

A Review of Members' Allowances
For
Chesterfield Borough Council

A Report by the
Independent Remuneration Panel

Andy Watterson (Chair)

Peter Clay

Gemma Shepherd-Etchells

November 2023

Foreword

This latest review of the Chesterfield Borough Council Scheme of Member Allowances has taken place against a backdrop of the need for all local authorities to continue finding savings, in the context of cost of living crisis, and a downturn in the UK economy.

It has therefore been of paramount importance that the Panel avoids any recommendations which would make it more difficult for the Council to manage within its limited resources. It is also acknowledged that Allowances serve to support the roles and responsibilities undertaken by Members and, should these be seen as a barrier to public service, then the Panel is failing in its core objective.

This review also takes place in the wake of a significant change in the make up of the council, following the Local Government Boundary Commission for England's review of electoral boundaries in the Chesterfield Borough Council area, which saw the reduction in the number of councillors from 48 to 40 following the May 2023 council elections, and corresponding changes to the Cabinet and the Scrutiny functions.

Finally, the Panel is keen to emphasise its independence, none of the Panel Members have any direct association with the Council.

EXECUTIVE SUMMARY

Introduction

This report is a synopsis of the deliberations and recommendations made by the statutory Independent Remuneration Panel ('IRP' or 'Panel') appointed by Chesterfield Borough Council to advise the Council on its Members' Allowances Scheme.

The Panel was convened in accordance with a resolution adopted by Council to hold a full review to report back to Council.

The Panel was given terms of reference, and asked to make recommendations on:

- a) The amount of Basic Allowance
- b) The roles for which a Special Responsibility Allowance (SRA) will be payable and the amount of such allowances;
- c) Any Dependent Carers Allowances
- d) Pensions for Members
- e) Arrangements for SRAs in the event of long term illness.

In undertaking the review, the Panel would be expected to take into account:

- a) Allowances schemes from authorities that are comparable to Chesterfield Borough Council which may include neighbouring authorities and other councils of similar size and characteristics (Family Group).
- b) The views of Members, both written and oral.
- c) Any other consideration as directed by the Council or brought to the Panel's attention through Member representations.
- d) Any other matters that the Council obliges the IRP to take into account.
- e) The current financial constraints facing the Council and a general expectation that the recommendations will not be financially arduous.

And ensure that the Panel operates effectively with mutual trust and in a way that secured and maintained public confidence in its impartiality.

The Panel

Chesterfield Borough Council reconvened its Panel and the following Members were appointed to carry out the independent review of allowances, namely:

Andy Watterson (Chair) A resident of Chesterfield, and a Director of a Chesterfield-based mortgage business, who was previously a Member of the Independent Remuneration Panel for Leicester City Council.

Peter Clay Former Banker, Retired Magistrate, Non-Executive Director NHS, Audit Chair, former Chair of Lincolnshire IRP, and a current Chair of Derbyshire County Council IRP.

Gemma Shepherd-Etchells Legal Specialist and Law lecturer, a Magistrate, and also a Member of the Independent Remuneration Panels for Derbyshire and Staffordshire County Councils.

The Basic Allowance

The Basic Allowance set after the 2019 Review was £6,118. By 2021 it had increased to its current level of £6,396 through indexation. Thereafter, the council has taken the decision to forego further index-linked increases. Had the Council applied the recommended indexation (the 'NJC' index), it would produce a Basic Allowance of £7,017.

Benchmarking shows that the mean Basic Allowance in the Derbyshire group of comparative authorities is £6,536 and, in the Family Group Comparator data the mean £5,822. Indicating that Chesterfield's Basic Allowance is at the upper end of the average range paid to peers.

The Government Guidance ("the Guidance") (paragraph 67) 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 for which, councillors ought to be remunerated*". The Guidance (paragraphs 68-69) expands on the above by breaking it down to three variables - time, public service and worth of remunerated time.

Time to fulfil duties for which the Basic Allowance is paid

After considering the previous benchmark of 14 hours per week, and taking into account the additional time requirements imposed by the reduction in the size of the council by 20%, from 48 to 40 members, it was deemed that the mean time commitment for councillors had increased by a similar amount, which equates to around 17 hours per week (885 hours or 110.5 days per year - based on an 8-hour working day).

The Public Service Discount (PSD)

This recognises the principle that not all of what a Councillor does should be paid, due to an element of public service. The normal range for public service discount is 33%-40%.

The rate for remuneration

According to the 2023 Office of National Statistics (ONS) Annual Survey of Hourly Earnings (ASHE - 2023), the median gross weekly salary for all full-time employee jobs within the area of the Chesterfield Borough Council was £518.80, yielding an average daily rate of £103.76.

By following the methodology as set out in the Guidance with the updated variables to take into account the most recent data available, and applying a 33% Public Service Discount, suggests a Basic Allowance of £7,681.87.

Setting the Basic Allowance

Given the previous panel's recommendations, and the fact that the Members have forgone their annual NJC index linked increases for the past year, the Panel was minded, if at all possible, to try and find a way of increasing the Basic Allowance, if affordable in the context of the wider scheme.

The panel believed that the NJC adjusted Basic Allowance of £7,017 took no account of the increased workload associated with the new structure of the council, and the panel wished to recognise the increased workload associated with this new structure.

However, it was felt that increasing the Basic Allowance to the £7,681.87 suggested by the Guidance was not appropriate and, therefore, sought to achieve a suitable middle ground figure which was above the NJC Indexed figure, and below this higher amount.

By applying a slightly less generous public service discount of 36% to the Guidance, resulting in 70.72 remunerated days per year, rather than 74.035 as per the 33% discount. This yielded at figure of £7,337.91, which the panel felt would be a suitable compromise, as it offers Members an increase over the NJC indexed Basic Allowance, whilst also meeting a number of the Panels guiding principles

The Panel recommends setting the Basic Allowance at £7,337.91

Special Responsibility Allowances

The Panel reviewed the suitability of SRAs payable to various roles across the Council, gave consideration to the levels thereof, and made the recommendations set out below:

All SRAs are increased by 5.6% from their current levels.

The Panel also received testimony on a range of issues, and set out any additional recommendations below:

Chairs and Vice Chairs of Scrutiny Committees

The Panel heard that the scrutiny function of the Council had been reprofiled since they last met. However, whilst structured differently, the overall function, and the number of remunerated roles remained the same. Therefore, the panel recommends that the SRAs for the Chairs and Vice Chairs be transposed to the new structure, and be increased in line with the other SRAs.

Vice Chairs of Committees

Despite hearing testimony questioning the validity of SRAs for Vice Chairs, the panel believed that the current scheme for remunerating Vice Chairs was adequate.

However, the panel once again highlighted the anomaly of there being no SRA for the Vice Chair of the Standards and Audit Committee.

Therefore, the Panel recommends that the **SRA for Chairs and Vice Chairs increase in line with the other SRAs**, and also recommends the **introduction of a Vice Chair SRA for the Standards and Audit Committee**, at a level similar to that of the other scrutiny committees (**£1,750.85**).

Deputy Leader of the monitory political group

There was no appetite within the minority group for the re-introduction of an SRA for the post holder.

The Panel also recommends:

Maintaining the One SRA only rule

The Council continues to adopt an across the board 'One SRA only' rule, in that, regardless of the number of remunerated posts a Member may hold, they are only able to receive one SRA (excluding Civic Allowances).

Other Allowances

The conditions and maximum rates of the following allowances are maintained:

- Travel & Subsistence Allowance
- Telecommunications Allowance

However, the panel wishes to clarify the wording of the Telecommunications to ensure that Councillors are not negatively affected for using mobile phones instead of landlines.

The panel recommends that the wording be amended to: **“An allowance of up to £10 per month towards telecommunications charges incurred by Members (paid by monthly instalments)”**.

The Dependents' Carers' Allowance (DCA)

The panel heard that the current scheme did not come close to meeting the costs associated with arranging care for dependents whilst undertaking their duties.

Having reviewed details of the costs incurred by some members and considered the rates of DCA paid by other Authorities, the panel agreed that an increase in the **DCA to £15 per hour**, whilst not meeting the demonstrated costs in their entirety, would lessen the financial impact to those concerned.

Mayoral Allowance

The Panel were informed that, whilst the Basic Allowance and SRAs had been frozen since 2021/22, the Mayoral Allowance had continued to be indexed, and had already been increased for the 2023/24 financial year. Therefore, the panel recommends that the **Mayoral Allowance remains at its current level**.

Arrangements for long term illness of a Committee Chair

The Panel heard that there was currently no provision for extending SRAs to a Member if covering the responsibilities of another, when they were unable to perform their duties for a prolonged period due to serious illness.

Following consideration, the Panel felt that the existing provisions of the Members' Allowances Scheme did not address the issue being raised, and it may discourage councillors from stepping forward to cover a colleague's duties.

The Panel was informed that there was already a mechanism in place, whereby Members with a prolonged leave of absence due to illness can apply to the Council for an exemption from the triggering of a by-election due to non-attendance, and felt that this exemption could be adopted as the triggering event for SRA Cover eligibility.

The Panel recommends extending an SRA to any Member, whilst substituting for another Member, whilst on long term illness, under the following conditions:

- **It is only applicable when the above illness exemption has been applied.**
- **It is limited to the duration of the illness or the period of substitution, whichever is shortest.**
- **The One SRA only rule will apply.**

Confirmation of indexing

The following allowances are indexed for 4 years from 2023/24 to 2026/27, the maximum period permitted by legislation, without reference to the Panel as follows:

Basic Allowance, SRAs, Subsistence and Mayoral Allowances

Updated annually in line with the annual percentage pay increase given to Chesterfield Borough Council employees (and rounded to the nearest £, as appropriate) as agreed for each year by the National Joint Council for Local Government Staff.

The panel recommends that, where a flat rate increase is applied to Council staff, that these **Allowances be increased by a percentage equivalent to the increase in the annual salary of the average council employee.**

Mileage Allowance

Indexed to the HMRC AMAP (Authorised Mileage Allowance Payments) approved mileage rates.

Dependants' Carers' Allowance

The panel suggests that the Dependants' Carers' Allowance rises in line with the Basic Allowance and SRAs.

Financial Impact on the Allowances Scheme

The Reduction in the number of Councillors from 48 to 40, brought about by the Local Government Boundary Review, and the discontinuation of Assistant Executive Members reduced the overall scheme cost by £55,234, whilst this increases proposed by the Panel represent an increase of £47,313.68, giving a net saving of £7,920.32.

Terms of Reference

The current IRP Terms of Reference still includes the review of pensions for Members. Due to the withdrawal by Government in 2014 of the ability of Members to participate in the Local Government Pension Scheme (LGPS) means that Members now have to make their own pension provision. Therefore, the Panel **recommends the removal of this element of the Terms of Reference.**

Implementation

The new scheme of allowances based on the recommendations contained in this report is adopted from **1 April 2023** or any date thereafter as agreed by the Council.

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Independent Remuneration Panel: A Review of Members' Allowances For Chesterfield Borough Council

November 2023 Report

1. Introduction: The Regulatory Context

This report is a synopsis of the deliberations and recommendations made by the statutory Independent Remuneration Panel ('IRP' or 'Panel') appointed by Chesterfield Borough Council to advise the Council on its Members' Allowances Scheme.

The Panel was convened under The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021) (the 2003 Regulations). These regulations, arising out of the relevant provisions in the Local Government Act 2000, require all local authorities to maintain an independent remuneration panel to review and provide advice on the Council's Members Allowances.

This is in the context whereby full Council retains powers of determination in setting Members' Allowances, including both levels and scope of remuneration and other allowances/reimbursements.

In particular the Panel was convened in accordance with a resolution adopted by Council, in which it was agreed to hold a full review to report back to Council.

2. Terms of Reference

The Panel was given terms of reference: Namely, to make recommendations on:

- a) The amount of Basic Allowance
- b) The roles for which a Special Responsibility Allowance (SRA) will be payable and the amount of such allowances;
- c) Any Dependent Carers Allowances
- d) Pensions for Members
- e) Arrangements for SRAs in the event of long term illness.

In undertaking the review, the Panel would be expected to take into account:

- f) Allowances schemes from authorities that are comparable to Chesterfield Borough Council which may include neighbouring authorities and other councils of similar size and characteristics (Family Group).
- g) The views of Members, both written and oral
- h) Any other consideration as directed by the Council or brought to the Panel's attention through Member representations
- i) Any other matters that the Council obliges the IRP to take into account

- j) The current financial constraints facing the Council and a general expectation that the recommendations will not be financially arduous

And ensure that the Panel operates effectively with mutual trust and in a way that secured and maintained public confidence in its impartiality.

3. The Panel

Chesterfield Borough Council reconvened its Panel and the following Members were appointed to carry out the independent review of allowances, namely:

Andy Watterson (Chair) A resident of Chesterfield, and a Director of a Chesterfield-based mortgage business, who was previously a Member of the Independent Remuneration Panel for Leicester City Council.

Peter Clay Former Banker, Retired Magistrate, Non-Executive Director NHS, Audit Chair, former Chair of Lincolnshire IRP, and a current Chair of Derbyshire County Council IRP.

Gemma Shepherd-Etchells Legal Specialist and Law lecturer, a Magistrate, and also a Member of the Independent Remuneration Panels for Derbyshire and Staffordshire County Councils.

4. Process and Methodology

4.1 Evidence Reviewed by the Panel

The Panel met at Chesterfield Town Hall on 17 October 2023 to consider the evidence and hear representations, including factual briefings on the Council by Officers.

All Members were invited to make written submissions to the Panel and all Members who wished to meet with the Panel were accommodated as far as practically possible.

The Panel also reviewed relevant written information, such as council and committee meetings schedules, benchmarking data, Guidance, etc.

The Panel meetings were held in private session to enable it to meet with Members and Officers and consider the evidence in confidence.

4.2 Benchmarking: Derbyshire and Family Group Comparator Authorities

In accordance with the factors the Panel was asked to consider in making recommendations regarding its terms of reference, the Panel has benchmarked the scope and levels of allowances paid to Chesterfield Councillors against two groups of councils:

- Family Group Comparator Authorities: These councils formed the core benchmarking group in that they are the most similar in size, functions and governance model to Chesterfield and therefore are the most relevant comparators for comparing remuneration of similar roles and responsibilities.
- Derbyshire Councils: The allowances paid (2023/24) in the 9 Derbyshire councils.

While it can be difficult to make systematic comparisons consistently, the Panel has undertaken benchmarking, where relevant figures can be obtained, against these two groups of councils to provide a more balanced perspective.

The Panel has not been driven by Allowances paid across the comparator authorities, but it was concerned to understand how the issues under review have been addressed elsewhere, i.e. what is the most common and good practice.

Moreover, it was important to place the Chesterfield Borough Council Allowances Scheme in a comparative perspective. Leaving aside the fact that this only gives relative values and is less of a guide to the real worth of a councillor's work, it informs elected Members on the wider picture, and assists in highlighting any anomalies in Chesterfield's remuneration and support scheme.

4.3 Benchmarking: the Guidance

Whilst comparing the Basic Allowance with comparable authorities helps to demonstrate where it lies within the context of similar and neighbouring authorities, it does not always give transparency in regard to how that level of remuneration has been arrived at. By benchmarking the current Basic Allowance against the Guidance, the panel has sought to ensure that the level of remuneration sits broadly in line with the Guidance, and helps to demonstrate a clear rationale behind how the level of remuneration has been determined.

5. Principles and Key Messages

To ensure that its recommendations are on a sound footing the Panel adopted a number of common principles of remuneration. By bearing these principles in mind the Panel has sought to bring consistency and robustness to its recommendations.

5.1 Transparency

Members' allowances and support should be transparent in that the basis of remuneration and support should be understood by both Members and Officers and importantly, the public. In addition, the allowances and support that Members receive should be apparent and readily understood by both Members and the public.

5.2 Straightforward to administer

Members' allowances and support should not be administratively burdensome to claim by Members nor costly to manage.

5.3 Equity

Members' allowances and support should be fair in that it provides a degree of recompense for workload and responsibility yet not create too many differentials in remuneration. Allowances should also be equitable when compared to peers in the two groups of council utilised for benchmarking purposes.

5.4 Accountability

It is important in the post MPs expenses scandal that Members are able to give account of their remuneration and support. Public perception should not be negative. As Members ultimately determine their own allowances and support, on advice from the Panel, they should be able to justify to the public their remuneration and support in terms of their own workloads and responsibility and in a comparative context.

5.5 Reduce barriers to public service

In setting remuneration and support for employees a standard principle is that it should encourage recruitment and retention. The policy intention behind the requirement to establish a Members' Allowances scheme for all English councils is to enable and facilitate Members' roles and responsibilities as far as practically possible, while taking into account such factors as the nature of the council, local economic conditions and good practice.

The Panel also observed that members' allowances schemes are not intended to be paid at full 'market rates', as allowances would have to be at a level so high as not to be publicly acceptable or in accordance with the terms of reference.

The desire to serve local communities and residents is the prime motive for being a Councillor. For Members, remuneration should not be seen as a driver in citizens putting themselves forward to stand for council, as it negates the public service principle that is inherent in a Member's role. Yet, nor should remuneration be at a level that excludes many underrepresented groups from standing for Council because it would impose undue financial pressures on them.

As such the Panel is keen to ensure that allowances and support enable Members and potential Members to undertake their duties without having to personally subsidise their public service.

5.6 Value for Money

This principle has already been put in place by the Panel as it has to take into account the current financial constraints facing the Council. In addition, this principle is built into the process by legislation. Moreover, the Panel is the means by which periodic public scrutiny is brought to bear on Members' allowances and support. It is incumbent upon the Panel to ensure that its recommendations represent value for money.

6. Recommendations - the Basic Allowance

6.1 Local Government Boundary Review – May 2023

Following the Local Government Boundary Commission for England’s review of electoral boundaries in the Chesterfield Borough Council area, new electoral arrangements came into force following the May 2023 council elections. Key changes included:

- A reduction in Council size from 48 elected members to 40.
- The average number of electors per councillor will rise from 1,633 to 1,960 based on the reduction in councillor numbers and then rise year on year to 2,108 by 2027 due to housing and population growth.
- Move from 19 wards to 16 wards with almost all ward boundaries being changed.

The panel heard representation from various Members in respect of how these changes had affected their workload, although there was no consensus on the extent to which this had been impacted.

6.2 Benchmarking the Basic Allowance against comparable authorities

Benchmarking against comparable authorities was more difficult for this Panel than in previous years, as no official data was available. Therefore, the panel undertook to research publicly available information to ascertain the amounts of the Basic Allowances paid in other Derbyshire Authorities, as well as those Authorities listed in the 2019 Family Group.

Unfortunately, in some instances, 2022/23 data was not available, so the most recent data was used for reference. Albeit that a margin of error should be incorporated into the panel’s thinking.

Benchmarking shows that the mean Basic Allowance in the Derbyshire group of comparative authorities is £6,536 with a median Basic Allowance of £5,444.

The Family Group Comparator data shows that the mean Basic Allowance was £5,822 - see table 1 below. This shows that the Chesterfield Borough Council Basic Allowance is at the upper end of the average range paid to peers.

Table 6.1: Benchmarking the Basic Allowance
Benchmarking Group & Year Measure Basic Allowance

Derbyshire Authorities (22/23) Mean	£6,536
Derbyshire Authorities (22/23) Median	£5,444
Family Group Comparator Authorities (22/23) Mean	£5,822

6.3 Indexing the Basic Allowance

The basis of the current Basic Allowance goes back to the 2019 Review, which recommended it be set at £6,118, which the Council accepted. By 2022 it had increased to

its current level through indexation. Thereafter, the council has taken the decision to forego further increases, resulting in a current allowance of £6,396.

Whilst the panel appreciates that comparison against the benchmarking data may be seen as a sufficient reason to recommend a continued freeze to the Basic Allowance, the Panel acknowledges that it has been frozen since 2022, contrary to the recommendation of the 2019 Panel, and that Members aren't immune to the current cost-of-living crisis. Furthermore, whilst higher than the mean, this figure is still within acceptable range, and is less than some Derbyshire and Family Group authorities.

Notwithstanding the Members decision to freeze the basic allowance after 2022, the indexation of the basic allowance for 2023 becomes problematic due to the fact that the NJC implemented a flat rate increase across all local government staff of £1,925. The application of this figure to Members in its entirety would constitute a disproportionate increase on the previous basic allowance, and pays no consideration to the Guidance.

Whilst no precise data was available at the time of the panel convening, it is understood that the figure of £1,925 equates to approximately 5.6% of the mean pay per council employee in 2022/23.

Had the council applied a similar proportion increase to the basic allowance for 2022/23, rather than since deciding to freeze allowances at their 2022 levels, it would produce a basic allowance of £6,754.

Whilst, no agreement had been reached in relation to the NJC pay award for 2023/24 by the time of this report, it was indicated that the figure could be approximately 3.88%. Were that similar increase to be applied, the 2023/24 Basic Allowance would have been £7,017 - see table 6.2 below:

Table 6.2: Applying the NJC Index to the Basic Allowance
Applicable year NJC index Indexed Basic Allowance

	% NJC increase	SRA
2019/20		£6,118
2020/21	2.75%	£6,286
2021/22	1.75%	£6,396 – current level
2022/23	5.6%	£6,754
2023/24	3.88%	£7,017

6.4 Benchmarking the Basic Allowance in line with the Guidance

In arriving at recommendations, the Panel is required to pay regard to the Guidance. In considering the Basic Allowance the Guidance (paragraph 67) 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 for which, councillors ought to be remunerated. The Guidance (paragraphs 68-69) expands on the above statement by breaking it down to three variables - time, public service and worth of remunerated time.

Time to fulfil duties for which the Basic Allowance is paid

The Basic Allowance is primarily a time-based payment (see Guidance paragraph 10). It is paid to compensate for workload. Obviously, Members work in different ways and have varying commitments and the time spent on council duties varies. Yet, the Basic Allowance is a flat rate allowance that must be paid equally to all Members, so the time assessment is typically taken as the average to carry out all those duties for which the Basic Allowance is paid, including preparing for and attending meetings of the Council and its committees/panels (formal and informal), addressing constituents' concerns, representing and engaging with local communities, external appointments and other associated work including telephone calls, emails and meetings with Officers. The previous panel deemed that the mean hourly requirement to adequately discharge council duties was approximately 14 hours per week.

However, in the intervening period, a review has been conducted by the Local Government Boundary Commission for England and, as a result, the number of councillors was reduced from 48 to 40, a reduction of 20%, and the average number of electors per councillor increased by a similar percentage, from 1,633 to 1,960.

As previously stated, there was no consensus amongst consultees in respect of how the changes to the Ward boundaries had impacted their workload. Whilst all agreed that the time taken to fulfil their duties as councillor had increased, the extent to which their roles had become more demanding on their time differed significantly.

After consideration, and following conversations with Officers, it was agreed that it would be reasonable to assume that, if the number of electors per councillor had increased by 20%, a similar increase in the hours required to undertake their duties, to 17 hours per week, seemed reasonable. For the purposes of benchmarking the Basic Allowance against the Guidance, the Panel has equated this to an average 884 hours per year or 110.5 days per year, based on an 8-hour working day, as the expected time input from Members for their Basic Allowance.

The Panel recognises that some Members who hold no positions do put in more than 17 hours per week. However, the point is that the Panel is explicitly recognising that being an elected Member is not required to be full time, indeed there is no legislative basis for such a view, and the Basic Allowance is not designed to support full time Members at this level.

The Public Service Discount (PSD)

The Public Service Discount (PSD) recognises the principle that not all of what a Councillor does should be remunerated – there is an element of public service. Typically, this voluntary principle is realised by discounting an element of the expected time inputs associated with the Basic Allowance. The normal range for this public service discount is between 33% - 40%, largely on the basis this is broadly in line with the proportion of time backbenchers spend dealing with constituents, surgeries and general enquiries from citizens.

By adopting the same methodology as the previous panel, and applying the most generous voluntary discount of 33% off the expected time input of 110.5 days per year, 33% of that time (36.465 days per year) are deemed to be public service and not paid, leaving 74.035 remunerated days per year.

The rate for remuneration

According to the 2023 Office of National Statistics (ONS) Annual Survey of Hourly Earnings (ASHE - 2023), the median gross weekly salary for all full-time employee jobs within the area of the Chesterfield Borough Council was £518.80, yielding an average daily rate of £103.76.

Table 6.3: Weekly pay - Gross (£) - For all employees: United Kingdom by Local Authority, 2023 (ASHE 2023 - Table 7.1a)

Local Authority	Code	Jobs (,000)	Median	% change	Mean	% change
East Midlands	E12000004	1,823	527.8	6.5	589.5	5.7
Derbyshire	E10000007	261	521.2	7.4	569.7	7.9
Amber Valley	E07000032	36	542.0	13.2	590.3	12.5
Bolsover	E07000033	29	508.3	4.2	594.7	7.1
Chesterfield	E07000034	51	518.8	13.0	585.4	14.6
Derbyshire Dales	E07000035	32	494.8	7.9	516.4	3.3
Erewash	E07000036	32	537.3	-1.3	569.8	3.0
High Peak	E07000037	25	511.5	6.5	555.8	4.9
North East Derbyshire	E07000038	25	514.4	3.8	566.5	8.1
South Derbyshire	E07000039	31	553.4	6.9	565.0	5.8
Derby UA	E06000015	124	621.3	7.7	709.0	9.5
East Midlands	E12000004	1,823	527.8	6.5	589.5	5.7

By following the methodology as set out in the Guidance with the updated variables to take into account the most recent data available, it produces the following recalibrated Basic Allowance:

Table 6.4: Benchmarked Basic Allowance – Guidance

Remunerated Days per year (as determined above)	110.5 days per year
Less 33% Public Service Discount	36.465 days
Remunerated days per year	74.035 days per year
Day rate	£103.76
Benchmarked Basic Allowance	£7,681.87

6.5 Setting the Basic Allowance

The panel acknowledges the recommendations of the previous panel, which recommended that the Basic Allowance be increased annually in line with the pay awards made to council staff, and the fact that the Members have forgone an increase the past two years.

For these reasons, the Panel was minded, if at all possible, to try and find a way of increasing the Basic Allowance, if such an increase was not burdensome on the wider scheme.

Whilst the figure set by applying the Guidance (£7,681.87) sits significantly above the NJC adjusted Basic Allowance (£7,017), the indexed allowance takes no account of the increased workload associated with the new structure of the council, and the panel wished to recognise the increased workload associated with this new structure.

However, it was felt that increasing the Basic Allowance to the £7,681.87 suggested by the Guidance was perhaps over generous, and may not meet the Panel's Guiding Principles, in terms of Accountability or Value For Money.

Therefore, the panel sought to achieve a suitable middle ground, by endeavouring to find a suitable figure above the NJC Indexed figure, and below this higher amount.

The Panel felt that if it were to employ the slightly less generous public service discount of 36% to the Guidance then, of the expected time input of 110.5 days per year, 39.78 days are deemed to be public service and not paid, leaving 70.72 remunerated days per year, rather than 74.035 as per the 33% discount. This yielded at figure of £7,337.91.

The panel felt that the use of this figure would be a suitable compromise, as it offers Members an increase over the NJC indexed Basic Allowance, whilst also meeting a number of the Panels guiding principles:

Transparency: the basis of the increase is benchmarked against publicly available information and readily understood

Accountability: it is readily defensible and robust, in that it is less than actual cost of living increases since 2022

Value for money: the revised Basic Allowance is broadly equidistant between the averages of the benchmarking group of Derbyshire councils (£6,536) and the upper limit of the Guidance (£7,681.87).

The Panel recommends setting the Basic Allowance at £7,337.91.

7. Special Responsibility Allowances

The Panel recognised that the SRAs had not increased since 2021/22, so felt that an uplift could be justified. However, a full reinstatement of the foregone increases did not feel appropriate, as the increase in the Basic Allowance would have already increased the overall remuneration of SRA holders.

It was felt that applying one year's indexing, as per the highest year's (2022/23) percentage, of 5.6% represented a middle ground, and should be applied to all SRAs.

The Panel reviewed the suitability of SRAs payable to various roles across the Council, gave consideration to the levels thereof, and made the recommendations set out below:

7.1 Executive Leader & Deputy Leader of the Council

When the panel was last convened, the leader and deputy leader continued to work closely with their counterparts in the Sheffield City Region LEP area and the Mayoral Combined Authority, in addition to their D2N2 commitments.

Having heard testimony from the Leader, the Panel appreciates that, whilst the political landscape has changed over recent years, the economic geography of Chesterfield remains the same, and that the postholders continued to engage with key stakeholders across the region, and represent Chesterfield on a board array of outside bodies. Therefore, the Leader

and Deputy Leader's SRAs were considered commensurate with their roles and only the recommended indexation be applied.

The panel recommends that these SRAs be increased to £31,291.35 for the Leader, and £17,213.90 for the Deputy.

7.2 Executive Member with portfolio and Assistant Executive Member

The Panel was informed that, following the reduction in council size, the provision for Assistant Executive Member had ceased. Therefore, with that role no longer existing, the SRA annexed to that appointment would likewise cease.

At the time of the 2019 Review of Member Allowances, there were 3 Assistant Executive Members. However, prior to their discontinuation, this number had reduced to one. The withdrawal of this SRA yields a saving of £4,066 per annum.

The panel heard testimony that the last remaining Assistant Executive Member, prior to the past election, was annexed to the Portfolio for Health and Wellbeing, due to the size of that portfolio and, therefore, that the Cabinet Member for that Portfolio had been directly affected by the decision to dispense with Assistants.

The panel noted in the report of 4 April 2023 that a review of the portfolio responsibilities was recommended, as there had been a number of changes since the last election which had created some overlap areas and, in some cases, an uneven distribution in duties.

The panel considered that this indicated that, if not already completed, the council was working towards an even distribution of duties amongst Cabinet Members and, therefore, the SRAs payable to Executive Members should be equal across all portfolios.

The panel recommends that the SRA payable to Executive Members be increased to £8,588.45.

The Panel recommends that the Assistant Members SRA be discontinued.

7.3 Committee Chairs and Vice Chairs

The panel were informed that, following the reduction in the size of the council, the number of seats on the various committees had been reduced. However, whilst the membership of those committees had changed, the function of those committees had not, and there had been no apparent change in the requirements for Chairs and Vice-Chairs.

However, the panel did receive testimony arguing for the removal of Special Responsibility Allowances for Vice Chairs of Committees, owing to the irregularity with which Vice Chairs actually deputise for their respective Chairs.

In considering the SRAs for Vice Chairs, the panel revisited the 2019 report, which undertook a review of the SRAs payable to Vice Chairs, and subsequently reduced them for the majority of committees.

That report stated that, in spite of only a handful of meetings being chaired by the Vice Chair, *"The job description for Vice-Chairs highlights that their main contribution is to support their Chairs as appropriate and act as a sounding board and source of advice. As such the Panel is content that there is a role for Vice-Chairs that merits an SRA"*, but noted

that their workload and, therefore, their responsibility was demonstratively less than the 50% of their respective Chairs for which they were then remunerated and, therefore, reduced the SRAs to the 33% at which they stand currently (with the exception of Planning and Appeals & Regulatory, which remained at 50%).

The Panel felt that argument for the removal of Vice Chair SRAs was not substantively different from the situation in 2019, when the allowances scheme was last reviewed, so didn't warrant further review.

[The recommendations of the panel in respect of SRAs for Chairs and Vice Chairs is detailed below:](#)

7.3.1 Planning Committee and Appeals & Regulatory Committee

No evidence was received to indicate that the current SRAs merited revision, so just the recommended indexation should be applied.

The Panel recommends increasing the SRA to £6,351.84 for the Chairs of these Committees and £3,176.45 for the Vice Chairs.

7.3.2 Standards & Audit Committee

No evidence was received to indicate that the current SRA for the Chair of the Standards & Audit Committee merited revision, so just the recommended indexation should be applied.

However, when the previous Panel was convened, it noted that the role of the Standards & Audit Committee had changed significantly and had started to play a more crucial role in the oversight of the council's governance, similar to that of the other scrutiny committees in holding the council to account, which still appeared to be the case this time.

In light of the above, the previous Panel increased the Chair's SRA in line with the Chairs of the Scrutiny Committees. However, the panel's recommendation for the introduction of a corresponding SRA for the Vice-Chair was not implemented.

This Panel continues to believe that, if it is to achieve its aim of a fair and equitable scheme, the Vice-Chair warranted the same level of remuneration as that for the Vice Chairs of other scrutiny committees.

The Panel recommends increasing the SRA for the Chair of the Standards & Audit Committee to £5,248.32.

The Panel recommends the introduction of an SRA for the Vice Chair of Standards & Audit Committee, at a level similar to that of the other scrutiny committees (£1,750.85).

7.3.3 Chair of the Licensing Committee

No evidence was received to indicate that the current SRA merited revision, so just the recommended indexation should be applied.

The Panel recommends increasing the SRA to £5,248.32.

7.3.4 Chair of the Employment & General Committee

No evidence was received to indicate that the current SRA merited revision, so just the recommended indexation should be applied.

The Panel recommends increasing the SRA to £3,935.71.

7.3.5 Chairs and Vice-Chairs of the Scrutiny Committees

The panel heard that the Overview and Scrutiny function of the Council had been reprofiled, with the Community, Customer & Organisational, and the Enterprise and Wellbeing Scrutiny Committees being replaced with Scrutiny Committees for Resilient Council, and for Economic Growth and Communities.

The Overview and Performance Scrutiny Forum, which also previously sat in conjunction with the above committees has been discontinued. However, the Chairing of this committee alternated between the Chairs of the two Overview and Scrutiny Committees, and this was factored in to their SRAs. There was no separate SRA for this Committee.

Given that the function of Scrutiny Committees, whilst structured differently, is broadly the same, and there remains two remunerated Chairs and Vice Chairs, the SRAs available under the previous scheme should be extended to the current structure, and the recommended indexing applied.

The Panel recommends increasing the SRA for Chairs and Vice-Chairs of Scrutiny Committees to £5,248.32 and £1,750.85 respectively.

7.4 Leader of the minority political group

The Chesterfield Allowances Scheme provides for an SRA for the Majority Opposition Group Leader at a slightly higher level than that paid to Cabinet Members.

The Panel felt that, whilst this SRA is higher than the average across both the Derbyshire Authorities and the Family Group Comparator Authorities, it recognises that the Minority Group Leader, as the only non-majority party member on Cabinet, plays an important role.

Since no evidence was heard to demonstrate any dissatisfaction at the level of this SRA, the Panel did not see any requirement to recommend any amendment, other than the application of indexing.

The Panel recommends that the SRA for the Minority Group Leader be increased to £9,782.78.

7.5 Deputy Leader of the minority political group

The 2015 panel discontinued the SRA for the Deputy Leader of the minority political group, noting that, *“as a result of the significant decrease in size of the main opposition group, ...it could now no longer be justified to allocate an SRA to the position of deputy leader”*, yet asserted that *“if the size of the principal minority group were to increase significantly in future, the case for re-instating the SRA for deputy leader would need to be reconsidered panel”*.

The 2019 panel recommended the reintroduction of an SRA, due to the main opposition group making up over one-third of the Council, and recommended the introduction of a qualification limit whereby, should the main opposition group constitute less than a required proportion of the Council, the Deputy Leader SRA would be suspended. This recommendation was not adopted and, in the intervening time, the size of the opposition party has reduced.

Table 7.4: Council representation by party: 2015 v 2019 v 2023

2015 (48 members)		2019 (48 members)		2023 (40 members)	
Labour	38 (79%)	Labour	28 (58.5%)	Labour	28 (70%)
Lib Dem	9 (19%)	Lib Dem	17 (35.5%)	Lib Dem	12 (30%)
UKIP	1 (2%)	Independent	3 (6%)		

The panel consulted with the opposition party, and it was stated that they did not wish to press for the reintroduction of an SRA for the Deputy Leader, given the financial pressures on the Council. Therefore, the panel have no recommendations in relation to an SRA, other than to repeat the assertion of the 2015 IRP.

7.6 The “One-SRA only” rule

The 2003 Regulations do not prohibit the payment of multiple SRAs to Members. However, most Councils have adopted the 'One-SRA only' rule. In other words, regardless of the number of remunerated posts individual Members may hold they can only be paid one SRA.

Moreover, this cap on the payment of SRAs to Members means that posts are not simply sought out for financial reasons; i.e. collecting remunerated posts does not enhance remuneration. Indeed, the logic of the One-SRA only rule is that it helps to spread such posts around more. It also makes for a more transparent allowances scheme and acts as a brake on the total paid out each year in SRAs, as in practice it will be highly unusual if all SRAs are paid out annually, resulting in a saving to the Council.

Chesterfield has adopted a version of the One-SRA which states that a Councillor can only receive one SRA at any given time and that if a Councillor is entitled to more than one SRA the higher allowance shall be paid.

The Panel recommends that this rule continues to be observed.

8. Other Allowances

8.1 Co-optees' Allowances

No evidence was heard in relation to the Co-optees' Allowances.

The Panel recommends these be maintained at current levels.

8.2 Travel & Subsistence Allowance

Currently, Members are required to make claims for travel and subsistence costs which are capped at rates specified in schedule 2 of the allowances scheme. This approach does not impose excessive administrative costs as it is claimed by fewer Members on limited occasions. The Panel received no evidence to change this approach or the rates claimable.

The Panel recommends that the conditions and maximum rates under the Travel and Subsistence Allowance are maintained.

8.3 The Dependents' Carers' Allowance (DCA)

Currently, the Council pays a DCA to qualifying Members on a basis which equates with the National Living Wage, and the Council's own hourly rate for Home Care Assistance.

However, evidence was received to indicate that, whilst the basis on which the allowance was set was not, of itself, flawed, it did not, in reality, come close to meeting the costs associated with arranging certain types of care for dependents whilst Members were undertaking the duties listed in Schedule 3 of current Members' Allowances Scheme.

The panel agreed that "Dependents Care" encompassed a broad spectrum of services and appreciated that the cost of care arrangements for a child may differ greatly from those for a family member with specific medical or care needs.

The panel reviewed details of the costs incurred by some members, and the rates of DCA paid by other Authorities, and agreed that an increase to the maximum rate of DCA, whilst not meeting the demonstrated costs in their entirety, would lessen the financial impact to those concerned.

The Panel recommends that the DCA is set at £15 per hour.

8.4 Telecommunications and Support Allowance

Currently, all Members receive an allowance of £10 per month towards the cost of telecommunication fees. Members are also provided with a Council-owned iPad, to assist them in carrying out their duties.

The Panel heard no evidence to suggest that the amount of the current allowance was too low, therefore believes that it remains adequate at its current level.

However, the Panel heard representation from a councillor, who stated that they had been refused the Allowance on the basis on which they were claiming did not qualify, as it was for a mobile phone, and not a fixed landline.

The current scheme states: "The following expenses are payable by the Council:

- The cost of installing a private telephone in a councillor's home
- Telephone reconnection charge where a Member moves home and the original connection charge was not paid by the Council
- A telecommunications allowance of up to £10 per month towards telephone rental and call charges (paid by monthly instalments)".

The panel accepts that it could be argued that the councillors claim may not meet the wording of the scheme but, in the context of modern world, it certainly falls within the spirit of the scheme.

Therefore, the Panel wishes to clarify the wording to be less restrictive.

The Panel recommends that part 3 of the wording of the Telecommunications Allowance be amended to, "An allowance of up to £10 per month towards telecommunications charges incurred by Members (paid by monthly instalments)".

The Panel recommends that the Telecomms Allowance is maintained at its current level of £10 per month.

8.5 Mayoral Allowance

Civic Allowances are paid under the Local Government Act 1972 (sections 3.5 and 5.4) to meet the expenses of holding civic offices, such as that of Mayor. As such, it is not remuneration. The Mayoral Allowance is designed to meet out of pocket expenses that arise during the course of mayoral duties including, but not limited to:

- Offertories at all church and other religious services
- Purchases and donations at bazaars, fairs and fetes
- Appropriate clothing
- Hairdressing, manicure, pedicure, etc
- Cost of hospitalities not administered by the Mayor's office

No representation from the current incumbent was heard. Therefore, the panel could not identify any dissatisfaction with the current level or scope of this allowance, so did not require review.

It was confirmed that, unlike the Basic Allowance and SRAs, the Mayoral Allowance had continued to be indexed, and a figure of £7,060 had already been budgeted in the 2023/24 accounts. In light of this allowance having been indexed up to the end of 2024 based on a 4% increase, and that figure being not too dissimilar to the proposed NJC award, the panel felt that this was acceptable in its current amount.

The Panel recommends that the Mayoral Allowance be maintained at £7,060 for the remainder of the current financial year.

9. Other Issues

The Panel were asked to consider the following additional issues:

9.1 Arrangements for long term illness of a Committee Chair

The Panel heard that there was currently no provision for extending SRAs to a Member if covering the responsibilities of another, when they were unable to perform their duties for a prolonged period due to serious illness.

The Panel accepted that any Member taking up the role of Vice-Chair would be expected to cover for the Chair, should they be unable to attend. However, where the Chair is unable to perform any of their duties for a prolonged period, and a Vice-Chair becomes the defacto Chair, their responsibility increases beyond the scope of their original role. Furthermore, the role of committee Chair is the only office with a remunerated deputy and, should a Cabinet Member become incapable of discharging their duties, the current scheme did not allow for any allowance to be paid to any Member covering their responsibilities.

Following consideration, the Panel felt that the existing provisions of the Members' Allowances Scheme did not address the issue being raised, and it may discourage councillors from stepping forward to cover a colleague's duties.

The Panel was informed that there was already a mechanism in place, whereby Members with a prolonged leave of absence due to illness can apply to the Council for an exemption from the triggering of a by-election due to non-attendance, and felt that this exemption could be adopted as the triggering event for SRA Cover eligibility.

The Panel also felt that it would not be fair or equitable to withdraw the SRA from the appointed Chair in order to remunerate their substitute in their absence, so this would constitute an additional Allowance. However, due to the fact that instances of prolonged periods of illness would be a comparatively infrequent occurrence, in the broader context of the Allowances Scheme, it would not be financially burdensome for the Council.

The Panel recommends extending an SRA to any Member, whilst substituting for another Member, whilst on long term illness, under the following conditions:

- **It is only applicable when the above illness exemption has been applied.**
- **It is limited to the duration of the illness or the period of substitution, whichever is shortest.**
- **The One SRA only rule will apply.**

9.2 Pensions for Members

The Panel was asked by a number of Members to make recommendations in respect of pensions for Members. However, the withdrawal by Government in 2014 of the ability of Members to participate in the Local Government Pension Scheme (LGPS) means that Members now have to make their own pension provision. Therefore, the Panel did not feel able to make any recommendations in this regard, as no replacement scheme has been introduced.

10. Confirmation of indexing

The Panel confirms and recommends that the following allowances are indexed for 4 years from 2023/24 to 2027/28, the maximum period permitted by legislation, without reference to the Panel as follows:

Basic Allowance, SRAs, Subsistence and Mayoral Allowances: updated annually in line with the annual percentage pay increase given to Chesterfield Borough Council employees (and rounded to the nearest £ as appropriate) as agreed for each year by the National Joint Council for Local Government Staff.

The panel recommends that, where a flat rate increase is applied to Council staff, that these Allowance be increased by a percentage equivalent to the increase in the annual salary of the average council employee.

Dependants' Carers' Allowance: the maximum hourly rates has previously been indexed to the government's national living wage applicable to the age of the carer (childcare) and Council's own hourly rate for a Home Care Assistance (care of other dependants). However, for the reasons outlined in this report, these rates did not reflect the true costs.

In coming away from the previously prescribed rates, any indexing becomes difficult. However, the panel felt that indexing the Dependents' Carers' Allowance at the same rate as the other allowance was most appropriate.

Travel Allowance: indexed to the HMRC AMAP (Authorised Mileage Allowance Payments) approved mileage rates, or reimbursement of actual costs taking into account the most cost-effective means of transport available.

11. Financial Considerations

11.1 Variance against current budget

As stated from the outset, the Panel were keen to ensure that Members' efforts were suitably remunerated and did not serve as a barrier to public service, whilst also bearing in mind the financial restrictions faced by the Council.

Therefore, the Panel sought to review the allowances paid in such a way that it rewards Members' efforts, acknowledges their selfless decision to freeze allowances since 2022, yet stayed within suitable limits, in terms of cost to the overall cost of the Scheme.

A breakdown of the variances against the current scheme is laid out in Table 11.1a and Table 11.1b:

Table 11.1a: Financial Variance of recommendations (Basic Allowance)

	Basic Allowance	No of recipients	Total Cost
Old Ward Boundaries	£6,396.00	48	£307,008.00
New Ward Boundaries	£7,337.91	40	£293,516.29
Total Variance			-£13,491.71

Table 11.1b: Financial Variance of recommendations (All Allowances)

Allowance	Current	Proposed	Variance	No of recipients	Total Variance
Basic Allowance	£6,396.00	£7,337.91	£941.91	40 (down from 48)	-£13,491.71
Mayoral Allowance	£7,060.00	£7,060.00	£0.00	1	£0.00
Leader	£29,631.96	£31,291.35	£1,659.39	1	£1,659.39
Deputy Leader	£16,301.04	£17,213.90	£912.86	1	£912.86
Executive Member	£8,133.00	£8,588.45	£455.45	5	£2,277.24
Assistant Exec Member	£4,066.00	£0.00	£4,066.00	0	-£4,066.00
Leader of the minority political group within the council	£9,264.00	£9,782.78	£518.78	1	£518.78
Chair of Planning Committee	£6,015.00	£6,351.84	£336.84	1	£336.84
Vice-Chair of Planning Committee	£3,008.00	£3,176.45	£168.45	1	£168.45
Chair of Appeals & Regulatory Committee	£6,015.00	£6,351.84	£336.84	1	£336.84
Vice-Chair of Appeals & Regulatory Committee	£3,008.00	£3,176.45	£168.45	1	£168.45
Chair of Licensing Committee	£4,970.00	£5,248.32	£278.32	1	£278.32
Chair of Standards & Audit Committee	£4,970.00	£5,248.32	£278.32	1	£278.32
Vice-Chair of Standards & Audit Committee	£0.00	£1,750.85	£1,750.85	1	£1,750.85
Chair of Employment & General Committee	£3,727.00	£3,935.71	£208.71	1	£208.71
Chair of Scrutiny Committees	£4,970.00	£5,248.32	£278.32	2	£556.64
Vice-Chair of Scrutiny Committees	£1,658.00	£1,750.85	£92.85	2	£185.70
				Total Variance	-£7,920.32

11.2 Summary of variance

The total variance of £7,920.32 can be attributed to five key areas:

- The increase in the Basic Allowance
- The reduction in members from 48 to 40
- The withdrawal of Assistant Executive Members
- The introduction of an SRA for the Vice Chair of the Standards & Audit Committee

The increase in the number of Councillors yielded a saving of £51,168 in the total cost of the Basic Allowance. By increasing the Basic Allowance to £7,337.91 this increases the cost of the scheme by £37,676.40, meaning that there is saving of £13,491.60 over the total amount paid out in Basic Allowances prior to the reduction in the number of members.

The application of a 5.6% increase to all SRA, and the introduction of an SRA for the Vice Chair of the Standards & Audit Committee, increase the cost of SRAs by £9,637.39. However, £4,066 of this is offset following the removal of the one remaining Assistant Executive Member, meaning a net increase of £5,571.39.

Overall, the recommendations of the Panel yield a scheme which is £7,920.32 less than prior to the Local Government Boundary Review.

12. Other Considerations

12.1 Terms of Reference

The current IRP Terms of Reference still includes the review of pensions for Members. Due to the withdrawal by Government in 2014 of the ability of Members to participate in the Local Government Pension Scheme (LGPS) means that Members now have to make their own pension provision.

Therefore, the Panel recommends the removal of this element of the Terms of Reference.

13. Implementation

The Panel recommends that the new scheme of allowances based on the recommendations contained in this report is adopted from 1 April 2023 or any date thereafter as agreed by the Council.

Appendix One

Members and Officers who met with the Panel Members

Cllr P. Gilby – Leader of the Council

Huw Bowen – Chief Executive

Cllr P. Holmes – Leader of Liberal Democrat Group

Cllr J. Davies – Cabinet Member for Health and Wellbeing

Cllr A. Sarjeant – Deputy Leader of the Council and Cabinet Member for Finance and Asset Management

Cllr Gavin Baldauf-Good - Cabinet Member for Customers and Business Transformation

Cllr Judith Staton - Cabinet Member for Governance

Written Submissions - Elected Members

Cllr P. Gilby

Cllr P. Holmes

Cllr J. Davies

Officers who briefed the Panel

Liz - Democratic Services Officer

Appendix Two

Information Received by the Panel

1. Current Member's Allowance Scheme
2. CBC Member Allowances 2022/23
3. Previous IR Panel report 2019:
 - a. Covering report for Full Council
 - b. IRP report for Full Council
4. Protocol for IRP arrangements for consulting Members
5. IRP Terms of Reference
6. Executive Leader of the Council and Committee Appointments 2023/24
7. List of Representatives on Outside Bodies 2023/24
8. Cabinet, Committees, Overview and Scrutiny, and Outside Bodies arrangements for 2023/24

Appendix Three: Benchmarking Allowances for Chesterfield Borough Council

BM1: Derbyshire Authorities Data: Basic Allowance (most recent data available)

Authority	Basic Allowance
High Peak	£3,217.92
Amber Valley	£4,210
Bolsover	£9,902
Erewash	£4,495
North East Derbyshire	£5,738
Derby City	£12,145.24
South Derbyshire	£7,434.45
Derbyshire Dales	£5,150
Mean Basic Allowance	£5,444

BM2 Family Group Comparative Authority Data: Basic Allowance (most recent data available)

Authority	Basic Allowance
Bassetlaw	£4,674
Boston and Skegness	£11,248.74
Lincoln	£5,427
Mansfield	£6,385
Cannock Chase	£5,706
Redditch	£4,732
Newcastle-under-Lyme	£3,432.36
Worcester	£5,081
Wyre Forest	£4,907
Ipswich	£4,401.96
Gloucester	£11,395
Carlisle	£4,887
Copeland	£3,408
Mean Basic Allowance	£5,821.93