

APPENDIX 1

PETERBOROUGH CITY COUNCIL (the “Council”)

REVIEW OF MEMBERS ALLOWANCES FOR 2017/2018

Report of the Independent Remuneration Panel 2016

Panel Members

The Panel comprised

Mr Richard Dix

Consultant Solicitor

Former local authority Chief Executive

Mr Jim Winstone

Retired Secondary School Headmaster

With local Government experience

Mr David Copeland

Voluntary Sector Representative, Retired

Peterborough Mediation - Service Manager

Former serving Police Officer

Support to the Panel

Debbie Forde

Governance Adviser

Karen Dunleavy

Democratic Services Officer

Meetings

Tuesday 12th July 2016

} Councillor and Officer interviews,
including interview with the Leader of the
Council

Thursday 14th July 2016

} Councillor and Officer interviews

1 Context

- 1.1 This report considers the issues which were referred to the Panel by the Council and matters raised by those who gave evidence to it.
- 1.2 The agreed way forward, arising from the initial planning meeting, was as follows:-
- i) The Council, at its meeting in January 2014, had not rejected the Panel's recommendations outright and this was regarded as a positive view of the principals involved. However, owing to the issues faced by local government, any increase in the basic allowance had been considered to be inappropriate by the Council. Council on 23 May 2016 had also agreed to make no changes to the Member Allowances scheme for 2016/17. This report therefore makes recommendations for the Members Allowances scheme for 2017/18. The levels of increase recommended in this report are similar to those recommended in 2014.
 - ii) Since 2012, Panel reports have used percentage calculations as the basis for recommending the amount of Special Responsibility Allowances and there had been no opposition to this. It was, therefore, felt appropriate to continue with this methodology.
 - iii) The focus this year would be a total review of the scheme, with particular emphasis on those aspects of the scheme that impact on all Councillors, on the specific areas detailed for further consideration in last year's report along with any issues raised through interviews and submissions this year and further analysis of the report for 2014.
 - iii) A 'comparables' update had been requested and this confirmed that Peterborough Council's allowances were lower than other similar authorities.
 - iv) The Council's review of its structure was also taken into account, particularly the establishment of the Corporate Parenting Committee by the Council on 13 July 2016.
 - v) The Panel are recommending change for 2017/18 by which time it was felt that new changes on governance structures would have had time to settle in.
 - vi) As previously stated the council could at its discretion implement any of the recommendations over more than one financial year.
- 1.3 The report also recommends (see section 13) that the scheme is normally reviewed by the Panel every four years in line with statutory guidance, and allowances are

reviewed in the intervening years in line with staff salaries to ensure that the scheme is kept up to date in future years.

2 Acknowledgements

2.1 The Panel is extremely grateful to those Councillors who provided information via interviews and correspondence and to supporting officers who assisted the Panel.

3 Documents Considered

3.1 The Council's Members Allowance Scheme as set out in its Constitution. Extract of Basic and Special Responsibility Allowances. [The Council's Members Allowances Scheme](#)

3.2 Independent Remuneration Panel Terms of Reference.

3.3 The Local Authorities (Member Allowances) (England) Regulations 2003. Extract showing Regulations 4 and 5. [The Local Authorities \(Members' Allowances\) \(England\) Regulations 2003](#)

3.4 Report of the previous Members' Allowances Panel dated December 2014 including issues raised by the Panel requiring further investigation. [Members' Allowances Panel Report 2014 and Recommendations](#)

3.5 Minutes of Council Meeting held 17 December 2014.

3.6 The Committee Review Group's terms of reference as agreed by the annual meeting of Council on 23 May 2016.

3.7 Corporate Parenting Committee. Draft terms of reference submitted to Council on 13 July 2016.

3.8 A document setting out the delegation and portfolios of individual Cabinet Members.

[The Council's Executive Delegations](#)

3.9 Documents defining Scrutiny Functions and Committees. [The Council's Overview and Scrutiny Functions](#)

3.10 A matrix showing the allowances payable in a number of other Councils including those in Peterborough's CIPFA comparator group as well as ones selected by the Panel.

3.11 A document setting out the delegation and portfolios of individual Cabinet Members. [The Council's Executive Delegations](#)

- 3.12 The Council's Subsistence Policy for staff. Formula for calculating Councillors' parking permits.
- 3.13 A matrix showing the number and frequency of meetings held and if cancelled.

4 The Basic Allowance

- 4.1 The Council's Constitution specifies that the basic allowance is the sum paid to all Councillors "to cover all expenses and time incurred by a City Councillor in carrying out his/her ordinary duties for the Council".
- 4.2 Members interviewed considered that the existing level of the basic allowance still appeared relatively low in relation to comparable Councils. However, it was noted that the level of the allowance had not been increased as recommended by the Panel in its three previous reports and had not been increased for 2016/17. When compared with other similar authorities this year within the CIPFA Grouping and other comparable Councils, the basic allowance as previously recommended by the Panel (had it been implemented) was not considered to be out of line. The basic allowance had not increased since 2009. Over a similar period staff salaries had increased by 3.2% linked to the increase in the cost of living. The Panel was advised by Assistant Director for Human Resources & Development that staff were also paid within a banding system and therefore received annual increments within that system. This was in addition to the cost of living pay increases.
- 4.3 From the information provided it was clear that Councillors continued to spend at least 20/22 hours per week on Council business. Time was spent particularly on Ward business and responding to constituents, as well as attending meetings of the Council and other associated bodies. They considered that the role of Councillor carried with it an element of public service which did not require financial recompense. However, the call upon a Member's time was frequently excessive and often affected Members' employment situations and family life, but it was recognised that this went with the position. However, those Members interviewed considered that the present situation had a detrimental effect on the number and range of people prepared to come forward to stand for election. It was stated that it was increasingly difficult to find candidates. Ultimately this also had an effect on the diversity of the Council's membership. Councillors considered that it was important that the Council should be reflective of the profile of the Peterborough community which it represents. The Panel heard that in particular, political parties needed to attract more young people, and those who were employed but who might see public service as a detriment to their career development.
- 4.4 The Panel agreed with the comments made to it as set out above. It was conscious of the ever increasing calls upon a Councillor's time. Balancing "the rate for the job" and the element of public service was far from easy. However, in making its

recommendations the Panel was mindful that being a Councillor should be open to the widest possible range of the community, irrespective of personal economic circumstances. The role of the Panel was to make recommendations on the level of allowances, not to decide upon them. Also, as mentioned in the Panel's previous report, it has to be appreciated that the continual deferment of paying the "going rate" had stored up a very real problem for the future when economic pressures eased. This was borne out by the evidence given this year. As set out at 4.2 above, the Panel reviewed the level of the basic allowance with that of similar authorities. It concerned itself with attempting to determine levels of allowances that were fair, both within the scheme and which withstood scrutiny alongside comparative figures from other Local Authorities with similar characteristics to Peterborough. However, the Panel was aware that Peterborough's dynamics made simple comparison with other unitary authorities very difficult and due account was taken of demographic and economic issues and the Council's pro-active response to these factors. The additional responsibilities and time commitment needed to meet these challenges were acknowledged by the Panel.

- 4.5 Telephone Allowance. Members receive in addition to the basic allowance a telephone allowance of £568.68. This allowed Councillors to use their own telephone and be paid a contribution towards calls. However, the allowance was paid regardless of whether or not the Member had also been issued with a mobile or an iPhone.
- 4.6 Travel and Subsistence Allowance. Members received, in addition to the basic allowance, a travel and subsistence allowance of £227.45. This figure was intended to cover travel and subsistence within the City Council's area and further payments could be claimed outside of the area.
- 4.7 As stated in its previous report, the Panel did not see the point in quoting a separate figure within the basic allowance for travel and subsistence as the allowance was expected to cover all costs of carrying out a Councillor's normal duties. It was not usual to separate out telephone and travel allowances within the basic allowance.
- 4.8 In the circumstances the Panel:

Recommends (as in the three previous years) that the basic allowance for 2017/18 should be increased from £7962 to £10,100 and should include all expenses for normal duties including telephone and travel.

5 Special Responsibility Allowances (SRAs)

- 5.1 The extract from the Council Constitution Members' Allowances Scheme provides that a SRA may be paid to some Councillors who, in the Council's opinion, make a significant additional contribution to the work of the Council.
- 5.2 Regulation 5 of the Local Authorities (Member Allowances) (England) Regulations 2003 provides guidance on the categories of roles to which SRAs should be paid, e.g. the Leader, those presiding at meetings of the Council's committees, and those representing the Council on outside bodies. Regulation 5(f) provides additional guidance; it states that even though an activity may not fall into one of the categories described in the regulation, if any other activity is carried out by a Councillor which requires of the Member an amount of time and effort equal to or greater than that required to carry out a specified role (e.g. as Leader or Committee Chairman) then that Member may also be paid a SRA.
- 5.3 As set out at paragraph 1.2 (i) above, the Council has adopted a practice generally of paying SRAs on the basis of multipliers of its basic allowance i.e. the Leader at present receives 3 x the basic allowance, and Chairman of Employment Committee receives a SRA of 25% of the basic allowance in addition to the basic allowance. There are a number of exceptions e.g. The Deputy Leader receives 75% of the Leader's Allowance. Given the way in which SRAs are allocated by the Council at present, it should be noted that any increase in the basic allowance would be automatically multiplied in its effect on special responsibility allowances. In the circumstances the Panel continues to recommend, (supported by evidence that it received) that with the exception of the Leader of the Council, other SRAs should be paid at a rate which is a percentage of the allowance paid to the Leader.
- 5.4 Leader of the Council: From evidence provided, the Council continues with the 'Strong Leader with a Cabinet' model for its local political management structure. The model is intended to provide a clear framework for decisive and accountable local leadership both internally for the Council and externally for the city's community. This includes partnership working and leadership with other community stakeholders. The role was both inward and outward focused. The Leader is able to appoint up to nine other Councillors as Cabinet Members. Under this system the Leader continues to appoint the Cabinet and has given each Cabinet Member a degree of individual executive decision making powers. Other executive decisions are taken jointly by the Cabinet.

- 5.5 Under the Council's delegation and portfolio holder structure it is clear that the Leader of the Council has functions which are of major importance to the Council and its community e.g. political leadership, strategic direction, regional and sub-regional partnerships, including leadership of the forthcoming devolution agenda. In addition the Leader had Cabinet Member responsibilities for Education, Skills and University.
- 5.6 The Panel was once again impressed with the role, profile and energy which the Leader displayed in order to carry out the responsibilities of his position. It appeared to the Panel that this was a very personal and individual role which involved tremendous personal energy and pressure. In addition to the high level of responsibility, there was also a considerable amount of time commitment required for this role. The Panel recognised that in comparison with other similar councils the current payment made to the Leader of Peterborough was low.

The Panel recommends that the Leader should continue to be paid at the rate of 3 times the basic allowance.

- 5.7 Deputy Leader: The Deputy Leader is a member of the Cabinet, and is appointed by the Leader to both of these roles. The post holder's portfolio is for Integrated Adult Social Care and Health. The post receives 75% of the Leader's allowance equivalent to 2¼ times the basic allowance as a special responsibility allowance.
- 5.8 The Panel was concerned that the Deputy's Leader's SRA, at 75% of the Leader's allowance, appeared to be a high percentage. This concern arose from the fact that the Leader's role appeared to be of such a personal and individual character. Comparator Councils appeared to pay an allowance more in the region of 65% of that of the Leader, although it appeared that Milton Keynes did not pay any Deputy Leader allowance. However, the post holder was a Cabinet Member and the allowances for the Cabinet were 2 x the basic allowance. In the circumstances the **Panel recommends that the SRA for the Deputy Leader should be paid at the rate of 66.67% of the Leaders allowance to recognise the role of Deputy in addition to the post holder's Cabinet responsibility.**
- 5.9 Cabinet Members. Some Councillors expressed concern at the number of Members with roles on the Cabinet i.e. Cabinet Members and Advisors.

Legislation restricts the number of Cabinet Members to nine plus the Leader.

The position of the Cabinet Members in relation to the Leader's role was considered in terms of weighting. As above, the Leader has a significant strategic role and has decided which powers to delegate to other portfolio holders. Having looked at the

special responsibility allowances paid by similar councils most seem to be at or below 50% of the Leader's allowance. In the circumstances **the Panel recommends that the Cabinet Members receive a special responsibility allowance which is 50% of that paid to the Leader of the Council.**

- 5.10 Cabinet Advisors. The Panel considered the role of the Cabinet Advisors. There were two advisors; one was an advisor to the Cabinet Member for City Centre Management, Culture and Tourism and one was an advisor with responsibility for Children's Safeguarding & Education. They are not voting members of the Cabinet. Their role did not appear to be clearly defined and increased the member role at the Cabinet (even though not voting) to more than ten members. The Panel had heard in previous years conflicting views on the role of the Advisors. At one extreme was that they continue to perform a very important role in the work of the Cabinet at the other was that they were unnecessary and simply added to the size of the Cabinet.
- 5.11 However, it might be seen that they dilute the individual accountability and clarity of the role of the "strong" Leader and Cabinet model of local political management. The issue was raised as to whether the Advisors were providing a professional role in relation to the matters they were providing advice upon i.e. was their role really that usually more associated with Council officers or external consultants? The Panel giving the issue further consideration concluded that the current percentage payment was the appropriate level, but the issue should be kept under review. The Panel **recommends that the posts be paid at 25% of the Leader's allowance.**
- 5.12 Chairmen of Regulatory and other Committees. The Council pays SRAs to the four Chairmen of its Regulatory Committees. The level of the allowance is equivalent to a basic allowance in respect of the Planning and Environmental Protection Committee, the Licensing Committee and the Audit Committee and 25% of the basic allowance for the Employment Committee. It had been recommended in the 2014 report that the Panel look more closely at these allowances along with the relative weighting of the payments made. At that time further information relating to the workload, frequency of meetings and attendance at meetings allowed the matter to be discussed in more detail. In the light of the evidence provided last year it had been agreed to recommend that the Chairmen of the Planning and Licensing Committees should receive a higher allowance. As stated in its previous report, it appeared clear that the Chairman of Planning warranted a higher degree payment for his role.
- 5.13 **In the circumstance the panel recommends that the Chairman of Planning be paid at 30% of the Leader's allowance, the Chairmen of the Audit Committee**

and the Licensing Committees be paid at 25% of the Leader's allowance and the Chairman of the Employment Committee receive 6.25 % of the Leader's allowance.

- 5.14 Chairmen of Scrutiny Commissions and Scrutiny Committees. After reviewing the evidence, the Panel acknowledged the importance of the work of Scrutiny Commissions/Committees in the review and policy development of the Council. This had been previously outlined in evidence in 2014 by a Senior Officer. With the particular model of political governance which the Council had adopted it was essential that there was an effective scrutiny mechanism to hold the Executive to account. The Panel heard that although the number and functions of scrutiny committees was under review by the Committee Review Group, the Chairman's responsibilities were unlikely to change. From the information received and available to the Panel and in accordance with the percentage payment approach to special responsibility allowances **it was recommended that the posts be paid at 25% of the Leader's allowance.**

6 Telephone Lines And Broadband

- 6.1 Under the current scheme, the Council will:
- (a) pay for the installation of a telephone at a Councillor's residence if there is not one already installed;
 - (b) meet the deposit costs relating to a telephone installer's credit checks, when a new phone is installed. These are refundable to the Council after 12 months;
 - (c) meet monthly costs of broadband internet connection and a second line rental using the corporate contract if a councillor when elected did not have broadband or the broadband was unsuitable.
- 6.2 Members who did not have broadband capability in their home could have it installed at the Council's expense but any Member already using broadband received no allowance towards its cost. The Panel noted that this had been a historical arrangement as previously it had been a requirement to have a VPN connection. It was no longer a requirement to have a VPN connection.
- 6.3 As there is no longer a requirement for a VPN connection, the Panel heard that Members could rely on their own personal broadband connection to use laptops and iPad devices. Additionally, Members could access emails via a remote thin client access using an iPhone or iPad.

6.4 The Panel noted that the basic allowance should provide for Members' normal expenses including the cost of setting up an office at home and for normal duties including a telephone/broadband costs.

6.5 **It is recommended that the Council should discontinue paying for the installation and rental costs of 2nd lines and monthly broadband costs. This should be phased out over the following months, following discussions with individual Members**

7 Other Equipment

7.1 The scheme states the Council will provide upon request and install in Members' homes where appropriate:

- (a) A laptop computer to assist with Council work
- (b) A printer
- (c) The facility for Members to have their own websites that can be maintained by themselves or by Members' Services
- (d) A mobile telephone
- (e) Appropriate training for IT usage.

7.2 The Panel noted that all Members were now provided with Google notebooks and mobile phones.

- (a) Mobile Phones or Ipad: The Council met the cost of a mobile phone or Ipad. This enabled Members to connect to their notebooks at home, at the town hall or on the move.
- (b) Google notebooks: The Council was moving over to Google, and therefore providing all Councillors with a Google notebook. The cost of a Chromebook was £150 compared to £750 for a laptop. This is a saving of £600.
- (c) The Council do not provide Members with their own website.

7.3 **It is recommended that the Council amend the scheme to include the following:**

- (a) A mobile phone or I pad
- (b) Google notebook
- (c) A printer
- (d) Appropriate training for IT usage.

8 Car Park permit

- 8.1 The Panel noted that the current scheme provided:
- (a) A City Council car parking permit will be provided at a charge proportionate to a Member's allowances.
 - (b) Any Member wishing to purchase a second permit will be required to pay a higher rate for their permits equivalent to an officer on the same salary as the Member's total allowances.
 - (c) A residents' parking permit will be provided free upon request to assist each Member with resident parking in their ward.
- 8.2 The Head of Finance explained the formula for calculating the cost of car parking permits and the Panel noted that the calculation took account of the difference in the use of the permit by staff and councillors. Councillors used the city centre car parks less frequently than staff due to the nature of their work.
- 8.3 **It is recommended that the car park scheme remain the same and the discount scheme should be applied equally to all Councillors including the Leader of the Council.**

9 Mileage

- 9.1 Members can claim mileage for approved duties. The car mileage rate is updated annually in accordance with HMRC rates. It applies irrespective of engine size or distance travelled, and is currently 45 pence per mile. However, the Panel heard that the rate for staff was 25 pence per mile
- 9.2 Although Members could not claim mileage for normal duties, the issue of Councillors responsible for the more rural areas was looked into as their mileage was by nature much higher and the agreement had been put forward that they should receive an additional allowance for travel over and above their basic allowances. The availability of public transport in some of these areas was very limited.
- 9.3 The Panel considered the points raised and had sympathy with regards to this matter. However, the Council's area is basically urban in nature and the Panel understood that it would be very difficult to identify and pay enhanced mileage allowances only to Members who lived in rural areas. The increased level of basic allowance recommended by the Panel may help Members experiencing difficulty in respect of this issue mitigate some of the effects of increased fuel cost. The Panel suggests that

a different way of dealing with travel could be looked into, for bus, train and car journeys.

9.4 **Where petrol could be claimed for approved duties, it is recommended that the car mileage rate should remain the same.**

10 Subsistence And Refreshments For Approved Duties

10.1 Members can claim travel and subsistence for approved duties. The scheme states that the rates payable were set annually according to the NJC scale.

10.2 The Panel noted that the NJC ceased to produce nationally agreed subsistence rates for local government staff in 1996. Since that time, subsistence rates have been a subject for local determination.

10.3 **It is recommended that the subsistence and refreshments for approved duties should be paid in line with the subsistence scheme paid to staff.**

11 Co-opted Members

11.1 The Panel noted that the current scheme did not pay an allowance to co-opted members, although they could claim expenses under the scheme.

11.2 The Panel received written evidence from three Co-opted Members who had mixed views about whether Co-opted Members should receive an allowance rather than claiming expense. However the Panel noted that claiming expenses was administratively burdensome for both the Council and Co-opted members.

11.3 **It is recommended that Co-opted Members are paid a small allowance of £250 a year to cover their expenses for this role.**

12 Additional Committees/Joint Committees.

12.1 A number of additional Committees were highlighted for exploration in relation to allowances and whether they should be routinely included within the annual summary of proposals. Details of these are outlined below:

12.2 Corporate Parenting Committee: The Panel noted that Council on 13 July 2016 had agreed to raise the status of the Corporate Parenting Panel to a Committee. The Panel heard evidence from the Assistant Director for Children's Social Care of the importance of the role of the Chairman of the Corporate Parenting Committee. The Chairman's role would need to go beyond chairing the meetings. He/she would be expected to provide political leadership to ensure the corporate parenting role of elected members was fully developed, that looked after children and care leavers

were properly engaged and listened to, and that the committee was more challenging and ambitious for children and young people, as recommended in the Ofsted report published on 18 September 2015. The Chairman would also be expected to attend Children in Care Council meetings and Foster Care meetings, and take a leadership role in ensuring that other departments were fulfilling their duties, for example in terms of housing, education and employment to ensure they have a safe and fulfilled life. She had commissioned the LGA to work with the committee to develop the role. The Panel recommended that the Chairman received an SRA and this should be reviewed again in the Panel's next report, when the role would be more developed.

12.3 **The Panel recommends that the Chairman of the Corporate Parenting Committee should be paid at 25% of the Leader's allowance.**

12.4 Planning Review Committee and Appeals Committee (Service Issues)

Currently no allowances were paid to the Chairmen of these Committees. The Panel was advised that the Council had agreed to amalgamate the Appeals Committee (Service Issues) and the Planning Review Committee in view of the infrequent number of appeals. Therefore, the Panel felt it was not appropriate to recommend an SRA for the Chairman of this Committee at the current time.

12.5 The Health and Wellbeing Board. Currently no allowances were paid. The Committee meets four times a year and is currently chaired by the Leader of the Council, the Vice-Chairman being the Cabinet Advisor for Health, as per the Committees terms of reference. It was not felt appropriate to recommend an SRA for the Chairman of this Committee.

12.6 The Police and Crime Panel. Currently no allowances were paid. As per section 28 of the Police Reform and Social Responsibility Act 2011, it is for the participating authorities to agree whether they wish to pay the Panel Members an allowance for their role on the Panel. No provision has been made, as yet, by the Home Office for payment of an allowance within the annual grant received for the Panel, although there is provision made for £920 to be available to each member to cover expenses. The Panel felt that there was no argument for the implementation of allowances for Peterborough Members at the current time. It was to be noted that none of the other authorities paid allowances to their Members.

12.7 Eastern Shires Purchasing Organisation (ESPO). Currently no allowances were paid. The organisation is self-funding and currently makes a small profit each year, which if unspent at the end of the year, is given back to the member authorities. This supports

the cost of internal officer arrangements to support ESPO including travel and subsistence costs. There are currently no allowances paid to any of the members of the consortium and Peterborough are represented by Cabinet Members. The Panel felt that it was not appropriate to recommend any allowances for Peterborough members at the current time.

12.8 The Peterborough and Cambridgeshire Fire Authority. Allowances were paid. The Fire Authority has its own Members' Allowances Scheme. It was therefore not within the Panel's remit to make any recommendations in respect of this Committee.

12.9 The Panel agreed that further review of the additional Committees/Joint Committees would be undertaken at each four yearly review.

13 Annual Reviews

13.1 By law the scheme must be reviewed every four years. In line with other authorities' schemes, the scheme allows for annual increases as follows:

The basic allowance is updated annually with effect from 1st April, in line with the median white-collar wage, as notified by the Local Government Association each year.

13.2 However, due to the annual reviews the Council has not relied on this paragraph.

13.3 **It is recommended that the scheme is reviewed by the panel every four years, unless the Council requests a review as a result of changes or developments in councillor responsibilities (e.g. Chairman of Corporate Parenting Committee). In the intervening years Annual increases should be applied in accordance with staff salaries as follows.**

The basic allowance is updated annually with effect from 1st April, at the same level as the National Joint Council for Local Government Services (green book), as notified by the Local Government Association each year.

14 Summary of Proposals

	Present £	Proposed £
Basic Allowance	7,165.95	10,100
Telephone Allowance	568.68	
Subsistence Allowance	227.45	
Total	7,962.08	10,100
Leader of the Council	21,497.85	30,300
Deputy Leader of the Council (66.67 % of Leader)	16,123.00	20,201
Cabinet Members (50% of Leader)	14,331.90	15,150
Cabinet Advisors (25% of Leader)	7,165.95	7,575
Chairman Planning and Environmental Protection Committee (30% of Leader)	7,165.95	9,090
Chairman of Licensing Committee (25% of Leader)	7,165.95	7,575
Chairman of Audit Committee (25% of Leader)	7,165.95	7,575
Chairman of the Corporate Parenting Committee (25% of Leader)	7,165.95	7,575
Chairman of Employment Committee (6 ¼ % of Leader)	1,791.48	1,894
Chairmen of Scrutiny Commissions (2 Members) (25% of Leader)	7,165.95	7,575
Chairmen of Scrutiny Committees (3 Members) (25% of Leader)	7,165.95	7,575
Independent Person of the Council	1,000.00	1,000
Deputy Independent Person of the Council	500.00	500

(up to 2 people – vacant)

Co-opted Member

250

Leader of Opposition Groups (25% of Leader) to be divided
pro rata as at present and in accordance with existing conditions

7,165.95

7,575

Note: All Members receive a basic allowance, **including** telephone allowance and subsistence allowance; in addition certain Members may receive ONE special responsibility allowance.

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