

A Review of Members' Allowances
For
Chesterfield Borough Council

A Report by the
Independent Remuneration Panel

Andy Watterson (Chair)

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November 2019

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 an ongoing reduction in centralised funding for local authorities.

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.

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 on Tuesday 1 October 2019, in which it was agreed 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) Travelling and subsistence allowances;
- e) Co-optees' Allowances
- f) Pensions for Members

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 three Chesterfield-based businesses, who was previously a Member of the Independent Remuneration Panel for Leicester City Council.
- Tim Nye** A retired Police Officer in the Derbyshire Constabulary
- Nick Chischniak** Policy Manager at the East Midlands Chamber (Derbyshire, Nottinghamshire, Leicestershire), and also a Member of the Independent Remuneration Panel for Amber Valley District Council.

The Basic Allowance

The Basic Allowance set after the 2015 Review was £5,880. By 2017 it had increased to its current level of £5,998 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 £6,241

Benchmarking shows that the mean Basic Allowance in the Derbyshire group of comparative authorities is £5,858 and, in the Family Group Comparator data the mean £4,775. Indicating that Chesterfield's Basic Allowance is at the upper end of the average range paid to peers.

The 2006 Statutory 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 Statutory 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 representations from councillors, where it was reported that the time commitment required to undertake council duties ranged from 8 hours per week to 20 hours per week, it was deemed that the mean time commitment for councillors was around 14 hours per week (728 hours or 91 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 2019 Office of National Statistics (ONS) Annual Survey of Hourly Earnings (ASHE - 2019), the mean gross weekly salary for all full-time employee jobs within the area of the Chesterfield Borough Council was £488.60, yielding an average daily rate of £97.72.

By following the methodology as set out in the 2006 Statutory Guidance with the updated variables to take into account the most recent data available, and applying a 33% Public Service Discount, it produces the following Basic Allowance of £5,958.

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 two years, the Panel was minded, if at all possible, to try and find a way of increasing the Basic Allowance, if savings could be found within the wider scheme.

Bearing in mind the NJC adjusted Basic Allowance (£6,241) sits significantly above both the current level and the figure set by applying the 2006 Statutory Guidance (£5,948), it is difficult to recommend the increase of the Basic Allowance to such an extent. However, had a 1% annual increase been applied since 2017/2018, the resulting Basic Allowance would stand at £6,118.

The panel felt that the use of this figure would be a suitable compromise, as it offers a small increase over the current Basic Allowance, whilst meeting the Panels guiding principles.

The Panel recommends setting the Basic Allowance at £6,118

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:

Executive Leader & Deputy Leader of the Council

The panel recommends that these SRAs be maintained at their current levels.

Executive Member with portfolio and Assistant Executive Member

The panel recommends that these SRAs be maintained at their current levels.

Chairs and Vice Chairs

Since the last review, the role played by some of the committees has evolved, so a one-size-fits-all approach to SRAs does not acknowledge the differing workloads or levels of responsibility of the various committees. Therefore, the Panel reviewed evidence from Officers and Members, along with benchmarking data from comparator authorities, and arrived at the following recommendations:

Chair of Planning Committee and Chair of Appeals & Regulatory Committee

These two committees stood out as being more arduous than the rest, due to the quasi-judicial nature of their work, so the Panel recommends increasing the SRA for the Chairs of the Planning Committee and the Appeals & Regulatory Committee to **£5,754** and the SRAs for the Vice-Chairs of those Committees to **£2,877**.

Chair of the Standards & Audit Committee

Since the Panel meeting, the role of the Standards and Audit Committee has changed significantly, with it playing a more crucial role in the oversight of the council's governance.

Therefore, the Panel recommends that the SRA for the Chair be increased in line with the Chairs of the Scrutiny Committees (**£4,754**) and recommends the introduction of a Vice Chair SRA, at a level similar to that of the other scrutiny committees (**£1,585**).

Chair of the Licensing Committee

When the 2015 Panel met, the same councillor held the roles of Chair of Appeals & Regulatory Committee and Chair of Licensing Committee, creating an anomaly whereby, should the incumbent of those roles relinquish one or both of these Chairs, there was no provision for an SRA under this scheme.

The Panel recommends the introduction of separate SRAs for the Chairs of Appeals & Regulatory and Licensing Committees, with the latter being set at the same level as the Scrutiny Committees (**£4,754**) – the former having already been reviewed.

Chair of the Employment & General Committee

The Panel recommends maintaining this SRA at its current level of **£3,565**.

Chairs of the Scrutiny Committees

The Panel recommends maintaining the SRA for Scrutiny Committees at **£4,754**.

Vice Chairs of Committees

Benchmarking shows that some authorities do not remunerate the role of Vice-Chair. Of the Comparator Authorities which do remunerate Vice-Chair's, the mean value is around 35% of the corresponding Chair's SRA.

After reviewing the number of occasions on which the Vice-Chairs deputised for their respective Chairs, the Panel felt that the level of SRA merited review, as it is evident that, between May 2018 and April 2019 (with the exception of the Appeals & Regulatory and Planning committees mentioned) not a single meeting was chaired by the Vice-Chair of that committee. Therefore, the Panel felt that the current level of allowance was too high and recommends that the Vice-Chair SRAs, for committees other than the Planning Committee and the Appeals & Regulatory Committee, be set at **33% of their corresponding Chair**.

Leader of the minority political group

The Panel recommends that the SRA for the Minority Group Leader remain at **£8,861**.

Deputy Leader of the minority political group

The 2015 Panel discontinued the SRA for the role of Deputy Leader of the minority political group based on the small number of opposition councillors. However, it recommended that this should be reconsidered, should this number rise in future.

Having heard that there has been a significant increase in the number of main opposition councillors (from 9 to 17), the Panel recommends that, by applying the same logic, the SRA for the deputy leader of the opposition group be reinstated and that the level should be equivalent to that of a Committee Vice-Chair.

The Panel also recommends that a qualification limit be introduced whereby, should the main opposition group constitute less than 20%, the Deputy Leader SRA would be suspended until that figure rises.

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
- The Dependants' Carers' Allowance (DCA)
- Telecommunications Allowance

The **Mayoral Allowance be set at £6,045** to offset any real terms increases in expenses since it was frozen in 2017.

Confirmation of indexing

The following allowances are indexed for 4 years from 2019/20 to 2022/23, 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

Mileage Allowance

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

Dependants' Carers' Allowance

The maximum hourly rates to be 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).

Implementation

The new scheme of allowances based on the recommendations contained in this report is adopted from 1 April 2019 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 2019 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 at a Cabinet meeting on Tuesday 1 October 2019, 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) Travelling and subsistence allowances;
- e) Co-optees' Allowances

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 three Chesterfield-based businesses, who was previously a Member of the Independent Remuneration Panel for Leicester City Council.

Tim Nye A retired Police Officer in the Derbyshire Constabulary

Nick Chischniak Policy Manager at the East Midlands Chamber (Derbyshire, Nottinghamshire, Leicestershire), and also a Member of the Independent Remuneration Panel for Amber Valley District Council.

4. Process and Methodology

4.1 Evidence Reviewed by the Panel

The Panel met at Chesterfield Town Hall on 21 October 2019 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, statutory 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 (2018/19) 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: 2006 Statutory 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 2006 Statutory Guidance, the panel has sought to ensure that the level of remuneration sits broadly in line with the Statutory 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 Benchmarking the Basic Allowance against comparable authorities

Benchmarking shows that the mean Basic Allowance in the Derbyshire group of comparative authorities is £5,858 with a median Basic Allowance of £5,223.

The Family Group Comparator data shows that the mean Basic Allowance was £4,775 - see table 1 below. This shows that the Chesterfield Borough Council Basic Allowance (£5,998) 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 (18/19) Mean	£5,858
Derbyshire Authorities (18/19) Median	£5,223
Family Group Comparator Authorities (18/19) Mean	£4,775

6.2 Indexing the Basic Allowance

The basis of the current Basic Allowance goes back to the 2015 Review, which recommended it be set at £5,880, which the Council accepted. By 2017 it had increased to its current level through indexation. Thereafter, the council has taken the decision to forego further index-linked increases, resulting in a current allowance of £5,998

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 2017, contrary to the recommendation of the 2015 Panel. Furthermore, whilst higher than the mean, this figure is still within acceptable range, and is less than some Derbyshire and Family Group authorities.

Had the Council applied the recommended indexation, namely the same percentage annual salary increase that staff have received since deciding to forego these increases in 2017, as agreed each year by the National Joint Council for Local Government Staff (the 'NJC' index), it would produce a Basic Allowance of £6,241 - 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
2015/16		£5,880
2016/17	1%	£5,939
2017/18	1%	£5,998 – current level
2018/19	2%	£6,118
2019/20	2%	£6,241

6.3 Benchmarking the Basic Allowance in line with the 2006 Statutory Guidance

In arriving at recommendations, the Panel is required to pay regard to the 2006 Statutory 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 Statutory 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 2006 Statutory 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.

Having heard representations from councillors during the sitting, the Panel felt that the above statement holds true in Chesterfield, with councillors reporting that the time commitment required to undertake council duties ranged from 8 hours per week to 20 hours per week. After consideration, and following conversations with Officers, it was deemed that the mean hourly requirement, to adequately discharge council duties was approximately 14 hours per week. For the purposes of benchmarking the Basic Allowance against the 2006 Statutory Guidance, the Panel has equated this to an average 728 hours per year or 91 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 14 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. If the Panel were to opt for the most generous level of voluntary discount of 33%, of the expected time input of 91 days per year. 33% of that time (30.03 days per year) are deemed to be public service and not paid, leaving 60.97 remunerated days per year.

The rate for remuneration

According to the 2019 Office of National Statistics (ONS) Annual Survey of Hourly Earnings (ASHE - 2019), the mean gross weekly salary for all full-time employee jobs within the area of the Chesterfield Borough Council was £488.60, yielding an average daily rate of £97.72.

Table 6.3: Weekly pay - Gross (£) - For full-time employee jobs: United Kingdom by Parliamentary Constituency, 2019 (ASHE 2019 - Table 10.1a)

Constituency	Code	Jobs (,000)	Median	% change	Mean	% change
East Midlands	E12000004	1,895	451.7	5.7	527.1	3.3
Amber Valley	E14000533	39	455.2	11.1	513.6	6.6
Bolsover	E14000577	39	406.8	5.7	479.2	8.1
Chesterfield	E14000632	36	402.7	0.5	488.6	8.4
Derby North	E14000662	37	455.0	-2.9	549.7	1.4
Derby South	E14000663	42	477.8	7.5	563.8	11.3
Derbyshire Dales	E14000664	29	437.4	5.7	591.6	7.1
Erewash	E14000695	42	443.7	-0.1	507.9	2.3
High Peak	E14000748	40	432.9	-2.9	491.2	-4.6
Mid Derbyshire	E14000814	37	548.9	1.4	605.6	0.3
North East Derbyshire	E14000843	34	475.5	15.2	520.4	9.4
South Derbyshire	E14000935	49	517.5	3.1	584.1	0.4

By following the methodology as set out in the 2006 Statutory 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 – 2006 Statutory Guidance

Remunerated Days per year (as determined above)	91 days per year
Less 33% Public Service Discount	30.03 days
Remunerated days per year	60.97 days per year
Day rate	£97.72
Benchmarked Basic Allowance	£5,957.99

The panel felt this figure demonstrates the validity of the level of the current Basic Allowance.

6.4 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 their annual NJC index linked increases for 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 savings could be found within the wider scheme.

Bearing in mind the NJC adjusted Basic Allowance (£6,241) sits significantly above both the current level and the figure set by applying the 2006 Statutory Guidance (above), it is difficult to recommend the increase of the Basic Allowance to such an extent.

However, had a 1% annual increase been applied since 2017/2018, the resulting Basic Allowance would stand at £6,118.

Table 6.5: Applying a 1% increase to the Basic Allowance

	% increase	SRA
2017/18	1%	£5,998
2018/19	1%	£6,058
2019/20	1%	£6,118

The panel felt that the use of this figure would be a suitable compromise, as it offers Members a small increase over the current Basic Allowance, whilst also meets 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 2017
- Value for money: the revised Basic Allowance is broadly in line with the averages of the benchmarking group of Derbyshire councils (£5,858) and the 2006 Statutory Guidance (£5,948).

The Panel recommends setting the Basic Allowance at £6,118

7. 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:

7.1 Executive Leader & Deputy Leader of the Council

When the panel was last convened, Chesterfield sat in two LEP and Combined Authority areas. Whilst the political landscape has changed over recent years, with Chesterfield opting to remain in the D2N2 LEP area, the economic geography of Chesterfield remains the same.

Having heard testimony from the Leader, the Panel appreciates that the postholders continue to work closely with their counterparts in the Sheffield City Region LEP area and the Mayoral Combined Authority, in addition to their D2N2 commitments. Therefore, the Leader and Deputy Leader's SRAs were considered commensurate with their roles.

The panel recommends that these SRAs be maintained at their current levels.

7.2 Executive Member with portfolio and Assistant Executive Member

After considering the evidence, the Panel felt that the duties associated with these roles had not materially changed since the date of the previous Panel's review of their SRAs.

Moreover, the Panel heard no testimony in regard to any dissatisfaction with the current level of remuneration for Executive Members or their Assistants. However, it was noted that the number of Assistant Executive Members has been reduced from five to three.

Representation was heard that the Special Responsibility Allowance for Assistant Executive Members was lower than other Committee Chairs. However, the panel felt that the purpose of an assistant cabinet member role was to prepare the incumbents for a higher post in the future. Therefore, the remuneration should reflect the developmental nature of this role.

The Panel has been informed that the number of Assistant Executive Members has been reduced from five to three, yielding a saving of £7,778 per annum.

The panel recommends that these SRAs be maintained at their current levels.

7.3 Chairs and Vice Chairs

Previous panels had sought to harmonise the SRAs paid to the various committees. However, since the last review, the role played by some of the committees has evolved, with certain committees becoming more influential.

Similarly, this one-size-fits-all approach to SRAs does not acknowledge the differing workloads or levels of responsibility of the various committees.

7.3.1 Chair of Planning Committee and Chair of Appeals & Regulatory Committee

There was a general consensus among all parties consulted that, in particular, these two committees stood out as being more arduous than the rest, due to the quasi-judicial nature of their work.

The panel heard evidence that, due to the nature of these committees, the decisions taken by them are held to much higher scrutiny than others. Furthermore, the impact of any successful appeal would be more detrimental to the council, in terms of financial and reputational damage.

When coupled with the higher volume of work necessary, it was felt by all concerned that the Chairs and Vice Chairs of these committees warranted higher remuneration.

The Panel noted that, in April 2016 a Vice-Chair SRA has been introduced for the Appeals & Regulatory Committee, which had not existed previously.

The Panel recommends increasing the SRA for the Chairs of the Planning Committee and the Appeals & Regulatory Committee to £5,754 and the SRAs for the Vice-Chairs of those Committees to £2,877

7.3.2 Chair of the Standards & Audit Committee

When the previous Panel was convened, the Standards and Audit Committee met relatively infrequently and was of limited scope. Therefore, the Chair's SRA was benchmarked against the Vice Chairs of other committees and did not warrant an SRA for the Vice Chair.

However, the Panel heard that, in the intervening period, the role of the Standards and Audit Committee has changed significantly, with it playing a more crucial role in the oversight of the council's governance. It also heard that this committee played a similar role to the other scrutiny committees in holding the council to account and, therefore, if the Panel was to achieve its aim of a fair and equitable scheme, warranted the same level of remuneration for both the Chair and the Vice Chair as for the other scrutiny committees

Therefore, the Panel recommends that the SRA for the Chair be increased in line with the Chairs of the Scrutiny Committees (£4,754) and the introduction of a Vice Chair SRA, at a level similar to that of the other scrutiny committees (£1,585).

7.3.3 Chair of the Licensing Committee

At the time of the 2015 Panel, the same councillor held the roles of Chair of Appeals & Regulatory Committee and Chair of Licensing Committee, and there was no Vice-Chair SRA.

The 2015 IRP did not make any recommendation in regard to separate allowances for these roles, should the posts be held by separate individuals. This created an anomaly whereby, should the incumbent of those roles relinquish one or both of these Chairs, there was no provision for an SRA under this scheme.

The Panel were of the view that, as the Council observed the "One SRA only" rule, any member holding both offices would be unable to claim an SRA for both.

The Panel heard no evidence from members regarding whether a Vice-Chair SRA for the Licensing committee is warranted, so has not included this as part of this review.

The Panel recommends the introduction of separate SRAs for the Chairs of Appeals & Regulatory and Licensing Committees, with the latter being set at the same level as the Scrutiny Committees (£4754) – the former having already been reviewed.

7.3.4 Chair of the Employment & General Committee

No evidence was received to indicate that the current SRA for the Chair of the Employment & General Committee merited revision, as it sits broadly on a par with peers in the benchmarking authorities.

The Panel also observed that, on a number of occasions during the past year, this committee met jointly with the Cabinet and, from the testimony received, remain of the opinion that the role of Chair of the Employment & General Committee is less arduous than the other committees.

The Panel recommends maintaining this SRA at its current level of £3,565.

7.3.5 Chairs of the Scrutiny Committees

Benchmarking shows that the mean SRA paid to Chairs of equivalent posts in the Derbyshire authorities is £4,451, although this data is skewed by a very high allowance (£9,249) in South Derbyshire. The median value in Derbyshire Authorities is £3,798.

In the Family Group Comparator Authorities, the mean SRA is £4,638, with only Mansfield having a higher SRA.

The Panel recommends maintaining the SRA for Scrutiny Committees at £4,754.

7.3.6 Vice Chairs of Committees

Benchmarking shows that some authorities do not remunerate the role of Vice-Chair. However, the mean SRA paid to Vice-Chairs in those Derbyshire Authorities which do offer an allowance represents between 25% (Derby City, South Derbyshire) and 50% (High Peak, Bolsover) of the Corresponding Chair's SRA, with a mean value of 40%.

In Family Group Comparator Authorities which remunerate Vice-Chairs, this ranges from 17% (Wyre Forest) to 40% (Newcastle-Under-Lyme) of the Chair's SRA, with a mean of 35%.

After observing the job description of the Vice-Chair, which indicates that their primarily role is to deputise in the absence of the Chair, and reviewing the number of occasions on which the Vice-Chairs deputised for their respective Chairs (May 2018 to April 2019) (shown in Table 7.1), the Panel felt that the level of allowance warranted review.

Table 7.1: Meeting frequency and chairing responsibility

May 2018 to April 2018	Total	Chair	%	Vice	%
Appeals & Regulatory Committee	44	30	68.2%	14	31.8%
Community, Customer & Organisational Scrutiny Committee	6	6	100.0%	0	0.0%
Employment & General Committee (when not held jointly with Cabinet)	6	6	100.0%	0	0.0%
Enterprise & Wellness Scrutiny Committee	6	6	100.0%	0	0.0%
Licensing Committee	6	6	100.0%	0	0.0%
Planning Committee	14	13	92.9%	1	7.1%
Standards & Audit Committee	9	9	100.0%	0	0.0%

Information laid out in Table 7.1, supports the Panel's recommendation to uplift the SRAs paid to the Chairs and Vice-Chairs of, as it highlights the significantly high workload undertaken by these Chairs, when compared to other Chairs.

Most markedly, it demonstrated that between May 2018 and April 2019, with the exception of the two committees mentioned above, not a single meeting was chaired by the Vice-Chair of that committee.

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, as demonstrated in Table

7.1, their workload and, therefore, their responsibility is demonstratively less than 50% of their respective Chairs.

The Panel felt that reducing the Vice-Chair SRA to 25% of the corresponding Chair’s SRA may act as a disincentive to taking on the responsibility of Vice-Chair and would stand little chance of being adopted by the Council. However, the Panel felt that the current level of allowance was too high.

The Panel recommends that the Vice-Chair SRAs, for committees other than the Planning Committee and the Appeals & Regulatory Committee, be set at 33% of their corresponding Chair.

7.3.7 Leader of the minority political group

The Chesterfield Allowances scheme provides for an SRA (£8,861) 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 a change.

The Panel recommends that the SRA for the Minority Group Leader remain at £8,861.

7.3.8 Deputy Leader of the minority political group

When the Panel was convened in 2015, it discontinued the Special Responsibility Allowance for the role of Deputy Leader of the minority political group, having felt that *“as a result of the significant decrease in size of the main opposition group (now nine, which is less than 20% of the total number of councillors), it could now no longer be justified to allocate an SRA to the position of deputy leader”*, yet stated 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 by the panel”*.

The panel received written and oral representations from members of the opposition group as to whether the SRA previously paid to the deputy leader of the opposition should be reinstated, in view of a significant increase in the number of main opposition councillors.

Table 7.2: Council representation by party: 2015 v 2019

2015		2019	
Labour Party	38 (79%)	Labour	28 (58.5%)
Liberal Democrats	9 (19%)	Liberal Democrats	17 (35.5%)
UKIP	1 (2%)	Independent	3 (6%)

Having considered representations against, in the context of other allowances, the Panel recommends the reinstatement of the SRA for the deputy leader of the opposition group.

This decision applies the same logic as that of the previous Panel to rescind the allowance, i.e. as a result of the increased size of the minority group.

The value added by the post holder, however, is less well made. However, the Panel heard representation that the reintroduction of this SRA would assist the opposition group to become a better coordinated and stronger opposition, enabling them to provide enhanced democratic accountability and enabling greater representation on key issues.

Furthermore, the Panel heard that a strong opposition is essential in the context of succession planning, particularly in a volatile political climate, when considering the possibility that an opposition party might soon become the majority.

Benchmarking shows that some authorities pay Leader and Deputy SRAs on a per-head basis. However, the Panel felt that, if the opposition group fell to particularly small numbers, the SRA would fall below a level suitable for that role.

The Panel recommends that the SRA for Deputy Leader of the Opposition Group should be reinstated and that the level should be equivalent to that of a Committee Vice-Chair.

The Panel also recommends that a qualification limit be introduced whereby, should the main opposition group constitute less than 20%, the Deputy Leader SRA would be suspended until that figure rises.

7.4 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 Dependants' Carers' Allowance (DCA)

Currently, Chesterfield Borough Council pays a DCA to qualifying Members on a basis whereby it equates with the National Living Wage, up to a maximum of £10 per hour. The Panel supports the continuation of the DCA; it helps to reduce barriers to public service for traditionally underrepresented groups.

No evidence was heard to lead the Panel to believe that this allowance was considered inadequate or merited review.

The Panel recommends that the DCA is maintained at its current level.

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 representation from two councillors, who felt that the amount of the Telecommunications Allowance was too low. Both of these councillors stated that, were it not for their council duties, they would have no need for a broadband connection at all. While the Panel sympathised with those concerned, it felt that the vast majority of councillors would ordinarily have this service and, as is the nature of the allowances scheme, needs to cater for the majority of councillors. Therefore, was of the opinion that this allowance should be seen as a contribution to costs, rather than payment in full.

Furthermore, the Panel felt that the telecommunications market was a very competitive one and this has helped to suppress increases in calls and broadband packages over recent years, so there has been negligible cost rises since the previous Panel met.

The Panel recommends that the Telecomms Allowance is maintained at its current level.

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

Having heard representation from the current incumbent, who expressed no dissatisfaction with the current level or scope of this allowance, the Panel felt that it did not require substantive review.

However, the Panel observed that the current level of Mayoral Allowance has, similar to the Basic and Special Responsibility Allowances, been frozen since 2017 and, as this allowance is intended to reimburse out of pocket expenses, has lagged behind inflation since then.

Had the Council applied the recommended indexation, namely the same percentage annual salary increase that staff have received since deciding to forego these increases in 2017, as agreed each year by the National Joint Council for Local Government Staff (the 'NJC' index), it would produce a Mayoral Allowance of £6,045 - see table 8.1 below:

Table 8.1: Applying the NJC Index to the Mayoral Allowance
Applicable year NJC index Indexed Mayoral Allowance

	% NJC increase	Allowance
2015/16		£5,696
2016/17	1%	£5,753
2017/18	1%	£5,810 – current level
2018/19	2%	£5,927
2019/20	2%	£6,045

The Panel recommends setting the Mayoral Allowance at £6,045

9. Other Issues

The Panel were asked to consider the following additional issues:

9.1 Secretary of Minority Political Group

The Panel heard representation from Members of the Minority Political Group regarding the desire for an SRA to be paid to the Secretary of their Group, but felt that, whilst the role of secretary can be arduous, on occasion, the introduction of an SRA for the Deputy Leader of the Minority Political Group would provide a mechanism for adequate support.

9.2 Parental Leave

The Panel was briefed on the Council's policy for Parental Leave and given a written copy for its information. The Panel heard that there was currently no provision for extending SRAs to Member is covering the responsibilities of another, when they were on Parental Leave.

Following consideration, the Panel felt that the existing provisions of the Members' Allowances Scheme was not compatible with the Policy, and it may be seen as a barrier to both retaining experienced councillors and making public office more accessible to individuals who might otherwise feel excluded from it.

The Panel also felt that, due to the fact that instances of Parental Leave 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 Parental Leave, under the following conditions:

- **It is limited to the duration of the Parental Leave or the period of substitution, whichever is shortest**
- **The One SRA only rule will apply**

10. Confirmation of indexing

The Panel confirms and recommends that the following allowances are indexed for 4 years from 2019/20 to 2022/23, 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.

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.

Dependants' Carers' Allowance: the maximum hourly rates to be 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).

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 2017, yet stayed within suitable limits, in terms of increases to the overall cost of the Scheme.

A breakdown of the variances against the current scheme is laid out in Table 11.1

Table 11.1: Financial Variance of recommendations

Allowance	Current	Proposed	Variance	No of recipients	Total Variance
Basic Allowance	£5,998	£6,118	£120	48	£5,760
Mayoral Allowance	£5,810	£6,045	£235	1	£235
Leader	£28,343	£28,343	Nil	1	0
Deputy Leader	£15,592	£15,592	Nil	1	0
Executive Member	£7,779	£7,779	Nil	5	0
Assistance Exec Member	£3,889	£3,889	Nil	3 (prev 5)	(£7,778)
Leader of minority political group	£8,861	£8,861	Nil	1	0
Deputy Leader of minority political group	Nil	£1,585	£1,585	1	£1,585
Chair of Planning Committee	£4,754	£5,754	£1,000	1	£1,000
Vice-Chair of Planning Committee	£2,377	£2,877	£500	1	£500
Chair of Appeals & Regulatory Committee (when held by same councillor as the Chair of Licensing Committee)	£4,754	Nil	(£4,754)	1	(£4,754)
Chair of Appeals & Regulatory Committee	Nil	£5,754	£5,754	1	£5,754
Vice-Chair of Appeals & Regulatory Committee	£2,377	£2,877	£2,877	1	£500
Chair of Licensing Committee	Nil	£4,754	£4,754	1	£4,754*
Chair of Standards & Audit C'ttee	£2,254	£4,754	£2,500	1	£2,500
Vice-Chair of Standards & Audit C'ttee	Nil	£1,585	£1,585	1	£1,585
Chair of Employment & General Committee	£3,565	£3,565	Nil	1	0
Chair of Community, Customer & Organisational Scrutiny C'ttee	£4,754	£4,754	Nil	1	0
Vice-Chair of Community, Customer & Organisational Scrutiny Committee	£2,377	£1,585	(£792)	1	(£792)
Chair of Enterprise & Wellbeing Scrutiny Committee	£4,754	£4,754	Nil	1	0
Vice-Chair of Enterprise & Wellbeing Scrutiny Committee	£2,377	£1,585	(£792)	1	(£792)
			Total Variance		£10,057*

*£5,303 variance when Chair of App & Regs also chairs Licensing (due to 1-SRA rule)

11.2 Summary of variance

The total variance of £10,057 can be attributed to four key areas:

- The increase in the Basic Allowance = £5,760
- **The increase in SRAs for Standards & Audit = £4,085**
- Uplift in SRA for quasi-judicial Committee Chairs & Vice-Chairs = £3,000
- Individual SRAs for Appeals & Regulatory and Licensing Committees = £6,254*

* Offset by the One-SRA only rule when the same councillor holds both Chairs

These increases have been offset by savings made by the reduction in the number of Assistant Executive Members from 5 to 3 (saving £7,778)

12. Other Considerations

12.1 Terms of Reference

The current IRP Terms of Reference include 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.

Also, paragraph three of the section: “Make up and Terms of Office” states that a member of the Panel may not reapply after having served two consecutive terms, unless that restriction is lifted to allow a third term if no one suitable can be found.

Given that this was one panellist’s third term and another’s second, the Panel felt that this clause of the Terms of Reference may merit review as, should the other panellist not wish to return to the panel next time around, the 2023 Panel could conceivably consist entirely of new members, who have never participated in such as review before.

With succession planning in mind, and the panel consisting of only three members, it is suggest that the Council give consideration to increasing the maximum term to three sessions and implementing a rolling one-in, one-out system whereby panel members could be brought in on a general understanding that (subject to external factors) they will serve at least two terms.

13. Implementation

The Panel recommends that the new scheme of allowances based on the recommendations contained in this report is adopted from 1 April 2019 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 G. Simmons – Vice-Chair of the Planning Committee & Mayor

Cllr K. Falconer – Secretary of Liberal Democrat Group

Cllr T. Snowdon

Cllr P. Holmes – Leader of Liberal Democrat Group

Cllr T. Murphy – Chair of Employment & General Committee

Written Submissions - Elected Members

Cllr P. Gilby

Cllr P. Holmes

Officers who briefed the Panel

Rachel Appleyard - Senior Democratic and Scrutiny Officer

Appendix Two

Information Received by the Panel

1. Current Member's Allowance Scheme
2. CBC Member Allowances 2018/19
3. Comparison with other authorities
 - a. Overall comparison with other authorities
 - b. Comparison of basic and special responsibility allowances with Derbyshire authorities
 - c. Comparison of basic and special responsibility allowances with family group authorities
 - d. Comparison of timings of meetings with other authorities
4. Role Profiles
 - a. Leader of the Council
 - b. Deputy Leader of the Council
 - c. Leader of an Opposition Group
 - d. Deputy Leader of an Opposition Group
 - e. Cabinet Member
 - f. Chair of Overview and Performance Scrutiny Forum
 - g. Chair of Appeals and Regulatory Committee
 - h. Chair of Licensing Committee
 - i. Chair of Planning Committee
 - j. Chair of Standards and Audit Committee
 - k. Vice Chair of a Committee
 - l. Ward Councillor
5. Previous IR Panel report 2015:
 - a. Covering report for Full Council
 - b. IRP report for Full Council

Appendix Three: Benchmarking Allowances for Chesterfield Borough Council

BM1 Chesterfield Borough Council Derbyshire Authorities Data (18/19): BA & Main Regulatory SRAs

	Basic	Leader	Deputy Leader	Cabinet Member	Chair of Planning Committee	Chair of Standards and Audit Committee	Chair Scrutiny Committees	A&R/ Licensing Chair	Chair of Employment and General Committee	Leader Minority Group	Deputy Leader Minority Group	Notes
	£	£	£	£	£	£	£	£	£	£	£	
Chesterfield	5,998	28,343	15,592	7,779 (Assist. 3,889)	4,757 (VC 2,377)	2,377	4,754	4,754	3,565	8,861	0	Currently no assistant cabinet members
Amber Valley	3,800*	11,390	5,700	3,990	2,280	1,710	1,710	1,710	-	2,850	-	*includes travel expenses outside of the scheme
Bolsover	9,902	14,672	9,781	4,891	4,891 (VC 2,445)	Co-optees: 1,222 (Standards) 1467 (Audit)	3,260 (VC 1,630)	1,630	-	4,891	-	
Derby City	10,076	30,229	22,672	15,115	7,557 (VC 3,779)	5,290	7,557 (VC 1,889)	7,557 (VC 3,779)*	5,290	7,557 (if group more than 4)	3,779 (if group more than 10)	*Members of the General and Taxi Licensing and Appeals Committee all receive £1,889)

	Basic	Leader	Deputy Leader	Cabinet Member	Chair of Planning Committee	Chair of Standards and Audit and Committee	Chair Scrutiny Committees	A&R/ Licensing Chair	Chair of Employment and General Committee	Leader Minority Group	Deputy Leader Minority Group	Notes
	£	£	£	£	£	£	£	£	£	£	£	
Derbyshire Dales	4,416	13,020	6,510	*	4,416 (VC 733)	-	-	1,325 (VC 663)	-	£225 per member (also for 2 nd Opposition Group Leader)		* Committee system operated rather than Executive/Cabinet
Erewash	4,132	13,697	8,218	6,164	3,627	3,627	3,627	3,627	3,627	5,337	788,10	
High Peak	3,002	9,905	5,942	4,456	2,970 (VC 1,485)	1,980 (Audit) 989 (Standards)	1,485	600 (VC 300)	-	1,980		
North East Derbyshire	5,223	18,134	13,031	8,311	7,936 (VC 1,320)	3,968 (VC 1,320) (Standards)	3,968 (VC 1,320)	-	-	5,014	-	
South Derbyshire	6,175	18,518	10,178	*	9,249 (VC 2,312)	2,240 (Standards - Indep. Chair)	9,249 (VC 2,312)	4,630	-	9,249	2,312	* Committee system operated rather than Executive/Cabinet
Average (inc. CBC)	5,858	17,545	10,847	7,244	5,298 (VC 2,064)	Not possible to directly compare	4,451 (VC 1,787)	3,229 (VC 1,581)	4,161	5,107	3,046*	*Or leader of second minority group

BM2 Chesterfield Borough Council Family Group Comparative Authority Data (18/19): BA & Main Regulatory SRAs

	Basic	Leader	Deputy Leader	Cabinet Member	Chair of Planning Committee	Chair of Standards and Audit Committee	Chair Scrutiny Committees	A&R/Licensing Chair	Chair of Employment and General Committee	Leader Minority Group	Deputy Leader Minority Group	Notes
	£	£	£	£	£	£	£	£	£	£	£	
Chesterfield	5,998	28,343	15,592	7,779 (Assist. 3,889)	4,757 (VC 2,377)	2,377	4,754 (VC 2,377)	4,754 (VC 2,377)	3,565	8,861	-	Currently no assistant cabinet members
Bassetlaw	4,674	13,231	8,888	5,656	3,131 (VC 1,111)	3,131* (VC 606)	3,131 (VC 606)	2,121 (VC 404)	-	4,260 <i>Cabinet Minority Group Liaison</i>	-	*Audit scrutiny committee
Boston	4,400	13,464	6,732	5,610	4,488 (VC 2,244)	1,224	1,224	1,224	-	100 (per member of each Group excluding the Leader of the Group)	-	Up to 2 SRA allowances can be claimed with the exception of the Leader and Deputy Leader who may not claim a Cabinet Members Allowance in addition to the Leader and Deputy Leader Allowance
Cannock Chase	5,554*	18,884	9,636	8,349	4,496	1,929	2,081	1,929	-	7,066	-	* includes sum of 1,224 for purchase of consumables

	Basic	Leader	Deputy Leader	Cabinet Member	Chair of Planning Committee	Chair of Standards and Audit Committee	Chair Scrutiny Committees	A&R/ Licensing Chair	Chair of Employment and General Committee	Leader Minority Group	Deputy Leader Minority Group	Notes
	£	£	£	£	£	£	£	£	£	£	£	
Carlisle	4,887	17,967	11,229	6,735	4,497	510 (Standards) 4,497 (Audit)	4,497	1,128	-	0* 2,247* 3,375* 4,497*	-	* Based on no. of minority group - Less than 5, 5-9, 10-14, over 14
Copeland	3,094	50,000*	15,000	6,359	2,000	2,000	2,000	1,000	-	4,000 3,000 2,000**	-	*Elected Mayor **15+ Members, 10-14 Members, 2,000 5-9 Members.
Gloucester	5,827	20,803	13,374	10,402	4,755 (VC 1,189)	2,972	3,566	2,972	5,94	5,944	1,486	
Ipswich	4,211	11,790	8,253	7,832	3,916	3,916	3,916	3,916	-	3745	(Leader of other opp group – 1,937)	
Lincoln	4,905	10,428	6,747	5,520	4,296	1,227	4,296	1,227* 2,454**	-	2,454	-	* Housing or Personnel Appeals **Licensing Committees
Mansfield	6,386	54,863*	18,547**	15,364	10,653	2,121 (Audit) 1,631 (Standards)	7,690	8,339	-	1,098 + group leaders £355 per member	-	* Executive Mayor ** Deputy Mayor

	Basic	Leader	Deputy Leader	Cabinet Member	Chair of Planning Committee	Chair of Standards and Audit Committee	Chair Scrutiny Committees	A&R/ Licensing Chair	Chair of Employment and General Committee	Leader Minority Group	Deputy Leader Minority Group	Notes
	£	£	£	£	£	£	£	£	£	£	£	
Newcastle under Lyme	4,250	13,600	9,510	5,800	4,500 (VC 1,800)	3,000	3,000	4,500 (VC 1,800)	-	5,000	-	
Redditch	4,437	19,967	14,421	6,656	4,437	1,109	6,656*	3,328	-	1,109	-	*Chair's of scrutiny task and finish groups receive 1.109
Worcester	4,386	10,965	8,772	-	4,386	2,632 (Audit) 1,097 (Standards)	-	3,290	1,097	1097	-	*operates as committee system
Wyre Forest	4,626	13,882	8,097	6,941	4,626 (VC 1,156)	1,156 (Audit) 1,156 (Standards)	6,941 (VC 1,156)	3,471	-	1,156*	-	*subject to a minimum of 4 members
Average (inc. CBC)	4,775	16,110	10,481	7,616	4,638 (VC 1,646)	Not possible to directly compare	3,925 (VC 1380)	3,111 (VC 1527)	2,331	4,063*	Not possible to directly compare	*Not included authorities which have a progressive amount

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