

A Review
Of
Members' Allowances
For
Huntingdonshire District Council

The Eighth Report
By the
Independent Remuneration Panel

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September 2018

EXECUTIVE SUMMARY

Huntingdonshire DC Review September 2018	Potential Maximum Payable under Panel's Recommendations			
POSITION	Nos Paid	Basic Allowance	Total P/Mbr (BA+SRA)	Sub Total Per SRA Category
BASIC ALLOWANCE	52	£4,500		£234,000
PRINCIPAL SPECIAL RESPONSIBILITY ALLOWANCES		SRA annual		
Council Leader	1	£16,000	£20,500	£16,000
Council Deputy Leader	1	£12,000	£16,500	£12,000
Other Cabinet Members	4	£8,394	£12,894	£33,576
Assistant Cabinet Members	2	£840	£5,340	£1,680
Chair Development Management Committee	1	£6,311	£10,811	£6,311
Vice-Chair Development Management Committee	1	£2,104	£6,604	£2,104
Chair Licensing/Public Protection Committees	1	£6,311	£10,811	£6,311
Vice-Chair Licensing/Public Protection Committees	1	£2,104	£6,604	£2,104
Chairs Overview & Scrutiny Panels	2	£5,604	£10,104	£11,208
Vice-Chairs Overview & Scrutiny Panels	2	£1,401	£5,901	£2,802
Chair Council	1	£3,763	£8,263	£3,763
Chair Employment Committee	1	£2,779	£7,279	£2,779
Vice-Chair Employment Committee	1	£695	£5,195	£695
Chair Corporate Governance Committee	1	£2,779	£7,279	£2,779
Vice-Chair Corporate Governance Committee	1	£695	£5,195	£695
Leader Principal Opposition Group	1	£4,500	£9,000	£4,500
Deputy Leader Principal Opposition Group ¹	0	£0	£4,500	£0
Leader Minor Opposition Groups[s]	1	£723	£5,223	£723
DMC SRAs and TELEPHONE ALLOWANCE				
Members Development Management Committee	13	£620	NA	£8,060
Telephone Allowance	NA	NA	NA	NA
Sub Total - Basic Allowance	52			£234,000
Sub Total - Principal SRAs	23			£110,029
Sub-Total DMC SRAs	13			£8,060
Total (BA + SRAs)				£352,089

¹ Recommendation for Deputy Leader of Principal Opposition is based on current size of group.

The Panel also recommends that

If there is an increase in the number of Other Cabinet Members

The following SRAs are payable to other Cabinet Members as follows

Number of Other Cabinet Members	SRA Payable	Total Payable to Other Executive Members
6 or less	£8,394	£50,364
7	£7,195	£50,364
8	£6,296	£50,364

Deputy Leader of the Principal Opposition Group

If the Principal Opposition Group has at least 11 Members then the Deputy Leader of the Principal Opposition Group is paid an SRA of £723.

Leader of Minority Opposition Group[s]

The qualified threshold of five seats is maintained for an SRA to be paid to a Leader of a Minority Opposition Group

Confirming the '1-SRA only' rule

The 1-SRA only rule is maintained with the exception of the 13 other Members on the Development Management Committee, i.e., excluding the Chairman and Vice Chairman and the Cabinet appointee

The Independent Person and Deputy Independent Person

The annual payment of £1,000 to the IP and £500 to the Deputy IP is maintained.

The Dependants' Carers' Allowance (DCA)

The DCA, including the current terms and conditions under which it may be claimed, is maintained with the amendment of the child care rates to be specified at the National Living Wage.

Travel and Subsistence Allowances

The current mechanism for determining the rates payable for the Travel and Subsistence Allowances and the terms and conditions by which they may be claimed are maintained.

Indexation

The following indices be used for indexation purposes:

- **The Basic Allowance, SRAs and Independent Persons Allowance:**
 - Indexed to the locally agreed cost of living percentage increase in Huntingdonshire District Council local government staff salaries and implemented from the date of the annual meeting for the same year that it applies to staff
- **Travel Allowances:**
 - Mileage: indexed to the HMRC rates
 - Public Transport indexed to rates that can be claimed by Officers

- **Subsistence allowances – out of Authority Only:**
 - Indexed to and paid at the same rates and conditions applicable to Officers

- **DCA:**
 - Childcare element: the maximum hourly rate claimable indexed to the National Living Wage
 - Elderly/Disabled element: the maximum hourly cap indexed to the hourly rate paid to home care assistants by Cambridgeshire County Council

The indices run for the maximum length permitted by the legislation, namely for 4 years up to end of the 2021/22 financial year.

Implementation

The recommendations contained in this report are implemented from date of the Council meeting that this report is considered and the new scheme adopted

Huntingdonshire District Council

Independent Remuneration Panel

A Review of Members' Allowances

The Eighth Report

September 2018

The Regulatory Context and Terms of Reference

1. This report contains the recommendations arising out of the independent review, April – May 2018, of Members' Allowances for Huntingdonshire District Council by the Council's statutory Independent Remuneration Panel ('IRP' or 'Panel'). It also lays out the deliberations of the Panel so as to show elected Members, Officers and the public the rationale for the Panel's recommendations.
2. 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 the Council retains powers to determine the scope and levels of Members' Allowances.
3. All Councils are required to convene their Panel and seek its advice before they make any changes or amendments to their members' allowances schemes and they must 'pay regard' to the Panel's recommendations before setting a new or amended members' allowances scheme.
4. In this particular instance, the Panel has been reconvened under the 2003 Regulations [paragraph 10. (5)] which states:

Where an authority has regard to an index for the purpose of annual adjustment of allowances it must not rely on that index for longer than a period of four years before seeking a further recommendation from the independent remuneration panel established in respect of that authority on the application of an index to its scheme.
5. This provision, known as the '4-year rule', is utilised to oblige all Councils to reconvene their independent remuneration panels at least every four years so that, in a context where councils retain final responsibility for determining their own allowances, they are subject to periodic scrutiny and accountability. Although the Council has not applied any indexation to its main allowances since 2010 the indices are in place and under the 4-year rule they are about to expire. It is under

the requirement of the 4-year rule that the Panel has undertaken this (eighth) review of Members' Allowances for Huntingdonshire District Council.

Terms of Reference

6. The Panel was presented with a general terms of reference in accordance with the requirements of the 2003 Members' Allowances Regulations, namely to undertake a full review of the Huntingdonshire District Council Members' Allowances scheme and to make any necessary recommendations in relation to the following:

- As to the amount of Basic Allowance that should be payable to its elected Members
- About the responsibilities or duties which should lead to the payment of a Special Responsibility Allowance and as to the amount of such an allowance with particular reference to the new posts of Assistant Executive Members
- The duties for which travelling and subsistence allowances can be paid and as to the amounts of this allowance
- As to whether the Authority's allowances scheme should include an allowance in respect of the expenses of arranging for the care of children and dependants and if it does make such a recommendation, the amount of this allowance and the means by which it is determined
- As to whether annual adjustments of allowance levels may be made by reference to an index, and if so, for how long such a measure should run
- On whether any allowance should be backdated to the beginning of a financial year in the event of a scheme being amended.
- The implementation of the recommendations
- The extent and level of Members' IT & Telephone support and the most effective means to deliver such support
- The Panel may make further recommendations with respect to Member allowances as it sees fit in response to issues arising.

7. In arriving at its recommendations the Panel is expected to take into account:

- The views, both written and oral, of Members
- Officer factual briefings and relevant written information on the Council
- The scope and level of allowances paid in similar councils
- The current budgetary situation of the Council
- Any on-going developments in the governance structures and roles that have occurred across the Council since May 2015
- Other relevant information on the Council

The Panel

8. Huntingdonshire District Council reconvened its Independent Remuneration Panel convened its Panel and the following Members were appointed to carry out the independent review of allowances, namely:

Nicky Blanning -

Head of the Accommodation Service, University of Cambridge; Trustee; former School Governor;

Member of IRP for Cambridgeshire County Council in 2016-17.

- Stan Curtis - Originally an electronics engineer with extensive experience in managing and developing both SMEs in the UK and large companies internationally. Currently owns a local Agri-Tech business. For the past nine years he has been the chair of the Community Centre in Ramsey where he lived before recently moving to Soham.
- Declan Hall PhD - Former lecturer at the Institute of Local Government and now an Independent Consultant specialising in Members' Allowances (National perspective)
- Jennifer Horn PhD - Director, Optical Activity Ltd (Business Sector) and a local resident
- Prof Alan Rodger - Former Director, British Antarctic Survey, Director of the Morris Education Trust, School Governor St Philips, Member of IRP for Cambridgeshire County Council in 2016-17.

9. The Panel was supported by

- Lisa Jablonska AEA (Cert) Elections and Democratic Services Manager and Deputy Monitoring Officer
- Tony Roberts PhD Democratic Services Officer

10. Lisa Jablonska and Tony Roberts acted as 'Panellists' Friend' and took the organisational lead in facilitating the review process.
11. The Panel would like to record its gratitude to the Members and Officers of Huntingdonshire District Council for making themselves available to meet the Panel and ensuring the work of the Panel was carried out in an efficient and effective manner.

Process and Methodology

12. The Panel met at Pathfinder House, Huntingdon on 30th August 2018. The meetings were in private session to enable the Panel to meet Members and Officers and conduct deliberations in confidence. In accordance with the terms of reference, in arriving at its recommendations, the Panel took into account a wide range of evidence both oral and written. While a representative range of elected Members was invited to meet with the Panel all other Members who wished to meet with the Panel were accommodated as far as practically possible. In addition all Members were sent a short questionnaire so that no Member was denied a voice in the course of review; 12 replies to the questionnaire were received. The questionnaire was also used as the template for Member interviews to ensure as common set of questions were asked.

13. The Panel met with relevant Officers for factual briefings on the Council, governance structures and challenges facing the Council.
14. The Panel also reviewed relevant written information, such as council and committee meetings schedules, relevant reports and information on the governance arrangements, the 2006 Statutory Guidance on Members' Allowances, etc.
15. For full details of whom the Panel met and full range of information reviewed see:
 - Appendix 1: for Members and Officers who met with the Panel
 - Appendix 2: for a list of the full range of evidence considered by the Panel
 - Appendix 3: for benchmarking utilised by the Panel, namely a summary of the Basic and Special Responsibility Allowances (2018/19) paid in the benchmarking group which is made up of Huntingdonshire's Eight 'Nearest Neighbours' (as set out by the Chartered Institute of Public Finance Accountancy - CIPFA) plus the four other district councils within the Cambridgeshire and Peterborough Combined Authority.
16. The Panel has not been driven by Allowances paid across the comparator authorities in the benchmarking group but it was concerned to understand how the issues under review have been addressed elsewhere, i.e. what is the most common practice. Moreover, it was important to place the Huntingdonshire District Council Allowances Scheme and tentative recommendations in a comparative perspective.

Key Messages and Observations

Being cognisant of the financial impact of the recommendations

17. The Panel found itself in a similar situation that it did at the time of the previous review in the spring of 2015. There is a robust argument that is supported by the wider evidence to increase the Basic Allowance, which, as with all the SRAs, has been frozen since 2011.
18. In addition, there is clear evidence that the demands on the Leader and Deputy Leader have increased through the Council's membership of the Cambridgeshire and Peterborough Combined Authority (C&PCA).
19. On the other hand, the overwhelming view as expressed to the Panel in the representation received from Members was that the recommendations arising from this review should be broadly cost neutral. Huntingdonshire District Council, as do all English Councils, continues to operate within a challenging financial context and as a result most of the representation received stressed that it is not appropriate to for Members to be spending more on their allowances at this juncture. This view was stressed to the Panel even by those Members who felt that the allowances overall were insufficient.

20. The Panel has taken this message on board – it would not be serving the Council if it simply made recommendations that have no basis in reality and not have broad acceptance. This is not to say that the Panel has been driven by budgetary considerations alone or has not recommended any change in the allowances scheme. Indeed it has recommended an increase in the current Basic Allowance beyond what would be regarded as a standard cost of living inflationary increase as it has done with some SRAs as well as two additional SRAs. At the same time these increases have been counterbalanced by recommending some SRAs are decreased or even eliminated. Consequently rather than fundamentally overhauling the allowances scheme the role of the Panel in this review has been to rebalance the scheme by addressing the most pressing anomalies while keeping an eye on the financial impact.
21. In this rebalancing the underlying principles for the Panel have been to look at time, responsibility and accountability of the roles under review.

The Basic Allowance- Recalibrated

22. To test the robustness of the 2018/19 Basic Allowance (£4,235) the Panel has recalibrated the Basic Allowance by replicating the original methodology that underpins the basis of the current Basic Allowance. This methodology is laid out in the 2006 Statutory Guidance (paragraph 67) which 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.

23. The Statutory Guidance (paragraphs 68-69) expands on the above statement by breaking it down to three variables for Panels to consider in arriving at a recommended Basic Allowance, namely time, recognising the public service principle and settling upon a rate of remuneration. The Panel has recalibrated the Basic Allowance by bringing the three operative variables up to date as set out below.

Time required in carrying out duties associated with the Basic Allowance

24. The Basic Allowance is primarily a time-based allowance. The current Basic Allowance was based on an expected time input required from Members for their ordinary roles of 55 days per year, a figure that has not been altered since 2002.
25. The 2013 Census of Councillors shows that on average Members of district councils who hold no positions of responsibility put in up to 14 hours per week; equivalent to 91 days per year (on an 8 hour day).² However, the Census of Councillors average of 14 hours per week is based on a question simply asking how much time they spend on council duties (not including party activities). The Panel has always assessed the time commitment as that required to be an effective 'backbench' Member rather than an overall average.

² In some of the written submissions a figure of 25 hours per week was quoted. However, it is noted that this 25 hours covers all Councillors including post holders across all types of principal Councils. The figure of 14 hours per week is for District Councillors who hold no positions of responsibility. Information supplied to Chair of Panel by Stephen Richards, a data analyst at the LGA as included in the information pack item 13.

26. Nonetheless, the Panel tested out with the interviewees whether there was a strong case to increase the notional time commitment on which the Basic Allowance is based and the historical figure of 55 days per year was not seen as significantly out of line. The Panel recognises that there are 'backbench' Members of Huntingdonshire District Council who put in more 55 days per year but as with all role evaluations the Panel has assessed the time demanded rather than what time Members can supply.

Recognising the voluntary principle or Public Service Discount

27. The 2006 Statutory Guidance advises that not all the time expected from Members for which they are paid a Basic Allowance should be remunerated so as to recognise there is a public service element to being an elected Member. To recognise the public service principle an element should be unpaid, known as the Public Service Discount (PSD). The normal range for this public service discount is between 30%-40%, largely on the basis this is broadly in line with the proportion of time backbenchers spend dealing with constituents and ward issues and local and community matters. The historical PSD that has been applied in Huntingdonshire District Council is one third. The Panel received no evidence to revise this historical figure. Thus out of an expected minimum input of 55 days per year, one third or 18 days per year is deemed to be the public service and unpaid, leaving 37 paid days.

Rate of remuneration

28. The third variable is to put a value on the Members; remunerated time which in 2003 was £95 per day, based on the mean gross pay for all full time employees in Cambridgeshire - as the closest link the Panel could establish to the average earnings of Members constituents. This figure was obtained from the Annual Survey of Hours and Earnings (ASHE) as published each by the Office of National Statistics (ONS). Since then the ONS has changed their format and now publish average earnings for employees in all council areas. Typically IRPs across the country use a locally based rate of remuneration as it relates the Basic Allowance to the average earnings of Councillors constituents. The latest figures published by ASHE (2017) show that the mean daily earnings (excluding overtime) for all full employees within the district is £128.22.³
29. Following the methodology as set out in the 2006 Statutory Guidance with an updated rate of remuneration produces the following recalibrated Basic Allowance:
- Minimum of 55 days per year minus 1/3 PSD (18 days)
 - = 37 remunerated days multiplied by £128.22
 - = £4,774
30. The recalibrated Basic Allowance is not an unreasonable figure – it broadly reflects what it would have been in any case if it had been indexed consistently since 2010. This impression is also confirmed when the recalibrated Basic Allowance is placed in the comparative context. Benchmarking shows that within the peer authorities the mean Basic Allowance is £5,228, with the median being

³ See ONS, Annual Survey of Hourly Earnings, Weekly pay – excluding overtime - for all full time employee jobs - United Kingdom October 2017, Table 7.2a. It shows a mean weekly figure of 641.10 which when divided by five working days per week equates to £128.22.

£5,065. However to recommend the recalibrated Basic Allowance would require significant cuts to SRAs to ensure the total current spend on allowances is broadly maintained it would also mean ignoring the key message from Members. Yet, the Panel recognises that the Basic Allowance is at such a low level that not only does it undervalue Members but it may be a barrier to becoming a Member.

31. Consequently, the Panel is not recommending the recalibrated Basic Allowance. Yet, it is noted the current Huntingdonshire District Council Basic Allowance is lowest within the benchmarking group. Consequently the Panel has opted to recommend Basic Allowance that is at the mid-point (£4,490) between the current and recalibrated Basic Allowance, which the Panel has rounded up to £4,500.

Discontinuing the telephone allowance

32. Currently all Members are eligible for a monthly telephone allowance of £8.92 per month or £107 per year. Its purpose is to assist Members with the extra cost of telephone calls by virtue of being elected to Council.
33. Telephone allowances date back to an era when most people did not have a telephone landline and Members did not receive a Basic Allowance and only got out of pocket expenses. This allowance is now an historical anomaly – not only do Members receive a not insignificant Basic Allowance but telecommunications are now ubiquitous and a separate provision is difficult to justify particularly when there are so many packages on the market that means there is no or very limited marginal telephone costs associated with being an elected Member.
34. Taking this context into account and the fact that the Panel is recommending an uplift of £265 to the Basic Allowance the Panel is further recommending that the Telephone Allowance is discontinued and the Members' Allowances clarified to point out that the Basic Allowance also deemed inclusive of any telephone costs incurred by Members undertaking their duties as an elected Member.
35. **The Panel recommends that the Basic Allowance is reset at £4,500 and the Members' Allowances scheme specifies that it is deemed to cover the costs of Council-related telephone calls that an elected Member may incur while carrying out Council duties.**
36. This represents about 0.5% per annum increase since the last uplift (2010) which is less than the Public Service increases over the same period.

Special Responsibility Allowances - The Leader

37. The biggest development in governance arrangements since the previous review has been the establishment, in March 2017, of the Cambridgeshire and Peterborough Combined Authority (C&PCA). It has been set up to promote the local devolution deal that the constituent members agreed with central government. It has a directly-elected Mayor who chairs the C&PCA Board which also consists of the Leaders of the seven constituent local authorities plus the Chairman of the Business Board.
38. The C&PCA has significant budgets and responsibilities mainly in regards to strategic planning and sub-regional economic development. In addition to monthly

board meetings each Member (Leader) has a portfolio and appointed to further workings groups and sub-committees with the usual accompanying reading, meetings with Officers, partners and stakeholders, etc.

39. The key point for the Panel is that significant additional demands have been placed on the Leader through membership of the C&PCA Board. A point that was stressed in the representation from all Members regardless of their political hue. As such there was a consensus that the additional workload and responsibilities should be recognised in the allowances scheme as the Combined Authority is unable to pay any Board Members with the exception of the directly-elected Mayor.
40. For the Panel to remunerate the Leader for their C&PCA work it can be not much more than recognition of this new aspect of their responsibilities at this stage. Otherwise the Panel would have to breach the principle of not adding to the current total spend on Members' Allowances. The picture is further complicated by the fact that it is relatively unusual for district councils to be full members of the handful of Combined Authorities that have so far been established in England so there are not extensive comparisons to draw from and even then the C&PCA does not have the same powers and budgets as those CAs that cover metropolitan areas such as Greater Manchester and Merseyside.
41. The current SRA (£14,010) for the Leader was originally arrived at assessing the role as requiring the equivalent of an additional half of full time commitment and multiplying that time by the then day rate of £95 which was subsequently indexed to arrive at the current level. There was no evidence received to indicate that the current SRA for the Leader was in need of revising insofar it is paid for being Leader of the Council. This view is supported by the benchmarking that shows that across the comparator councils the mean SRA for Leaders at £15,958 and median SRA of £14,193. Even when it is noted that the stated SRA for the Leaders of Cambridge City and South Cambridgeshire as laid out in appendix three consists of two SRAs they are each paid – a Leader's SRA and a separate SRA for being on the Combined Authority⁴ it only has a marginal downward effect on the mean and median SRA for Leaders in the benchmarking group.
42. While the Leader's role is still not a full time one it has become more demanding in terms of responsibility and workload with the advent of the Combined Authority. Indeed this trend was recognised in the 2015 review as it was clear then that there was a growing regional and sub-regional agenda. For instance, the Leader was already on the board of the Greater Cambridge and Greater Peterborough Local Enterprise Partnership (LEP), which no longer exists in its old form as much of its work passed over to the C&PCA.
43. The question for the Panel was how much to uplift the Leader's SRA to support and recognise the C&PCA role that goes beyond token sum yet does not breach the principle of maintaining financial neutrality.
44. The Panel notes that the 2nd SRA paid to the Leaders of Cambridge City and South Cambridgeshire for their Combined Authority role is £1,169 and £1,325 respectively. For the Panel this established a base line for the Leader's uplift and has decided that the Leader's SRA should be at least equal to the mean SRA

⁴ Both Councils permit a Member to be paid more than one SRA which is not the case in HDC and the majority of councils in England.

(£15,958) for Leaders in the benchmarking group and then rounded up to the nearest £100 producing a sum of £16,000.

45. **The Panel recommends the Leader's SRA is reset at £16,000.**

The Deputy Leader

46. The SRA (£10,537) for the Deputy Leader was arrived at (as were most other SRAs) by assessing it as a ratio of the Leader's role, in this case 75%. This is in accordance with one of the methods set out in the 2006 Statutory Guidance (see paragraph 76) known as the 'pro rata' approach.
47. Comparatively this is a somewhat high ratio with the typical range being 60-70%, with the mean ratio in the benchmarking group being 69%. However, the current SRA is equal to the median SRA paid to Deputy Leaders in the benchmarking group, with the mean SRA being £11,057.
48. The Deputy Leader has also been impacted by the C&PCA. In particular, the Deputy Leader is required to stand in for the Leader on more occasions. In addition, the Deputy Leader has a role at the C&PCA as the Leader's substitute and being appointed to one of its committees. As such it is clear that the workload and responsibility of the Deputy Leader has increased in line with that of the Leader, consequently the Panel has decided to maintain the SRA at 75% of the Leader's recommended SRA, which equates to £12,000.
49. **The Panel recommends that the SRA paid to the Deputy Leader of Huntingdonshire District Council is reset at £12,000.**

The Other Cabinet Members (4)

50. The current SRA (£8,394) paid to other Cabinet Members was arrived at by setting it at 60% of the Leaders' SRA. This is slightly below that paid to Other Cabinet Members in the benchmarking group where the mean SRA is £9,139 and median SRA is £9,354. However, the Panel is addressing this below as the Council has appointed or intends to appoint two Assistant Cabinet Members.
51. It was also pointed out that there are now two fewer Other Cabinet Members than at the time of the previous review and they have larger portfolios and this may merit an increase in their SRA. The Leader has the power to determine the size of the Cabinet; capped by legislation at 10 and the Panel has recognised the Cabinet may vary in size over time. The Panel addressed this point in the 2015 review and thinks that the recommendation remains valid.
52. Thus to future proof the scheme **the Panel recommends the following SRAs are payable to other Cabinet Members**

Number of Other Cabinet Members	SRA Payable	Total Payable to Other Executive Members
6 or less	£8,394	£50,364
7	£7,195	£50,364
8	£6,296	£50,364

Assistant Cabinet Members (2)

53. The Leader has decided to appoint two Assistant Cabinet Members who are each assigned to support two other Cabinet Members. This is a new post and as yet there is limited experience of the role. Moreover, there are only two Councils in the benchmarking group that remunerate a similar post, Charnwood £2,108 and Braintree £4,731. Nonetheless, there is a strong vision for the role and the Council has developed a role description for the posts. In particular, they are to work with Cabinet Member[s] to assist them with any function except decision-making. This includes taking forward particular projects or programmes by undertaking specific task, research and investigations and attending meetings as requested by the Cabinet Member. It is also seen as a development role to help with succession planning for future Cabinet Members.
54. Thus rather than recommend a small increase for Other Cabinet Members to recognise their SRA is marginally below that paid to peers the Panel has decided to recommend an SRA for the Assistant Cabinet Members and cap it at the current number of two. In arriving at an appropriate SRA the Panel accepts it is early days and has simply settled at 10% of the SRA (£8,394) of the Other Cabinet Members, which equates to £840 as a recognition that there is role to perform even though it is yet to be tested through experience.
55. **The Panel recommends that the Cabinet Assistants are paid an SRA of £840 capped at the current number of appointments which is two.**

The Chairmen of the Overview & Scrutiny Panels (2)

56. Another change since the previous review is the reduction in Overview and Scrutiny Panels from three to two. This is not necessarily sufficient reason to increase their SRA partly because there is a general trend across local government to have a more streamlined and focused overview and scrutiny arrangements and partly because the Huntingdonshire DC SRA is already higher than the mean (£4,537) and median (£4,459) SRA paid to equivalent posts in the benchmarking group. Consequently the Panel decided that there should be no change to the current SRA (£5,604).
57. **The Panel recommends that the current SRA paid to the Chairmen of the two Overview and Scrutiny Panels is maintained at £5,604.**

Chairman of the Development Management Committee (DMC - 1)

58. The Panel received no evidence that the SRA (£6,311 - set at 45% of the Leader's SRA) for the Chairman of DMC required revising. It is above the benchmarked mean SRA (£5,716) and median SRA (£5,580) along with having a comparatively highly paid Vice Chair. However, four of the councils in the benchmarking group also pay other planning chairs, muddying the comparative picture somewhat. Moreover, the representation received emphasised that chairing the DMC is a high profile role reflecting the development pressures across the district that can on occasion be contentious. Also it has to meet monthly.

59. **The Panel recommends that the SRA for Chairman of the Development Control Committee remains at £6,311.**

Other Members of the Development Management Committee (DMC - 13)

60. Currently the other Members of the DMC (excluding the Chairman and Vice Chairman and the Cabinet member appointed to the DMC) receive an SRA of £620. This SRA is not typically paid elsewhere, only three other Councils in the benchmarking group pay such an allowance (Braintree £875, Cambridge City £702 and Colchester £1,602) and out of those three only Cambridge City also pay their planning Vice-Chair.
61. This SRA, originally set at a fixed sum of £600 (now £620 with indexation prior to 2010), was paid to recognise the extra workload associated with being on the DMC, in particular site visits, and as an administratively simple means to contribute towards the cost of travelling to those site visits DMC Members are expected to undertake under their own cognizance. On balance the evidence received supported the original rationale for paying this SRA.
62. **The Panel recommends that the 13 other Members of the DMC continue to receive an SRA of £620.**

Chairman of the Licensing Committee + Licensing & Protection Committee (1)

63. The SRA (£6,311) for the Chairman of the Licensing Committee and Licensing and Protection Panel is highest within the benchmarking group where the mean SRA for Chairs of Licensing Committees is £3,734 with a median SRA of £3,598. However, in Huntingdonshire District Council the Chairman chairs two separate council committees namely the:
- Licensing & Protection Committee – which addresses such issues as environmental protection and taxi licensing, with the latter function becoming more demanding post-Rotherham
 - Licensing Committee – which mainly deals with matters under the Licensing Act 2003, Gambling Act 2005 and Scrap Metal Dealers Act 2013
64. The two Committees meet quarterly on the same day consecutively with the same members and at this level the workload and responsibility of the Chairman is not commensurate with that of the Chairman of the DMC who receives the same SRA. However, most of the work of both Committees is undertaken by the Licensing Sub-Committee which mainly determines applications for liquor and gambling licenses including appeals against liquor and gambling licensing decisions and the Licensing and Protection Sub-Committee which mainly determines applications, renewals, suspensions, revocations and all other relevant powers in relation to licenses regarding Hackney Carriage and private hire vehicles. Moreover, the Licensing/Protection Sub-Committees are the only routinely held day meetings by the Council.
65. In the past two years the Licensing Sub-Committee met nine times and the Licensing and Protection Sub-Committee 24 times. The Chairman of the Licensing/Protection Committees is expected to chair the sub-committees and the

Vice-Chairman is also expected to sit on each Sub-Committee and chair in the Chairman's absence or where there is a conflict of interest. Out of the total of 33 meetings during the past two years the majority have indeed been chaired by the Licensing/Protection Chairman and all the others chaired by the Vice-Chairman except in one instance of the Licensing Sub-Committee where the Chairman was on holiday and the application involved premises in the Vice-Chairman's ward so was prevented from sitting on the Sub-Committee. The other Members of the Licensing (1) and Protection (2) Sub-Committees are drawn from the parent committees on a rotating basis so the workload is shared.

66. The key point is that the Chairman of Licensing/Protection Committees has a greater workload and responsibility than it appears at first glance. Moreover, in the representation received there was a consensus that, as a result of the role in the Sub-Committees, it was appropriate for the Chairman to continue to receive an SRA on par with the Chairman of DMC.
67. **The Panel recommends that the Chairman of the Licensing Committee & Licensing & Protection Committee continues to receive an SRA of £6,311.**

Chairman of the Council (1)

68. The Chairman of the Council currently receives an SRA of £3,763 which is an historical figure. It is always difficult to benchmark a Council Chairman's SRA as they also receive a Civic Allowance to help defray the costs of being a Civic Head. In Huntingdonshire District Council the Civic Allowance is held by Members' Services and the Chairman claims expenses upon production of receipts. Elsewhere this is not always the case in that it is simply handed to the Council Chairman/Mayor which is in effect an unrecorded SRA. There is no way to know from analysing their allowances schemes to know whether this is also the case in the comparator councils. The Panel received no evidence to revise this SRA.
69. **The Panel recommends that the SRA for the Chairman of the Council is maintained at £3,763.**

Chairmen of the Employment and the Corporate Governance Committees (2)

70. The SRA (£2,779) for the Chairmen of the Employment and the Corporate Governance Committees has been set at 17.5% of the Leader's SRA. The Corporate Governance Committee deals with constitutional changes and also includes the Audit and Standards functions. Benchmarking shows that within the comparator group only three other councils remunerate a Chairman of a Governance Committee and one of these Councils (Chelmsford) there is also a separately remunerated Audit Chairman. Out of the 12 other Councils in the benchmarking group 10 pay an SRA to the their Chairman of Audit which provides a more apt benchmarking figure with a mean SRA of £3,277 and median SRA of £3,682.
71. The Employment Committee discharges the strategic overview of the people management and workforce decisions and issues with the Council, including meeting with the Staff Council when required. Again benchmarking is difficult as only three of the comparator councils pay an SRA to an equivalent post.

72. Nonetheless, the Panel received no evidence to alter these SRAs. **As such the Panel recommends that the SRA for the Chairmen of the Employment and Corporate Governance Committees remains at £2,779.**

The Vice-Chairmen of Committee/Panels (6)

73. The SRAs for the Vice Chairmen of Committees have always been set with reference to their respective Chairman's SRA on the following ratios (including current SRA):

- Vice-Chairman DMC (£2,837): 45% of Chairman's SRA
- Vice-Chairman Licensing/Protection (£2,837): 45% of Chairman's SRA
- Vice-Chairmen Scrutiny Panels (£2,242): 40% of Chairman's SRA
- Vice-Chairman Employment (£927): 33% of Chairman's SRA
- Vice-Chairman Governance (£927): 33% of Chairman's SRA

74. The Panel in the 2015 review recommended all these SRAs to be reduced and no evidence was received to indicate that this recommendation is still not valid. There are no role descriptions for any of the Vice-Chairmen and with the exception of the Licensing/Protection Vice-Chairman they do not have any discrete tasks assigned to them such as chairing working groups, etc., and in the main they attend briefings with their respective Chairmen and stand-in when required. In practice, it is only the Vice-Chairman of the DMC who has to stand-in on more than the very odd occasion – mainly as that where the DMC Chairman is unable to chair a meeting that cannot be rescheduled.

75. Benchmarking shows that only three of the comparator councils (Basingstoke & Dean, Charnwood and South Cambridgeshire) pay an SRA to all or nearly all of their Committee/Panel Vice-Chairmen. Historically in English local government Vice-Chairmen were typically paid an SRA when the sums involved were nominal but in the modern era with not insignificant SRAs being paid Vice-Chairmen typically only receive an SRA if they have discrete roles beyond assigned to them beyond stand-in and generally supporting their Chairman.

76. Benchmarking also shows that not only is Huntingdonshire District Council unusual in paying an SRA to all Vice-Chairmen but pays the highest SRA for the Vice-Chairmen of the following committees/panels:

- Overview and Scrutiny
- Development Management
- Licensing/Protection
- Employment

77. Huntingdonshire District Council is the only council in the benchmarking group that pays an SRA to the Vice-Chairman of Corporate Governance and even when looking at a more apt comparator, i.e., Audit Committees, only two other councils remunerate Audit Vice-Chairmen. The SRAs for Vice-Chairmen in Huntingdonshire stand out as being significant sums for what is in the main a traditional stand-in role. Consequently as in the previous review the Panel has decided to recalibrate the SRAs for the Vice-Chairmen to bring them more in line with their actual workloads and responsibilities.

78. **The Panel recommends that the SRAs for the Vice-Chairmen of the committees and panels are recalibrated as follows:**

Vice Chairman	Chairman's Recommended SRA	Recalibrated Ratio	Recommended SRA for Vice-Chairman
Vice-Chairman DMC	£6,311	33% of Chairman's SRA	£2,104
Vice-Chairman Licensing/Protection	£6,311	33% of Chairman's SRA	£2,104
Vice-Chairmen Scrutiny Panels	£5,604	25% of Chairman's SRA	£1,401
Vice-Chairman Employment	£2,779	25% of Chairman's SRA	£695
Vice Chairman Corporate Governance	£2,779	25% of Chairman's SRA	£695

The Leader of the Principal Opposition Group (1)

79. The current SRA (£7,005) for the Leader of the Principal Opposition Group has historically been arrived at by setting it at 50% of the Leader's SRA. This is comparatively high, with the mean SRA being £4,911 and median SRA £4,731 in the benchmarking group. This high SRA relates to a different era when the Principal Opposition Group was much larger than it is today.
80. In the previous review the Panel recommended varying the SRA for the Leader of the Principal Opposition Group based on group size. However with the move to all out elections there is less of a need to future proof this SRA – the current size (10) of the Principal Opposition Group will remain relatively stable between elections. Thus, the Panel decided to set a fixed SRA for the Leader of the Principal Opposition Group that reflects a smaller sized group than the current SRA was designed for while recognising that it is still a vital role for the effective functioning of local democracy. The Panel has decided that should be equivalent to the recommended Basic Allowance at £4,500.
81. **The Panel recommends that the SRA for the Leader of the Principal Opposition Group should be reset at £4,500.**

Deputy Leader of the Principal Opposition

82. Similarly the SRA for the Deputy Leader of the Principal Opposition Group (£2,837 - set at 40% of Opposition Group Leader's SRA) reflects a different political era. Benchmarking shows that this SRA is not typically paid, none of the comparator councils specifically remunerate the Deputy Leader of the Principal Opposition Group although Cambridge City pays "Minority Spokespersons" on Scrutiny while East Cambridgeshire pays Liberal Democrat (the main Opposition group in that authority) Spokespersons on Policy and Planning Committees ensuring all three Liberal Democrat Opposition Members get at least one SRA.
83. Regardless, the Panel decided that the SRA for the Deputy Leader of the Principal Opposition Group is not merited under the current political configuration of the Council. Instead, the Panel decided that an SRA for the Deputy Leader of

the Principal Opposition should only be paid when the size of the Principal Opposition Group is more than 20% (11) of the Council membership. If the Principal Opposition Group does reach the qualifying threshold of 11 Members the SRA should be the same as that paid to the Leader of the Minority Opposition Group, which is £723.

84. **The Panel recommends that the SRA for the Deputy Leader of the Principal Opposition Group is only payable when the Principal Opposition Group has at least 11 Members and in such a case the SRA payable is £723.**

Leader of Minority Opposition Group[s] (1)

85. Currently any Leader of a Minority Opposition Group that reaches the threshold of five Members (10% of council membership) qualifies for a Minority Opposition Group Leaders' SRA of £723 (an historic figure). Currently this applies to only one group in Huntingdonshire District Council. This post is not always remunerated elsewhere although that can often be due to the fact that there is not a Minority Opposition Group in all councils. Benchmarking shows that an equivalent post is paid in six of the 12 other comparator councils or seven if the Cambridge City example is included even though it is not an SRA specific to the Deputy Leader of a Minority Opposition Group, with a mean SRA at £2,041 and median SRA at £1,578.
86. The qualified threshold of five seats had general support and the Panel received no representation that the SRA should be revised.
87. Consequently **the Panel recommends that the SRA for the Leader[s] of a Minority Opposition Group that reaches the qualifying threshold of five members remains at £723.**

Other SRAs considered but not recommended

88. The Panel did consider in response to albeit limited representation whether to recommend SRAs for Huntingdonshire District Council Members it is required to appoint to the Audit and Scrutiny Committees at the C&PCA. However, no substantive evidence was received to merit such a recommendation and they are not paid in the other Cambridgeshire district councils which also have to make similar appointments. Consequently the Panel is making no recommendations in this regard.
89. Similarly the issue of paying a small SRA to Members of the Licensing/Protection Committees for sitting on Licensing Sub-Committees was raised but apart from the Chairman and Vice-Chairman it is expected that as far as is practical, sitting on Licensing/Protection Sub-Committees is shared by all Members of the Committees. Consequently the Panel is making no recommendations in this regard.

Confirming the '1SRA only' rule

90. The 2003 Regulations do not prohibit the number of SRAs a Member may receive but many councils including Huntingdonshire District Council have adopted a '1

SRA only' internal rule in that regardless of the number of remunerated posts a Member may hold they can only receive one SRA. Out of the 12 other councils in the benchmarking group at least eight have adopted a version of the 1 SRA only rule.

91. This rule is adopted largely to hedge against senior Members holding as many remunerated posts as they can thus ensuring a wider distribution of SRAs than would otherwise be the case. It also helps ensure that allowances schemes are more transparent as posts are paid an SRA on a holistic basis rather than being paid numerous but typically smaller SRAs which can mask their real remuneration. It also helps ensure that no Member is paid more than the Leader through collecting SRAs which is particularly anomalous when there is an executive Leader model of governance in place.
92. The representation received supported the continuation of the 1 SRA rule and therefore **the Panel recommends that the 1-SRA only rule is maintained at Huntingdonshire District Council with the exception of the 13 Other Members on the DMC**

The Independent Person and Deputy Independent Person

93. Similarly the Independent Person (IP) appointed in 2012 under the Localism Act 2011 is paid an annual allowance of £1,000 with the Deputy IP paid £500 – figures that have not changed since the date of their appointment. As the IPs are not formally members of the Council nor a Co-Optee their remuneration falls outside the remit of the 2003 Regulations. However, the Panel was asked to consider their remuneration in the absence of any other external validation. Although it is common practice to pay an IP it is very difficult to benchmark this payment as it is not typically included in published Members' Allowances schemes. However the Panel received no evidence that the current level was inappropriate, being on a par with the Standards Co-Optee felt appropriate.
94. **The Panel recommends that the annual payment of £1,000 to the IP and £500 to the Deputy IP is maintained.**

The Dependants' Carers' Allowance (DCA)

95. Although the DCA is only claimed occasionally there was general support to maintain the allowance on the principle that it is an allowance expressly provided for in the 2003 Regulations to help reduce a barrier to being a Councillor, a view the Panel continues to endorse.
96. No evidence was received to indicate the Dependants' Carers' Allowance required amending except in one respect – the maximum rates claimable for the childcare element as published in the current scheme are based on minimum wage rates applicable to the age of the carer that out now out of date. Moreover, the minimum wage rate has now been superseded by the National Living Wage. This rate is now often adopted by Councils for the child care element of the DCA and the Panel feels that it should be the case for the Huntingdonshire District Council DCA.

97. **The Panel recommends that the DCA, including the current terms and conditions under which it may be claimed, is maintained with the amendment of the child care rates to be specified at the National Living Wage.**

Travel and Subsistence Allowances

98. No evidence was received to indicate the Travel and Subsistence Allowances requires amending.
99. **The Panel recommends that the current mechanism for determining the rates payable for the Travel and Subsistence Allowances and the terms and conditions by which they may be claimed are maintained.**

Indexation

100. Although provision for indexation has been in place since 2010 the Council has chosen not to implement the index for the Basic Allowance and SRAs. For instance, in 2013 when the index was linked to the National Joint Council agreement, nationally Officers received a 2% cost of living increase but it was not applied to the Basic Allowance and SRAs as the Council declined the index, which is its prerogative. There was general support for the principle of indexation to be in place. If indexation is not in place then the Council then no uplifts can happen without the Council first seeking advice from the Panel. It is noted that where Officers do not get an annual cost of living increase then Members would also not receive any cost of living increase as the index is 0%,
101. The rationale behind having indexation in place is so that the main allowances have an annual cost of living increase thus obviating the need for substantial increases every four years – the maximum length for which indexation may be run without reference once more to the Panel.
102. This is provided for in the 2003 Regulations (10. (1)) which states:
- A scheme may make provision for an annual adjustment of allowances by reference to such index as may be specified by the authority and where the only change made to a scheme in any year is that effected by such annual adjustment in accordance with such index the scheme shall be deemed not to have been amended.
103. As such any indices that may be applicable do not require the consent of the Council unless it is in the negative sense, i.e., the Council makes a decision to not accept any increases that may be applicable through indexation. If the Council does not make such a decision that the application of any relevant indices is automatic without any further reference to the Council.
104. As a general rule the vast majority of Councils now provide for the indexation of their allowances and for the Basic and Special Responsibility Allowances it is typically indexed to the annual cost of living uplift that Officers may receive. The Panel continues to support the principle of indexing allowances.

105. **The Panel recommends that the following indices be used for indexation purposes.**
- **The Basic Allowance, SRAs and Independent Persons Allowance:**
 - Indexed to the locally agreed cost of living percentage increase in Huntingdonshire District Council local government staff salaries and implemented from the date of the annual meeting for the same year that it applies to staff
 - **Travel Allowances:**
 - Mileage: indexed to the HMRC rates
 - Public Transport indexed to rates that can be claimed by Officers
 - **Subsistence allowances – out of Authority Only:**
 - Indexed to and paid at the same rates and conditions applicable to Officers
 - **DCA:**
 - Childcare element: the maximum hourly rate claimable indexed to the National Living Wage
 - Elderly/Disabled element: the maximum hourly cap indexed to the hourly rate paid to home care assistants by Cambridgeshire County Council
106. **The Panel further recommends that the indices run for the maximum length permitted by the legislation, namely for 4 years up to end of the 2021/22 financial year.**

Implementation

107. **The Panel further recommends that its recommendations contained in this report are implemented from date of the Council meeting that this report is considered and the new scheme adopted.**

Appendix 1: Members and Officers who met with the Panel

Members:

Cllr G. Bull	Leader of Council and Conservative (Majority) Group
Cllr E. Butler	Chairman of the Development Management Panel (Conservative)
Cllr B. Chapman	Leader of Huntingdonshire Independent (Principal) Opposition Group
Cllr S. Criswell	Chairman of Licensing and Protection & Licensing Committees (Conservative)
Cllr R. Fuller	Deputy Leader of Council and Conservative (Majority) Group & Executive Member for Housing, Planning and Economic Development
Cllr P. Kadewere	Leader of Labour (Minority) Opposition Group
Cllr D. Tuplin	Independent Member

Written submissions from Members:

11 written submissions were received from individual elected Members plus an additional written submission on behalf of the Liberal Democrat (Minority) Opposition Group

Officers who briefed the Panel:

Lisa Jablonska AEA (Cert)	Elections and Democratic Services Manager and Deputy Monitoring Officer
Joanne Lancaster	Managing Director
Tony Roberts (PhD)	Democratic Services Officer

Appendix 2: Information received & reviewed by the Panel

1. Panel Terms of Reference
2. Huntingdonshire DC IRP: Seventh Report May 2015, including
 - Minutes from Council Annual Meeting 20th May 2015 where report was discussed and current scheme adopted
 - Agenda Item 12 – Report by Elections & Democratic Services Manager “Members’ Allowances”
3. Minutes for Huntingdonshire District Council meeting 21st December 2016 showing decision to uplift SRA for Chairman of Corporate Governance Committee to place on par with Chairman of Employment Committee to reflect addition of Standards responsibilities including
 - Agenda Item 8 – Report by Elections & Democratic Services Manager “Members’ Allowances – Corporate Governance Committee”
4. Huntingdonshire District Council Members’ Allowances Scheme 2018/19
5. Huntingdonshire District Council Members’ Allowances & Expenses statutory publication 2017/18
6. Details of further support provided to members such as telecommunications and IT
7. Huntingdonshire District Council meetings calendar 2018/19
8. Flow diagram or structure chart of Council and committees etc.
9. Part three of Huntingdonshire DC Constitution pages 35-52 setting out remit of Cabinet, committees and panels, etc.
10. Member Role Profiles
 - All Councillors
 - Executive Leader
 - Deputy Executive Leader
 - Cabinet Members
 - Chairman of the Council
 - Chairman of a Committee
 - Overview & Scrutiny Panel Chairman
 - Assistant Cabinet Members
11. Break down of number of meetings for each licensing panel for 2016/17, 2017/18 and 2018/19 (to date) including who has chaired and served on them namely
 - Licensing & Protection Sub Committees
 - Licensing Sub-Committees
12. Councillors Census 2013 - summary of average hours worked by authority and non/post holder

13. National Joint Council for Local Government Services, 2018 and 2019 Payscales & Allowances including up rating figures, 10 April 2018 showing 2% uplift
14. Copies of Members written submissions/replies to short questionnaire sent to all Members
15. Statutory Guidance on Consolidated Regulations for Local Authority Allowances 2003
16. Statutory Instruments: 2003 No. 1021 – The Local Authorities (Members' Allowances) (England) Regulations 2003
17. Relevant benchmarking data/material namely spread sheets summarizing & comparing allowances paid in benchmarking group (based on CIPFA 8 NN 2014 + 4 other Cambridgeshire District Councils that are members of the Cambridgeshire and Peterborough Combined Authority)

CIPFA 8 Nearest Neighbours

- Maidstone
- Cherwell
- Basingstoke & Deane
- Charnwood
- Aylesbury Vale
- Colchester
- Chelmsford
- Braintree

Other Cambridgeshire Districts/Members of the C&PCA

- Cambridge City
- East Cambridgeshire
- Fenland
- South Cambridgeshire

18. Members' Allowances Schemes (2018/19) from benchmarking councils
19. ONS, Annual Survey of Hours and Earnings, Huntingdonshire District Council, Weekly pay – excluding overtime - for all full time employee jobs within the district - United Kingdom 2017, Table 7.2a.
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofworkbylocalauthorityshetable7>

Appendix 3: Allowances paid in comparator authorities

BM1 Huntingdonshire - CIPFA 8 Nearest Neighbours + 4 Other Cambridgeshire/Combined Authority DCs: BA + Exec + Scrutiny SRAs (18/19)										
Comparator Council	Basic Allowance	Leader	Leader BA+SRAs	Deputy Leader	Other Exec Members	Deputy Exec Members	Chair Main O&S	V/Chr Main O&S	Chairs or Lead Scrutiny	Vice Chairs Scrutiny
Maidstone	5,065	19,611	24,676	Committee system			NA		NA	
Cherwell	4,284	13,656	17,940	8,892	6,372		3,552		3,552	
Basingstoke & Deane	6,876	22,908	29,784	15,264	11,460		5,724	576	5,724	576
Charnwood	5,075	12,292	17,367	8,604	4,917	£2,108			3,442	1,476
Aylesbury Vale	5,580	16,740	22,320	12,555	11,160				4,186	
Colchester	6,839	20,518	27,357	12,926	12,311				7,182	
Chelmsford	5,760	23,049	28,809	15,210	11,523		5,763	2,880		
Braintree (17/18)	4,731	14,193	18,924	11,829	9,462	£4,731	4,731		4,731	
Cambridge City*	4,677	14,031	18,708	9,354	9,354				1,871	
East Cambs*	5,300	8,000	13,300	Committee system			2,000	500		
Fenland	4,677	16,509	21,186	8,500	8,500		8,000			
South Cambs*	4,863	11,937	16,800	7,960	7,076		3,601	1,800		
Huntingdonshire	4,235	14,010	18,245	10,537	8,394				5,604	2,242
Mean	5,228	15,958	21,186	11,057	9,139		4,767	1,439	4,537	1,431
Median	5,065	14,193	18,924	10,537	9,354		4,731	1,188	4,459	1,476
Highest	6,876	23,049	29,784	15,264	12,311		8,000	2,880	7,182	2,242
Lowest	4,235	8,000	13,300	7,960	4,917		2,000	500	1,871	576
Mean Ratios	3.1 X mean BA	100%		69%	57%		30%		28%	
* Cambridge City & South Cambs Leaders' SRA includes Combined Authority SRA of £1,169 & £1,325 respectively					** E. Cambs Leader gets 2 SRAs - Leader £6,000 + Group Leader £2,000 Likewise for the Deputy Leader (£2,000) + £3,000 as Chair of Audit Committee					

Appendix 3: continued

BM2 Huntingdonshire - CIPFA 8 Nearest Neighbours + 4 other Cambridgeshire/CA DCs: Planning & Licensing/Regulatory SRAs (2018/19)											
Comparator Council	Chair Planning	V/Chair Planning	Planning Members	Chair Lic'ng &/or Regulatory	Lic'ng V/Chair	Chair Audit	Vice Chair Audit	Chair HR or Employment	V/Chair HR or Employment	Chair Standards	Chair Other Planning
Maidstone	7,844			3,922		3,922					
Cherwell	4,248			£253 + £253 p/mtng		4,248		£253 + £253 p/mtng		£253 + £253 p/mtng	
Basingstoke & Deane	6,876	684		5,724	576	5,724	576	5,724	576	5,724	
Charnwood*	3,687	1,476		2,458	1,474	3,442				1,476	
Aylesbury Vale	5,580			2,790		4,180					5,580
Colchester	7,181		1,077	6,156		4,104					
Chelmsford	7,605			5,763		1,155					7,605
Braintree (17/18)	4,731		875	4,731							4,731
Cambridge City	4,677	2,339	702	1,169		1,169					2,339
East Cambs	3,000	1,500		2,000	500	3,000	700				
Fenland	8,000			3,274				1,637			
South Cambs	4,571	2,286		515		1,829		444			
Huntingdonshire	6,311	2,837	620	6,311	2,837			2,779	927		
Mean	5,716	1,854	819	3,734	1,347	3,277		2,646			5,064
Median	5,580	1,893	789	3,598	1,025	3,682		2,208			5,156
Highest	8,000	2,837	1,077	6,311	2,837	5,724		5,724			7,605
Lowest	3,000	684	620	515	500	1,155		444			2,339
Mean Ratios	36%			23%		21%		17%			
* Charnwood pays 2 Licensing V/Chairs £737 each											

Appendix 3: continued

BM3 v1 Huntingdonshire - CIPFA 8 Nearest Neighbours + 4 other Cambridgeshire/CA DCs: Group & Miscellaneous SRAs (2018/19)						
Comparator Council	Main Opposition Group Leader	Main Opposition Deputy Leader	Minor Opposition Group Leader	Governance Chair	Governance V/Chair	Other or Comment
Maidstone	395 p/mbr		395 p/mbr			Chairs of Policy Committees £7,844, Licensing Panel Chairs & Mbrs £80 & £60 p/mtng
Cherwell	2,940					Directors of Council owned companies £4,284m or £6,372 if appointed to both companies, £8,496 if also Chair of council owned company, Chair of Appeals £253 + £253 p/mtng >1 SRA payable
Basingstoke & Deane	6,876		3,432			Chairs & Vice Chairs of Policy Committees £5,724 & £576 + Vice Chair Standards £384
Charnwood	4,121			-	-	50% of 2nd SRA payable
Aylesbury Vale	Opp Leaders paid pro rata out of £5,580 pot					Chair of "VALP Scrutiny" Committee £2,790
Colchester	4,757		4,531			Leader 3rd Opposition Group £2,727, Chairs other panels, boards or committees £4,104, Governance combined with Audit
Chelmsford	7,605			1,155		
Braintree	4,731		1,158	4,731		Chair Grants Panel £4,731, Mbrs Local Plan Sub £875
Cambridge City	4,677					Minority Spokespersons on Scrutiny £1,871 & £1,403, Grtr Cambs Partnership Brd Mbr £2,339, Area Chairs £935, > 1 SRA payable
East Cambs	2,000		400			Policy Committees Chairs £3,000 & V/Chairs £700 & Lib Dem Spokespersons on Policy + Planning Committees £300, Chairs of Working Parties & Sub Committees £50 p/mnth, > 1 SRA payable
Fenland	5,706		2,000	1,637		> 1 SRA payable
South Cambs	3,601					Partnership Chair & V/Chair £3,601 & £1,800, Civic Affairs Chair £456, Major IRP recommendations pending including Grtr Cam'shire P'hip Exec Mbr £1,325
Huntingdonshire	7,005	2,837	723	2,779	927	
Mean	4,911		2,041	2,576		
Median	4,731		1,579	2,208		
Highest	7,605		4,531	4,731		
Lowest	2,000		400	1,155		
Mean Ratio	31%		13%	16%		