

**A REVIEW OF  
COUNCIL MEMBERS' ALLOWANCES  
FOR  
SEVENOAKS DISTRICT COUNCIL  
October 2012**

**Joint Independent Remuneration Panel  
for  
Sevenoaks District Council  
Tonbridge & Malling Borough Council  
Tunbridge Wells Borough Council**

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## **1) Foreword**

The Council is required under the Local Authorities (Members' Allowances) (England) Regulations 2003 and subsequent amendments to establish and maintain an Independent Remuneration Panel to review and make recommendations to the Council on the range and levels of remuneration for elected Members (see Terms of Reference Appendix 2).

Under the Regulations the Council is required to undertake a full review every four years. The last full review was reported to and considered by Council in late 2008. This report is the result of the latest review conducted in autumn 2012.

When the Panel conducted the last full review of Members' Allowances in autumn 2008, the local impact of forthcoming public sector financial constraints was largely unknown. The situation is now clear and the Council has had to take some far-reaching decisions to reduce costs whilst maintaining services. Against this background it may seem surprising to conduct a review of payments made to elected councillors given that anything other than a reduction might be unpopular with voters. It is important to note that Sevenoaks District Council, having accepted our previous recommendations in 2008, have subsequently chosen not to implement them fully and, in consequence, their current allowances are significantly below those of most comparable Councils (see Appendix 4)

However, these financial and political constraints do not override the purpose of this review, which is to carry out the quadrennial update of local councillors' allowances required by legislation, taking into account Members' workload, responsibilities and required time commitment and then to recommend a fair level of recompense for those commitments. We are mindful always of our remit to assist in broadening the diversity of councillor representation by minimising financial barriers to participation in local government.

While affordability of the Panel's recommendations is ultimately an issue for the Council to decide, the Panel fully appreciate the sensitivity of making any changes to allowances in the current financial climate and have tried to balance this with the need to propose a scheme which is fair, simple to administer and properly reflects the significant time commitments given by individuals in this important tier of government.

## **2) Summary of Recommendations**

### **1. Basic Allowance**

A Basic Allowance for elected Members of £6039 p.a. based on a formula which accounts for the required time commitment, a representative rate of hourly earnings of residents in the area but reduced by a discount factor to reflect the ethos of public service inherent in the elected representative's role. The gross value of the allowance is £10065 p.a., reduced by £4026 p.a. for this voluntary element.

### **2. Special Responsibility Allowances**

In this review we have considerably simplified the structure of SRAs by using a 'factor approach' which sets the level of each SRA as a multiple of the basic allowance. We have also re-considered the allowance structure for Opposition Group Leaders and Vice-Chairs of Committees. We continue to support the 2007 guidance on Members Remuneration from the

Councillors Commission which recommends that members should not receive more than one SRA.

Our recommendations for Special Responsibility Allowances for each role are (after reduction for voluntary/public service element):-

- Council Leader - £18118 p.a.
- Opposition Group Leaders - £302 p.a. per group member
- Cabinet Members - £9059 p.a.
- Committee Chairs:
  - Development Control £4530 p.a.
  - Performance & Governance £3020 p.a.
  - Select Committees £3020 p.a.
- Committee Vice Chairs: recommendation is to cease this allowance
- Committee Members:
  - Development Control £302 p.a.
  - Licensing £302 p.a.
- Standards Co-optees - £479 p.a.

### **3. Carer Allowances**

Our recommendations are that these allowances should increase as follows:-

- **Childcare Allowance:** payable at the actual amount charged, subject to a maximum rate of **£6.19** per hour per child.
- **Dependant Carer's Allowance:** payable at the actual amount charged, subject to a maximum rate of **£16.00** per hour.

### **4. Travel Expenses**

We are aware that travel expenses are currently reimbursed in line with the scheme in force for officers and staff of the Council (currently NJC rates). We recommend that consideration is given to align mileage rates with the HMRC maximum tax-free allowance.

### **5. IT Allowance**

The Council implemented an IT Allowance in 2011, following investigation and recommendation by this Panel. The Allowance set at that time was £120 p.a. and our recommendation is that this should remain at this level for 2013.

### **6. Pensions**

We have again decided not to recommend the offer of access to pensions in this review on the grounds of cost, despite the recommendation from the Councillors' Commission that access to the local government pension scheme should be given to elected councillors.

### **7. Number of Councillors**

Given that more than half of total expenditure on Members' Allowances is on the Basic Allowance, we recommend that the council gives serious consideration to reducing the number of councillors in the District as a longer-term strategic option to reduce the cost of representation.

### **3) Background**

The basis of the current level of members' allowances for Sevenoaks District Council was established by the Panel in December 2001 following guidelines issued by central government [see Appendix 1]. Allowances have been revised in subsequent years to reflect cost of living increases and changes in council structure and responsibilities. The Panel's recommendations have not always been fully implemented by the Council and, as a consequence, Basic and Special Responsibility Allowances have fallen well below the levels which we would regard as reasonable [See Appendix 5].

The 2007 Councillors Commission paper on Members Remuneration suggested a set of basic principles to govern allowance schemes:

- The basic allowance should encourage people from a wide range of backgrounds and with a wide range of skills to serve as local councillors
- Those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage
- Councillors should be compensated for their work and the compensation should have regard to the full range of commitment and complexity of their roles
- The system should be transparent, simple to operate and understand
- The system should not encourage the proliferation of meetings or provoke councillors into spending more time on council business than is necessary
- The level of remuneration should relate to a commonly accepted benchmark, such as the median male non-manual salary.

These principles underpin the recommendations made in this report and are reflected in our Terms of Reference [Appendix 2]

### **4) Approach and Methodology**

In line with our review four years ago, and reflecting the approach taken by many other Independent Review Panels elsewhere in the country, we established a set of core principles to guide this review as follows:-

- To remove, where possible, the immediate financial barriers to becoming a councillor to assist in the diversity of the cohort of councillors, regardless of political background
- To reflect the current time commitment required to perform the role of ward councillor and the potential loss of earnings opportunities for councillors in doing so
- To recognise the increasing levels of responsibility and accountability being devolved from central government to local government and its impact on the nature of leadership and scrutiny roles within the council
- To retain a significant element of public service, *pro bono* contribution from elected councillors
- To benchmark the comparative position of our council members with those in similar roles in Kent and other South East councils
- To recommend allowances based on objective data with a simple and logical structure that can easily be updated in future

In conducting the review at the Council, we held meetings with senior officers and all party leaders, and offered the opportunity to all elected members to meet individually with the Panel, a number of whom took up this offer.

## **5) Allowance Calculations**

There are some important principles and constraints on the calculation of allowances which are detailed in our Terms of Reference [Appendix 2].

### **5.1 Basic Allowance**

#### **a) Determining the Basic Allowance**

The statutory guidance for Local Authority Allowances says that the “*basic allowance is intended to recognise the time commitment of all councillors, including such inevitable calls on their time as meeting with officers and constituents and attendance at political group meetings. It is also intended to cover incidental costs such as the use of their homes.*” [ODPM 2003. Para 10]

There are three core elements which determine the Basic Allowance: time spent on councillor duties, a standard financial hourly rate and the public service discount element.

#### **i) Time Commitment**

“*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 ..... number of hours for which, councillors ought to be remunerated*” [ODPM 2003. Para 67].

The number of hours committed by individual councillors to their elected and representative duties varies widely between individuals and over time. It is recognised that, for many councillors, the role is far more than just attendance at council meetings and will include, for example, constituency duties, committee meetings, meetings with officers and training courses.

The Panel determined in 2008 that the average time taken to satisfactorily perform a ward councillor role was an average of 15 hour per week, following a survey of members and soundings at all levels of the council. Based on our discussions in this round of meetings, we have continued with this time commitment of 15 hours per week.

#### **ii) Hourly rate**

We have again sought to relate to a commonly accepted benchmark as the source of our hourly-rate and have used the median hourly pay for all employees who live within the Sevenoaks local authority area as published by the Office of National Statistics in their Annual Survey of Hours & Earnings (ASHE). The rate available at the time of writing this report was £13.98 per hour [Source: ASHE 2011. ONS] and this is the base hourly-rate for our recommended allowances.

#### **iii) The public service/voluntary principle**

Central government guidance to Independent Remuneration Panels for setting the basic allowance states that “*it is important that some element of the work of members continues to be voluntary – that some hours are not remunerated. This must be balanced against the need to ensure that financial loss is not suffered by elected members, and further to ensure that, despite*

*the input required, people are encouraged to come forward as elected members and that their service to the community is retained” [ODPM 2003. Para 68]*

This idea that some work of members should remain voluntary is called the ‘public service principle’ and this is incorporated into the financial calculations as a percentage discount factor, agreed locally. The Councillors Commission report indicated that considerable variations of between 20-50% apply. Our meetings with members and council leaders confirmed that this principle is understood and supported by elected councillors.

In our 2008 review the Panel recommended a public service discount factor of 40% based on benchmarking with allowance schemes elsewhere. In their response to our recommendations, the council decided to increase this to 50% and this reduction has applied subsequently. We considered in this review whether or not to follow the self-imposed percentage and have decided that we would retain our recommendation of a 40% discount factor in common with many similar schemes in other areas and consistent with the recommendations of our predecessors in this Panel since its inception in 2001.

#### **iv) Calculating the Basic Allowance – the formula**

To bring together the separate elements of this time-based model the following formula is commonly-used by other Independent Remuneration Panels:

- 1) Expected hours input x hourly rate x 48 weeks = Gross Basic Allowance p.a.
- 2) *minus* discount for voluntary public service = recommended Basic Allowance p.a.

#### **v) Basic Allowance – recommendation**

Using the above data and formula we propose an annual Basic Allowance derived as follows:-

- 1) 15 hours per week x £13.98 per hour x 48 weeks = £10065 p.a.
- 2) *minus* 40% public service discount = £6039 p.a.

***RECOMMENDATION: that the Basic Allowance should be £6039 p.a.***

## **5.2) Special Responsibility Allowances (SRAs)**

The 2007 guidance on Members Remuneration from the Councillors Commission report comments that the practice of paying more than one SRA to an individual Member was prevalent when allowances were low. Taking into consideration the significant uplift in Basic Allowance and SRAs proposed in this review, the Panel recommends that members should not receive more than one SRA. This recommendation reinforces the important principles of transparency and promoting wider participation in the structure of council business.

In reviewing the current system of SRAs, we considered that there were a number of anomalies and that the structure was overly complicated. We, therefore, are proposing a simplified schedule of allowances by moving away from a time-based model to a factor model in which SRAs are determined as a multiple of the Basic Allowance. This approach is becoming quite common across the country as a simple and transparent method.

### **5.3) Council Leader (Cabinet Chairman)**

The role of Council Leader (or Cabinet Chairman as it is known at Sevenoaks District Council) continues to expand in scale and scope over time. Our view is that the Special Responsibility Allowance historically paid for this role undervalues its real level of responsibility and the time commitment necessary to adequately perform the tasks and duties expected of Leaders. This view is echoed by a number of Members with whom we have had contact.

In line with our intention to simplify the allowances structure we recommend that the Leader's SRA should be a multiple of three times the Basic Allowance. This equates to a gross allowance of £30196 p.a., but after the voluntary discount is a net £18118 p.a.

***RECOMMENDATION: that the Special Responsibility Allowance for Council Leader should be £18118 p.a.***

### **5.4) Opposition Group Leaders**

We established the principle in our previous review that Council Leader's Allowance reflects the full role, including those duties associated with political leadership of the majority party. However, there is an additional time commitment required of leadership of opposition groups which is not reflected in the Basic Allowance.

In line with our approach to simplify the structure of allowances we recommend that the Opposition Group Leaders' allowances should be on a variable sliding scale determined by the number of elected councillors in each opposition party, at a rate of 5% of the Basic Allowance per member.

***RECOMMENDATION: that the Special Responsibility Allowance for Opposition Group Leaders should be £302 per member in the group.***

### **5.5) Cabinet Members**

In recognising the broad portfolio responsibilities and time commitments of Cabinet Members we recommend an SRA of 1.5 times the Basic Allowance. This equates to a gross allowance of £15098 p.a. which, after discount for the public service element becomes £9059 p.a.

***RECOMMENDATION: that the Special Responsibility Allowance for Cabinet Members should be 1.5 x the Basic Allowance = £9059 p.a.***

### **5.6) Chairs of Committees**

In line with our simplified 'tiered' structure which aligns Committees into groups of similar dimensions which broadly reflect their activity levels and frequency of meetings:

Performance & Governance: £3032 p.a. (50% of Basic Allowance)

3 x Select Committees: £3032 p.a. (50% of Basic Allowance)

Development Control Committee: £4530 p.a. (75% of Basic Allowance)

We are aware that there is consideration being given to dividing the Development Control Committee into two due to workload pressures. If this is decided the Council should refer to the Panel for a review of the impact of this significant change on the allowance.

The Chairmanship of the Licensing Committee is rotated among members and therefore a small allowance is paid to all committee members as specified in the section below.

**5.7) Vice Chairs**

The roles of committee Vice Chairs and the allowances paid for them has been the subject of some debate with Members. From the discussions we have had it is not clear what substantive role is played by a Vice Chair when the designated committee Chair is in place and active. Clearly, when the committee Chair is absent for a particular meeting, it is expected that the Vice Chair takes over the chairmanship of that meeting, but this does not seem to justify an annual payment. The practice in many other contexts is to elect a member of the committee on the day if the Chair is unavailable and it seems likely that many members would be pleased to do so if asked and this would be a development opportunity for individuals, particularly the newer elected councillors.

Given the above, and in light of our recommendation to significantly increase the Basic Allowance, we propose that the SRAs for Vice Chairs should cease.

***RECOMMENDATION: that the Special Responsibility Allowance for Committee Vice-Chairs should be discontinued.***

**5.8) Committee Membership**

Sevenoaks District Council unusually pays an allowance to members of the Development Control and Licensing Committees. In the case of Development Control, this is to recognise the frequency of meetings (at least monthly this year) but if this is divided into two operational Committees in the future, the need for the payment should be revisited to determine whether it is still applicable.

The payment to Licensing Committee members reflects the fact that the requirement is very frequently to participate in Licensing Hearings and the task of chairing each meeting is rotated between the pool of committee members.

The Standards Committee has traditionally had some co-opted members who are not elected councillors of Sevenoaks District Council and a small allowance has been paid to recognise the time commitment of these individuals, who have usually been Parish Councillors. Under the Localism Act changes the workload of the Standards Committee has reduced and it is not yet clear how this will evolve. We propose that the Co-optees allowance is kept at the previous level until the new arrangements are established.

***RECOMMENDATION: that the Allowance for Committee Members should be as follows:-***

<b><u>Committee</u></b>	<b>Recommended SRA (p.a)</b>	<b>% of Basic Allowance</b>
Development Control	£302	5%
Licensing	£302	5%
Standards (co-opted members)	£479	-

## 6) Carers' Allowances

Two separate allowances were established at the previous review, to distinguish between the costs of standard childcare and that of professional care for dependants with special requirements. Our recommendations are that these allowances should increase as follows:-

**Childcare Allowance:** for child-minding of the Member's dependent children. Payable at the actual amount charged, subject to a maximum rate of **£6.19** per hour per child.

**Dependant Carer's Allowance:** for professional care for elderly or disabled dependants, or other dependants with special requirements. Payable at the actual amount charged, subject to a maximum rate of **£16.00** per hour. We also recommend that booking fees from professional agencies should be claimable.

In practice, these allowances have rarely been claimed by Sevenoaks councillors but we continue to support the need for them.

## 7) Travel expenses

We are aware that travel expenses are currently reimbursed in line with the scheme in force for officers and staff of the Council (currently NJC rates). In most cases, these are considerably above the HMRC maximum tax-free allowance. Given the geography of the Sevenoaks District there is considerable disparity between the travel costs incurred and claimed by Members. We recommend that consideration is given to aligning the mileage rate with the HMRC.

## 8) IT Allowance

An IT Allowance was implemented in 2011 following a recommendation from the Panel. We recommend that this is maintained at the same level of £120 per annum based on the same rules as implemented last year.

## 9) Pensions

Councillors in England have been eligible since 2003 to join the local government pension scheme on the recommendation of their local independent remuneration panel. The Councillors Commission Report ('Representing the Future') of December 2007 recommended that:

*"All councillors should be entitled to access to the local government pension scheme and any allowances for serving on joint authorities should also be taken into account."*

The rationale for their recommendation was *"granting access to the scheme is intended to remove one more barrier to service as a councillor"*.

Whilst we recognise that membership of the pension scheme would be a potentially valuable addition to the overall remuneration to councillors, we have again decided not to recommend the offer of access to pensions in this review on the grounds of cost. We are aware that slightly more than half of all councils offer access to the pension scheme to elected councillors (LGAR 2008) and recognise that this is another point of comparison where Sevenoaks offers lower remuneration to members than elsewhere.

## **10) Number of Councillors**

The financial and political constraints of the past and present have led the council to consistently under-implement the recommendations of successive Independent Remuneration Panels. This is understandable but has resulted in an allowances structure and quantum that do not reflect the commitments of the roles.

We note that more than half of the total expenditure on Members' Allowances in the last complete financial year was in the Basic Allowance and that significant savings could be achieved by reducing the 'multiplier' of the number of Members eligible for it (currently 54). We are aware that a number of councils around the country are actively pursuing this option. It is not a quick solution given the processes adopted by the Boundary Commission but this long lead time supports the view that the council should give this serious consideration as soon as possible.

## **11) Conclusions**

We have attempted in this review to propose levels of allowances which would remove financial barriers that deter potential candidates from standing for election and to properly recognise the time commitments that individual members offer in support of their local community.

In the current economic circumstances we could have justifiably proposed frozen or small indexed increases to existing allowances. In effect, this is what has happened over many years at Sevenoaks District Council and this has resulted in allowances which are some way lower than comparable authorities and possibly act as a deterrent to a wider group of people who could consider becoming a local councillor at this council. Therefore we stand by the level of allowances recommended in this report but recognise that the council may not be in an immediate position to implement them. We urge the council to take note of the structure of our recommendations and to implement it, at least in principle, in order that we continue the process of creating a fair and equitable level of members' remuneration.

## **12) Acknowledgements**

Our thanks go to the officers and members who gave us their time and opinions which have helped to shape our thinking.

### **Regulations and Guidance for Independent Remuneration Panels**

- *The Local Authorities (Members' Allowances) (England) Regulations 2003*. Statutory Instrument 2003 No. 1021.
- *The Local Authorities (Members' Allowances) (England) (Amendment) Regulations 2003*. Statutory Instrument 2003 No. 1692
- *The Local Authorities (Members' Allowances) (England) (Amendment) Regulations 2004*. Statutory Instrument 2004 No. 2596
- *New Council Constitutions: Consolidated Guidance on Regulation for Local Authority Allowances - 2003*
- *The Local Government Pension Scheme and Discretionary Compensation (Local Authority Members in England) Regulations 2003*. Statutory Instrument 2003 No. 1022
- *Pensions for Councillors - Local Government Pensions Committee Circular No. 136*. April 2003.
- *Local Government Pensions Committee Circular No 142 (amendment) July 2003*.
- *New Council Constitutions. Guidance on Consolidated Regulations for Local Authority Allowances*. Office of the Deputy Prime Minister and Inland Revenue. July 2003.
- *Members Remuneration – models, issues, incentives and barriers*. - Councillors Commission. Dept. of Communities and Local Government. December 2007
- *Representing the Future – Report of the Councillors Commission*. December 2007
- *Members' Allowances Survey 2008*. Report by the Local Government Association Research Department

# Joint Independent Review Panel for Sevenoaks District Council Tonbridge & Malling Borough Council Tunbridge Wells Borough Council

## Terms of Reference

### Introduction

The Joint Independent Remuneration Panel (JIRP) for Tonbridge and Malling Borough Council, Tunbridge Wells Borough Council and Sevenoaks District Council was originally established in 2001 and now operates under the Local Authorities (Members' Allowances) (England) Regulations 2003. The function of the panel is to make recommendations to Council in accordance with Statutory Instruments (primarily 2003 No.1021 and No.1692).

The JIRP was established jointly by the three Councils but it considers each Council individually and makes separate recommendations for each according to the particular structures and requirements of the organisation.

Members of the Panel are appointed by the Councils but are independent members of the community with relevant professional backgrounds in remuneration and benefits.

### Membership – Joint Independent Remuneration Panel

The members of the panel are:

- Barry Cushway, a resident of Sevenoaks.
- Susan Holmes, a resident of Cranbrook.
- Simon Knott, a resident of Matfield.
- Jean Selmes, a resident of Hildenborough.
- Colin Wilby, a resident of Kings Hill.

JIRP meetings will normally involve all five Panel members. A quorum will be three members. One of the members will act as Chair of the Panel by agreement between the Panel members.

The Local Authorities (Members' Allowances) (England) Regulations 2003 determine that none of the Panel members may be a member of the local authority in question, or of its committees, or an employee of the council, but that this does not preclude participation by parish councillors.

## **Panel Recommendations**

The 2003 Regulations require that councils must have regard to their Independent Remuneration Panel's recommendations, which must be publicised on the authority's website and in the authority's newspaper, if it has one. The Panel must be required to make recommendations whenever the council decides to revoke or amend its members' allowances scheme. However, Panel recommendations are not binding on authorities. After considering its panel's recommendations, a council can decide for up to four years on automatic indexation of members' allowances without the need for a review by the Panel.

## **Principles for Allowances Schemes**

There is currently little central prescription of members' allowance. However, there are some important constraints:-

- Attendance allowances are prohibited
- The basic allowance must be paid equally to all members
- Where one or more groups on a council form an administration, a special responsibility allowance must be paid to a member of the opposition. This is usually paid either to the leader of the opposition, if this post exists, or to a chair of a scrutiny committee

The report of the Councillors' Commission in December 2007 highlighted a 'universal principle' that members should not suffer financial loss as a direct result of their council activities and service. They went on to suggest a more detailed set of principles to govern allowance schemes:-

- The basic allowance should encourage people from a wide range of backgrounds and with a wide range of skills to serve as local councillors
- Those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage
- Councillors should be compensated for their work and the compensation should have regard to the full range of commitment and complexity of their roles
- The system should be transparent, simple to operate and understand
- The system should not encourage the proliferation of meetings or provoke councillors into spending more time on council business than is necessary
- The level of remuneration should relate to commonly accepted benchmark, (for example, the median male non-manual salary)

The Panel will operate within the scope of these principles. Should any departure from these be considered necessary, the reasons for the variation will be made clear in the relevant report.

The core objective of the Panel is to present informed comprehensive recommendations that are fair and equitable.

**Comparative data from Kent & Sussex Borough/District councils**

Authority	Basic	Leader	Cabinet Member	Chair Planning Cttee	Chair Overview/ Scrutiny	Chair Licensing	Last Review Date
Ashford	£4292	£14040	£7020	£5616	£5616	£1404	2011
Dartford	£4764	£27857	£8357	£5014	£2090	n/a	2011
Gravesham	£3447	£20260	£3447	£3447	£3447	£3447	2012
Maidstone	£4666	£23326	£11663	£5831	£5831	£2332	2012
Sevenoaks	£4246	£15562	£7781	£3673	£2047	n/a	2012
Tonbridge & Malling	£5076	£17454	£8067	£5076	£6258	£2538	2012
Tunbridge Wells	£5279	£16750	£8990	£5279	£5279	£1980	2012
Bexley	£9418	£26391	£13197	£8802	£8802	£8802	2012
Bromley	£10872	£30600	£20400	£9179	£7410	£9179	2010
Shepway	£3867	£21245	£8807	£3956	£3956	£1388	2012
Swale	£3343	£11700	£7020	£3510	£3218	n/a	2011
Thanet	£4570	£18082	£7990	£5204	£7990	£3216	2012
Tandridge	£3840	£2789	n/a	£2879	£2879	£2879	2012
Mid Sussex	£4501	£20596	£8238	£4501	£3862	£977	2012
Rother	£4237	£12376	£2692	£2692	£2692	£1969	2010
Wealden	£4370	£12330	£5090	£3855	£3445	£1250	2011

*[Source: Council websites October 2012]*

N.B. The Joint Independent Review Panel works on behalf of Sevenoaks District Council, Tonbridge & Malling Borough Council and Tunbridge Wells Borough Council but considers each Council individually and makes separate recommendations for each according to the particular structures and requirements of the organisation. It should be noted that members' allowances are currently under review at all three councils but the figures quoted above are those in force at time of writing this report and do not reflect any changes to be proposed by the JIRP as part of this review process.

## Appendix 4

### Revised Schedule of Recommended Members' Allowances

#### Sevenoaks District Council

	<u>2009 JIRP Recommendation</u>	<u>Current 2012-13</u>	<u>2013 JIRP Recommendation</u>
<b><u>Basic Allowance</u></b>	£5754	£4246	£6039
<b><u>Special Responsibility Allowances:-</u></b>			
<b><u>Opposition Group Leaders:</u></b>			
	£2255 + £100 per member	£1507 + £65 per member	£302 per member
<b><u>Cabinet</u></b>			
Cabinet Chairman	£22548	£15562	£18118
Cabinet Member	£11274	£7781	£9059
<b><u>Committee Chairs</u></b>			
Performance & Governance	£5754	£2047	£3020
Select Committees x 3 (each)	£2877	£1995	£3020
Development Control	£5754	£3673	£4530
<b><u>Committee Vice Chairs</u></b>			
Performance & Governance	£1439	£1106	n/a
Select Committees	£719	£1085	n/a
Development Control	£1439	£1924	n/a
<b><u>Committee Members</u></b>			
Development Control Cttee	£288	£221	£302
Licensing Cttee	£288	£221	£302
<b><u>Carers' Allowances</u></b>			
Childcare Allowance	£6.00 per hour	£6.00 per hour	£6.19 per hour (max)
Dependant Carer's Allow.	£15.50 per hour	£14.50 per hour	£16.00 per hour (max)
<b><u>IT Allowance</u></b>	n/a	£120	£120

*N.B. All figures are per annum except where stated.*