplementary guidance in February 2013. The content of this report and the recommendations comply with the Council's responsibilities in this regard. Section 39(4) permits the Council to amend its policy by resolution.

Clause 9.5 of the Thurrock collective agreement states:

Whilst the annual increase will be locally agreed, the Council commits that the overall increase to the pay line over the lifetime of this agreement (as per section 2.5) shall not be less than the cumulative "headline" increase of the NJC scales, as measured over the same period. This excludes any weighting or "loading" of the NJC scales.

It is more likely than not that a Tribunal or Court would consider provisions of this Collective bargaining Agreement dealing with pay as forming part of individual contracts of employment of Thurrock Council employees.

Failing to honour contractual commitments is likely to result in employees submitting claims and/ or taking industrial action. If claims are brought asserting that the Council has not complied with the collective agreement the Council would probably be unsuccessful in resisting those claims and would incur additional legal costs.

The Council's Chief Finance Officer has issued a section 114 notice which places restrictions on what the Council can spend to ensure that the Council will be able to balance its budget in the future. However, the Council is permitted to continue spending on existing staff payroll and pension costs, and on existing legal agreements and contracts.

As it is likely that the provisions of Thurrock Collective bargaining agreement would be found to be part of the contracts of employment of council employees, expenditure in relation to pay would fall into the category of an

exceptional reason for spending to be agreed. Members will need to consider the advice of the Chief Financial Officer as how the additional pay costs would be met.

5.3 **Diversity and Equality**

Implications verified by: **Becky Lee**
Team Manager – Community Development and Equalities

This pay statement implements the recommendations and standard protocols set by law and policy and therefore there are no diversity and equality implications arising.

5.4 **Other implications**

All implications have been detailed in the body of the report.

6. **Appendices**

Appendix 1 – Pay Policy Statement 2023/24

Report Author:

Mark Keeble, Pay and Reward Specialist

Appendix 1

THURROCK COUNCIL
PAY POLICY STATEMENT 2023/24
Revised November 2023

VERSION CONTROL SHEET

<i>Title:</i>	Pay Policy Statement 2023/24
<i>Purpose:</i>	To advise on the Council's pay policy including requirements under Section 38 of the Localism Act 2011.
<i>Owner:</i>	Human Resources & Organisational Development
<i>Approved by</i>	Council
<i>Date:</i>	November 2023
<i>Version:</i>	0.2.2
<i>Review frequency:</i>	Annually – in accordance with Section 38 of the Localism Act 2011
<i>Next review date:</i>	January 2024

Thurrock Council Pay Policy Statement 2023/24

- 1. Introduction**
- 2. Scope**
- 3. Determination of pay grades and salary levels**
- 4. Pay progression**
- 5. Cost of living pay increases**
- 6. Lowest paid employees / UK living wage**
- 7. Apprentices**
- 8. Pay multiple**
- 9. Acting up payments**
- 10. Other payments**
- 11. Contractors or consultants**
- 12. Appointment of senior officers**
- 13. Payment on termination, and re-engagement of officers**
- 14. Mandatory Gender Pay Reporting**
- 15. Transparency Code**
- 16. Publication of information**

Appendix 1 Pay Scales 2023/24

Appendix 2 National Minimum and Living Wage Rates 2023/24

Appendix 3 Senior Manager Pay Scales 2023/24

1. Introduction

- 1.1 This Statement complies with Section 38 of the Localism Act 2011, which requires local authorities to produce a pay policy statement for each financial year in order to improve transparency and accountability within Local Government.
- 1.2 It may be adapted and/or updated by agreement at a full Council meeting.
- 1.3 Thurrock Council reserves the right to review, revise, amend or replace the content of this Statement from time to time to reflect service delivery needs and to comply with new legislation.

2. Scope

- 2.1 This Statement is applicable to both Council and school-based employees covered by the Council's Collective Agreement, and to senior officers. Youth workers, those on Soulbury contracts of employment and employees covered by TUPE are also included but their pay is determined by separate processes. This Statement does not apply to teachers, who are employed under separate terms and conditions.
- 2.2 For the purposes of this Statement, Thurrock's senior officers are the chief executive, corporate directors, directors and assistant directors.

3. Determination of pay grades and salary levels

Senior officers

- 3.1 The chief executive's and other senior officers' remuneration was determined in 2009. It was based on the median pay point of a market salary and reflected remuneration levels for comparable jobs in unitary authorities and London boroughs.
- 3.2 The 11 senior pay bands are shown in Appendix 1. Assistant directors are paid on the AD bands, ranging from points 1 to 15; directors and corporate directors are placed on a DIR pay band points 16 to 30 while the chief executive is on the CEX pay band: points 31 to 33.
- 3.3 Since 2010 annual, independent pay reviews have been conducted to reassess the salary levels that these pay bands should attract. These assessments take account of:

- (a) **The type and size of Thurrock Council:** Thurrock is a medium sized, unitary council with a significant degree of complexity due to its location, its changing demographics, its regeneration agenda and its complex external relations.
- (b) **The geographical location of Thurrock Council:** Located on the eastern boundaries of London and within easy commuting distance of London, the Council is competing in the same labour market as many London boroughs as well as Essex County Council and other unitary local authorities.
- (c) **The market for senior posts in Local Government:** In recent years many posts have become more demanding as a result of changes in legislation and public demand. This has led to a position whereby significant differences now exist regarding the remuneration attached to certain posts.
- (d) **Affordability:** Producing an affordable pay structure for senior managers is a principal aim of this policy.
- (e) **Transparency and clarity:** Thurrock Council is committed to establishing a pay structure which is clear, rational and able to withstand challenge.

Employees who are not senior officers

- 3.4 Employees other than senior officers are subject to the pay levels set out in the Council's Human Resources Framework Collective Bargaining Agreement which contains a single 'Thurrock Living Wage' grade for the lowest paid employees (excluding apprentices), plus 9 pay grades. Posts have been allocated to a pay band through a process of job evaluation, using the GLPC job evaluation scheme.
- 3.5 All new or revised posts must be evaluated. This is done by trained evaluators in-house, as is common in other local authorities, using the GLPC job evaluation scheme. The results of any such evaluation are subject to moderation by the Council's Trade Union Board, which comprises of officers and trade union representatives.
- 3.6 As agreed with General Services Committee in October 2018, the pay structure has bands of 6 points, meaning staff can progress through in 5 years, in line with the Equalities and Human Rights Commission guidance on having no more than 5 increments (6 points within each Band). The pay structure in Appendix 1 reflects the final year of this transition.

4. Pay Progression

Senior officers

- 4.1 Senior officer pay bands contain three pay levels:
- i. A lower point – for a post-holder with sufficient competence or experience but with some development needs. This is expected to apply to some appointments at the time of recruitment.
 - ii. A median point – for a fully competent and appropriately experienced/qualified post-holder. This is expected to apply to most appointments.
 - iii. An upper point – for an exceptional post-holder. The difference between the median point and upper point will only be paid as an additional non-consolidated payment for ‘exceptional’ performance. Few post-holders will be rewarded at this level, which is based on the 75th percentile of the market data.
- 4.2 The award of an annual increase to points (ii) or (iii) above is subject to satisfactory job performance.

Employees who are not senior officers

- 4.3 New starters are paid in accordance with Section 15.5 of the council’s recruitment policy which states; ‘normally the pay point will be the minimum point of the band. Exceptions to this rule may be considered where the minimum point is below the candidate’s current salary.’
- 4.4 Employees will receive an increase of one incremental point each year, effective from 1st April, providing they (i) have performed their role entirely satisfactorily; (ii) have 6 months’ service before 1st April; (iii) are not already at the top point of their pay band. Performance objectives will be linked to service delivery plans and priorities.
- 4.5 Employees who are protected under TUPE arrangements will be paid according to their contract of employment.

5. Cost of living pay increases

Senior Officers

- 5.1 The annual independent market assessment conducted in December 2022 recommended a 4% pay increase for senior officers in 2023/24. This was reviewed and endorsed by General Services Committee.
- 5.2 General Services Committee also agreed a review of senior officer pay, including arrangements for annual pay awards.

Employees who are not senior officers

- 5.3 Under the Human Resources Framework Collective Bargaining Agreement 2019, the Council agreed to remove the historical link to National Joint Council for Local Government (NJC) pay increases and for the pay increases to be determined via “a locally agreed decision with reference to the National Negotiating committee (NJC) recommendations, an independent pay review (commissioned annually by the Council), budget availability and the UK Living Wage”. This applies to all employees covered by Thurrock bands A to I.
- 5.4 The annual independent assessment conducted in December 2022 recommended a pay increase of 4% for bands A to I for 2023/24.
- 5.5 Thurrock Council is not part of the national negotiation process however as part of the local Collective Agreement between Thurrock Council and the Trade Unions we have a ‘no detriment’ clause which guarantees pay equity over the five-year term of the agreement. Additionally, our lowest pay point should not be below the lowest pay point on the NJC.
- 5.6 In 1 November 2023 the unions agreed to accept the NJC employers revised pay offer which increased each pay point by £1925.00 or 3.88% if higher.
- 5.6 In order to ensure Thurrock Council staff do not suffer a detriment the Pay Policy and pay scales were revised to incorporate the NJC award and increase Thurrock Living Wage (TLW) to match the lowest pay point on the NJC scale at £11.59 per hour.

6. Lowest paid employees

- 6.1 For the purposes of this Statement, employees on the lowest grade of the Council’s pay structure are classed as the lowest paid employees. The only employees paid at a lower rate than the Thurrock Living Wage are apprentices (see paragraph 7).
- 6.2 The Thurrock Living Wage pay point and scale point one are the Council’s minimum pay point with hourly pay set to £11.59 from the 1st April 2023.

7. Apprentices

- 7.1 The starting pay for Council apprentices is the national minimum wage or national living wage according to their age at the point of recruitment. The lowest pay rate for apprentices aged 16 - 17 years old will be £5.28 from 1 April 2023. The full range of NLW rates for 2023/24 are set out at Appendix 2.

8. Pay Multiple

- 8.1 Calculations were made using 2023/24 pay scales which show the pay ratios between the chief executive's salary and the average salary of the workforce on grades A-I are as follows:

Chief Executive: mean salary of the workforce = 1:5.2

Chief Executive: median salary of the workforce = 1:5.6

- 8.2 These ratios were calculated from the median chief executive salary level of £193,500; the mean salary of all staff other than the chief executive of £37,258 and the median salary of all staff other than the chief executive of £34,631.

9. Acting up payments

- 9.1 For acting up or additional duties arrangements, an individual will be paid at the lowest point of the band being acted into, or one pay point higher than their substantive pay point if pay bands overlap.
- 9.2 Management do however have the discretion to award an acting up or additional duties allowance up to a maximum of 3 additional points from the employee's substantive pay point. The rationale for payment is subject to approval by the Councils Trade Union Board and evidence should be clearly documented on the employee's personal file.
- 9.3 Secondments are subject to the same pay allowances as stated above, however managers can make secondment arrangements according to the needs of their service are these are not subject to approval. Further details can be found in the Secondment policy.

10. Other payments

- 10.1 The Council has an employee relocation package, available to all new employees, subject to eligibility criteria.
- 10.2 The Council does not operate a bonus scheme for any employees, nor does it offer any other informal benefits to its senior officers
- 10.3 On occasions, for posts below senior officer level, temporary market supplements may be paid where difficult market conditions lead to recruitment and retention problems. Such supplements must be agreed by the Council's Trade Union Board.

11. Contractors and consultants

- 11.1 Should the Council engage the services of an individual at senior officer level under a contract for services (i.e. not on the Council's payroll), the level of remuneration paid to the contractor, consultant or agency

employing them will not exceed the equivalent salary points outlined in Appendix 3.

- 11.2 In exceptional circumstances, and with the express approval of the Chief Executive, a contractor or consultant at senior officer level may be engaged at a pay rate outside of the equivalent salary point in Appendix 3.

12. Appointment of senior officers

- 12.1 The appointment of senior officers will be conducted in accordance with the Employment Procedure Rules as defined by the Council's Constitution.
- 12.2 The appointment of individuals, including those receiving salaries in excess of £100k, is in accordance with the pay structure and the principles outlined in this policy.

13. Payment on termination, and re-engagement of officers

- 13.1 In the event of redundancy or the early retirement of any employee, the Council will pay its standard severance payments within the discretions of the Local Government Pension Regulations.
- 13.2 In exceptional circumstances and where it represents best value for the Council, additional payments may be made to comply with the terms of a settlement agreement. These will be subject to the delegated powers and processes outlined in the Council's Constitution.
- 13.3 The Council will not normally re-engage, either in a contract of employment or a contract for services, any officer who has previously been paid a discretionary payment (via a settlement agreement or retirement package) on leaving the Council's employment. Only in exceptional circumstances, and with the agreement of the Chief Executive and the General Services Committee, will such an arrangement be sanctioned.

14. Mandatory Gender Pay Reporting

- 14.1 As of April 2017, all organisations with more than 250 employees must produce data on the gender pay gaps of their employees. The deadline for the Council to report this date is 30 March each year.

15. Transparency code

15.1 In accordance with Government guidelines¹, the council publishes details of senior managers' pay on its website.²

16. Publication of information

16.1 This Statement will be published on the Council's website. Any in-year changes to this Statement will be published in the same way following Council approval.

17. Appendices

1. Pay Scales 2023/2024
2. National Living Wage Rates 2023/24
3. Senior Manager Pay Scales 2023/24

¹ 'Local Government Transparency Code 2014' published by DCLG: [Transparency Code](#)

² <https://www.thurrock.gov.uk/what-we-publish/local-government-transparency-code>

Appendix 1: Pay Scales 2023/2024

Grade	Pay Point	2023/24 rate per hour		2023/24 salary
I	54	£42.65		£82,275
	53	£41.43		£79,935
	52	£40.25		£77,661
	51	£39.10		£75,441
	50	£37.99		£73,287
	49	£36.90		£71,193
H	48	£35.85		£69,165
	47	£34.83		£67,191
	46	£33.84		£65,286
	45	£32.88		£63,435
	44	£31.96		£61,653
	43	£31.06		£59,925
G	42	£30.20		£58,266
	41	£29.34		£56,607
	40	£28.51		£55,005
	39	£27.71		£53,463
	38	£26.95		£51,990
	37	£26.18		£50,511
F	36	£25.47		£49,133
	35	£24.79		£47,831
	34	£24.12		£46,529
	33	£23.47		£45,284
	32	£22.86		£44,102
	31	£22.24		£42,917
E	30	£21.66		£41,792
	29	£21.08		£40,667
	28	£20.53		£39,602
	27	£19.97		£38,537
	26	£19.45		£37,529
	25	£18.93		£36,524
D	24	£18.44		£35,579
	23	£17.95		£34,631
	22	£17.49		£33,743
	21	£17.03		£32,852
	20	£16.60		£32,027
	19	£16.17		£31,199
C	18	£15.77		£30,428
	17	£15.37		£29,660
	16	£14.97		£28,889
	15	£14.61		£28,178
	14	£14.24		£27,470
	13	£14.02		£27,053
B	12	£13.78		£26,579
	11	£13.53		£26,102
	10	£13.31		£25,685
	9	£13.10		£25,274
	8	£12.88		£24,857
	7	£12.67		£24,440
A	6	£12.45		£24,029
	5	£12.24		£23,612
	4	£12.02		£23,195
	3	£11.84		£22,841
	2	£11.65		£22,484
	TLW / 1	£11.59		£22,360

Appendix 2: National Living Wage Rates 2023/24

	Age 23 and over	Age 21 to 22	Age 18 to 20	Age under 18	Apprentice Rate
Rates from April 2023	£10.42	£10.18	£7.49	£5.28	£5.28

Appendix 3 - Senior Manager Pay Scales 2023/24

		50/50% Lower Base Pay		50/50% Median Base Pay		50/50% Higher Base Pay
	SCP	Annual Pay £	SCP	Annual Pay £	SCP	Annual Pay £
CEO	31	176,500	32	193,500	33	207,000
DIR5	28	137,500	29	150,500	30	160,000
DIR4	25	128,000	26	142,500	27	150,000
DIR3	22	119,000	23	133,000	24	136,000
DIR2	19	106,500	20	117,000	21	122,500
DIR1	16	100,000	17	111,500	18	114,000
AD5	13	96,000	14	106,500	15	111,000
AD4	10	94,000	11	103,000	12	106,500
AD3	7	88,500	8	99,000	9	102,000
AD2	4	83,000	5	91,500	6	96,000
AD 1	1	78,500	2	83,000	3	91,000

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29 November 2023	ITEM: 11
Council	
Senior Management Appointments	
Wards and communities affected: All	Key Decision: Key
Report of: Cllr Andrew Jefferies – Leader of the Council	
Accountable Director: Dave Smith, Chief Executive/ Managing Director Commissioner	
This report is Public	

Executive Summary

On 24th August 2023, General Services Committee approved the Council’s new senior structure and recruitment to the following new senior roles:

- **Executive Director of Place**
- **Executive Director of Corporate Services (Monitoring Officer)**
- **Chief Financial Officer (Section 151 Officer)**
- **Assistant Chief Executive**

Recruitment to these roles was conducted in accordance with the Constitution and the Directions.

The Directions issued to the Council by the Secretary of State on 16 March 2023 under Section 15(5) and (6) of the Local Government Act 1999, provide, at Annex B, that Commissioners shall exercise ‘all functions to define the officer structure for the senior positions at the Authority, to determine the recruitment processes and then to recruit the relevant staff to those positions.’

Selection to the new roles was conducted by a panel acting as General Services Committee, supported by Stakeholder Panels. Recommendations were presented to Commissioners and the following appointments approved.

Recommendations

1.1 Council to note the following appointments:

- **Juliemma McLoughlin as Executive Director of Place**
- **Daniel Fenwick as Executive Director of Corporate Services (Monitoring Officer)**

- **Alex Powell as Assistant Chief Executive**

1.2 Council to note that an appointment was not made to the Chief Financial Officer. Options for progressing this role will be considered by the Commissioners.

2. Introduction and Background

2.1 The Directions issued on 16th March 2023 expanded the scope of Intervention providing Commissioners with powers over governance and staffing functions, they also appointed a Managing Director Commissioner to fulfil the role of Chief Executive. One of the priorities was to put in place a senior management structure that responds to the Directions, supports the corporate operation of the council, provides the capacity and capability to deliver improvement and change at pace and is consistent with the Council's emerging operating model.

2.2 On the 5th July 2023, a report was presented to General Services Committee with a proposed revised Senior Management structure that met the requirements of the Directions. GSC supported the proposed structure enabling formal consultation to commence. Consultation took place between 6 July 2023 and 5 August 2023.

2.3 Following a consultation process, on the 24th August 2023, General Services Committee approved the final senior structure and the subsequent recruitment to it.

3. Selection Process

3.1 The recruitment campaign was launched on 28th August 2023, with the external advert and microsite live until 24th September. In addition, a full and extensive national executive search was conducted by the recruitment agency. The campaign included a Webinar with Dr Dave Smith on 18th September, attracting a high number of interested parties. The total campaign attracted 68 applications across the four roles.

3.2 All applicants were assessed by the recruitment agency and recommendations for long listing presented to the Commissioners on 29th September. From the 68 applications, 27 candidates were selected to progress to the technical interview stage.

- 3.3 Technical Assessments were conducted by relevant external independent experts during week commencing 2nd October. Shortlisting by General Services Committee and Commissioners took place on 10th October; from the 27 candidates long listed 12, covering all four roles, were selected to progress to the Selection Days. Psychometric testing was undertaken for all 12 candidates in advance of the final panels.
- 3.4 Panel interviews took place on 30th and 31st October 2023. All candidates were interviewed by three panels - the General Services Committee/ Commissioner panel, a stakeholder panel, and a workforce panel. The Stakeholder Panel included relevant partners and external agencies, elected members and a member of the Senior Leadership Team. The workforce panels included representatives from the relevant services, staff networks and Trade Unions.
- 3.5 The recommended appointments presented to Commissioners were supported by all panels.

4. Biographies

4.1 Set out are below are brief biographies of the successful candidates.

- **Alex Powell as Assistant Chief Executive**

Alex has been Director of Strategy with the London Borough of Barking & Dagenham since August 2022. Previous roles include CEO & Director with the UK Holocaust Memorial and Learning Centre (2019 – 2022) within the Department for Levelling Up, Housing & Communities, Deputy Director with Local Government Stewardship (2015 – 2019) within the Department for Levelling Up, Housing & Communities and Principal Private Secretary and Deputy Director, Ministerial Group within the Department for Levelling Up, Housing & Communities (2013 – 2015).

- **Daniel Fenwick as Executive Director of Corporate Services/Monitoring Officer**

Daniel is currently Director City Law and Governance at Liverpool City Council. He has been in his current role since December 2021. Previous roles include Director of Legal and Governance, OneSource (October 2015 – December 2021), and Interim Executive Director, OneSource (January - July 2019), Director of Governance,

London Borough of Waltham Forest (2003 – October 2015). In addition, Daniel has held earlier Principal Lawyer roles in two London Brough Councils.

- **Juliemma McLoughlin as Executive Director of Place**

Juliemma has been Executive Director at City of London Corporation since 2021. Previous positions include Executive Director Regeneration, Commercial, &

Economy at Northumberland County Council (2020 – 2021), Development Director at Greater London Authority (2017 -2020), Lead Director for Planning, Highways and Growth at London Borough of Hammersmith & Fulham (2007-2017) and Head of Planning, Regeneration and Building Environment for Sydney Ports Corporation (2003 – 2007). Juliemma has a degree from Dundee University in BSc Urban and Regional Planning (1994).

5. Reasons for Recommendation

5.1 To advise Council of the new senior appointments made in accordance with Directions.

6. Consultation

6.1 The selection process involved elected members, key stakeholders and workforce representatives.

7. Implications

7.1 Financial

Implications verified by: **Steven Mair**
Interim Chief Financial Officer/S151

The cost of new structure will be fully allowed for in the budget for 2024/25 as per the report presented to General Services Committee on 24th August 2023.

7.2 Legal

Implications verified by: **Jayne Middleton-Albooye**
Interim Head of Legal Services

Section 5 of the Local Government and Housing Act 1989 requires the Council to appoint one of its officers to the position of Monitoring Officer. His / her statutory role is specified in sections 5 and 5A of the 1989 Act, and in sections 29 to 32 of the Localism Act 2011.

The appointments set out above are in accordance with the powers of the Commissioners.

7.3 **Diversity and Equality**

Implications verified by: **Rebecca Lee**

Team Manager Community Development & Equalities

The appointment process has been conducted in accordance with agreed processes underpinned by the council's equal opportunity policy.

Report Author:

Jackie Hinchliffe

Director of HR, OD & Transformation

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29 November 2023	ITEM: 12
Council	
London Gateway Logistics Park Local Development Orders	
Wards and communities affected: Corringham and Fobbing, Stanford East and Corringham Town, The Homesteads and Stanford le Hope West	Key Decision: Yes
Report of: Cllr Ben Maney, Cabinet Member for Regeneration and Highways	
Accountable Director: Mark Bradbury – Director of Place	
This report is Public	

Executive Summary

This report is concerned with the planning consenting regime for securing the delivery of strategic employment development at London Gateway logistics park. The report details how, in order to ensure that the recent economic growth, jobs and investment at the park continue to be delivered in an efficient and sustainable manner a new Local Development Order is required.

The report explains that development on the logistics park site has been subject to the provisions of a Local Development Order (LDO) since 2013. As this Order is time-limited for a period of 10 years, the report explains the work undertaken so far in preparing a new Order (referred to as 'LDO2'). This report also provides an update on progress with LDO2 since the matter was reported to the Planning Committee in July 2021 and February 2023. This report asks that the final decision on whether to adopt LDO2 is delegated to the Planning Committee.

The report also notes that DP World London Gateway (DPWLG) have recently approached Officers regarding potential development of up to 85,000 sq. m. of commercial floorspace on land within the logistics park site and the planning mechanism for securing planning consent to enable this development. The report considers this particular development plot in the context of the existing LDO, the emerging LDO2 and other planning mechanisms for delivery i.e. a limited, stand-alone Local Development Order for this Plot (LDO1.5).

1. Recommendations

- 1.1 To note this report, the progress made so far on LDO2 and the future actions and processes necessary to bring LDO2 to a position where it is ready to be adopted.**
- 1.2 To delegate authority on the decision whether or not to adopt LDO2 to the Planning Committee.**
- 1.3 To delegate authority on the decision whether or not to adopt LDO1.5 to the Planning Committee**

2. Introduction and background

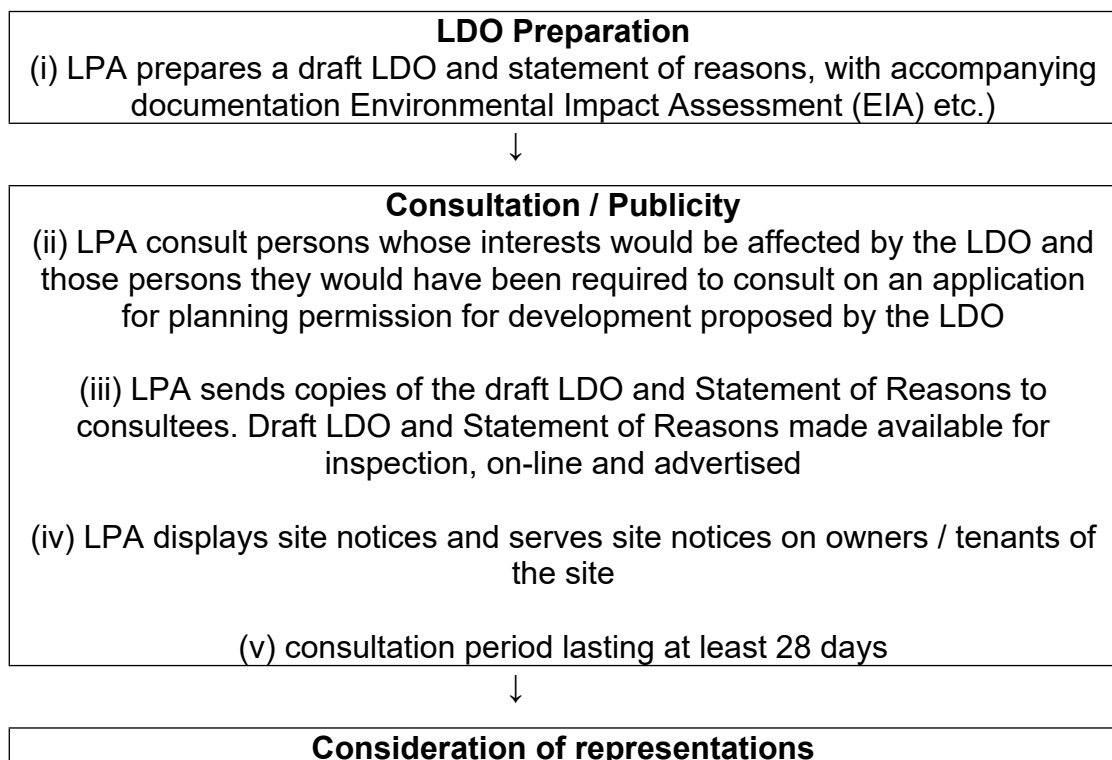
- 2.1 A planning application for the redevelopment of the former Shell Haven oil refinery site was submitted to the Council in January 2002 (application reference 02/00084/OUT). The application was subsequently “called-in” by the Secretary of State in June 2002 and a public inquiry was held during 2003. This inquiry also considered an application for a Transport and Works Act Order for works to various railways adjoining the site and a proposed Harbour Empowerment Order, for the construction and operation of a new port adjacent to the River Thames. Outline planning permission (OPC) was granted by the Secretary of State on 30th May 2007.
- 2.2 The London Gateway Logistics and Commercial Centre Order 2007, issued pursuant to the Transport and Works Act, came into force on 28th September 2007. The London Gateway Port Harbour Empowerment Order 2008 (HEO) came into force on 16th May 2008 and the dredging operations necessary to create the new port commenced in March 2010. The first berth at London Gateway Port came into operational use in November 2013. Currently three berths are in use at the Port, with a fourth berth currently under construction and due for completion in 2024.
- 2.3 The development consented by the outline planning permission from May 2007 comprised the construction of a road and rail linked logistics and commercial centre, comprising up to approximately 938,600sq.m of employment-generating floorspace. The planning permission was subject to a s106 legal agreement and a large number of planning conditions. Following the grant of outline planning permission, the former Thurrock Thames Gateway Development Corporation (TTGDC) determined a number of applications from the owners of the site (DP World London Gateway - DPWLG) for the discharge of planning conditions, variation or non-compliance with planning conditions (under s73 of the Town and Country Planning Act 1990) and an application for the approval of reserved matters. Commencement of the development approved under the 2007 permission was undertaken by DPWLG in the form of the construction of a section of internal estate road.

- 2.4 However, between 2008 and 2010 it became clear to DPWLG, the former TTGDC and the Council that development pursuant to the outline planning permission would be complex. This conclusion was reached principally because the legal effect of the s73 planning consents was to create a number of new, stand-alone planning permissions, in addition to the original outline planning permission (ref. 02/00084/OUT). This had the potential to create uncertainty with regard to what had been permitted on the site and which consent had been implemented. The original planning permission was also subject to a large number of planning conditions (96 in total). This factor, alongside the multiple permissions, resulted in complexity surrounding the planning status of the site which could have led to confusion concerning the status and monitoring of conditions.
- 2.5 In light of these complexities in the planning consents process, in 2011 DPWLG liaised with both the former TTGDC and the Council to assess the options for achieving greater certainty in the planning process, whilst still maintaining the nature of the consented development and its associated safeguards. After consideration of the various options available, it was concluded that a Local Development Order (LDO) was the best method of delivering the development consented by the outline planning permission.

3 Nature and status of LDOs

- 3.1 The provisions covering LDO's are contained within the Town and Country Planning Act 1990 (as amended). Primary legislative provisions relating to LDO's were introduced by the Planning and Compulsory Purchase Act 2004, which commenced in 2006. These powers were amended by commencement of Sections 188 and 189 of the Planning Act 2008 in June 2009.
- 3.2 A LDO grants planning permission for the type of development specified in the Order, and by doing so, removes the need for a planning application to be made by a developer / landowner. The power to make an LDO rests with the local planning authority (LPA). LDO's are flexible in that they can apply to a specific site, or to a wider geographical area and can grant planning permission for a specified type or types of development. Conditions may be attached to a LDO or a LDO may grant planning permission unconditionally. The adoption of an LDO can offer benefits to developers in exempting specified developments from the need to apply for a specific planning permission. Thereby, developers will save the time and cost of submitting a planning application. LDO's can also provide certainty to developers and investors by defining what development is acceptable on a site and thereby the development which can be undertaken without the need for express planning permission.
- 3.3 An LDO does not remove the need to comply with any environmental legislation. Therefore, the LPA is responsible for ensuring that any requirements under the Environmental Impact Assessment (EIA) Regulations or Habitats Regulations are met.

- 3.4 As noted above, legislation enables a LDO to be granted unconditionally, or subject to conditions as a means of ensuring that a development will be acceptable in planning terms. Potential conditions on a LDO could, for example, limit the types and scale of development permitted, require development to comply with design criteria (such as a design code or masterplan) and could require actions to be undertaken prior to, or during development (such as highway improvements). Any conditions attached to a LDO have to pass the same tests as conditions attached to a normal grant of planning permission i.e. necessary, relevant to planning and the development, enforceable, precision and reasonable in all other respects.
- 3.5 Provisions allow for the monitoring and enforcement of LDOs and it is possible to use a planning condition to require a developer to notify the LPA when development under an LDO is undertaken. A LDO does not influence existing permissions or permitted development rights within the area covered by the Order.
- 3.6 A s106 obligation cannot be required under a LDO, however, this does not prevent a s106 obligation being offered by the developer and negotiated with the LPA.
- 3.7 Where any proposed development within the site of the LDO falls outside the scope of the Order, or the accompanying conditions, a planning application would need to be submitted for consideration and determination in the normal manner. LDOs are normally time limited.
- 3.8 A simplified summary of the key stages in the LDO process is presented below.



(vi) Taking into account any representations, LPA considers whether modifications to the draft LDO are necessary and whether re-consultation is required



LDO Adoption

(vii) LDO must be adopted by resolution of the LPA for it to take effect

(viii) LDO and accompanying documentation sent to the Secretary of State

4. The existing LDO

- 4.1 As noted at paragraph 2.5 above, both the Council and the former TTGDC resolved to progress an LDO for the commercial and logistics park site at the end of 2011 / early 2012. This decision was taken following resolutions of the Full Council and Planning Committee of the former TTGDC. Unlike a conventional planning application where some details can be submitted after the grant of permission via planning conditions or the submission of applications for the approval of reserved matters, the full details, justification and evidence for the development to be permitted by an LDO must be provided 'upfront'. Work on the preparation of documentation for the current LDO commenced in 2012. In June 2013 the draft LDO was completed and Full Council resolved to proceed with formal consultation and publicity.
- 4.2 Following a 6-week consultation period, followed by a limited re-consultation (to address changes to the Travel Plan and LDO drafting), Full Council resolved to make the LDO in November 2013. The matter was referred to the Secretary of State, who did not intervene, and the LDO was made on 7th November 2013.
- 4.3 In summary, the LDO grants permission for:
- 829,700sq.m of commercial floorspace within Use Classes B1(b), B1(c), B2 and B8,
 - changes of use between the Use Classes listed above;
 - associated infrastructure; and
 - site preparation works.
- 4.4 The LDO is subject to a number of planning conditions which apply both to the four components of development described above and generally across the LDO site. Development permitted by the LDO is also subject to adherence with 'compliance' documents, comprising a Design Code, Code of Construction Practice and an Ecological Mitigation and Management Plan. A s106 agreement accompanied the LDO which principally addresses reducing the impacts of the development on transport networks. The existing LDO is time-limited and will expire in November 2023.
- 4.5 One of the general planning conditions applying to the LDO site requires that, prior to commencement of development, details and plans of development are submitted to the LPA using a prior notification form (LDOPND). Since the making of the LDO in November 2013 a number of LDOPND submissions

have been made for elements of infrastructure and buildings on development plots. At the time of writing 14no. buildings have been subject to the LDOPND process totalling c.294,000sq.m of commercial floorspace, comprising primarily Class B8 warehouse development with ancillary office floorspace. This floorspace is either built and occupied / vacant, under construction or awaiting commencement. A further c.11,000 sq.m. of warehouse floorspace on Plot 4040 was confirmed as being permitted by the LDO last year, although it was subsequently determined that a separate, stand-alone permission would be required for this Plot. A planning application has now been submitted and approved for Plot 4040. Existing occupiers on the LDO site include Currys, UPS, Lidl and DHL.

5. The need for a new LDO (LDO2)

- 5.1 As noted at paragraph 4.4 above, the existing LDO will expire in November 2023. The LDO has been successful in simplifying the planning consenting regime for development at the logistics park and offers clear commercial benefits to DPWLG as potential occupiers can proceed with development on-site in a relatively short space of time. Members will be aware of the emerging proposals for the 'Thames Freeport' which includes the London Gateway site. It is considered that the benefits of a simplified planning regime conferred by an LDO have synergies with Freeport status. Therefore, both Officers and DPWLG see the benefits of preparing and making a new Order.

6. LDO2 update

- 6.1 In July 2021 the meeting of the Planning Committee considered and noted a report setting out the intention to progress LDO2. The preparation of LDO2 involves a significant amount of 'upfront' documentation, requiring the appointment of consultants and advisors to draft, inter-alia, the Environmental Statement required by the Environmental Impact Assessment Regulations, a report to enable screening pursuant to the Habitats Regulations and legal documents. Officers have now negotiated and completed a Planning Performance Agreement (PPA) with DPWLG. The PPA is fundamentally a project management tool, but includes provisions ensuring that the Council's costs associated with the appointment of consultants are covered by DPWLG – as it is DPWLG as landowner and developer who shares in the benefits conferred by the Order. The PPA also secures funds to ensure that there is sufficient Officer resource to progress and complete LDO2.
- 6.2 Environmental consultants have now been engaged to prepare the Environmental Statement and a number of time-critical baseline surveys were completed in the latter part of last year. A firm of planning consultants, who were involved with the original LDO, have been instructed to assist Officers with preparation of the Order itself, Statement of Reasons etc. Finally, an external legal advisor has also been procured to ensure that the steps taken by the local planning authority in the making of LDO2 are legally robust.

- 6.3 A draft of the new Order (i.e. the development to be permitted with accompanying restrictions and conditions) has been prepared. In broad terms draft LDO2 is similar to the existing LDO in that Schedule 1 of draft permits new industrial and warehousing development, changes of use, associated infrastructure and site preparation works. However, unlike the existing Order, draft LDO2 seeks to reflect the updated Use Classes Order and introduce a greater range of ancillary floorspace in addition to ancillary offices. The draft includes provision for limited food and drink, gym, creche and shop floorspace to serve the needs of employees on the site. A wider range of ancillary uses, though subject to limitations on floorspace, is considered reasonable in planning terms given the size of the development and number of employees on-site.
- 6.4 The total amount of floorspace to be permitted by draft LDO2 is c.738,000 sq.m which is a reduction from the c.829,000 sq.m permitted by the existing Order. This reduced figure is largely due to the market demand for a larger number of smaller plots and buildings, whereas the current Order envisaged larger buildings of up to 150,000 sq.m floorspace. Draft LDO2 also proposes a smaller proportion of Class B2 general industrial floorspace compared with the existing Order, again reflecting strong market demand for Class B8 warehouse use.
- 6.5 Although good progress is being made with drafting the Order and supporting reports, it will not be possible to complete the documentation and comply with the legislative requirements for public consultation etc. in order to adopt LDO2 before November 2023. Therefore, in order to streamline and twin-track procedures as far as reasonably possible, whilst still ensuring that the required legal steps are taken, the Planning Committee delegated authority to Officers to formally consult on the new Order as soon as the supporting document has been prepared. The Vice-Chair of the Committee was briefed in December 2022 and it is emphasised that the decision to adopt LDO2 (or not) will be for Members of the Planning Committee to take. Nevertheless, it is essential for Officers to continue progressing the draft Order as expeditiously as possible and to this end delegated authority was granted by the Planning Committee to proceed with (inter-alia) EIA screening and scoping, HRA screening and statutory public consultation, before the matter is referred back to Members for the decision on whether to adopt LDO2.

7. Controls and limitations on the development to be authorised by LDO2

- 7.1 Similar to both the OPC and the existing LDO, LDO2 will limit the overall built floorspace which can be developed and the amount of floorspace by Use Class. Conditions attached to LDO2 will also refer to three compliance documents which give additional detailed controls. These will be:
- **Design Code:** this document will include an indicative masterplan which demonstrates in general terms how the site may be developed. There is also a building height zoning plan with the higher buildings to the south and the lower ones adjacent to the Manorway. The code

specifies design standards for buildings on plot servicing and parking, landscaping, service roads, lighting drainage etc;

- **Code of Construction Practice:** this seeks to address and control all issues arising from the construction of the development including traffic management haul routes, site remediation and groundworks, waste materials and management of noise and dust;
- **Ecological Mitigation and Management Plan:** Since the granting of the OPC there has been considerable ecological work done to clear and relocate protected species and manage habitats adjacent to and within the site to the benefit of nature conservation interests. This plan will ensure the continuity of this work.

7.2 Separately, a s106 agreement will secure compliance with a Travel Plan (in effect, a fourth compliance document). The Travel Plan will include a range of measures to reduce the impact of the development on local communities and the strategic and local highways networks through encouraging greater use of modes of sustainable transport, minimising movements by road, particularly during peak periods and reducing local traffic impacts.

8. Environmental Impact Assessment

8.1 Officers have screened the proposed development as being Environmental Impact Assessment development under the terms of the Town and Country Planning (Environmental Impact Assessment) (England) Regulations 2017 (as amended). This means that the proposed scheme needs to be accompanied by an Environmental Statement which considers the potential significant impacts that may arise from the development and if necessary the measures that are proposed to mitigate these impacts. Accordingly, an Environmental Statement (ES) is being prepared. At the time of drafting this report, the scope of the ES is being finalised. However, the Scoping Report (June 2023) contains the following environmental topics for potential inclusion in the ES:

Potential significant effects:

- Socio-economics;
- Transport & access;
- Air quality;
- Noise & vibration;
- Ecology; and
- Climate change;

Potential non-significant effects:

- Archaeology;
- Ground conditions;
- Water resources;
- Landscape;
- Lighting;
- Human health;
- Major accidents & disasters; and
- Waste.

9. Potential planning obligations under s106 of the Town and Country Planning Act 1990

9.1 The OPC was subject to a planning obligation made under s106 in 2007 when consent was granted by the Secretary of State. This was amended in 2012 following variations to the conditions of the OPC. The s106 agreement accompanying the existing LDO restates or updates the outstanding requirements of the 2007 s106 agreement and included obligations addressing the following topic areas:

- London Gateway covenants:
 1. Highway improvements or financial contributions towards highways improvements;
 2. Travel planning and public transport measures;
 3. Provision of land for a training facility;
 4. Apprenticeships and local employment measures; and
 5. Monitoring requirements.

9.2 The s106 agreement accompanying the existing LDO was amended in 2019 following consideration by the Planning Committee in 2017.

9.3 It is likely that some of the obligations in the current s106 agreement will need to be carried forward into a new agreement. In addition, subject to the outcome of the EIA, other mitigations measures may need to be secured by obligation.

10. Proposed LDO1.5

10.1 DPWLG have recently approached Officers regarding potential development of up to 85,000 sq.m of commercial floorspace on land within the logistics park site which presently benefits from LDO1. from the extant LDO1. It is understood that commercial negotiations are ongoing involving buildings totalling up to 85,000sq.m floorspace which would represent a significant investment, with associated economic benefits. However, a detailed design for building work and other development has not progressed to a point where a 'prior notification' can be submitted to the Council under LDO1. It would not be possible to commence development before LDO1 time-expires this November.

10.2 In terms of options for securing planning consent to enable development of this floorspace, it would not be possible to build-out any approval of reserved matters pursuant to the original outline planning permission (ref. 02/00084/OUT). This is because the ES which was prepared to accompany the original application for outline planning permission (submitted in 2002) is now largely out-of-date and its conclusions could not be safely relied upon.

- 10.3 Another option considered by Officers and DPWLG would be a stand-alone planning application seeking full planning permission for the development. . However, preparation of such an application with accompanying documentation and the subsequent determination by the Council of the application would take many months. Such a delay, with resultant uncertainty, could jeopardise the ongoing commercial discussions and so this is not a viable option.
- 10.4 Although LDO2 is being progressed now, the time delay between the ongoing commercial discussions (between DPWLG and the potential occupier(s)) and the intended adoption of LDO2, with a subsequent prior notification submission to the Council also add unacceptable uncertainty and are not a viable option.
- 10.5 As noted above, the proposals for the floorspace will not be ready in time to benefit from being part of LDO1 (which time-expires in November) but are expected to be ready before adoption of LDO2 in c.Spring/Summer 2024. The proposed floorspace in question (up to 85,000 sq.m.) would fall within that gap of time. Therefore, the most realistic option to enable a planning submission seeking confirmation that development can proceed to deliver the floorspace and resultant economic benefits is through a revision to the current LDO (LDO1.5) which would allow up to 85,000 sq.m. of B8 floorspace in advance of LDO2 coming 'on-line'. There is currently a 400,000 sq.m. restriction on the amount of floorspace that can be occupied prior to the practical completion and commissioning of the single common user siding permitted under LDO1. The need for the common user siding is being considered as part of proposals for LDO2 given the ability of the Park operators to provide a shunting facility which will enable freight from across the Park to make use of the railway connection. Consideration also needs to be given as part of LDO2 to the feasibility of providing a public transport link to the Thames Enterprise Park site if the common user siding where in place. It is therefore proposed to increase the 400,000sq.m. threshold to 415,000 sq,m in LDO1.5 as the addition of 85,000sq.m. would exceed the original threshold and would therefore limit the amount of development that could come forward.
- 10.6 In summary, LDO1.5 would allow for up to 85,000 sq.m of B8 floorspace and would enable a decision on the common user siding to be considered as part of LDO2 whilst allowing for development for which there is currently commercial interest as expediently as possible. It would have the effect of allowing a prior notification submission to the Council after LDO1 expires, but in advance of LDO2. LDO1.5 would need to be screened pursuant to the EIA Regulations, would require supporting documentation (i.e. Statement of Reasons etc.) and would be subject to statutory consultation.
- 10.7 Therefore it is recommended that authority is delegated to a future meeting of the Planning Committee to adopt LDO1.5.

11. Impact on corporate policies, priorities, performance and community impact

11.1 The London Gateway site, comprising both London Gateway port and London Gateway logistics park, is one of the Council's regeneration and growth hubs. Indeed due to the scale of the site, the port and logistics park have a wider sub- regional importance. The ongoing development of the logistics park site, via the new LDO, will make a significant contribution to the delivery of the Council's growth and regeneration ambitions.

12. Implications

12.1 Financial

Implications verified by: **Laura Last**
Senior Management Accountant

A Planning Performance Agreement (PPA) has been agreed which will meet the Council's costs in respect of the development and adoption of Local Development Order 2 (LDO2). There are no expected additional costs for the Council.

12.2 Legal

Implications verified by: **Caroline Robins**
Locum Principal Solicitor

Given the nature of this report and the recommendation there are not considered to be any legal implications directly arising from it. The following is by way of background information on the relevant legal context. Sections 40 and 41 of the Planning and Compulsory Purchase Act 2004 inserted sections 61A and D into the Town and Country Planning Act 1990. It is at the discretion of the local planning authority as to whether to make an LDO and a local planning authority can choose to restrict the scope of an LDO. Schedule 4A of the Town and Country Planning Act 1990 and articles 38 and 41 of the Town and Country Planning (Development Management Procedure) (England) Order 2015 will be relevant to the progression of LDO2.

The procedures for the preparation, consultation / publicity and making on an LDO are set out in primary and secondary legislation. The provisions of both the Environmental Impact Assessment and Habitats Regulations will apply to LDO2.

The existing LDO is accompanied by a s106 legal agreement and it is likely that a new s106 will be negotiated in parallel with LDO2. The proposed delegation will enable a timely decision on whether to adopt LDO2.

A standalone, small LDO1.5 would enable up to 85,000 sq.m of B8 floorspace to start on site after the expiry of the extant LDO and prior to the adoption of LDO2

12.3 Diversity and Equality

Implications verified by: **Natalie Smith**
Strategic Lead Community Development and Equalities

The Environmental Statement supporting LDO2 will include an assessment of the socio-economic effects of the development. Prior to any decision to make LDO2, a formal consultation and engagement process, described above, will be undertaken.

13 Appendices

None

Report Author

Matthew Gallagher
Major Applications Manager

29 November 2023	ITEM: 13
Council	
Review of Members’ Allowances – Report of the Independent Remuneration Panel (IRP)	
Wards and communities affected: N/A	Key Decision: Non-key
Report of: The Independent Remuneration Panel	
Accountable Assistant Director: N/a	
Accountable Director: Asmat Hussain, Interim Director of Law & Governance	
This report is public	

Executive Summary

This report presents the independent findings and recommendations of the Independent Remuneration Panel, following its review of the Scheme of Members Allowances in July 2023.

The Council is required to “have regard” to the report and recommendations of the Panel, which is attached at Appendix 1, when considering the setting of Member Allowances for the coming four years.

- 1. Recommendation(s)**
- 1.1 Agree all recommendations presented in the Independent Remuneration Panel’s report at Appendix 1 and the subsequent Scheme of Allowances at Appendix 2.**
- 1.2 The Council implements the recommendations from the municipal year 2024-2025.**
- 1.3 Council agree to apply 4% to allowances paid in 2022/23 as outlined in section 3.3 and in accordance with the continued recommendation to index allowances with staff increments.**
- 1.4 Council note the potential for the IRP to review special responsibility allowances for the Overview & Scrutiny Chair and Vice Chair positions six months after the introduction of any new structure to ensure appropriate remuneration.**

2. Introduction and Background

- 2.1 The power under which schemes of Members' Allowances are made is contained in Section 18 of the Local Government and Housing Act 1989, Section 99 of the Local Government Act 2000 and in the Local Authorities (Members' Allowances) (England) Regulations 2003 ("the Regulations").
- 2.2 The Regulations impose a duty on local authorities to establish an Independent Panel to provide advice on its scheme of allowances and the amounts to be paid. In April 2005, the Council agreed to establish a Joint Panel with Southend-On-Sea Borough Council, consisting of 5 independent members. This Panel met on five occasions (June 2007, August 2010, June 2011, June 2015 and June 2019). Following the last report, the Council made a decision to establish an IRP solely for Thurrock and this July 2023 review has been undertaken by this new panel, the details and composition of which are contained in Appendix 1.
- 2.3 On 3 and 4 July 2023, the Panel met to undertake a review of the Scheme of Members' Allowances in accordance with the law which requires a new scheme to be put in place. The terms of reference for the review are set out as follows:
- (a) The amount of Basic Allowance that should be payable to elected Members and the expenses it should include.
 - (b) The responsibilities or duties which should lead to the payment of a Special Responsibility Allowance and as to the amount of such an allowance.
 - (c) Those Co-optees who should receive a Co-optees' Allowance and as to the amount of such an allowance.
 - (d) The duties for which a travelling and subsistence allowance can be paid and as to the amount of this allowance.
 - (e) As to whether Dependants' Carers' Allowance should be payable to Members, and as to the amount of such an allowance.
 - (f) As to whether adjustments to the level of allowances may be determined according to an index and if so which index and how long that index should apply, subject to a maximum of four years, before its application is reviewed.
 - (g) The implementation date for the new Schemes of Members' allowances and as to whether, in the event that the schemes are amended, any such amendments should be backdated to the beginning of the municipal year.

In addition, the Panel was asked to make recommendations on:

- (h) The Civic Allowances and amounts payable.
- (i) The payments made to the statutory post of Independent Persons.
- (j) Any other issues that are brought to the Panel's attention.

2.4 In reviewing the Scheme, the Panel had regard to statutory guidance in relation to allowances, previous reports of the Panel and the results of benchmarking exercises. It also received a number of representations in writing and in person from councillors from both authorities.

2.5 The report of the Panel is attached at **Appendix 1** with the associated scheme of allowances at **Appendix 2**.

3. Issues, Options and Analysis of Options

3.1 It is for the Council to determine to what extent it wishes to have regard to the recommendations made by the Joint Independent Remuneration Panel, but it must implement a new Scheme by virtue of the relevant statutory requirements. Whilst it must act reasonably Full Council is not obliged to follow the recommendations that have been made.

3.2 If the Council accept the Panel's recommendations Thurrock Council will see an increase in overall basic and special responsibility allowance payments.

Indexation of allowances for 2023/24 year:

3.3 The report at Appendix 1 reinforces and continues the practice of indexing Member Allowances to any pay increases that Thurrock staff receive for cost of living. If the report is agreed by Full Council then the 4% 2022/23 pay award that staff received will be applied retrospectively to Member Allowances paid for that year.

Impact of Overview and Scrutiny (O &S) Restructure on allowances.

3.4 Dependent on the outcomes of the Centre for Governance and Scrutiny (CfGS) review into the revised O & S Structure, the IRP will be asked to collect evidence and consider the impact this restructure will have on levels of allowance for Chairs and Vice-Chairs of O & S. The usual practice is for an IRP to review such allowances once they have been in place for six months. Any uplift in allowance can be backdated to the start of the new arrangements for the function.

4. Consultation (including Overview and Scrutiny, if applicable)

4.1 All Members were invited to submit representations or meet with the Panel.

4.2 A copy of the final report of the Independent Remuneration Panel has been sent electronically to all Members in advance of this report.

5. Impact on corporate policies, priorities, performance and community impact

5.1 A Scheme of Members' Allowances provides financial support for councillors in undertaking their role and must reinforce the culture of the modern council and address, as far as possible, any disincentives to serving in local politics.

6. Implications

6.1 Financial

Implications verified by: **Rosie Hurst**
Interim Senior Management Accountant

There is an additional cost of £81,860 linked to the Panel's proposals for new allowances from the 2024/25 year. This includes National Insurance contributions of 13.8%. The cost of incrementing the 2022/23 allowances by 4% will be an additional £30,180.

The additional cost proposed for 2024/25 year to 49 Members' basic allowance will be £33,569 per annum. In terms of special responsibility allowances, The Cabinet of seven Members will increase by £18,067 per annum and Overview and Scrutiny Chairs and Vice Chairs (based on 12 Members claiming these allowances) will increase by £17,193 per annum. The cost of special responsibility allowances will depend on all allowances being claimed, which will vary due to the appointments process. Similarly, as per recommendation 1.4, if the O & S SRAs are revised in light of the current CfGS review, the financial cost may increase for this area relative to the current recommendations.

6.2 Legal

Implications verified by: **Gina Clarke**
Corporate Governance Lawyer & Deputy Monitoring Officer

The Council's Members' Allowance Scheme must comply with the relevant provisions of the Local Authorities (Members' Allowances) (England) Regulations 2003; the Local Government and Housing Act 1989 and the Local Government Act 2000.

The Council must include in its scheme of allowances a basic allowance, payable to all members, and may include provision for the payment of special

responsibility allowances (which fall within one or more categories set out in the 2003 Regulations) and a dependants' carers' allowance. The 2003 Regulations also allow the inclusion of a travel and subsistence and a co-optees' allowance within the scheme. These allowances are also discretionary.

Before adopting or amending the scheme the Council is required to have regard any statutory guidance and to the report published by the Remuneration Panel appointed by the Council.

Under sections 3 and 5 of the Local Government Act 1972, the Council may pay a reasonable allowance to the civic Mayor and the Deputy civic Mayor to enable them to meet the expenses of their office. This has been included in the Scheme of Members' Allowances.

Independent persons appointed under the Localism Act 2011 to be consulted on code of conduct complaints against Councillors are excluded from acting as co-optees while carrying out their role. The amount paid to an Independent Person in connection with performing the duties of the appointment is left to the discretion of the Council under the Localism Act 2011. The recommendations of the Independent Remuneration Panel on the allowance to be paid supports the Council in setting a reasonable allowance which reflects the role and responsibilities of the Independent Person.

The 2003 Regulations place certain duties and requirements on the Council to publicise the recommendations made by the independent remuneration panel, the scheme of allowances and the actual allowances paid to members in any given year. Therefore, Full Council will need to delegate authority to authorise the relevant council officer to comply with the statutory requirement to publish the adopted amended Members Allowance Scheme.

6.3 **Diversity and Equality**

Implications verified by: **Roxanne Scanlon**
Community Engagement and Project
Monitoring Officer

The Panel has been guided by the overarching principle that it should seek to minimise barriers to public service to enable a wide range of individuals to become a Councillor without incurring undue personal financial cost.

6.4 **Other implications** (where significant) – i.e. Staff, Health Inequalities, Sustainability, Crime and Disorder and Looked After Children

None

7. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- The papers considered are referred to in the report of the Independent Remuneration Panel.

8. Appendices to the report

- Appendix 1 – Report of the Independent Remuneration Panel
- Appendix 2 – Revised Scheme of Allowances 2024-2028

Report Author:

Matthew Boulter

Head of Democratic, Scrutiny and Member Services

Legal Services



**The report of the Independent Remuneration Panel
appointed to review the allowances paid to Councillors
of Thurrock Council**



JULY 2023

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1. INTRODUCTION AND BACKGROUND

1.1.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 ("the 2003 Regulations"), as amended, require all local authorities to appoint an independent remuneration panel (IRP) to advise on the terms and conditions of their scheme of councillors' allowances.

1.1.2 Thurrock Council formally appointed the following persons to undertake this process and make recommendations on its future scheme.

John Freeman - Local Resident
Jasvinder Jassel - Local Resident
Mark Palmer - Development Director, East of England LGA (Chair)

1.1.3 Our terms of reference were in accordance with the requirements of the 2003 Regulations, together with "Guidance on Consolidated Regulations for Local Authority Allowances" issued jointly by the former Office of the Deputy Prime Minister and the Inland Revenue (July 2003). Those requirements are to make recommendations to the Council as to:

- (a) the amount of basic allowance to be payable to all councillors.
- (b) the level of allowances and whether allowances should be payable for:
 - (i) special responsibility allowances.
 - (ii) travelling and subsistence allowance.
 - (iii) dependants' carers' allowance.
 - (iv) parental leave and.
 - (v) co-optees' allowance.
 - (vi) Independent persons allowanceand the amount of such allowances.
- (c) whether payment of allowances may be backdated if the scheme is amended at any time to affect an allowance payable for the year in which the amendment is made.
- (d) whether adjustments to the level of allowances may be determined according to an index and if so which index and how long that index should apply, subject to a maximum of four years before its application is reviewed.

2. CURRENT SCHEME

2.1.1 The last review of councillors' allowances was undertaken by the IRP for the Council in July 2019, so this current review follows the recommended four yearly cycle for IRP reviews of the Members Allowance Scheme. The Panel is also aware and mindful of the Councils Improvement and Recovery Plan recommendations (December 2022)

2.1.2 The Scheme currently provides that all councillors are each entitled to a total basic allowance of £9,595 per annum, with effect from April 2022 (the recommended indexation for 2023/24 has yet to be applied to the current Scheme of Allowances). In addition, some councillors receive special responsibility allowances for undertaking additional duties.

- 2.1.3 Councillors may also claim the cost of travel and subsistence expenses and for expenditure on the care of children or dependants whilst on approved duties.

3. PRINCIPLES UNDERPINNING OUR REVIEW

3.1 The Public Service Principle

- 3.1.1 This is the principle that an important part of being a councillor is the desire to serve the public and, therefore, not all of what a councillor does should be remunerated. Part of a councillor's time should be given voluntarily. The consolidated guidance notes the importance of this principle when arriving at the recommended basic allowance.¹ Moreover, we found that a public service concept or ethos was articulated and supported by all of the councillors we interviewed and in the responses to the questionnaire completed by councillors as part of our review.
- 3.1.2 To provide transparency and increase an understanding of the Panel's work, we will recommend the application of an explicit Public Service Discount (or PSD). Such a PSD is applied to the time input necessary to fulfil the role of a councillor. Further explanation of the PSD to be applied is given below in Section 4.

3.2 The Fair Remuneration Principle

- 3.2.1 Alongside the belief that the role of the elected Councillor should, in part, be viewed as unpaid voluntary service, we advocate a principle of fair remuneration. The Panel in 2022 continues to subscribe to the view promoted by the independent Councillors' Commission:

Remuneration should not be an incentive for service as a councillor. Nor should lack of remuneration be a barrier. 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 as a result of doing so.²

- 3.2.2 We are keen to ensure that our recommended scheme of allowances provides reasonable financial compensation for councillors. Equally, the scheme should be fair, transparent, logical, simple, and seen as such.
- 3.2.3 Hence, we continue to acknowledge that:
- (i) allowances should apply to roles within the Council, not individual councillors.
 - (ii) allowances should represent reasonable *compensation* to councillors for expenses they incur and time they commit in relation to their role, not *payment* for their work; and

¹ The former Office of Deputy Prime Minister – now the Department for Levelling Up, Housing and Communities, and The Inland Revenue (now HM Revenue and Customs), *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 68.

² Rodney Brooke and Declan Hall, *Members' Remuneration: Models, Issues, Incentives and Barriers*. London: Communities and Local Government, 2007, p.3.

- (iii) special responsibility allowances are used to recognise the *significant* additional responsibilities which attach to some roles, not merely the extra time required.
- 3.2.4 In making our recommendations, we have therefore sought to maintain a balance between:
- (i) the voluntary quality of a councillor's role.
 - (ii) the need for appropriate financial recognition for the expenses incurred and time spent by councillors in fulfilling their roles; and
 - (iii) the overall need to ensure that the scheme of allowances is neither an incentive nor a barrier to service as a councillor.
- 3.2.5 The Panel also sought to ensure that the scheme of allowances is understandable in the way it is calculated. This includes ensuring the bandings and differentials of the allowances are as transparent as possible.
- 3.2.6 In making our recommendations, we wish to emphasise that any possible negative impact they may have is not intended and should not be interpreted as a reflection on any individual councillor's performance in the role.

4. CONSIDERATIONS AND RECOMMENDATIONS

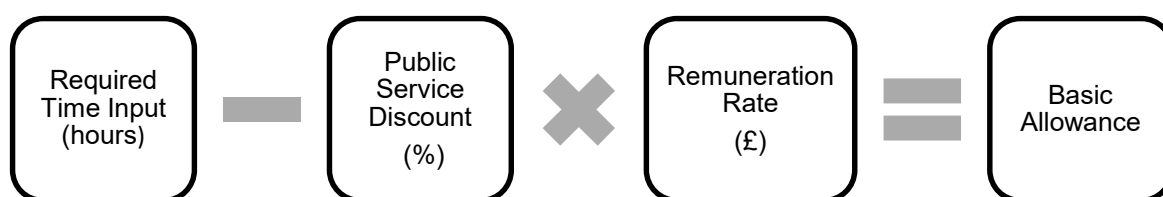
4.1 Basic Allowance

- 4.1.1 A Council's scheme of allowances must include provision for a basic allowance, payable at an equal flat rate to all councillors. The guidance on arriving at the basic allowance states, "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 rate at which, and the number of hours councillors ought to be remunerated."³
- 4.1.2 In addition to the regular cycles of Council and committee meetings, a number of working groups involving councillors may operate. Many councillors are also appointed by the Council to a number of external organisations.
- 4.1.3 We recognise that councillors are responsible to their electorate as:
- Representatives of a particular ward.
 - Community leaders.
 - Decision makers for the whole Council area.
 - Policy makers for future activities of the Council.
 - Scrutineers and auditors of the work of the Council; and
 - Regulators of planning, licensing and other matters required by Government.
- 4.1.4 The guidance identifies the issues and factors an IRP should have regard to when making a scheme of allowances.⁴ For the basic allowance we considered three

³ The former Office of Deputy Prime Minister – now the Department for Levelling Up, Housing and Communities, and The Inland Revenue (now HM Revenue and Customs), *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 67.

⁴ The former Office of Deputy Prime Minister – now the Department for Levelling Up, Housing and Communities, The Inland Revenue (now HM Revenue and Customs), *New Council Constitutions:*

variables in our calculation: the time required to execute the role effectively; the public service discount; and the rate for remuneration.



4.1.5 Each of the variables is explained below.

Required Time Input

4.1.6 We ascertained the average number of hours necessary per week to undertake the role of a councillor (with no special responsibilities) from interviews with councillors and through reference to the relevant information. In addition, we considered further information about the number, range, and frequency of committee meetings.⁵

4.1.7 Discounting attendance at political meetings (which we judged to be centred upon internal political management), we find that the average time commitment required to execute the role of a councillor with no special responsibilities is 18 hours per week.

Public Service Discount (PSD)

4.1.8 From the information analysed, we found councillors espoused a high sense of public duty. Given the weight of evidence presented to us concerning, among other factors, the levels of responsibility, the varied nature of the role, the need for learning and development, and the increasing accessibility and expectations of the public, we recommend a Public Service Discount of 35 per cent to the calculation of the basic allowance. This percentage sits within the mid-range of PSDs applied to basic allowances by councils.

Remuneration Rate

4.1.9 After establishing the expected time input to be remunerated, we considered a remuneration rate. We came to a judgement about the rate at which the councillors ought to be remunerated for the work they do.

4.1.10 To help identify an hourly rate for calculating allowances, we utilised relevant statistics about the local labour market published by the Office for National Statistics. We selected the average (median), full-time gross⁶ wage per hour for the Thurrock Council area by place of residence £16.76⁷ per hour (£16.67 in the East of England).

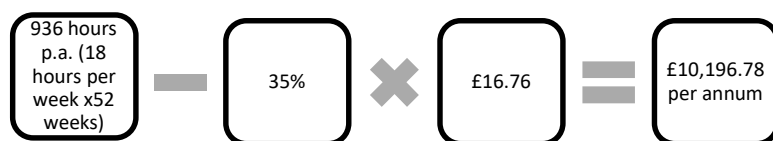
Guidance on Consolidated Regulations for Local Authority Allowances, London: TSO, July 2003, paragraphs 66-81.

⁶ The basic allowance, special responsibility allowance, dependants' carers' allowance, and co-optees' allowance are taxable as employment income.

⁷ The Nomis official labour market statistics: Hourly Pay – Gross median (£) For full-time employee jobs by place of residence: UK December 2022.

Calculating the basic allowance

4.1.11 After determining the amount of time required each week to fulfil the role (12 hours), the level of PSD to be applied (45%) and the hourly rate to be used (£19.09), we calculated the basic allowance as follows:



4.1.12 The gross Basic Allowance before the PSD is applied is **£15,687.36**. Following the application of the PSD this leads to a basic allowance of **£10,196.78** per annum.

4.1.13 This amount is intended to recognise the overall contribution made by councillors, including their work on council bodies, ward work and attendance on external bodies.

4.1.14 We did also note the levels of basic allowance currently allocated by other Unitary councils in the South East, (see table below and Appendix 3).

Council	Unitary Councils: Basic Allowances (£) 2022 ⁸
Bracknell Forest Council	8,687
Brighton and Hove City Council	13,360
Buckinghamshire Council	13,525
Isle of Wight Council	8,377
Medway Council	10,585
Milton Keynes Council	11,165
Portsmouth City Council	11,684
Reading Borough Council	8,447
Royal Borough of Windsor and Maidenhead Council	8,472
Slough Borough Council	7,779
Southampton City Council	13,057
West Berkshire Council	7,697
Wokingham Council	7,784
Average	10,048

4.1.15 The Panel wished to ensure the level of basic allowance does not constitute a barrier to candidates from all sections of the community standing, or re-standing, for election as councillors. The Panel was of the view that the 2019 review had begun to make recommendations to ensure that the current basic was in accordance with the principle of fair remuneration and the 2023 review has further enhanced this approach through a transparent and clear formula for calculating the Basic Allowance. Such a formula will also assist a future Panel in recommending a Basic Allowance

WE THEREFORE RECOMMEND that the Basic Allowance payable to all members of Thurrock Council be £10,197 per annum.

⁸ Figures drawn from the South East Employers, Members' Allowances Survey 2022 (October 2021).

4.2 Special Responsibility Allowances (SRAs)

4.2.1 Special Responsibility Allowances are awarded to councillors who perform significant additional responsibilities over and above the roles and expenses covered by the basic allowance. These special responsibilities must be related to the discharge of the council's functions.

4.2.2 The 2003 Regulations do not limit the number of SRAs which may be paid, nor do they prohibit the payment of more than one SRA to any one councillor. They do require that an SRA be paid to at least one councillor who is not a member of the controlling group of the Council. As the guidance suggests, if the majority of councillors receive a SRA, the local electorate may rightly question the justification for this.⁹

4.2.3 We conclude from the evidence we have considered that the following offices bear *significant* additional responsibilities:

- Leader of the Council
- Deputy Leader of the Council
- Cabinet Members (6)
- Leader of the Main Opposition Group
- Deputy Leader of the Main Opposition Group
- Leader(s) of Other Opposition
- Chairs of Scrutiny Committees (6)
- Vice Chairs of Scrutiny Committees (6)
- Chair of the Planning Committee
- Vice Chair of the Planning Committee
- Chair of Licensing Committee
- Vice Chair of Licensing Committee
- Chair of the Standards and Audit Committee
- Chair of the Corporate Parenting Committee
- Mayor
- Deputy Mayor
- Independent Persons of the Standards and Audit Committee
- Independent Persons
- Statutory Co-Opted Members on Scrutiny Committees

One SRA Only Rule

4.2.4 To improve the transparency of the scheme of allowances, we feel that no councillor should be entitled to receive at any time more than **one SRA**. If a councillor can receive more than one SRA, then the public are unable to ascertain the actual level of remuneration for an individual councillor from a reading of the Scheme of Allowances.

4.2.5 Moreover, the One SRA Only Rule avoids the possible anomaly of the Leader receiving a lower allowance than another councillor. If two or more allowances are applicable to a councillor, then the higher-valued allowance would be received. The

⁹ The former Office of Deputy Prime Minister – now the Department for Levelling Up, Housing and Communities, and The Inland Revenue (now HM Revenue & Customs), *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 72.

One SRA Only Rule is common practice for many councils. Our calculations for the SRAs are based on this principle, which should be highlighted:

WE THEREFORE RECOMMEND that that no councillor shall be entitled to receive at any time more than one Special Responsibility Allowance and that this One SRA Only Rule be adopted into the Scheme of Allowances.

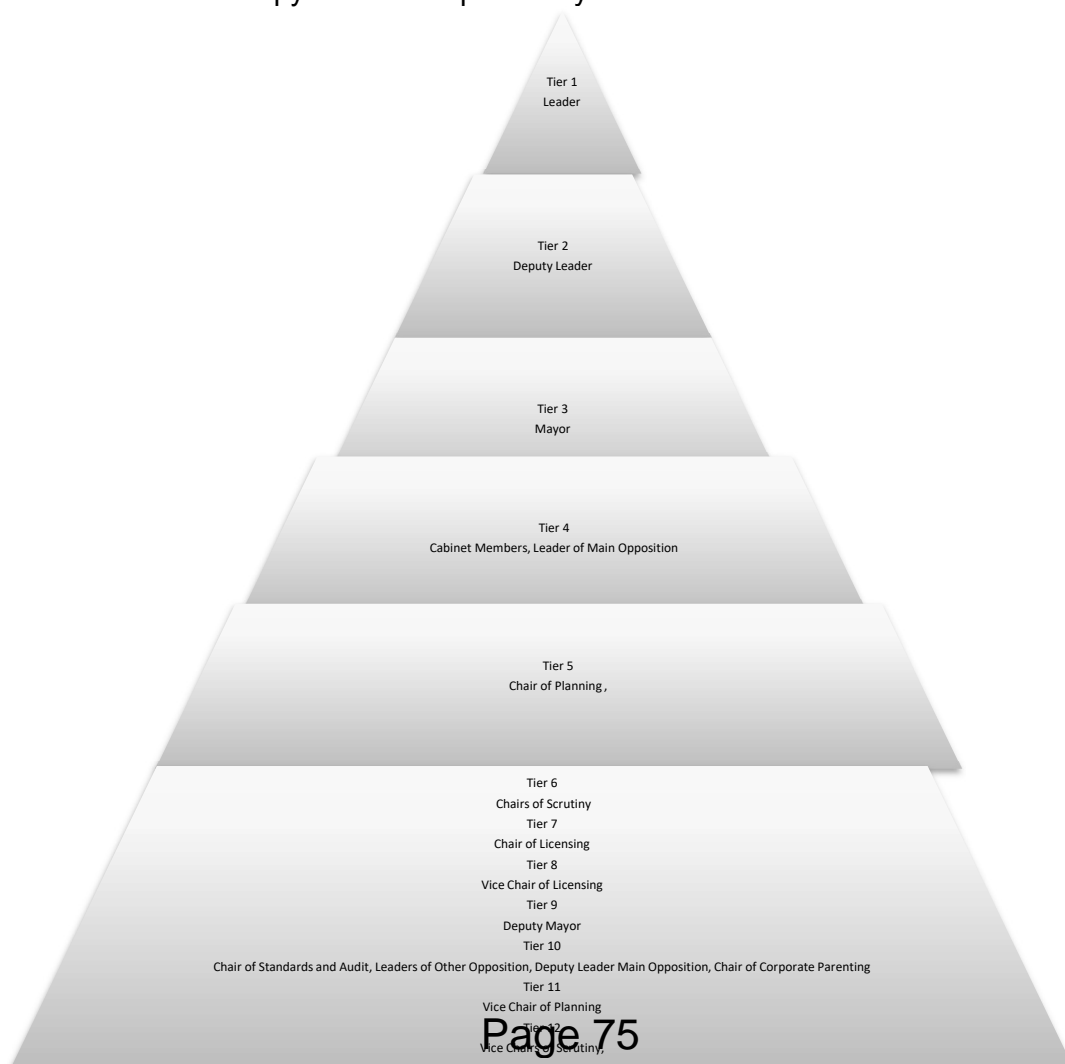
The Maximum Number of SRA's Payable

4.2.6 In accordance with the 2006 Statutory Guidance (paragraph 72) the Panel is of the view that the Council should work towards adhering to the principal that no more than 50% of Council Members (24) should receive an SRA at any one time.

Calculating SRAs

4.2.7 The Panel recommend the criteria and formula for calculating the Leader of the Council allowance based on a multiplier of the Basic Allowance; this role carries the most significant additional responsibilities and is the most time consuming.

4.2.8 We applied a multiplier of the basic allowance to establish the Leader's SRA. Other SRAs are then valued downwards as a percentage of the Leader's allowance. This approach has the advantage that, when future adjustments to the SRAs are required, changing the Leader's SRA will have a proportionate and easily calculable effect on the other SRAs within the scheme. We grouped together in Tiers those roles that we judged to have a similar level of responsibility. The outline result of this approach is illustrated in a pyramid of responsibility:



The rationale for these twelve tiers of responsibility is discussed below.

Leader (Tier One)

- 4.2.9 The Council elects for a four-year term of office a Leader who will be ultimately responsible for the discharge of all executive functions of the Council. The Leader will be the principal policy maker and have personal authority to determine delegated powers to the rest of the Cabinet. The Leader also is responsible for the appointment (and dismissal) of members of the Cabinet and their respective areas of responsibility.
- 4.2.10 The multiplier we applied to calculate the Leader's SRA is 350% (3.5 x times) the basic allowance. If the recommended option of a basic allowance with a PSD of 35% is adopted, this results in a Leader's Allowance of £35,690.

WE RECOMMEND that the Leader of the Council should receive a Special Responsibility Allowance of 350% of the basic allowance, £35,690.

Deputy Leader (Tier Two)

- 4.2.11 The Deputy Leader usually acts on the Leader's behalf in their absence. From the information gathered, we consider the additional responsibility should be reflected in the level of allowance. Therefore, we recommend the Deputy Leader's SRA be set at 55% of the Leader's SRA. If our recommendations concerning the basic allowance and the Leader's SRA are adopted, this results in an allowance of £19,630.

WE RECOMMEND that the Deputy Leader receive a Special Responsibility Allowance of 55% of the recommended Leader's Allowance, £19,630.

Mayor (Tier Three)

- 4.2.12 The role of Mayor is highly visible across the Council area and undertakes a high number of civic engagements that raise the profile of the Council and Chairs the Council Meetings. The Panel recommend that the role of Mayor be recognised at a Tier Three and receive an allowance of £16,061, 45% of the recommended Leader's Allowance.

WE RECOMMEND that the Mayor should receive a Special Responsibility Allowance of 45% of the recommended Leader's Allowance, £16,061

Cabinet Members and Leader of the Main Opposition (Tier Four)

- 4.2.13 Cabinet Members will be appointed by the Leader of the Council and have significant delegated decision-making responsibilities.
- 4.2.14 The Panel was of the view that Cabinet Members continue to have a high level of responsibility and also will act as the public face of the Council in respect of their individual portfolio areas. The panel is therefore of the view that the Special Responsibility Allowance for a Cabinet Member should be at 40% of the recommended Leader's Allowance, £14,276.
- 4.2.15 From the evidence gathered from the face-to-face interviews, we consider the Leader of the Main Opposition to be a significant role and the 2003 Regulations require that the Leader Main Opposition Group receive a Special Responsibility Allowance. The Leader of the Main Opposition group has to both ensure democratic accountability and the holding to account of the administration but also manage and develop a Group of a significant size. The Panel therefore recommends that the Leader of the Main

Opposition receive an allowance of 40% of the recommended Leader's Allowance, £14,276.

WE RECOMMEND that the Cabinet Members and the Leader of the Main Opposition should both receive a Special Responsibility Allowance of 40% of the recommended Leader's Allowance, £14,276.

Chair of the Planning Committee (Tier Five)

- 4.2.16 The Chair of the Planning Committee continues to have a high impact across the Council area and a significant workload that includes regular site visits and a high number of meetings. The importance and impact of the role of the Chair of the Planning Committee was recognised in previous reviews (2019). The Panel continues to regard the Chair of the Planning Committee as a significant role and therefore recommends that the Chair of the Planning Committee should receive a Tier Five allowance, 30% of the recommended Leader's Allowance, £10,707.

WE RECOMMEND that the Chair of the Planning Committee receive a Special Responsibility Allowance of 30% of the recommended Leader's Allowance, £10,707.

Chairs of Overview and Scrutiny (Tier Six)

- 4.2.17 Overview and Scrutiny is a key role within the Executive Model of Governance and ensures accountability of the cabinet decisions, the holding to account of the cabinet and can have a key role in ensuring public and partner engagement in the decision-making process. The role and positional authority of overview and scrutiny was further enhanced as part of the 2019 Statutory Government Guidance. This review highlighted that the volume of work of overview and scrutiny and the impact of the role of the Chairs of Scrutiny continues to be significant. The Panel therefore recommends that the Chairs of Scrutiny receive a Special Responsibility Allowance of 25% of the recommended Leader's Allowance, £8,923.

WE RECOMMEND that the Chairs of Scrutiny receive a Special Responsibility Allowance of 25% of the recommended Leaders Allowance, £8,923.

Chair of Licensing Committee (Tier Seven)

- 4.2.18 The role of Chair of the Licensing Committee continues to have a key role. The Panel therefore recommends that the Chairman of the Licensing Committee should receive a Special Responsibility Allowance of 20% of the recommended Leader's Allowance, £7,138.

WE RECOMMEND that the Chair of the Licensing Committee should receive a Special Responsibility Allowance of 20% of the recommended Leader's Allowance, £7,138.

Vice Chair of the Licensing Committee (Tier Eight)

- 4.2.19 The Vice Chair of the Licensing Committee continues to have a significant role that includes the chairing of Panel hearings. The Panel therefore recommend that the Vice Chair of the Licensing Committee should receive a Special Responsibility Allowance of 85% of the recommended allowance of the Chair of Licensing, £6,067.

WE RECOMMEND that the Vice Chair of the Licensing Committee receive an allowance of 85% of the recommended Chair of Licensing Allowance, £6,067.

Deputy Mayor (Tier Nine)

- 4.2.20 The role of Deputy Mayor like that of the Mayor continues to be a role that has an impact across the Council area and a workload based on a number of civic engagements. The Panel is of the view that the role of Deputy Mayor should receive an allowance based on 25% of the recommended Mayoral Allowance, £4,015.

WE RECOMMEND that the Deputy Mayor should receive a Tier Nine Allowance, 25% of the recommended Mayoral Allowance, £4,015.

Leaders of Other Opposition Groups, Deputy Leader of Main Opposition, Chair of Standards and Audit and Chair of the Corporate Parenting Committee (Tier Ten)

- 4.2.21 The Leader(s) of the other Opposition Groups continue to be a role of importance and the Panel are of the view that the Leader(s) of the Other Opposition Groups should receive a Tier Ten allowance, 25% of the Leader of the Main Opposition recommended Allowance, £3,569. The Panel was of the view that in order for the Leader(s) of the Other Opposition to receive the Special Responsibility Allowance the group should continue to have at least four Members within the group.
- 4.2.22 The Deputy Leader of the Main Opposition has a key role in supporting the Main Opposition Group Leader in managing an opposition group of a significant size and Impact. The Panel recommends that the Deputy Leader of the Main Opposition receive an allowance of 25% of the recommended allowance of the Leader of the Main Opposition, £3,569.
- 4.2.23 The Panel further recommends that the Chair of the Standards and Audit Committee should receive a Special Responsibility Allowance of 10% of the recommended Leader's Allowance, £3,569.
- 4.2.24 Finally, the Panel recommends that the Chair of the Corporate Parenting Committee Receive an allowance of 10% of the recommended Leader's Allowance, £3,569.

WE RECOMMEND that the Leader(s) of Other Groups should receive a Tier Ten Allowance, 25% of the recommended Leader of the Main Opposition Group's Allowance £3,569. WE FURTHER RECOMMEND that in order for a Group Leader to receive a Special Responsibility Allowance the group should have at least 4 Members in the Group. WE RECOMMEND that the Deputy Leader of the Main Opposition should receive an allowance of 25% of the recommended allowance of the Leader of the Main Opposition Group's Allowance, £3,569.

WE RECOMMEND that the Chair of Standards and Audit receive an allowance of 10% of the recommended Leader's Allowance, £3,569.

FINALLY, WE RECOMMEND that the Chair of the Corporate Parenting Committee should also receive a Special Responsibility Allowance of 10% of the recommended Leader's Allowance, £3,569.

Vice Chair Planning Committee (Tier Eleven)

- 4.2.25 The Panel was of the view that the Vice Chair of Planning continued to undertake a role that met the criteria for a Special Responsibility Allowance. This view was also supported by the Chair of the Planning Committee. The Panel recommends that the Vice Chair of Planning should receive an allowance of 25% of the recommended allowance for the Chair of the Planning Committee, £2,677.

WE RECOMMEND that the Vice Chair of Planning should receive an allowance of 25% of the recommended allowance for the Chair of Planning, £2,677.

Vice Chairs of the Scrutiny Committees (Tier Twelve)

4.2.26 The Panel recommends that the Vice Chairs of the Scrutiny Committees should continue to receive a Special Responsibility Allowance. The allowance should be at 25% of the recommended allowance for the Chairs of the Scrutiny Committees, £2,231

WE RECOMMEND that the Vice Chairs of the Scrutiny Committees should receive an allowance of 25% of the recommended allowance of the Chairs of the Scrutiny Committees, £2,138.

Co-Opted Member, Audit Committee

4.2.27 The Panel confirmed the importance of having a Special Responsibility Allowance for the Co-Opted Member responsible for Audit. In most Councils this is a relatively new role and we reviewed comparative data from the limited number of Councils that had appointed to the role. The comparative data is set out below:

	Amount per annum	Link
Peterborough	£1500	Independent Members of Audit Committee - Peterborough City Council - Peterborough Council – Jobs and Careers
Hertfordshire	£1000	Independent Member of the Audit Committee November 2021 (jobsgopublic.com)
Southend	£1084	SOUTHEND ON SEA BOROUGH COUNCIL
Sevenoaks & Dartford	£1600 (two Councils)	Independent Member - Audit Committee March 2022 (jobsgopublic.com)
Sunderland	£3139	https://www.northeastjobs.org.uk/Get.aspx?id=11334315

4.2.28 The Panel was of the view that the allowance should be based on that of the Chair of the Standards and Audit Committee, £3,569. The Panel was of the view that the Co-Opted Member for Audit should receive an allowance of 35% of the Chair of the Committee.

4.2.29 The Panel therefore recommends that the Co-Opted Member for Audit should receive an allowance of 35% of the Chair of the Standards and Audit Committee, £1,249.

WE RECOMMEND that the Co-Opted Member for Audit should receive an allowance of 35% of the allowance recommended for the Chair of the Standards and Audit Committee, £1,249. The Co-Opted Member should also receive travel, subsistence and other expenses in accordance with the scheme applicable to councillors

Independent Person(s)

4.2.30 The Independent Person(s) for Code of Conduct Issues continue to have a key role and is a pivotal member of the Standards and Audit Committee that provide an Independent and non -councillor perspective and view. Therefore, the Panel is of the view that the Independent Person should receive an allowance based on that of the Chair of the Standards and Audit Committee. The Panel recommends that the Independent Person should receive a Special Responsibility Allowance of 35% of the

recommended allowance for the Chair of the Standards and Audit Committee, £1,249 per annum.

WE RECOMMEND that the Independent Person(s) should receive an allowance of 35% of the recommended allowance of the Chair of the Standards and Audit Committee, £1,249 per annum. The Independent Person(s) should also receive travel and subsistence and other expenses in accordance with the scheme applicable to councillors.

Statutory Co-Opted Members on Scrutiny Committees

- 4.2.31 The Panel continue to recognise the importance of the role of the Statutory Co-Opted Members of the Scrutiny Committees.
The Panel therefore recommend that the Statutory Co-Opted Members should receive an allowance of 4% of the recommended allowance for the Chairs of the Scrutiny Committees, £357.

WE RECOMMEND that the Statutory Co-Opted Members of the Scrutiny Committees should receive an Allowance of 4% of the recommended allowance of the Chairs of the Scrutiny Committees, £357.

4.3 Travelling and Subsistence Allowance

- 4.3.1 A scheme of allowances may provide for any councillor to be paid for travelling and subsistence undertaken in connection with any of the duties specified in Regulation 8 of the 2003 Regulations (see paragraph 5.10). Similarly, such an allowance may also be paid to Co-opted/Independent Persons of a committee or sub-committee of the Council in connection with any of those duties, provided that their expenses are not also being met by a third party.

WE RECOMMEND that travelling and subsistence allowance should continue to be payable to councillors, Independent Persons and co-optees in connection with any approved duties. The travel allowance is only payable for approved duties outside of the Thurrock Council area. The amount of travel and subsistence payable shall continue to be at the maximum levels payable to council staff in line with HM Revenue and Customs' rates. We propose no further changes to the current travel and subsistence allowances.

4.4 Dependent Carers' Allowance

- 4.4.1 The dependent carers' allowance should ensure that potential candidates are not financially deterred from standing for council as a result of having caring responsibilities and it should enable current councillors to continue despite any change in their personal circumstances.
- 4.4.2 The Panel is of the view that the Dependent Carers' Allowance should be reimbursed at two rates for basic Child Care 'Sitters Allowance' and more professional and specialist care. With regards to childcare the Panel recommends that this should be linked to the Real Living Wage as recommended by the Living Wage Foundation, currently £10.90 per hour.
- 4.4.3 With regard to more professional and specialist care, adult and children the Panel recommends that this should be reimbursed at the actual cost incurred by the councillor upon production of receipts. In respect of professional and specialist care provision medical evidence that this type of care provision is required should also be

provided and approved by an appropriate officer of the Council. The reimbursement at cost should also include any booking fees payable.

WE THEREFORE RECOMMEND that the Dependent Carers' Allowance should be based on two rates childcare 'sitters' allowance' and professional/ specialist care. The childcare rate should be linked to the Real Living Wage as recommended by the Living Wage Foundation, currently £10.90 per hour (reviewed on an annual basis).

Professional and Specialist care should be based at cost upon production of receipts and in the case of professional/ specialist care a requirement of medical evidence that this type of care be required, the allowance should have no daily or monthly maximum claim when undertaking Approved Councillor Duties. This recommendation will also include any booking fees incurred.

WE ALSO RECOMMEND that the Council should actively promote the allowance to prospective and new councillors both before and following an election. This may assist in supporting greater diversity of councillor representation.

4.5 Parental Leave

- 4.5.1 There is no uniform national policy to support councillors who require parental leave for maternity, paternity, or adoption leave. According to the Fawcett Society (*Does Local Government Work for Women, 2018*) a *'lack of maternity, paternity provision or support'* is a real barrier for women aged 18-44 to fulfil their role as a councillor.
- 4.5.2 We are of the view that support should be provided for parental leave although we do not wish to stipulate an exact policy/procedure. The Panel is aware that the Local Government Association (Labour Group) has developed a model policy that has been adopted by a growing number of councils across the southeast region.
- 4.5.3 There is no legal right to parental leave of any kind for people in elected public office. However, as a way of improving the diversity of Councillors, the Panel would recommend that the Members' Allowance Scheme should be amended to include provisions that clarify that:
- All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave relate to maternity, paternity, adoption shared parental leave or sickness absence.
 - Councillors entitled to a Special Responsibility Allowance shall continue to receive their allowance in full for a period of six months, in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence.
 - Where for reasons connected with sickness, maternity leave, adoption leave, paternity leave or shared parental leave a Councillor is unable to attend a meeting of the Council for a period of six months, a dispensation by Council can be sought in accordance with Section 85 of the Local Government Act 1972
 - If a replacement to cover the period of absence under these provisions is appointed by Council or the Leader (or in the case of a party group position the party group) the replacement shall be entitled to claim a Special

Responsibility Allowance pro rata for the period over which the cover is provided.

- If a Councillor stands down, or an election is held during the period when a Councillor is absent due to any of the above and the Councillor is not re-elected or decides not to stand down for re-election, their Basic Allowance any Special Responsibility Allowance will cease from the date they leave office.

4.5.4 The Panel is conscious that these provisions do not replicate the LGA policy, but that a policy introduces elements that are more akin to employees which in terms of employment legislation does not include Councillors. We feel that our recommendations more simply and adequately reflect the situation relating to Councillors and clarify for them what they can expect. Councillors however may wish to further develop the above recommendations so that they reflect the LGA (Labour Group) policy.

WE RECOMMEND that the approach above is adopted as a basis of a policy to support parental leave for councillors. The Parental Leave policy for Councillors should be actively promoted to prospective and current Councillors alongside the Dependents' Carers Allowance. This should form part of a wider 'Be A Councillor' (LGA led initiative) programme led by the Council and supported by political groups; to enhance and further increase the diversity of councillor representation.

4.6 Indexing of Allowances

4.6.1 A scheme of allowances may make provision for an annual adjustment of allowances in line with a specified index. The present scheme makes provision for the basic allowance, the special responsibility allowances, Independent Person(s) and Co-optee(s) allowance to be adjusted annually in line with staff salaries (NJC Terms and Conditions).

WE RECOMMEND that the basic allowance, each of the SRAs and the Independent Person(s) and Co-optee(s)' Allowance be increased annually in line with the percentage increase in staff salaries (NJC Terms and Conditions) from April 2024 for a period of up to three years. After this period, the Scheme shall be reviewed again by an independent remuneration panel.

4.7 Revocation of current Scheme of Allowances / Implementation of new Scheme

4.7.1 The 2003 Regulations provide that a scheme of allowances may only be revoked with effect from the beginning of a financial year, and that this may only take effect on the basis that the authority makes a further scheme of allowances for the period beginning with the date of revocation.

WE THEREFORE RECOMMEND that the new scheme of allowances to be agreed by the Council be implemented with effect from the beginning of the 2024-25 municipal year, at which time the current scheme of allowances will be revoked.

5. OUR INVESTIGATION

5.1 Background

5.1.1 We interviewed six current councillors using a structured questioning process. We are grateful to all our interviewees for their assistance. Twenty-Five Councillors (52% response rate) also completed a questionnaire in respect of the Members Allowance Scheme (Appendix 2), and we are grateful for the contribution. The interviews and the completed questionnaires assisted the Panel in making their recommendations.

6. APPROVED COUNCILLOR DUTIES

6.1.1 The Panel reviewed the recommended duties for which allowances should be payable and recommend that no changes be made.

WE THEREFORE RECOMMEND: That no changes are made to the Approved Duties as outlined in the Members' Allowance Scheme.

**Mark Palmer (Chair of the Independent Remuneration Panel)
Development Director, East of England LGA.
July 2023**

Appendix 1: Summary of Panel's Recommendations

Allowance	Current Amount for 2022-23	Number	Recommended Allowance (35% PSD)	Recommended Allowance Calculation
Basic (BA)				
Total Basic:	£9,595	49	£10,197	

Special Responsibility:				
Leader of the Council	£33,583	1	£35,690	350% of BA
Deputy Leader	£17,271	1	£19,630	55% of Leader's Allowance
Mayor	£14,393	1	£16,061	45% of the Leader's Allowance
Cabinet Member	£11,994	6	£14,276	40% of Leader's Allowance
Leader of the Main Opposition	£9,595	1	£14,276	40% of the Leader's Allowance
Chair of Planning Committee	£9,595	1	£10,707	30% of Leader's Allowance
Chairs of Scrutiny Committees	£7,196	6	£8,923	25% of Leader's Allowance
Chair of Licensing Committee	£5,757	1	£7,138	20% of Leader's Allowance
Vice Chair of Licensing Committee	£5,277	1	£6,067	85% of Chair's Allowance
Deputy Mayor	£3,358	1	£4,015	25% of Mayor's Allowance
Chair of Standards and Audit	£2,399	1	£2,677	10% of Leader's Allowance
Deputy Leader of Main Opposition	£2,399	1	£2,677	25% of Leader of Main Opposition Allowance
Leaders of Other Opposition 1.	£2,399	0	£2,677	25% of Leader of Main Opposition Allowance
Chair of Corporate Parenting Committee	£2,399	1	£2,677	10% of Leader's Allowance
Vice Chair of Planning Committee	£2,399	1	£2,677	25% of Chair's Allowance
Vice Chairs of Scrutiny	£1,440	6	£2,231	25% of Chair's Allowance
Co-Opted Member Audit	£1,199	1	£1,249	35% of Chair of Standards & Audit Allowance

Independent Persons	£1,199		£1,249	35% of the Chair of the Standards & Audit Committee
Scrutiny Committees, Co-Optees	£282		£357	4% of the Chairs of the Scrutiny Committees

1. SRA only payable to Group Leaders with at least four Members within the Group.

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Q1 In a typical week how many hours do you spend on Council business?

Answered: 24 Skipped: 1

#	RESPONSES	DATE
1	30- 40	6/26/2023 8:41 AM
2	40	6/25/2023 9:45 PM
3	15-18	6/23/2023 10:06 AM
4	6	6/22/2023 2:55 PM
5	20	6/22/2023 1:42 PM
6	Roughly 24	6/22/2023 10:58 AM
7	Roughly 15	6/22/2023 10:23 AM
8	generally more than 45 hours a week	6/20/2023 5:39 PM
9	15-20 hours	6/20/2023 12:06 PM
10	20	6/19/2023 11:55 AM
11	12/14	6/16/2023 5:41 PM
12	25 hours including weekends, evening meetings and ward work	6/14/2023 4:47 PM
13	30 to 40hrs	6/11/2023 2:51 PM
14	14	6/10/2023 6:55 PM
15	4	6/9/2023 4:38 PM
16	10	6/9/2023 12:54 PM
17	35 to 40hours	6/8/2023 10:50 PM
18	20	6/8/2023 9:53 PM
19	16	6/8/2023 6:23 PM
20	12	6/8/2023 5:44 PM
21	At least 14 hours a day without my mayoral duties Also when I sit on Pnel or adoption and fostering that could be a whole day once a month including at least 4 hours reading and note making. Being a rural council I attend an awful lot of events. The	6/8/2023 3:47 PM
22	10 to 15	6/8/2023 3:26 PM
23	20/25	6/8/2023 3:23 PM
24	50 BOTH LEADER AND AS A WARD COUNCILLOR	6/8/2023 2:42 PM

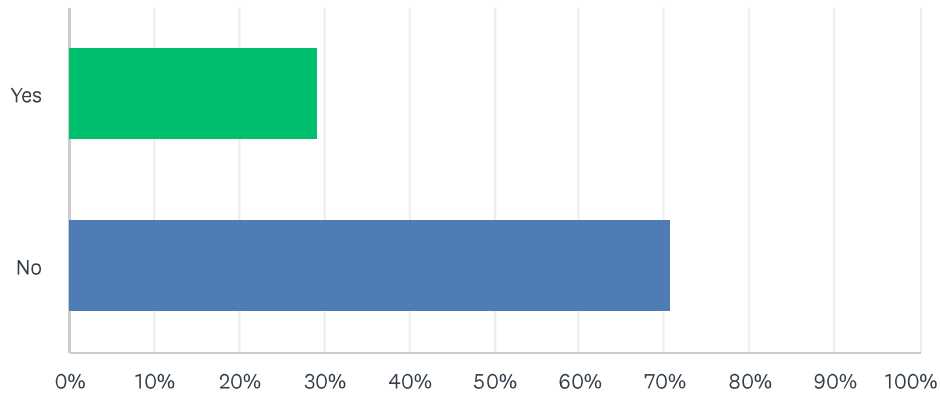
Q2 If you hold a role(s) within the Council i.e Cabinet Member, Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.]Please specify specific roles below and hours spent on each role:

Answered: 18 Skipped: 7

#	RESPONSES	DATE
1	Chair of Licensing: Roughly 2 hours per week> This includes Travelling time, reading docs before a sub committee hearings as well as Chairing the Sub committee hearings themselves Chair of Hidden and Extreme Harms: Not remunerated but spend more time on this so about 5-8 hours a week, not just reading Council reports but doing my own research to challenge Council officers Member of Essex Fire Police and Crime Panel . About 3 hours per week . Includes travel and reading Reports prior to meeting plus doing my own research. Try to influence policy issues live and post meetings where I see possible conflicts of duty arise Councillor Duties Roughly 2 hours a day/10 hours a week dealing with local issues Also work with local anti Flood Team in Council office as regards local issue and sit on the Regional Flood and Coastal Communities Forum where I have successfully agitated for fining Anglian water for habitually pumping raw sewage into our rivers locally. Also agitating against EA's new Riparian policy O&S Oversight and scrutiny Panel Member. Agitating for more robust internal systems against fraud About one hour a week on average , Includes Meetings, reading reports and doing own research	6/26/2023 8:41 AM
2	none	6/25/2023 9:45 PM
3	25-30	6/23/2023 10:06 AM
4	2	6/22/2023 2:55 PM
5	n/a	6/22/2023 1:42 PM
6	Housing O&S, chair LDF,CGS dep chairman also three outside bodies. Roughly 24 hrs	6/22/2023 10:58 AM
7	Chair Corporate Parenting 5 Planning 3	6/22/2023 10:23 AM
8	Ward cllr casework minimum of 5 hours a week Deputy leader and cabinet member difficult to split out but combined minimum 42 hours a week - often more due to volume of reading reports research for check and challenge (this week I have in excess of 600 pages to read) as well as my one portfolio meetings and keeping abreast of leader's meetings and other cabinet members	6/20/2023 5:39 PM
9	Councillor - 5 Cabinet Member - 15	6/19/2023 11:55 AM
10	O&S member 2/3 hrs per meeting General Services Licensing Standards & Audit LTC Task force	6/16/2023 5:41 PM
11	I'm a backbencher	6/9/2023 12:54 PM
12	15 to 30 hours a week	6/8/2023 10:50 PM
13	Committee Chair, 2 hours per week outside of actual meeting	6/8/2023 6:23 PM
14	around 8 hours for Finance/HR Portfolio	6/8/2023 5:44 PM
15	7 hours once a month some time more in m role as a panel member plus a good 4 hours reading. Each week I usually spend 2 and a half hours at surgery in Bulphan. I also in my role with adoption and fostering attend events promoting fostering in the Borough. Mayoral duties an awful lot but enjoying it immensely	6/8/2023 3:47 PM
16	I am on two committees and three working groups. as yet I cannot define the amount of time they will take up.	6/8/2023 3:26 PM
17	Full council 4 hours Licensing committee 4hours Lower Thames crossing committee member 3 hours	6/8/2023 3:23 PM
18	LEADER OF THE COUNCIL 50	6/8/2023 2:42 PM

Q3 Do you incur any significant costs which you believe are not covered by your present allowance?

Answered: 24 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	29.17%	7
No	70.83%	17
TOTAL		24

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I don't claim any expenses for travel and other incurred expenses	6/26/2023 8:41 AM
2	Travelling, clothing	6/23/2023 10:06 AM
3	Not 'yes' really I suppose but I'd like it noted that as I work full-time I lose 40% of the allowance in tax.	6/22/2023 1:42 PM
4	The volume of hours of work required to input and do this public service with integrity, stops me being able to take employment and earn according to experience and hours worked. My income is reduced by half	6/20/2023 5:39 PM
5	Transportation and parking fees has increased significantly	6/9/2023 4:38 PM
6	Wifi	6/8/2023 9:53 PM
7	Rural ward councillors are expected to attend school fetes I have three schools , coffee morning winter and summer events and coffee mornings and buy raffle tickets etc.in my role as mayo I have had to pay fo my own role of honour paper picture frames and envelopes I envisage a least a 100 of those over the year. I need to attend other mayroal events there is alway a cost in that. I have to fund myself some food and drink after every full council. I buy at other mayors events numerous raffle tickets. I also have to do at raffle prizes etc.	6/8/2023 3:47 PM
8	Travel, food, clothing	6/8/2023 2:42 PM

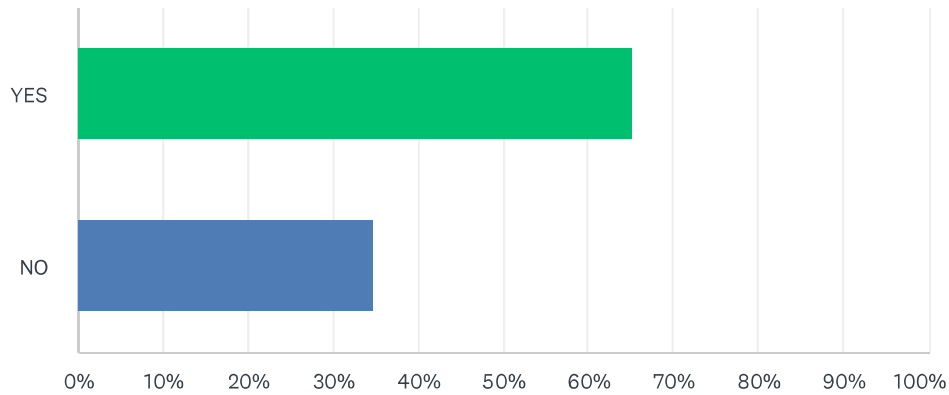
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time Councillors expect to give without any financial remuneration. Accordingly, what do you feel is an acceptable amount of time to be given, unremunerated, if any, expressed as a percentage?

Answered: 23 Skipped: 2

#	RESPONSES	DATE
1	It is my understanding The Basic Elected Reps allowance covers everything I do	6/26/2023 8:41 AM
2	20%	6/25/2023 9:45 PM
3	5-7	6/23/2023 10:06 AM
4	20%	6/22/2023 2:55 PM
5	I have no idea as I am new to the role	6/22/2023 1:42 PM
6	25%	6/22/2023 10:58 AM
7	50%	6/22/2023 10:23 AM
8	I would suggest 15% to 20%	6/20/2023 5:39 PM
9	Nominal percentage if applicable would be great.	6/20/2023 12:06 PM
10	20%	6/19/2023 11:55 AM
11	20%	6/16/2023 5:41 PM
12	25%	6/14/2023 4:47 PM
13	90%	6/11/2023 2:51 PM
14	15	6/10/2023 6:55 PM
15	No, the work councillorship is deeping too much into my working and private life.	6/9/2023 4:38 PM
16	50	6/9/2023 12:54 PM
17	2 - 4 hours a week	6/8/2023 10:50 PM
18	4 hours per eeek	6/8/2023 9:53 PM
19	50%	6/8/2023 6:23 PM
20	25%	6/8/2023 5:44 PM
21	I would still wish to be a councillor were it unpaid, I consider the 'job' a privilege. Most of my allowance will be spent on things I can support within my ward.	6/8/2023 3:26 PM
22	40%	6/8/2023 3:23 PM
23	15%	6/8/2023 2:42 PM

Q5 The present level of Basic Allowance payable to all Councillors is £9,979. Do you think this is appropriate?

Answered: 23 Skipped: 2



ANSWER CHOICES	RESPONSES	
YES	65.22%	15
NO	34.78%	8
TOTAL		23

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	in current parlous state a cllr should make contribution	6/25/2023 9:47 PM
2	Higher	6/23/2023 10:07 AM
3	If only it could be tax free!!!!	6/22/2023 1:43 PM
4	Higher	6/20/2023 12:08 PM
5	Lower	6/11/2023 2:51 PM
6	Should be higher a the amount of travelling at own cost is involved car parking charges etc.	6/8/2023 3:48 PM
7	Lower	6/8/2023 3:26 PM
8	Higher due to the amount of time that's spent on council business over 7 days and evening's	6/8/2023 3:24 PM
9	Higher, each week more and more of my time is being spent on council business, responding to residents emails, telephone call, surgery or just being in and around the ward speaking to residents	6/8/2023 2:44 PM

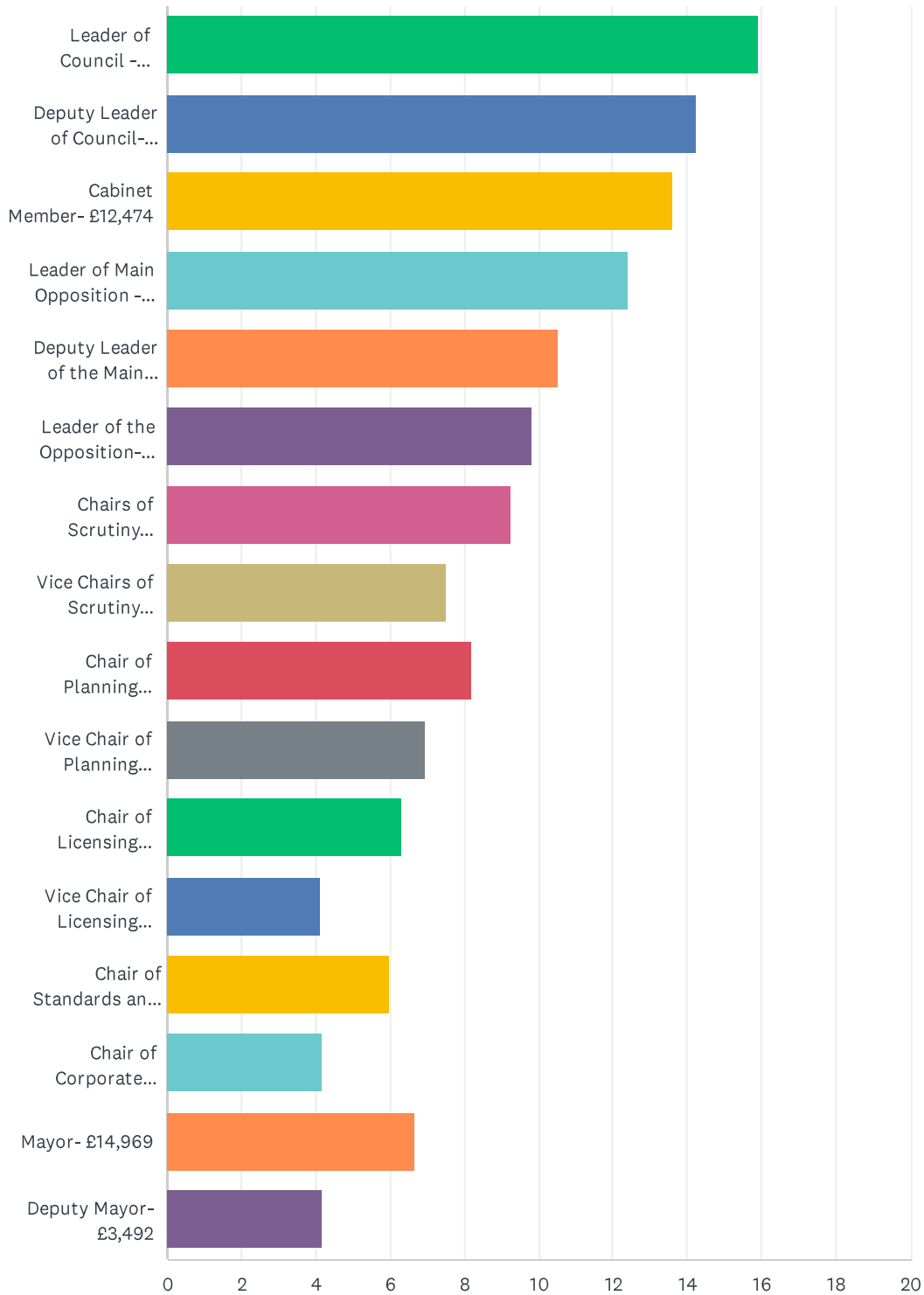
Q6 If you are able to, please indicate an appropriate level £:

Answered: 11 Skipped: 14

#	RESPONSES	DATE
1	I refer you to answer 5 above	6/26/2023 8:42 AM
2	£6000.00	6/25/2023 9:47 PM
3	1200+	6/23/2023 10:07 AM
4	N/a	6/22/2023 10:23 AM
5	£20,000	6/20/2023 12:08 PM
6	It should remain the same	6/14/2023 4:48 PM
7	6000	6/11/2023 2:51 PM
8	as above	6/8/2023 10:51 PM
9	9,979	6/8/2023 6:24 PM
10	£5000 basic = plus an increment for committing to committees etc.	6/8/2023 3:26 PM
11	21,000	6/8/2023 2:44 PM

Q7 Special Responsibility Allowances (SRAs) are currently paid as follows: [To assist the Panel to produce a more consistent group of allowances, please can you score each role / position in respect of importance and impact, with 1 being the most important.

Answered: 23 Skipped: 2



Independent Remuneration Panel Members' Allowances Questionnaire 2023 - Thurrock Council

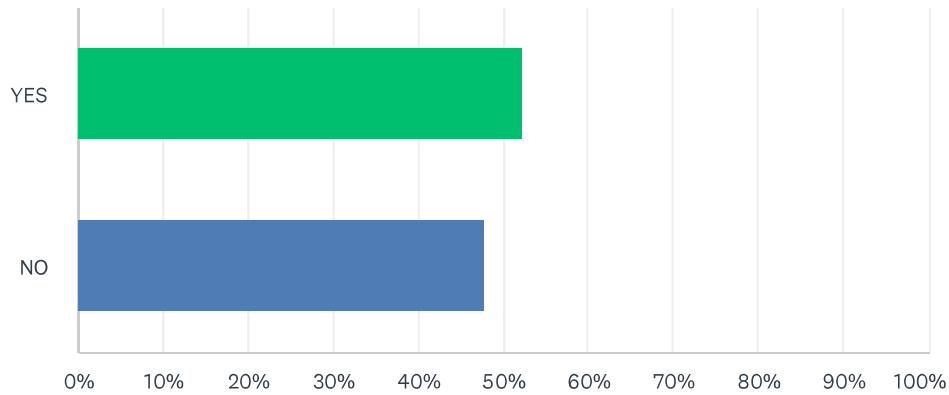
	1	2	3	4	5	6	7	8	9	10	11
Leader of Council - £34,926	89.47% 17	10.53% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of Council-£17,962	4.76% 1	61.90% 13	9.52% 2	19.05% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.76% 1	0.00% 0	0.00% 0
Cabinet Member-£12,474	5.00% 1	15.00% 3	45.00% 9	20.00% 4	5.00% 1	5.00% 1	5.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Leader of Main Opposition - £9,979	0.00% 0	14.29% 3	38.10% 8	19.05% 4	19.05% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of the Main Opposition-£2,495	0.00% 0	0.00% 0	0.00% 0	9.52% 2	42.86% 9	19.05% 4	4.76% 1	9.52% 2	0.00% 0	4.76% 1	4.76% 1
Leader of the Opposition-£2,495	0.00% 0	0.00% 0	0.00% 0	9.52% 2	9.52% 2	38.10% 8	19.05% 4	9.52% 2	0.00% 0	4.76% 1	0.00% 0
Chairs of Scrutiny Committee (6)- £7,484	0.00% 0	0.00% 0	0.00% 0	5.00% 1	5.00% 1	10.00% 2	45.00% 9	10.00% 2	10.00% 2	5.00% 1	5.00% 1
Vice Chairs of Scrutiny Committees (6)- £1,498	0.00% 0	0.00% 0	0.00% 0	4.76% 1	0.00% 0	0.00% 0	4.76% 1	47.62% 10	0.00% 0	4.76% 1	19.05% 4
Chair of Planning Committee - £9,979	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	10.00% 2	5.00% 1	0.00% 0	60.00% 12	15.00% 3	0.00% 0
Vice Chair of Planning Committee-£2,495	0.00% 0	0.00% 0	10.00% 2	0.00% 0	0.00% 0	0.00% 0	5.00% 1	10.00% 2	0.00% 0	35.00% 7	5.00% 1
Chair of Licensing Committee-£5,987	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	0.00% 0	0.00% 0	0.00% 0	10.00% 2	20.00% 4	35.00% 7
Vice Chair of Licensing Committee-£5,488	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	5.00% 1
Chair of Standards and Audit Committee-£2,495	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	0.00% 0	5.00% 1	5.00% 1	10.00% 2	0.00% 0	25.00% 5
Chair of Corporate Parenting Committee-£2,495	0.00% 0	0.00% 0	4.76% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.76% 1	0.00% 0	4.76% 1	0.00% 0
Mayor-	13.64%	0.00%	0.00%	18.18%	5.00%	0.00%	4.55%	0.00%	4.55%	0.00%	0.00%

Independent Remuneration Panel Members' Allowances Questionnaire 2023 - Thurrock Council

£14,969	3	0	0	4	0	0	1	0	1	0	0
Deputy Mayor-£3,492	0.00% 0	4.55% 1	0.00% 0	0.00% 0	4.55% 1	13.64% 3	0.00% 0	4.55% 1	0.00% 0	4.55% 1	0.00% 0

Q8 Would you like to see any of these changes made to these allowances?

Answered: 23 Skipped: 2

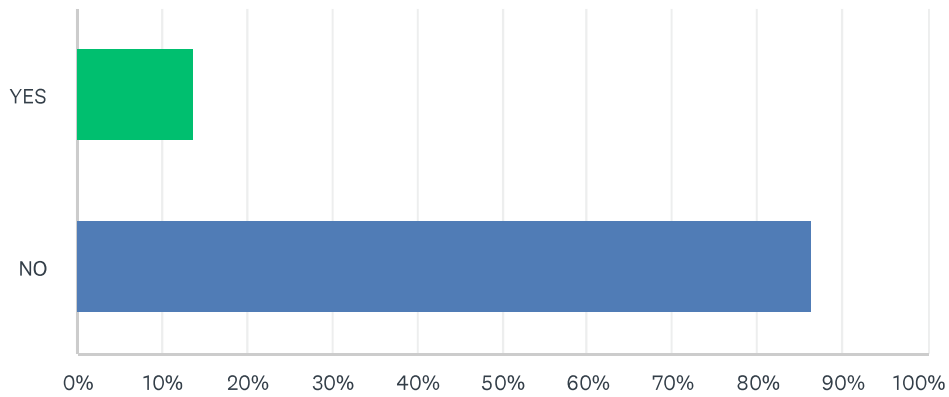


ANSWER CHOICES	RESPONSES
YES	52.17% 12
NO	47.83% 11
TOTAL	23

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	more support for opposition. Democracy is best served by a strong opposition party	6/26/2023 8:50 AM
2	As above a contribution recognising the difficulties residents are facing	6/25/2023 9:52 PM
3	Planning chair too high	6/22/2023 10:26 AM
4	Need an improvement	6/20/2023 12:10 PM
5	Chairs' allowances should be more equal. Leader of main opposition should be slightly higher.	6/16/2023 5:55 PM
6	I do feel that vc of licensing should have such a high allowance when Planning VC is the same level	6/14/2023 4:51 PM
7	All.lwss	6/11/2023 2:54 PM
8	Yes Mayoral allowance	6/8/2023 3:53 PM
9	They should be cut by 10 per cent	6/8/2023 3:28 PM
10	Leader, Cabinet and Leader of the opposition should be paid a higher allowance, they have to reduce their paid employment to be able to do the role, also with allownaces being so low does not encourage those in high paid to become Councillors/Leaders	6/8/2023 2:55 PM

Q9 Would you like to see any new SRAs introduced?

Answered: 22 Skipped: 3

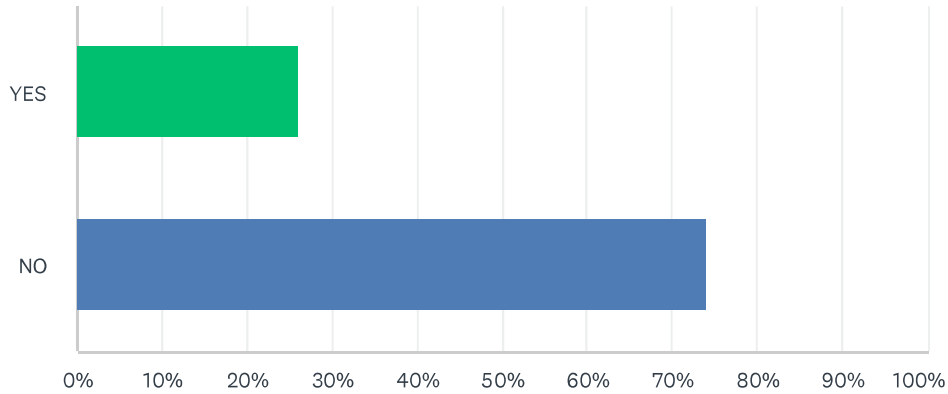


ANSWER CHOICES	RESPONSES
YES	13.64% 3
NO	86.36% 19
TOTAL	22

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Need an improvement	6/20/2023 12:10 PM
2	If a councillor has to use their own vehicle for their role I think an allowances should be given	6/8/2023 3:27 PM

Q10 Dependent Carer Allowance, Basic care is up to £10.18 per hour (linked to National Living Wage) and Specialist Care up to £15 per hour. Do you think this rate should be increased?

Answered: 23 Skipped: 2

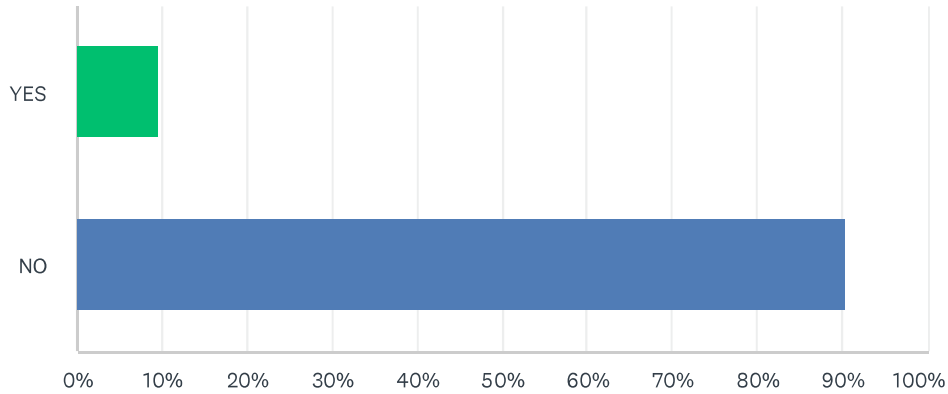


ANSWER CHOICES	RESPONSES
YES	26.09% 6
NO	73.91% 17
TOTAL	23

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	increased in line with inflation	6/26/2023 8:50 AM
2	take account of food inflation	6/25/2023 9:53 PM
3	without comprising in Quality of work will incur cost.	6/20/2023 12:12 PM
4	DCA,BC is currently below NLW.	6/10/2023 7:03 PM

Q11 The current scheme of travel allowances is based at 45p per mile (HMRC Rate). Do you have any comments on the current scheme for Councillors?

Answered: 21 Skipped: 4



ANSWER CHOICES	RESPONSES
YES	9.52% 2
NO	90.48% 19
TOTAL	21

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Noted that we can only claim outside of Thurrock - assuming that the allowance covers petrol inside Thurrock - which it doesn't by the time I've paid 40% tax.	6/22/2023 1:50 PM
2	I am not aware, i haven't claimed so far from last 1 year term.	6/20/2023 12:13 PM
3	Some councillors have good bu vices rural ones do not The mayor Ned's a car because of the importance of being first citizen and safety when out and about with chains on	6/8/2023 3:55 PM
4	Does this include electric vehicles	6/8/2023 3:28 PM

Q12 Would you support the introduction of a Parental Leave Policy for Councillors?:

Answered: 22 Skipped: 3

#	RESPONSES	DATE
1	no	6/26/2023 8:50 AM
2	yes	6/25/2023 9:54 PM
3	No	6/23/2023 10:10 AM
4	NO	6/22/2023 2:58 PM
5	yes of course	6/22/2023 1:50 PM
6	In some cases	6/22/2023 11:02 AM
7	No	6/22/2023 10:28 AM
8	no	6/20/2023 6:19 PM
9	yes	6/20/2023 12:13 PM
10	Yes	6/16/2023 5:56 PM
11	NO	6/14/2023 4:53 PM
12	Yes	6/11/2023 2:55 PM
13	Yes	6/10/2023 7:03 PM
14	Yes	6/9/2023 12:57 PM
15	yes	6/8/2023 10:56 PM
16	Yes	6/8/2023 9:59 PM
17	yes	6/8/2023 6:26 PM
18	no	6/8/2023 5:48 PM
19	No	6/8/2023 3:55 PM
20	No	6/8/2023 3:29 PM
21	Yes	6/8/2023 3:28 PM
22	No	6/8/2023 2:56 PM

Q13 Do You have any other views on the Members Allowance Scheme?:

Answered: 15 Skipped: 10

#	RESPONSES	DATE
1	no	6/26/2023 8:50 AM
2	too generous in todays situation	6/25/2023 9:54 PM
3	No	6/22/2023 11:02 AM
4	No	6/22/2023 10:28 AM
5	When the level of work is equivalent to a full time job ie above 37 hours then the remuneration/allowance should be national average wage	6/20/2023 6:19 PM
6	no	6/20/2023 12:13 PM
7	The council is bankrupt, cost of living is rising, I think that NO allowances apart from VC of licensing should be reviewed, I feel that VC of licensing should be downgraded to the same as VC of planning	6/14/2023 4:53 PM
8	Due to current financial circumstances should be less not more on residents	6/11/2023 2:55 PM
9	No	6/10/2023 7:03 PM
10	No	6/9/2023 12:57 PM
11	no	6/8/2023 10:56 PM
12	The job should warrant a pension	6/8/2023 9:59 PM
13	not at present	6/8/2023 6:26 PM
14	Members should have to submit a claim, not be granted a 'salary'.	6/8/2023 3:29 PM
15	NO	6/8/2023 2:56 PM

BASIC ALLOWANCE

Previous years' data - did not submit 2022 return



		MINIMUM	£7,697.00	£0.00				
		MAXIMUM	£13,525.00	£2,733,476.00				
		AVERAGE	£10,047.62	£838,533.00				
Council name	Type of council	County area	Population	Basic Allowance for 2020/2021	Overall budget for Member Allowances	Total number of councillors	Percentage of Public Service Discount*, if applicable (%)	Comments on Basic Allowance
Bracknell Forest Council	Unitary	Berkshire	120377	£ 8,687.00	£ 579,310.00	42	30-40%	The Basic Allowance is a flat rate allowance that must be paid equally to all Members so the time assessment is typically taken to be that which is deemed necessary at a minimum to carry out all those duties for which the Basic Allowance is paid.
Brighton & Hove City Council	Unitary	East Sussex	270,000	£13,360.00	£ 960,500.00	54	n/a	The Basic Allowance is indexed linked to the agreed salary increase for Council employees and is increased accordingly.
Buckinghamshire Council	Unitary	Buckinghamshire	543128	£13,525.00	£ 2,733,476.00	147	N/A	N/A
Isle of Wight Council	Unitary	Isle of Wight	141606	£ 8,377.00	£ 625,190.00	39	N/A	N/A

Medway Council	Unitary	Kent	277855	£10,585.00	£ 949,663.00	55	N/A	The Basic Allowance is intended to recognise the time commitment of all Councillors, including meetings 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, including IT consumables, paper, telephone line rental and call costs, broadband costs etc.
Milton Keynes Council	Unitary	Buckinghamshire	265000	£11,165.00	£ 899,000.00	57	0	None
Portsmouth City Council	Unitary	Hampshire	208100	£11,684.00	£ 649,400.00	42	N/A	The basic allowance is index linked to any annual pay adjustment that may be awarded to local government officers.
Reading Borough Council	Unitary	Berkshire	161780	£ 8,447.08	£ 598,200.00	48	N/A	N/A
Royal Borough of Windsor and Maidenhead	Unitary	Berkshire	145000	£ 8,472.00	£ 550,000.00	41	49	None
Slough Borough Council	Unitary	Berkshire	164000	£ 7,779.00	£ 473,600.00	41	33%	It is currently being reviewed and will be increased during 2020
Southampton City Council	Unitary	Hampshire	259833	£13,057.00	£ 781,100.00	48	0%	N/A

West Berkshire Council	Unitary	Berkshire	158527	£ 7,697.00	£ 488,000.00	43	50%	the level of indexation for the Basic Allowance and Special Responsibility Allowances is linked to that used for West Officers unless Members choose to forgo index linked increases in a particular year.
Wokingham Borough Council	Unitary	Berkshire	174000	£ 7,784.00	£ 613,490.00	54	50	A Basic Allowance is payable to all Councillors monthly. The current Basic Allowance is an annual amount of ~£7,784 which comprises: a) ~£600 for out of pocket expenses b) ~£6,684 for time contributed c) ~£500 for IT, communication and home office The overall budget excluding travel and subsistence is ~£599,860

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Previous years' data - did not submit



SRAs

				MINIMUM	£5,978.00	£0.00	£0.00	£0.00	£2,500.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£200.00
				MAXIMUM	£46,818.00	£31,212.00	£23,929.00	£8,323.00	£8,323.00	£11,690.00	£1,254.00	£4,810.00	£12,702.00	£5,292.00	£4,810.00	£10,585.00	£3,705.00	£652.00	£5,773.00	£14,566.00	£7,697.00	£17,686.00	£6,680.00	£17,686.00	£1,168.00	£10,020.00	£1,955.00	
				AVERAGE	£23,938.71	£13,094.30	£11,230.66	£3,302.50	£4,698.91	£4,810.28	£389.75	£563.44	£6,681.12	£1,102.47	£760.44	£6,155.52	£876.68	£106.89	£927.51	£8,005.53	£3,070.83	£7,218.95	£954.70	£3,288.50	£194.67	£3,121.17	£949.01	
Council name	Type of council	County area	Population	Leader	Deputy Leader	Cabinet Member / Portfolio Holder	Cabinet Member / Non Portfolio Holder	Chair Audit Committee	Licensing Committee Chair	Deputy Chair Licensing Committee	Members of Licensing Committee	Planning Committee Chair	Deputy Chair Planning Committee	Members of Planning Committee	Overview and Scrutiny Committee Chair	Deputy Chair Overview and Scrutiny Committee	Overview and Scrutiny Co-optee	Working/Joint Committee	Chair/Civic Mayor	Deputy Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Opposition Spokesperson	Committee Chair	Independent Person Allowance	Do you operate the '1 SRA per councillor' rule?	Do you operate the 50% rule?
Arun District Council	District	West Sussex	164800	£5,978.00	£2,116.00	N/A	N/A	£3,920.00	£4,181.00	£1,254.00	£261.00	£6,272.00	£2,070.00	£784.00	N/A	N/A	N/A	N/A	£8,698.00	£2,869.00	£4,095.00	N/A	£101.75	N/A	£5,091.00	£505.49	No	No
Ashford Borough Council	District	Kent	132,500	£16,470.66	£10,980.44	£8,235.33	NA	£5,490.22	£1,647.07	£0.00	£0.00	£6,588.26	£2,196.09	£0.00	£6,588.26	£2,196.09	NA	£1,647.07	NA	NA	£0.00	£0.00	£253.12	NA	NA	£1,647.07	No	No
Basingstoke and Deane Borough Council	District	Hampshire	185,200	£26,058.00	£16,938.00	£13,029.00	N/A	£6,515.00	£6,515.00	£652.00	N/A	£7,817.00	£782.00	N/A	£6,515.00	£652.00	£652.00	N/A	£6,515.00	£1,629.00	£7,817.00	N/A	£3,909.00	N/A	£6,515.00	£1,955.00	Yes	Yes
Bracknell Forest Council	Unitary	Berkshire	120377	£28,954.00	£17,372.00	-	-	£2,895.00	£4,343.00	£434.00	-	£7,239.00	£732.00	-	£5,791.00	N/A	£310.00	-	£12,703.00	£4,234.00	£9,651.00	£965.00	-	-	-	-	Yes	No
Brighton & Hove City Council	Unitary	East Sussex	270000	£33,399.00	£20,040.00	N/a	N/a	£5,010.00	£11,690.00	£1,002.00	N/a	£11,690.00	£1,002.00	N/a	£5,010.00	N/a	N/a	N/a	£10,020.00	£2,004.00	£11,690.00	£6,680.00	£6,680.00	N/a	£10,020.00	£1,002.00	Yes	Yes
Buckinghamshire Council	Unitary	Buckinghamshire	543128	£46,818.00	£31,212.00	£23,929.00	£8,323.00	£8,323.00	£4,162.00	£0.00	£0.00	£6,242.00	£0.00	£0.00	£8,323.00	£0.00	£0.00	£0.00	£14,566.00	£4,162.00	£17,686.00	£0.00	£17,686.00	£0.00	£1,040.00	£200.00	Yes	No
Isle of Wight Council	Unitary	Isle of Wight	141,606	£16,754.00	£10,471.25	£8,377.00	N/A	£3,350.80	£2,513.10	£0.00	£0.00	£6,701.60	£1,675.40	£0.00	£8,377.00	£1,675.40	£0.00	£0.00	£5,863.90	£1,675.40	£1,675.40	£0.00	£0.00	N/A	N/A	£301.00	Yes	No
Medway Council	Unitary	Kent	277855	£31,754.00	£21,169.00	£15,877.00	N/A	£7,409.00	N/A	N/A	N/A	£12,702.00	£5,292.00	N/A	£10,585.00	£3,705.00	N/A	N/A	£13,231.00	£6,351.00	£12,702.00	N/A	£6,351.00	6,351	n/a	N/A	Yes	No
Milton Keynes Council	Unitary	Buckinghamshire	265,000	£33,495.00	£16,748.00	£11,723.00	NA	£5,024.00	£8,374.00	NA	NA	£8,374.00	NA	NA	£8,374.00	NA	NA	NA	£11,723.00	£5,862.00	~£15,073	NA	NA	NA	NA	£640.00	Yes	No
Portsmouth City Council	Unitary	Hampshire	208,100	£21,031.00	£0.00	£8,179.00	N/A	£4,089.00	£4,089.00	£0.00	£0.00	£4,089.00	£0.00	£0.00	£2,921.00	£0.00	£0.00	£0.00	£8,179.00	£1,168.00	£7,010.00	£0.00	£2,337.00	£1,168.00	N/A	N/A	Yes	No
Reading Borough Council	Unitary	Berkshire	161,780	£19,008.75	£11,610.75	£9,761.25	N/A	£3,123.57	£6,243.09	£1,103.54	N/A	£6,243.09	£1,103.54	N/A	N/A	N/A	N/A	N/A	£9,200.00	£2,400.00	£6,243.09	N/A	£3,123.57	N/A	£3,123.57	£1,103.54	Yes	No
Royal Borough of Windsor and Maidenhead	Unitary	Berkshire	145000	£25,416.00	£13,979.00	£12,708.00	N/A	£5,084.00	£6,335.00	£0.00	£0.00	£6,355.00	£0.00	£0.00	£5,084.00	£0.00	£0.00	£0.00	£3,183.00	£1,061.00	£6,355.00	£0.00	£0.00	£0.00	£0.00	£1,000.00	Yes	No
Slough Borough Council	Unitary	Berkshire	164000	£20,224.00	£14,156.00	£11,123.00	n/a	£3,033.00	£3,033.00	£1,011.00	n/a	£5,056.00	£1,684.00	n/a	£7,080.00	£1,415.00	n/a	n/a	£7,626.00	£2,990.00	£6,067.00	n/a	n/a	n/a	n/a	£1,314.00	Yes	Yes
Southampton City Council	Unitary	Hampshire	259833	£26,114.00	£0.00	£13,057.00	£0.00	£6,529.00	£6,529.00	£0.00	£0.00	£6,529.00	£0.00	£0.00	£6,529.00	£0.00	£0.00	£0.00	£0.00	£0.00	£9,792.75	£0.00	£0.00	£0.00	£0.00	£719.99	Yes	Yes
West Berkshire Council	Unitary	Berkshire	158527	£11,545.00	£9,622.00	£0.00	£2,887.00	£2,887.00	£0.00	£0.00	£4,810.00	£0.00	£0.00	£4,810.00	£0.00	£0.00	£0.00	£5,773.00	£1,155.00	£7,697.00	£0.00	£1,902.00	£2,309.00	£0.00	£1,051.00	Yes	Yes	
Wokingham Borough Council	Unitary	Berkshire	174,000	£20,000.00	N/A	£10,000.00	£2,000.00	£2,500.00	£2,500.00	£0.00	£0.00	£5,000.00	£0.00	£1,250.00	£5,000.00	£0.00	£0.00	£0.00	£7,420.00	£1,960.00	£7,500.00	£0.00	£0.00	£0.00	£1,250.00	£1,000.00	Yes	No

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OTHER ALLOWANCES

Previous years' data - did not submit 2022 return



Council name	Type of council	County area	Population	Travelling/mileage (pence per mile)	Bicycle mileage (pence per mile)	Subsistence allowance	Carers' allowance	IT allowance	Any other allowances	Maternity/parental leave
Bracknell Forest Council	Unitary	Berkshire	120,377	45	45	For events outside the borough, councillors can claim for food and drinks. If they are on an approved conference, they can submit receipts up to -£26 per day. There is an allowance per meal: breakfast up to -£6.88 lunch up to -£9.50 tea up to -£3.76 evening meal up to -£11.76	The total Dependents, £6 Carers, £6 Allowance claimable is capped at -£56 per approved duty and at a maximum of 40 hours within any one week regardless of the number of dependants a Councillor may have. The DCA is a contribution to the care of dependants it is not designed to reimburse the cost of all dependants, £6 care for all approved duties. Including travel time up to a maximum of one hour per approved duty. The maximums payable may only be exceeded in exceptional circumstances with the prior agreement of the Assistant Director: Democratic and Registration Services, for instance when attending conferences.	All Members are entitled to receive such computer hardware and software that enables them to perform their duties more effectively, at a level agreed by the Council. The Council will provide helpdesk support during office hours to all Members who have the Council, £65 equipment installed. Members will be required to sign an agreement regarding usage of the equipment.	n/a	Bracknell Forest Council does not currently have a formal maternity/parental leave scheme in place.
Brighton & Hove City Council	Unitary	East Sussex	270,000							
Buckinghamshire Council	Unitary	Buckinghamshire	543,128	45p per mile	24p per mile	Per staff scheme	Living wage - hourly rate for duration of meeting plus an hour either side	0	Chair of Governance, Standards, Appointments, GP Cites - -£500pa Chair of Whitstable Harbour Board - -£1000pa. WHB coopfees - -£533pa	Basic allowances and SRAs paid for six months
Havant Borough Council	District	Hampshire	45,830	45p	20p	5.73 - breakfast 7.92 - lunch 9.80 dinner	up to 8 hours (or two approved duties if less) / per week at the national living wage up to -£14.20 / hour for elderly / disabled dependents	461	na	none
Horsham District Council	District	West Sussex	145,474	45	N/A	Breakfast 6.45 Lunch -£8.91 Tea -£3.53 Evening meal -£11.03	8.91 per hour	N/A	-£50 per meeting attendance allowance as approved representative on outside bodies / partnerships	In line with Staff benefit
Isle of Wight Council	Unitary	Isle of Wight	141,606	45p	0	0	Childcare - -£6.19 per hour dependents who are elderly or disabled up to max -£12.50 per hour	0	0	0

Medway Council	Unitary	Kent	277,855	45p per mile	20p per mile	Breakfast allowance Four hours or more away from home STARTING BEFORE 7.30 am £5.00 2. Lunch allowance Four hours or more away from home INCLUDING period 12 noon to 2 pm £7.00 3. Tea allowance Four hours or more away from home ENDING AFTER 6.30 pm £3.00 4. Evening meal allowance Four hours or more away from home ENDING AFTER 8.30 pm £15.00	Dependent childcare is reimbursable up to a maximum of £9 per hour. This is indexed against the Living Wage Foundation rate for the next four years; and (b) For dependent adult care or children with special needs is reimbursable up to £15.06 per hour per person and indexed against the Council's commissioned hourly home care rate for the next four years.	Included in the basic allowance	N/A	All Councillors shall continue to receive their Basic Allowance in full for a period up to 6 months in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence. Councillors entitled to a Special Responsibility Allowance shall continue to receive their allowance in full for a period up to 6 months, in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence.
Milton Keynes Council	Unitary	Buckinghamshire	265,000	45p	20p	All reasonable claims for subsistence expenses whilst carrying out Approved Duties will be paid provided they are supported by valid receipts.	Child Care The current Real Living Wage (as set by the Living Wage Foundation) of -£9.90 per hour applies and will be updated each November in line with the Living Wage Foundation's annual review. Specialist care is reimbursed based on the actual costs incurred, subject to the production of receipts and medical evidence that this type of care is required. The allowance has no daily or monthly maximum claim when undertaking Approved Councillor Duties.	Councillors are provided with either a Surface or laptop	NA	Yes
Portsmouth City Council	Unitary	Hampshire	208,100	45p per mile (Max of 60 miles per claim and 10,000 miles per	20p per mile	N/A	The rate of reimbursement for carers, is equivalent to the Living Wage Foundation rate of -£9.90 per hour. This is per person cared for and is unlimited.	N/A	N/A	N/A
Reading Borough Council	Unitary	Berkshire	161,780	45	37	Breakfast allowance £8.76, Lunch allowance £11.41, Tea allowance £4.52, Evening meal allowance £14.13, Overnight subsistence £82.21 a day outside London, £39.77 a day in London or at LGA Annual Conferences	-£9.90 per hour up to 15 hours per week	N/A	Travel by councillor, own motorcycle 40.9 pence per mile Public Transport, cost of the ordinary fare, cheap fare or portion of any weekly ticket	Yes - the Council adopted the Local Government Association's Parental Leave Policy for Councils on 27 January 2022

Royal Borough of Windsor and Maidenhead	Unitary	Berkshire	145000	45	20	0	The hourly rate payable will be as follows: Childcare - to be paid at and indexed to the hourly minimum wage applicable to the age of the carer (who must be 16 years of age or over) or less for actual reimbursement. Care for dependants on social/medical grounds. At the hourly rate paid to be the Royal Borough. As average hourly homecare charge.	0	0	The Basic Allowance should continue to be paid during any period of maternity, adoption or paternity leave, noting that any period of absence from qualifying meetings greater than six months would require special dispensation by Full Council. For maternity and adoption leave, the Member to continue to receive SRA payments on the following basis: - At six weeks at 90% of actual SRA level Royal Borough of Windsor and Maidenhead Constitution Part 9 A. Part 9A - B Twelve weeks at 50% of actual SRA level For paternity leave, the Member to continue to receive SRA payments in full for a period of two weeks. No qualifying period to apply for entitlement to receive either the Basic Allowance or SRA payments during a period of maternity, adoption or paternity leave. If a Member chose to resign in the three month period following a return from maternity or adoption leave, they would be required to pay back the 12 weeks at 50% allowance. If the individual ceased to be a Member in the three months following a return from maternity or adoption leave because they stood, but were not selected as a candidate by their party, or stood as a candidate in a local election but did not win their seat, they would not be required to repay the 12 weeks at 50% allowance. Shared parental leave should only apply if both parents/legal guardians are Royal Borough councillors; the Basic allowance would continue to be paid whichever Member took the parental leave. Shared parental leave does not apply to Special Responsibility Allowances unless, at the time of the child's birth or placement with a family, both Members receive a Special Responsibility Allowance of the same value. In this scenario the Members could choose to share the parental leave related to their SRAs. Given that costs as a result of maternity, adoption or paternity leave will be incurred on an ad hoc basis, the Head of Finance has delegated authority to add necessary funding to the Member Allowances budget as and when required to cover costs incurred.
Slough Borough Council	Unitary	Berkshire	164,000	45p	20p	Breakfast £6.88 Lunch £9.50 Tea £3.76 Evening Meal £11.76	professional childcare reimbursed	n/a	n/a	Yes
Southampton City Council	Unitary	Hampshire	259,833	45p	37.1p	Breakfast £6.00 Lunch £8.20 Tea £3.60 Evening £10.50	£8.75	£15.00 per month	0	Yes
West Berkshire Council	Unitary	Berkshire	158,527	45p per mile for cars	20p	*Breakfast Allowance (more than four hours away from normal place of residence or, where the Authority permits, a lesser period, before 11.00am) - £5.00; *Lunch Allowance (more than four hours	UK Living Wage rate up to a maximum of 40 hours per month per Councillor	N/a	*2M pence per mile for motor-cycles	We will be adopting a policy in December 2019
Wokingham Borough Council	Unitary	Berkshire	174,000	0.45	0.35	Breakfast allowance more than a four hours away from normal place of residence before 11am 4.92 Lunch allowance more than four hours away from normal place of residence, including the lunchtime between 12 noon and 2pm 6.77 Tea allowance more than four hours away from normal place of residence including the period 3pm to 6pm 2.67 Evening meal allowance more than four hours away from normal place of residence ending after 7pm 8.38 Overnight if Members attend a training course or conference which is held at a venue beyond reasonable daily travelling distance, the reasonable cost of overnight accommodation (e.g. 3* star hotel) may be claimed subject to agreement with the Budget Manager prior to booking	From April 2021 the following will take effect: i) A maximum claimable rate of -£10 per hour be instated, to rise with the national living wage rate as and when this overtakes the stated figure. This rate is claimable by Members with direct caring responsibilities, and should primarily be used for non-specialist childcare (e.g. babysitting); ii) A maximum claimable rate of -£20 per hour be instated, to rise by the same monetary increase as granted to part i) of the Dependent and Carers allowance. This rate is claimable by Members with direct caring responsibilities, and should be used for specialist care (e.g. medically trained staff care including mental health, care for a number of young children for which a babysitter would not be appropriate, care which includes lifting or moving an adolescent or adult). An invoice, of any description, is required to claim for this rate. Both of the above are claimable up to a combined maximum of 35 hours total per month, and the carer must not be a member of the Councillor's Family that lives at the same address.	-£500 as part of the basic allowance	0	0

Worthing Borough Council	District	West Sussex	109,600	46.9p - 65p (depending on cylinder capacity)	breakfast - 8.73 lunch - 12.06 tea 4.78 evening meal - 14.93	childcare (£10 per hour) carer (£15 per hour)	0 but cllrs are supplied with a device upon election	0	0
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ADDITIONAL INFORMATION

Previous years' data - did not submit 2022 return



Council name	Type of council	County area	Population	How are current levels of SRA calculated? Please provide a brief summary (eg as a percentage of the Leader's SRA)	Date current allowances were approved?	Date of your next review	Have your allowances been updated since last year, or frozen?	Other	Have you established a formula for updating the allowances annually?	If 'yes' please detail	How did you recruit your Independent Remuneration Panelists? If you advertised, please state where.	What rate of pay do Independent Remuneration Panelists receive?	Please detail any recent changes to the structure within your authority (including number and/or political persuasion of members involved)	Is the Leader full-time?	If the Leader is not full time, please detail the number of hours worked on average per week	Please detail the number of hours your Cabinet members work on average per week	Please detail any significant changes made to SRAs	Please detail the size and composition of your authority's Overview and Scrutiny committee(s) and panels.
Bracknell Forest Council	Unitary	Berkshire	120,377	The mean Leader, AOs SRA is multiple of 3 times the mean Basic Allowance	24/02/22	24/02/26	Other (please specify)	It was agreed that allowances would be index linked to the annual percentage pay increases given to bracknell forest council employees as agreed for each year by the National Joint Council For Local Government Staff, no increases have been agreed since the scheme was updated	No	n/a	We have recruited through community panels, open advertising and word of mouth.	The IRP payment to Panel members is based on LGA day rate in 2014 which was -£152.77 and increased by the amount that Local Government staff have received in that period so is now -£163.65.	No recent changes	Yes		30	None	Bracknell Forest has an Overview and Scrutiny Commission consisting of 12 Councillors with 3 panels: Education, Skills & Growth Overview & Scrutiny Panel with 9 councillors Health and Care Overview & Scrutiny Panel with 12 councillors Environment and Communities Overview & Scrutiny Panel with 9 councillors
Brighton & Hove City Council	Unitary	East Sussex	270,000	As a percentage of the Leader's SRA	13/12/2018	15/12/2022	Updated		Yes	Indexed linked to salary increase for NIC staff at the Council	Advertised in local press	Green 20 Labour 16 Conservative 13 Independent 5	Yes	Yes	29hrs for all Councillors	Some roles are job-shared; the Deputy Leader's role is being covered on a job-share basis and the two Members receive 50% of the SRA plus 50% of the Chair's SRA as they also chair a committee. Other Chair's roles are also job-shared on a 50% basis.	Health Overview & Scrutiny Committee only - 10 Cllrs, chaired by Opposition Member: 3 Green 3 Labour 3 Conservative 1 Independent. There are no Panels	
Buckinghamshire Council	Unitary	Buckinghamshire	543,128	The levels were agreed by the Shadow Council in February 2020, following a robust and detailed process under by the Independent Remuneration Panel.	17/02/20	01/01/24	Updated		Yes	adjusted by an amount equivalent to the increase in the officers' A0 annual pay award.	Advertised	Each IRP member received -£200 in recognition of their time involved in conducting this review. Unless they choose not to receive payment.	N/A	Yes	N/A	N/A	N/A	Children, AOs & Education Select Committee Communities & Localism Select Committee Finance & Resources Select Committee Growth, Infrastructure & Housing Select Committee Health & Adult Social Care Select Committee Transport, Environment & Climate Change Select Committee 15 Members on each Select Committee, each Committee is politically balanced.
Canterbury City Council	District	Kent	166,000	Committees categorised as major, minor or adhoc. Allowances for C and VC in each category.	05/05/22	17/04/23	Updated		Yes	Basic allowance and SRAs will be increased in line with the staff pay award until the next review.	NA	<-£1k	Changed from committee system to leader and cabinet model in May 2022	If not, please detail the number of hours worked on average per week	Not known	Not known	SRAs changed to fit the new model	Overview and Scrutiny Committee - 12 members Scrutiny Sub Committee - 12 members
Cherwell District Council	District	Oxfordshire	150,000	NA	22/02/21	01/12/22	Other (please specify)	Equal to increase in staff pay which has not yet been agreed	Yes	In line with the staff pay award	Advertised in local newspapers. Social Media. Council Website	-£300 per review	NA	If not, please detail the number of hours worked on average per week	There is no agreement on hours but he usually works over 37 pw	NA	NA	12 Members 6 Conservative, 3 Labour, 1 Independent, 1 Green, 1 Lib Dem
Chichester District Council	District	West Sussex	118,000	SRA level is calculated by the panelist by examining the relevant responsibility and obligations of each role as well as carrying out a comparison exercise regionally with other authorities and also by wider comparison work using employment data	15/05/19	01/03/23	Frozen		No	n/a	Public advertisement in local newspaper and on the Council website	-£50 for each meeting per panelist	No	Yes	Depends, can be up to 40	SRA levels were increased following panel recommendation through an index linking assessment from the previous allowance. This is likely to be a starting point mechanism for the coming review	11 Members (excluding members of the Cabinet and the Chairman of the Council) based on political proportionality	
Crawley Borough Council	District	West Sussex	118,500	Deliberation by an IRP; assessment of cllrs' workloads; interviews/questionnaires etc	01/03/21	01/09/22	Frozen		No	Used to be via officers' pay increase but frozen	Approached important local organisations/charities/bodies e.g. police, schools, etc to request employees as IRP representatives	150 per review	N/A	Yes	Unknown	None	One Overview and Scrutiny Commission with eleven members. One Scrutiny Panel with five members.	

Dover District Council	District	Kent	118,100	Percentage of the Leader's SRA	26/01/22	25/01/23	Other (please specify)	The Basic and Special Responsibility Allowances were frozen but the mileage was increased from 40 pence to 45 pence per mile for cars	No	n/a	Recruited from adverts in the local papers	~£300 per annum plus ~£75 meeting fee	n/a	If not, please detail the number of hours worked on average per week	Varies from week to week. Average 3 - 4 days in the office or at meetings	Unknown - we do not capture this information	n/a	10 members - 6 Conservative, 3 Labour, 1 non-aligned member. The Chair and Vice-Chair position are held by the opposition Labour Group.
East Hampshire District Council	District	Hampshire	125,700	The table of allowances assumes that Councillors' jobs can be 'tiered' into a pyramid of effort and contribution to the Council and that certain types of jobs can be grouped into similar levels of effort and contribution.	19/11/20	01/01/24	Frozen		No	N/A	Advertised in the local press	~£0 it is voluntary although mileage claims for attending the meetings	0	If not, please detail the number of hours worked on average per week	I do not know how many hours are dedicated to EHDC, he also runs his own businesses alongside being the Leader.	Don't know.	N/A	10 Councillors on O&S, 1 reserve. Chairman is an Independent, Vice-Chairman is Liberal Democrat. There are then 7 Conservative Councillors and 1 more Liberal Democrat. The Reserve is Liberal Democrat.
East Sussex County Council	County	East Sussex	558,000	Each SRA is considered by the IRP when it reviews the scheme of allowances	22/03/22	24/03/26	Other (please specify)	Will be updated when index has been agreed	Yes	Basic Allowance and SRAs are index linked to any pay award for managers	ESCC website	~£35 per hour	N/A	If not, please detail the number of hours worked on average per week	30	25	N/A	Place Scrutiny Committee (11), People Scrutiny Committee (11), Health Overview and Scrutiny Committee (7 ESCC, 5 Borough/District, 2 voluntary sector)
East Hampshire District Council	District	Hampshire	126,000	They are allowed only one additional allowance scheme agreed following assessment of	13/08/2020	12/08/2021	Frozen		No	No detail	Through local government contactd	Mileage allowance only	No	Unknown	Unknown	Unknown	None	O & S 10 members and 2 reserves
Eastleigh Borough Council	District	Hampshire	131,819	Percentage of Leaders SRA	25/07/2018	02/11/2021	Frozen		No	N/A	Advertised on Council website	200	Lib Dem - 32 Independent Group - 5 Conservative - 2	Yes		20	None as yet	10 in total 8 Lib Dem 1 Independent 1 Conservative
Elmbridge Borough Council	District	Surrey	137,452	The Leader of the Council to receive 2.5 x the Basic Allowance Cabinet Members and the Chairman of Overview and Scrutiny to receive 50% of the Leader's Allowance Vice-Chairman of Overview and Scrutiny to receive 50% of Chairman's Allowance Chairman of Planning Committee to receive 45% of Leader's Allowance Vice Chairman of the Planning Committee to receive 25% of Chairman's Allowance Chairmen of Area Planning Sub Committees to receive 35% of Leader's Allowance Vice Chairman of Area Planning Sub Committees to receive 25% of Chairman's Allowance Chairman of Licensing Committee	02/12/20	31/08/22	Frozen		No	N/A	The Panel were recruited via advert on the Council's website, e-mail to Residents' Panel, press release etc.	The Panel Members receive ~£575 each. The Chairman receives more as they prepare the report.	No recent changes except a new Chief Executive was recruited and commenced his role in June 2022.	If not, please detail the number of hours worked on average per week	Unknown	Unknown	N/A	Overview and Scrutiny Committee has 14 Members consisting of 4 Conservatives, 5 Residents' Association Group Members, 4 Liberal Democrats and 1 Hinchley Wood Residents' Association Group Member.
Fareham Borough Council	District	Hampshire	115,627	Points allocation to roles.	23/02/18	24/02/23	Updated		Yes	In line with pay award.	Previous Panel members used.	~£428.70	Current - 25 Conservative; 5 Liberal Democrat and 1 Independent. Reduction in Independent Members.	If not, please detail the number of hours worked on average per week	Difficult to quantify	U/K	None	6 Overview and Scrutiny Panels comprising 7 members plus 2 reserves.
Folkestone & Hythe District Council	District	Kent	111,500	The levels of SRA, for different roles, are determined by a points system related to the basic allowance which is worth 100 points. The Leader's SRA has a points score of 440.	25/05/2015	03/09/2019	Updated		Yes	Indexation - reference to Sept's CPI - implemented following April.	1. Report to Council 2. Job Description produced 3. Advertise in press and electronically 4. Form selection panel to appoint.	IRP Chair £400 pa, IRP members x 3 £204 pa each	From May 2019 - 30 Councillors (number unchanged) 13 Conservative 6 Labour 6 Green 2 Liberal Democrats 2 UKIP 1 Independent	Yes		15 to 20 hours per week	N/A	10 Members 4 Conservative 2 Labour 2 Green 1 Lib Dem 1 UKIP
Gosport Borough Council	District	Hampshire	80,000	Basic allowance increases either inflationary or in line with Council staff awards. Opposition/group leaders allowances -number of members of a group divided by	20/07/22	06/05/24	Updated		No	N/A	Recommended by previous panel members	N/A	Reduction in number of Councillors due to Boundary Review	Yes		2	Introduction of allowance for Vice Chairs and Deputy Leader	N/A

Gravesham Borough Council	District	Kent	106,900	Rates for SRAs are based on multiples of the basic Member Allowance.	22/02/22	21/02/23	Updated		Yes	The method for calculating the basic Member Allowance and SRA, AOs was agreed by Full Council on 21 February 2017. At this meeting it was also agreed that Members, AOs allowances be adjusted in line with the nationally negotiated pay awards given to Gravesham Borough Council Staff. Whilst Members do not, therefore, specifically approve Allowances each year, it could be argued that they do carry out this activity indirectly by approving the Members, AOs Allowances budget	Advertising in the local media	None although out of pocket expenses are reimbursed.	N/A	If not, please detail the number of hours worked on average per week	Not Known	Not Known	None.	One Overview Scrutiny Committee comprising nine Members. 5 Labour 4 Conservative
Guildford Borough Council	District	Surrey	150000	% of Leader's SRA	03/12/19	01/09/23	Updated		Yes	In line with the percentage increase in staff salaries	Local press, our own website and social media and engaging with local stakeholders and partners.	500	N/A	Yes		Not calculated since 2019	None.	12 members. Opposition chair and vice chair.
Hampshire County Council	County	Hampshire	1,419,330	Varies for different SRAs as recommended by the IRP. Minority Group Leader (minimum 4 in Group) standard allowance x number in Group plus inflation. Minority Spokesperson (minimum 8 in Group) 20% of Executive Member SRA + -£110 x number in Group N.B. 50% Rule: we aim to ensure that not more than 50% of members receive an SRA, but this might vary from time to time dependent upon the political	17/02/22	23/02/23	Other (please specify)	To rise in accordance with the LG Pay Award.	Yes	Formulas apply to some SRAs as already detailed.	Advertised on Hampshire Jobs Portal, Social Media and national paper online jobs section.	736	Change of Leadership of the Council and some Cabinet Members but no change in political majority.	Yes		Varies according to portfolio.	N/A.	Policy and Resources (14) Children and Young People (16) Culture and Communities (14) Transport and Environment (14) Health and Adult Social Care (16). Currently operating Joint Health Overview and Scrutiny Committee (7).
Hart District Council	District	Hampshire	97,000	N/A	20/05/2021	19/05/2022	Updated		Yes	2.75% increase October 2020, as per the Constitution Version Nov 2020	N/A	N/A	N/A	Not known	N/A	N/A	N/A	11 4 Conservative 3 Lib Dem 3 CCH 1 Independent
Hastings Borough Council	District	East Sussex	95,000	Rates rise in line with Officer pay	12/12/18	19/09/22	Updated		Yes	in line with % increase to Officer wages	previous panels and other local authorities	-£2000 chair, -£1500 other members	hung council: 15 Labour, 12 Conservative, 5 Green	Yes		25	none	11 members; 5 Labour, 4 Conservative, 2 Green. Chairs are not majority group. Chair: Conservative, Vice Chair -Green
Havant Borough Council	District	Hampshire	45,830	as deemed appropriate by the IRP	18/05/22	23/10/24	Updated		Yes	in line with the NJC for staff	with assistance from the County Council	1,000 / year stipend	na	If not, please detail the number of hours worked on average per week	2 days	as required to undertake the business	reviewed this year	14 (13 cons / 1 minority grp)
Horsham District Council	District	West Sussex	145,474 (2020)	The last IRP assessment (presented in April 2021) assessed our rates against those of other Authorities and in particular reference to a subset of 8 similar authorities (including HDC) and made recommendations in line with average values. This led to an increase in Basic Allowance (5%), and increase in Leaders allowance (10%) and a reduction in Opposition leader allowance (-10%). Other SRAs and allowances unchanged but linked to staff settlements by default.	28/04/21	31/10/22	Other (please specify)	Changes were agreed but deferred until April 2022	Yes	Now linked to Officer pay settlements by default, but Council has option to waive and the IRP will produce interim reviews to keep the levels proportionate to other authorities within our family group	Advertised through Council and public sector job web sites.	Agreed fixed rate for a period of review. The last major review, over three months or so, was paid with a single -£700. Current interim review will be agreed at a lower figure. Neither based on an hourly rate and time taken is determined by the Panel members	Minor changes in the political balance as a result of by-elections, away from the Conservatives though still the majority party. Has affected the political balance of some committees but only marginally	Yes		Based on returns received in 2021, 20-25	As noted above, a 10% increase in the Leader's Allowance and a 10% reduction in the Allowance for the Leader of the minority group. Both to realign with averages in our LA family group	14 Councillors 4 Lib Dem (inc Chairman) 9 Conservative (inc Vice Chairman) 1 Green. No standing Panels but Task & Finish Groups can be set up and may draw from outside the O&S membership

Isle of Wight Council	Unitary	Isle of Wight	141,606	SRA are calculated on a multiplier of the basic allowance	19/01/22	18/10/22	Updated		Yes	updates on the annual indexation amount each year which is then agreed with the IRP annually without them having to meet	advertised on social media	-£301.00	N/A	Yes	?	None	Corporate Scrutiny is made up of 9 members, 1 voting co-opted representative from IWALC and 1 non-voting co-opted rep from HALC. Policy & Scrutiny Committee for Children's Services, Education and Skills is made up of 7 members and 4 Statutory education co-optees. Policy & Scrutiny for Health and Social Care is made up of 7 members. Policy & Scrutiny for Neighbourhoods and Regeneration is made up of & Members.
Kent County Council	County	Kent	1,589,100	As percentage of Leader's SRA	10/02/22	09/02/23	Updated		Yes	Based on staff pay and average of 8 national pay review bodies	Advertised on council jobs webpage.	100/day	NA	Yes	Not recorded	In last review the Opposition group leaders moved from a sum partly based on number of members to a flat rate SRA. subject to having 5 members. I will add here as no other place to do the question with a fixed date for current allowances approved is ambiguous as to whether you mean this year's scheme or the whole four year one, and impossible to pick one day for the next review so had to choose next day of approving annual scheme.	1 Scrutiny Committee. 13 elected Member, politically proportional, then 3 church reps and 2 parent governors for education items. 1 Health Overview and Scrutiny Committee - 13 County Members, with 4 Borough reps.
Lewes District Council	District	East Sussex	102,744	Not specified.	01/04/2014	28/01/2020	Updated		Yes	In line with staff award - usually 1% per annum	Not yet recruited.	Not yet set	Council Composition since May 2019 - 19 Conservative, 9 Green, 8 Liberal Democrat, 9 Labour, 2 Independents. Administration since July 2019 comprised of Green, Liberal Democrat, Labour and Independent Councillors.	Unknown	Unknown	No changes made since last review.	Scrutiny - 11 members. Scrutiny Panels - average 5 members.
Maidstone Borough Council	District	Kent	172,438	Chairmen of Service Committees and Planning Committee get 40% of the Leader's SRA. Audit and Licensing get 20% of the Leader's SRA	18/05/2019	23/05/2020	Frozen		Yes	A formula was applied in 2018 for basic allowance which was 12 (av hours spent on Council works) x £14,76 (NOMIS hourly rate by place of residence for Maidstone 2017) x 52 weeks (minus Public Service Discount of 45%	We use a representative from SE Employers, one from the local Chamber of Commerce and one Independent Person who we recruit through advertisement in the local paper and the Council's website	Expenses only	No recent changes to the structure. No Overall Control to the political persuasion of members, Lib Dem Leader	N/A	An average of 30 hours per week	N/A	We only have one Overview and Scrutiny Committee (for Crime and Disorder) which are the Members of the Communities, Housing and Environment Committee and there are 9 Members.
Medway Council	Unitary	Kent	277,855	SRA's are calculated from a benchmark the basic allowance.	10/10/2019	01/05/2023	Updated		Yes	Updated in line with median Council staff hourly pay.	We advertised in local press and IRP members have been in post for some time.	IRP members can claim £50 per session plus travel, but in practice do not claim.	Since the last Local election one member has resigned from the Conservative Group, so we now have: 32 Conservative 20 Labour 3 Independent Members	Yes	Difficult to provide an average and will vary widely between each Cabinet Member.	A wide ranging review was undertaken and Cllrs can no longer claim more than one SRA each and the allocation of SRAs between members holding different positions was reassessed to ensure an appropriate balance.	The size and composition of Overview and Scrutiny Committees and other Committees remains the same as last year. We could if you wish send a organizational chart of the Committees.
Mid Sussex District Council	District	West Sussex	150,000 approx	Through an Independent Remuneration Panel.	14/10/21	13/10/22	Updated		Yes	SRAs are a % increase of the basic allowance. Other allowances are a % of this.	Advertised on own website & jobsgopublic	750 pa	33 Conservatives, 13 Liberal Democrats, 4 Independent Members & 4 Green Party Members.	Yes	Unquantifiable.	No significant changes made.	3 x 15 Member Scrutiny Committee which covers topics that can be attributed to the 7 Cabinet Member portfolios all of which are politically balanced.

Milton Keynes Council	Unitary	Buckinghamshire	265,000	based on multipliers of the basic allowance and that paid to the Leader	19/01/22	18/01/23	Updated		Yes	annual indexation of allowances be in line with the percentage increase in staff salaries.	The were members that were used the last time	travel and subsistence	Labour and Liberal Democrats have formed a majority administration	Yes		Not recorded	(a) the introduction of a formula to calculate basic allowance; b) the introduction of a number of tiers to calculate SRA, SAs and Civic Allowances based on multipliers of the basic allowance and that paid to the Leader; c) the introduction of a new SRA for the Chair of Corporate Parenting Panel; d) the abolishment of a pool of SAs on Cabinet members SRAs; e) the alignment of the payment of Civic Allowances (currently biannual) with all other allowances (monthly); f) the introduction of	1 x Management Committee 6 x themed committees
Mole Valley District Council	District	Surrey	67,505	An IRP was undertaken in 2017 - a new one is hoped to be undertaken before all out Elections in 2023.	01/04/22	01/01/23	Updated		No	They are updated according to a set amount by Annual Council	They are typically recruited via networking of previous staff Members, or leading members of the business community	none	No changes	If not, please detail the number of hours worked on average per week	unsure on specific amount - our Leader is also a Member of the County Council so combines both roles	This differs between Cabinet Members - some may be more intensive, whereas others may only work a handful of extra hours per week	None	11 Members on the Committee, 1 Standing Budget Panel with 6 Members, then 5 Members on any ad hoc groups
New Forest District Council	District	Hampshire	175,800	% of Leader's SRA	10/07/22	01/09/24	Updated		Yes	Indexed to national staff pay award.	Recommendations from neighbouring authorities.	-£450 per day	N/A	Yes		N/A	N/A	4 Overview and Scrutiny Panels of 10 Members, Portfolio based.
Oxford City Council	District	Oxfordshire	162,100	SRAs are calculated as a proportion of basic allowance (e.g Leader is 3x basic allowance, Deputy Leader 1x, Cabinet Member 1.5x, Chairs range from 0.25x to 1x depending on Committee)	01/04/19	31/03/23	Other (please specify)	There is indexation of the basic allowance in accordance with the annual percentage uplifts provided for in the local pay deal for council employees	Yes	There is indexation of the basic allowance in accordance with the annual percentage uplifts provided for in the local pay deal for council employees	I understand that local stakeholder organisations were approached (university, third sector rep and business sector rep).	-£0	N/A	If not, please detail the number of hours worked on average per week	Leader also holds full time employment, we do not have specific information on hours worked in Leader role per week	We do not have this specific information	N/A - Allowances Scheme is due for review imminently	We have 1 Scrutiny Committee comprised of 12 Members: 8 LAB, 2 LIB and 2 GRN. Chair is LIB. We then have 2 x Scrutiny Standing Panels and there is an annual Budget Review Group.
Oxfordshire County Council	County	Oxfordshire	696,880	The current Scheme was not calculated on a percentage basis. However, the most recent report to Council, which was not adopted, was based on a percentage of the Leaders allowance. The Allowance Scheme is to be reconsidered by the new Council elected in May 2021, during the year 2021/2022.	08/12/2020	31/03/2022	Council agreed a status quo Scheme of Allowances for 2021/22 for any unchanged aspect with the proviso that the newly elected Council after May 2021 is asked to revisit the matter during the 2021/22 Council Year.		Yes	Index linked to the Local Government Pay Award for staff	Our own website, reaching out to local partners and district councils. We also approached retired officers who would have the necessary skills, as well as existing volunteers working with the organisation.	£300 per review to a maximum of £1,500	As of May 2021, Oxfordshire is under new administration; the Fair Deal Alliance consisting of Liberal Democrats, Labour and the Green Groups of the Council. The Council (63 seats) is currently made up as follows: Conservative - 22 Liberal Democrat - 21 Labour - 15 Green - 3 Other - 2	Yes		Estimated between 25 - 37 hours per week	None - see earlier replies	The new Administration have decided that there losing PSC but will have Performance and Corporate Service Scrutiny Committee. We will also lose Education Scrutiny Committee to be absorbed by People Scrutiny Committee. A new Place Scrutiny Committee will be established, which will deal with highways and infrastructure. Each of these committees will have 9 Members, including the Chairs. The HOSC and Horton HOSC Committees will remain.
Portsmouth City Council	Unitary	Hampshire	208,100	As a multiple of the basic allowance	16/03/21	01/09/24	Updated		Yes	The basic allowance is index linked to any annual pay adjustment that may be awarded to local government officers.	Existing panel who have served for a number of years	0	Following May '22 elections, Conservatives lost four seats, Labour gained 1 seat, Lib Dems gained 1 seat and Portsmouth Independent Party gained 2 seats.	Yes		?	None	Scrutiny Management Panel (9 Members) plus four themed panels with 6 members each
Reading Borough Council	Unitary	Berkshire	161,780	N/A	27/01/22	31/01/23	Updated		Yes	Linked to the Local Government Pay Settlement	N/A	None	Number of Councillors increased from 46 to 48 following a Boundary Commission Review. The Green Group became the main opposition party in May 2022. Previously it had been the Conservative Group.	If not, please detail the number of hours worked on average per week	30+	25+	N/A	N/A

Reigate and Banstead Borough Council	District	Surrey	150,900	Use of an external benchmark (the Local Government Association daily rate) and the discount of a 40% voluntary element.	07/04/22	01/12/22	Updated		No	N/A	Used various online job boards.	–£570 on completion of each annual report with any expenses incurred for attendance at meetings reimbursed.	None	If not, please detail the number of hours worked on average per week	Three days a week.	Two days a week.	Remained unchanged during 2021/22.	Overview and Scrutiny is conducted by one Committee comprising 15 members which is politically balanced. It has the power to establish Task and Finish Groups. A Budget Scrutiny Panel is set up annual using this format.
Rother District Council	District	East Sussex	96716	No real basis for calculation as far as I am aware. Will be looking to introduce a formulaic approach in this years' review.	25/02/19	24/10/22	Updated		Yes	The uplift is based on the staff pay award agreed in the preceding September. The percentage increase agreed for staff is applied to Members' Allowances. Members are not happy with this approach and this is likely to change for the new Council period 2023-27.	We will be recruiting a new IRP this year. We are likely to advertise through website and social media only to keep costs to a minimum.	Last time (2018-19) they received a flat rate of –£100 per meeting plus expenses (travel).	We have created a new HR Committee which comes into being from September / October this year. Had a recent by-election but same Group was returned, so no change in political groups / groupings.	If not, please detail the number of hours worked on average per week	This is difficult to answer. He is retired, but I am not aware that he "works" full time as the Leader of the Council. This would have to be answered by him!	Not known - this will vary from Member to Member.	None.	1 OSC, 12 Members. An ad hoc number of informal task and finish groups running at any time, but no more than 4 permitted.
Royal Borough of Windsor and Maidenhead	Unitary	Berkshire	145000	Percentage of Leader's SRA	27/10/20	01/04/24	Updated		Yes	updated annually in line with the average pay increase given to Royal Borough employees - however this is currently under review *July 2022)	Local newspaper	0	Review of indexation currently underway (July 2022)	If not, please detail the number of hours worked on average per week	not known	Not known	None	3 Panels of 11 Members each
Runnymede Borough Council	District	Surrey	80,510	Recommended by independent remuneration panel but not based on a percentage	31/03/22	01/10/24	Updated		Yes	An annual increase linked to annual staff pay awards	Council website	–£500 lump sum for the entire 3 year term of office	Conservatives now 24 seats, lost 2 seats at last election. Labour gained 2 seats. Runnymede residents and community group lost 2 seats. A new political group called Green and Independent Alliance gained 2 seats.	If not, please detail the number of hours worked on average per week	Not known	n/a	The SRA of –£1,296 for serving on Corporate Management Committee will now be paid to all Members of that Committee regardless of any SRAs they receive for holding other offices; the SRA for Chairman and Vice Chairman of Standards and Audit Committee has been increased from –£1,710 to –£5,184 and from –£648 to –£2,592 respectively; the SRA for Political Group Leaders, other than Leader of the Council, is now based on –£425 per Member of the respective Groups	9 Members - Conservative 5, 1 Labour, 2 Runnymede independent Residents Group and 1 Green and Independent Alliance
Rushmoor Borough Council	District	Hampshire	94,600	Median SRAs in benchmarking group Cabinet Champions are 20% of Cabinet Members SRA Chair of OSC 25% of Leader Vice - Chairmen of OSC - 15% each of Chair of OSC's SRA	21/06/2018	13/10/2021	Updated		Yes		Uplift same as staff % increase NIC	Specialist Independent Consultant Chairman - former academic INLOGOV and Local community contacts	0	N/A	15-20	10-15	N/A	11 Members politically balanced
Sevenoaks District Council	District	Kent	120,500	Inflated by the agreed pay award (NIC)	10/05/22	23/05/23	Updated		Yes	Follow agreed pay increase from NIC	There is a joint panel between several local authorities, for which Tonbridge & Malling Borough Council handle recruitment. They have advertised on Jobspublic.	–£13.78 per hour, according to Jobspublic advert	We have filled two vacancies in the past year, and now have 0. One of those members joined the Liberal Democrat group, meaning we now have 4 Liberal Democrat members and an opposition (previously there were 3, and also 3 independent group members).	Yes	We do not hold this information.	None - just updated for inflation.	Scrutiny Committee - 11 members - 9 Conservative, 1 Lib. Dem., 1 Independent (in accordance with political proportionality) They are able to establish working groups of 4 members for specific tasks	

Slough Borough Council	Unitary	Berkshire	164,000	% of Leader's SRA unless otherwise indicated Leader of the Council 20,224 100% Deputy Leader 14,156 70% Lead Member (Commissioner) Chair of the Audit and Corporate Governance Committee 11,123 3,033 55% 15% Chair of the Overview and Scrutiny Committee 7,080 35% Vice-Chair of the Overview and Scrutiny Committee 1,415 20.00% of Overview and Scrutiny Committee Chair Chairs of the Scrutiny Panels 3,033 15% Chair of the Planning Committee 5,056 25% Vice-Chair of the Planning Committee 1,684 8.33% Chair of the Licensing Committee	05/06/2017	12/08/2020	Frozen		No	n/a	long serving panel members	Chair only receives payment	n/a	Yes		17	n/a	Overview and Scrutiny Committee (9) Health Scrutiny Panel (9) Education and Children's Services Scrutiny Panel (9) Neighbourhoods and Renewal Scrutiny	
South Oxfordshire District Council	District	Oxfordshire	142,057	Leader; 4x Basic: Dep. Leader; 60% of Leader: Cabinet member; 50% of Leader: Planning Chair; 30% of Leader: Chairman of Council; 25% of Leader: Vice Chair	11/02/2021	11/02/2025	Updated		No	N/A		Local social media, SODC website.	N/A	No	25 average	20	N/A	Scrutiny Committee; 8 councillors Joint Scrutiny; 10 councillors (5 SODC, 5 Vale of White Horse DC)	
Southampton City Council	Unitary	Hampshire	259,833	As multiples of the basic allowance Leader x 3 basic allowance Cabinet Member x 2 basic allowance Chair x 0.5 basic allowance	01/06/2020	01/06/2023	Updated		Yes	Annual Uplift based on NLW	Advertise	Fixed £250.00	Labour 30 Conservative 18	Yes		27	0	At Southampton City Council we have one parent scrutiny committee and 3 scrutiny panels. The Overview and Scrutiny Management Committee (9 councillors) focuses on scrutiny of the Forward Plan of executive decisions and the community safety partnership; the Health Overview and Scrutiny Panel (7 councillors) undertakes the statutory scrutiny of the NHS and adult social care; the Children and Families Scrutiny Panel (7 councillors) scrutinises outcomes for children and families in the city; the Scrutiny Inquiry Panel (7 councillors) undertakes reviews to inform policy on matters of local concern.	
Spelthorne Borough Council	District	Surrey	99,800	% of Leaders SRA	10/06/2021	26/05/2021	Updated		No	We will review again next year after the Committee system has bedded in as we may need to make some changes if it becomes apparent the allowances are not enough / too much for some roles.	Online, local paper.	0	Moved to a Committee system.	Yes			we do not have them, we have committee chairs and vice chairs. it is hard to estimate as we have just moved over and some work far more than others - the Chair of Environment for example.	The Leaders reduced significantly from £14,616 to 11,000. Deputy Leaders also significantly reduced. Service Chairs are in line with previous Cabinet members.	NA O&S is built in to each of the Committees now we operate a Committee system.
Surrey County Council	County	Surrey	1,200,000	BENCHMARKING THE BASIC ALLOWANCE Against the salaries of people in Surrey 1. The Local Median Hourly Rate for all people in Surrey in full time work (2019) is ~£18.66 (source: ONS annual survey of hours and earnings, median hourly pay excluding overtime for full time workers in Surrey in 2019). 2. The Panel has refreshed its understanding of the time commitment of being a Member through a variety of methods, including a survey and a significant number of conversations with Members. The traditional estimate of between two and three days still stands although a number of Members consider that the role is becoming more complex and gave estimates towards the top end. Whilst this is not a statistically robust estimate, it provides us with the means to sense check the allowance. 3. The time commitment to perform	24/05/22	21/05/23	Updated		Yes	Increased annually on 1 April in line with CPI from previous September.	Through routine external recruitment channels (i.e Guardian jobs, Jobs go Public etc)	Chair - ~£1500, other members ~£1000	0	Yes		40	n/a	Adults and Health Children, Families, Lifelong Learning & Culture Communities, Environment and Highways Resources and Performance	

Surrey Heath Borough Council	District	Surrey	81,000	4. Special Responsibility Allowances are calculated as a percentage of the basic allowance. The Leader's Special Responsibility Allowance is 260% of the basic allowance. Other Special Responsibilities are then valued as a percentage of the Leader's allowance.	26/02/2020	01/01/2025	Updated		Yes	Matches the staff pay award	Contacted personally - the members had sat on the IRP previously	£500	2 councillors left the Conservative Group to form an independent group, making it no overall control	No	20	10	A full IRP review was done in January 2020, leading to a more structured approach (Tiered approach) of SRAs based as a % of the Leader's allowance.	13 members
Swale Borough Council	District	Kent	149,000	Chair of Licensing, Audit, Standards and Area committees 12% of leaders allowance Leader of smaller groups 12% Chair of percentage of the Leader's SRA	18/05/22	31/03/23	Updated		No	n/a	Volunteers	0	Recently the council have changed from Cabinet based system to Committee based	Yes		0	Extra SRA Given for the new service committees	0
Tandridge District Council	District	Surrey	88,000		20/04/17	03/10/22	Frozen		Yes	Linked to staff pay awards	We are in the process of recruiting a new panel now. Vacancies were advertised via 'Jobs Go Public', social media, and the Council's external communications networks	-£500	N/A	No	20-25 hours per week	N/A	N/A	N/A
Test Valley Borough Council	District	Hampshire	130,500	All Chairman's SRAs are calculated as a varying figure from .033 to 1.9, depending on the committee, times Basic Allowance and V-Chair is 20% of the Chairman's SRA.	27/10/20	27/10/24	Updated		Yes	CPI for preceding September	Previous panel members	Chairman - -£1,500 + expenses / other panel members -£125 per day + expenses	N/A	If not, please detail the number of hours worked on average per week	No idea	No idea	We have increased our SRAs to over 50% of the membership temporarily until the 2023 elections as we have set up an Audit Committee following external Audit advice. All SRAs will be adjusted accordingly in 2023 to reduce the overall to no more than 50%	18 members - 10 Conservative, 5 Liberal Democrats, 2 Independents, 1 Andover Alliance
Thanet District Council	District	Kent	141,819	We do not follow a specific methodology.	16/05/2019	06/02/2020	The original scheme was approved in February 2019, but then amended at the Annual Council meeting. This reflected that the opposition parties no longer had a parity of numbers and so the scheme reverted to one of each type of opposition SRA.		No	N/A	Via advert, then re-appointed.	TBC - we are a member of a joint remuneration panel across East Kent.	The original scheme was amended at our Annual Council meeting. This reflected that the opposition parties no longer had a parity of numbers and so the scheme reverted to one of each type of opposition SRA. This makes it appear that we have doubled some allowances since the previous year. Whilst this is true, it must be seen in context that in previous years those same SRAs had been halved across the two opposition parties.	I cannot confirm the number of hours worked per week.	I cannot confirm the number of hours worked per week.	N/A	1 Panel consisting of 11 Members.	
Tonbridge and Malling Borough Council	District	Kent	132,600															
Tunbridge Wells Borough Council	District	Kent	116,000	Each councillor who holds the special responsibilities will receive an SRA with the exception of the Group Leaders no member will be entitled to more than one SRA	19/09/16	01/08/22	Frozen		No	n/a	a number of adverts were placed internally and externally to find a cross section of skilled people to carry out the review	n/n	new administration since May 2022	If not, please detail the number of hours worked on average per week	one day per week starting from September 2022	n/a	n/a	12 members
Vale of White Horse District Council	District	Oxfordshire	137,910	Leader: 4x Basic; Dep. Leader; 60% of Leader; Cabinet member; 50% of Leader; Planning Chair; 30% of Leader; Chairman of Council; 25% of Leader; Vice Chair	10/02/2021	10/02/2025	Updated		No	N/A	Local social media and Council website.	N/A	N/A	No	25 average	20	N/A	Scrutiny: 8 councillors Joint Scrutiny; 10 councillors (5 Vale of White Horse, 5 South Oxon)
Waverley Borough Council	District	Surrey	128,200	Current levels of SRA were set some years ago, based on the then average of what the Surrey district/borough councils were paying.	19/10/21	19/10/23	Updated		Yes	Increased wef 1 April 2022 in line with the annual pay award for staff.	via SEEMP. Mark Palmer appointed as Chairman and he recruited two panellists.	Chairman/SEEMP -£3,750; Panel members -£500 each per report	LGBCE has issued final recommendations for reduction in the size of the council from 57 to 50 members, with effect from May 2023 elections.	If not, please detail the number of hours worked on average per week	20-ish	10 - 20-ish	None	2 O&S committees, each of 11 members. Chaired by member of the Principal Opposition Group.
Wealden District Council	District	East Sussex	160,600	Independent Remuneration Panel meet yearly to determine	16/02/22	15/11/22	Updated		Yes	N/A	Advertised on website	280	Conservatives ,Ai 28 Liberal Democrats ,Ai 6 Independent Democrats ,Ai 4 Green Party ,Ai 3 The Independent Group ,Ai 3 Vacancy ,Ai 1	Yes		30	None	12 members - 8 Conservatives, 2 Lib Dems, 1 Independent Democrat, 1 Green and 1 Independent

West Berkshire Council	Unitary	Berkshire	158,527	as a percentage of the Leader's SRA	01/03/2018	01/05/2020	Updated		Yes	index linked to staff increases unless Members choose to forgo index linked increases in a particular year	Advert plus personal approaches	none, expenses only	43 Members (reduced from 52 in 2018) 24 Conservative 16 Liberal Democrat 3 Green Party	No	30 hours per week	Varies but 20 to 25	N/a	OSMC comprises 9 Members (5 from Opposition, 3 from Opposition, 1 from Minority Group) We do not have any fixed panels. Task Groups set up to consider specific issues.
West Oxfordshire District Council	District	Oxfordshire	109800	as a percentage of basic	01/03/22	01/03/23	Updated		Yes	Uplift is based on staff pay increase	N/A	-£250	N/A	Yes	N/A	N/A	None	One committee, 10 members
West Sussex County Council	County	West Sussex	867,635	Evaluation of levels or responsibility (based on know-how, level of problem solving and degree of accountability), plus time commitment. Hay know-how points methodology was used and a public sector discount was then applied. a comparison was done with similar roles in other local authorities as a sense-check.	21/05/21	01/05/24	Updated		Yes	Basic, SRA and Carers' allowances are linked to staff pay award and subsistence allowances linked to CPI each year. Mileage based on HMRC rate.	In a local paper and on the County Council website	Travel expenses only	since the 2021 elections we have had 3 by-elections. The Green Party member and two of the Independent members have formed a Group. The current make-up of the Council is Conservative 46, Liberal Democrats 11, Labour 9, Green & Independent Alliance 3, and 1 Independent'	Yes		varies but mostly 50 hours a week (including local member role)	None	All Scrutiny Committees are politically proportionate. Children and Young People's Services Scrutiny Committee (12 Councillors, 4 Co-optees from school governors and religions for education matters). Communities, Highways and Environment Scrutiny Committee (12 Councillors). Fire and Rescue Services Scrutiny Committee (7 Councillors). Health and Adults Services Scrutiny Committee (12 Councillors, 7 District & Borough Councillors, 1 healthwatch representative). Performance and Finance Scrutiny Committee (15 Councillors).
Winchester City Council	District	Hampshire	124,300	not sure (SEEMP facilitated IRP)	15/01/20	06/09/22	Updated		Yes	same % of LGS pay awards	local newspaper, website (using same panel members as 2020)	-£200 all in for the 2 x lay members of IRP	lib dem administration from May 2019	If not, please detail the number of hours worked on average per week	don't know!	don't know! I know that at least one cabinet member also works part time. Another cabinet member is a twin-hatter at the county council	n/a	scrutiny is 8 (5 LD, 3 Con). Chaired by con policy committees x 2 are 8 (5 LD, 3 Con)
Woking Borough Council	District	Surrey	103,900	SRAs are prorated to the Leader Special Responsibility Allowance.	24/08/22	01/11/23	Updated		Yes	Allowances are updated in line with the agreed cost of living pay award for Council staff.	Approaches were made to the business, voluntary and academic sectors to submit candidates.	Panelists receive -£750 for a full review of Members Allowances. In years with no full review, Panelists receive an annual retainer fee of -£150 (plus VAT), with matters being referred to the Panel without the need for a meeting.	Following May 2022 elections, change to Liberal Democrat overall control (LD 16, Con 8, Lab 3, Ind 3).	If not, please detail the number of hours worked on average per week	Hours worked are not recorded	Hours worked are not recorded	N/A	Overview and Scrutiny Committee /10 Members (3 Conservative, 5 Liberal Democrat, 1 Labour, 1 Independent).
Wokingham Borough Council	Unitary	Berkshire	174,000	One SRA = -£5,000. SRAs are a multiple of this e.g. Leader = 4x SRA - -£20,000	21/01/21	19/01/23	Other (please specify)	Biennial review, no review last year	No	N/A	We advertised on social media and the local paper	0	None at present, we are currently undergoing a Boundary review	If not, please detail the number of hours worked on average per week	30-50 hours, they are not technically full time but likely carry out full time hours	15	N/A	One main Committee - 11 members Community & Corporate O&S - 9 members Health O&S - 9 members Children's O&S - 7 members

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Thurrock Council – Summary of Allowances for Financial Year 2024-28

Type	Allowance Per Annum
BASIC ALLOWANCE (“BA”) (for all Members x 49)	£10,197
SPECIAL RESPONSIBILITY ALLOWANCES (“SRA”)	
Note: SRAs are paid in addition to BA, but no Councillor shall be entitled to payment of more than one SRA regardless of the number of remunerable posts they hold. If a Councillor holds more than one post which attracts an SRA, it will be assumed they will be paid the higher SRA.	
Leader	£35,690 (350% of BA)
Deputy Leader	£19,630 (55% of Leader’s SRA)
Cabinet Members (<u>other than</u> Leader and Deputy)	£14,276 (40% of Leader’s SRA)
Leader of the Main Opposition+^	£ 14,276 (40% of Leader’s SRA) (If two main opposition groups are equal in size, each group leader will be paid 100% of BA.)
Deputy Leader of the Main Opposition	£2,677 (25% of Main Opposition Leader SRA) (But if opposition group has less than 17 members, namely one third of the Council, then this SRA is not payable.)
Leader of Other Opposition*	£ 2,677 (25% of Main Opposition Leader SRA) (But if opposition group has less than 4 members then this SRA is not payable.)
Chairs of Scrutiny Committees (x 6)	£ 8,923 (25% of Leader’s SRA)
Vice-Chairs of Scrutiny Committees (x 6)	£ 2,231 (25% of Chair’s SRA)
Chair of Planning Committee	£ 10,707 (30% of Leader’s SRA)
Vice-Chair of Planning Committee	£ 2,677 (25% of Chair’s SRA)
Chair of Licensing Committee	£ 7,138 (20% of Leader’s SRA)
Vice Chair of Licensing Committee	£ 6,067 (85% of Chair’s SRA)

Type	Allowance Per Annum	
Chair of Standards and Audit Committee	£ 2,677	(10% of Leader's SRA)
Chair of Corporate Parenting Committee	£ 2,677	(10% of Leader's SRA)
CIVIC ALLOWANCES		
The Allowances for the Mayor and Deputy Mayor are payable under sections 3(5) and 5(4) of the Local Government Act 1972.		
Mayor	£16,061	(45% of Leader's SRA)
Deputy Mayor	£ 4,015	(25% of Mayor's SRA)
CO-OPTED MEMBERS' ALLOWANCE		
Audit Committee	£ 1,249	(35% of Chair of Standards & Audit SRA)
Statutory Co-opted Members on Scrutiny Committees	£ 357	(4% of Chair's SRA)
INDEPENDENT PERSON(S) ALLOWANCE		
Independent Person(s)	£ 1,249	(35% of Chair of Standards & Audit SRA)
TRAVELLING ALLOWANCES		
Mileage to be claimed for out of Borough approved duties only	<p>Rates:</p> <p>Cars: 45p per mile (up to 10,000 miles), 25p per mile thereafter (such allowance to also apply to electric/hybrid vehicles).</p> <p>Motor cycles: 24p per mile</p> <p>Bicycles: 20p per mile</p> <p>Standard rates for public transport wherever possible, but first class fares may be claimed in exceptional circumstances.</p>	
SUBSISTENCE ALLOWANCES		
For out of Borough approved duties only	<p>Day rates (actual):</p> <ul style="list-style-type: none"> • Breakfast (away from home before 6.00am) - £6.72 • Lunch (away between 12.00 noon and 2.00pm) - £9.28 • Tea Allowance (attendance at a venue 	

Type	Allowance Per Annum
	between 3.00pm – 6.00pm) - £3.67 <ul style="list-style-type: none"> Evening (away after 8.00pm) - £11.49 (unless leaving home after 6.00pm). Overnight: <ul style="list-style-type: none"> Normal - £109.56 London and conferences - £124.97
DEPENDANTS' CARERS' ALLOWANCE	
Basic "sitters" allowance	To be linked to National Minimum Wage
Professional carers	Professional care should be based at cost upon production of receipts and in the case of professional/ specialist care a requirement of medical evidence that this type of care be required, the allowance should have no daily or monthly maximum claim when undertaking Approved Councillor Duties. This will also include any booking fees incurred.
Specialist carers	Professional care should be based at cost upon production of receipts and in the case of professional/ specialist care a requirement of medical evidence that this type of care be required, the allowance should have no daily or monthly maximum claim when undertaking Approved Councillor Duties. This will also include any booking fees incurred.
Booking fees	See above.

+ To qualify as 'Main Opposition', the group must have at least 17 members.

^ If two or more parties have an equal number of membership, all their leaders will receive the same allowance.

*To qualify for this SRA, the membership of 'other' opposition groups must have a minimum of four elected Members.

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Questions from Members to the Leader, Cabinet Members, Chairs of Committees or Members appointed to represent the Council on a Joint Committee in accordance with Chapter 2, Part 2 (Rule 14) of the Council's Constitution.

There were 6 questions to the Leader and 6 questions to Cabinet Members, Committee Chairs and Member appointed to represent the Council on a Joint Committee.

1. From Councillor Hurrell to the Leader

A recent study by the Joseph Rowntree Foundation reveals that approximately 3.8 million people in the UK experienced extreme poverty/destitution in 2022, including around one million children. This is almost two-and-a-half times the number of adults in 2017, and nearly triple the number of children. Can the leader tell us how many of Thurrock's residents, adults & and children, fall into the category of being destitute?

2. From Councillor Worrall to the Leader

What is your vision for Thurrock, as a place in five years' time?

3. From Councillor Byrne to the Leader

Can the Leader explain why none of the three family hubs are in the east side of the borough?

4. From Councillor Byrne to the Leader

As leader of the council, do you support your fellow cabinet members at meetings calling residents and fellow members Plebeians and more recently idiots, as well as calling a fellow member Councillor Angry and not by name or title?

5. From Councillor Pearce to the Leader

I recently attended a consultation event in Aveley regarding plans for the Purfleet employment hub (a hub which would actually be in Aveley, not Purfleet).

The potential applicants publicly claim they are working to support the council's sports master plan for Belhus Park. Display boards showed the park almost entirely given over to sports pitches. In my view this directly offends Belhus Park's history and listed heritage.

What sports master plan might the applicants be referring to and what consultation has there been with elected members, especially ward members, to determine whether the council's plans align with our political aspirations and meet the needs of the community we are elected to represent?

6. From Councillor Kerin to the Leader

Can the Portfolio holder shed light on the rationale behind selecting PwC to assist the council in identifying savings? Considering the awareness of a 10% discount, is there confidence that this represents genuine value for money?

QUESTIONS FROM MEMBERS TO CABINET MEMBERS, COMMITTEE CHAIRS AND MEMBERS APPOINTED TO REPRESENT THE COUNCIL ON A JOINT COMMITTEE

1. From Councillor Worrall to Councillor Coxshall

Can you please provide the chamber and residents with an update on the Thameside building?

2. From Councillor Watson to Councillor Coxshall

Purfleet on Thames Health Centre, managed by Health Care Resource Group, has implemented a new policy requiring patients to schedule appointments via email. Could the Portfolio for Health provide details on the consultations conducted with Purfleet on Thames residents regarding this change, given that it took effect on November 6, 2023?

3. From Councillor Polley to Councillor Carter

Would the Portfolio holder please inform the chamber. How does Thurrock compare with its statistical neighbours; with regard, to the number of Educational Health Care Plan's in place to support our young people.

4. From Councillor Watson to Councillor Johnson

Could the Housing Portfolio provide clarification on whether the proposed housing developments at Vigerons Way, Chadwell St Marys, Broxburn Drive, and Corringham garage sites are to be constructed by the Housing Revenue Account (HRA) for council housing?

5. From Councillor J Kent to Councillor Snell

What percentage of this year's council's revenue budget is spent servicing the council's debt?

6. From Councillor J Kent to Councillor Snell

What was the level of government Revenue Support Grant (RSG) paid to Thurrock Council for the financial years 2010/11 and 2023/24?

This report lists all motions from the previous twelve months which still have updates forthcoming. All Motions which have been resolved or the actions from officers have been completed are removed.

Date	From	Motion	Status	Director
Cllr C Kent	27 September 2023	This Council congratulates the Thameside Theatre, its staff, and volunteers in winning the Best Theatre / Arts Venue in Essex.	Noted.	
Cllr Redsell	25 October 2023	Members resolve that a task and finish group or similar be established to look at options for tackling school parking across the borough. Further, that a report on such options should be produced at the conclusion of the group's review.	A task and finish group must be properly scoped, and a term of reference drafted and agreed by the parent Overview and Scrutiny Committee. The Transport department has been contacted and both this department and Democratic Services will be working on a joint presentation to O & S in due course. Democratic Services are recruiting to Scrutiny Officer posts at present with these officers expected to start in the early New Year 2024. These officers will be able to take on this workstream and progress in accordance with Scrutiny Rules and procedures. This project will also be raised at forthcoming work programme sessions with the CfGS to ensure it is accommodated appropriately in a future Scrutiny structure and arrangements.	Asmat Hussain
Cllr Halden	25 October 2023	The chamber wishes to confer Freedom of the Borough on Reverend Canon Darren Barlow upon his retirement as rural dean.	Preparations are underway to organise the ceremonial meeting to confer the award to Rev Barlow. The relevant companies who manufacture the badge have been contacted for delivery times. Once these are known, a date will be scheduled for the meeting.	Asmat Hussain

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Motions Submitted to Council

In accordance with Chapter 2, Part 2 (Rule 15) of the Council's Constitution

Motion 1

Submitted by Councillor M Hooper

People in Thurrock are waiting up to eight weeks to get an appointment for a blood test.

This is entirely unacceptable, so, Thurrock Council calls on Mid and South Essex Foundation Trust to take whatever action is necessary to hold Phlebotomy First to account for this failure of blood testing in Thurrock and provide a reasonable service.

Monitoring Officer Comments:

The motion meets the requirements of Chapter 2 Part 2 Rule 15.2 of the Constitution.

Section 151 Officer Comments:

The motion does not indicate any financial consequences for the Council

Is the above motion within the remit of Council to approve?

Yes

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