

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)	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	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	166000	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	118000	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	SRAs 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	0 & 5 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 8 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, 3 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 SRA's 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