

# Public Document Pack

## EAST HERTFORDSHIRE DISTRICT COUNCIL

NOTICE IS HEREBY GIVEN that a meeting of East Hertfordshire District Council will be held in the Council Chamber, Wallfields, Hertford on Wednesday 19th February, 2014 at 7.00 pm, for the purpose of transacting the business set out in the Agenda below, and you are hereby summoned to attend.

Dated this 6<sup>th</sup> day of February 2014

Jeff Hughes  
Head of Democratic and  
Legal Support Services

*Note: Prayers will be said before the meeting commences. Those Members who do not wish to participate will be invited to enter the Chamber at their conclusion.*

### **AGENDA**

1. Chairman's Announcements

*To receive any announcements.*

2. Minutes (Pages 7 - 14)

*To approve as a correct record and authorise the Chairman to sign the Minutes of the Council meeting held on 29 January 2014.*

3. Declarations of Interest

*To receive any Members' declarations of interest.*

4. Petitions

*To receive any petitions.*

5. Public Questions

*To receive any public questions.*

6. East & North Hertfordshire NHS Trust: Update and Forward Look

*To receive a presentation from Nick Carver and Sarah Brierley.*

7. Members' questions

*To receive any Members' questions.*

8. Executive Report - 4 February 2014

*To receive a report (to follow) from the Leader of the Council and to consider recommendations on the matters below:*

(A) Treasury Management Strategy Statement 2014/15

(B) Capital Programme 2013/14 (Revised) to 2016/17

(C) Fees and Charges 2014/15

(D) Revenue Estimates, Services - 2013/14 Probable, 2014/15 Estimate

(E) Consolidated Budget report 2014/15 and Medium Term Financial Plan

(F) Hertford Theatre Seating Refurbishment

*Note – Members are asked to bring their copy of the Executive agenda to the meeting.*

9. Development Management Committee: Minutes - 30 January 2014 (Pages 15 - 26)

*Chairman: Councillor Mrs R Cheswright*

10. Development Management Committee: Minutes - 5 February 2014

*Chairman: Councillor Mrs R Cheswright  
(to follow)*

11. Joint meeting of Scrutiny Committees: Minutes - 11 February 2014

*(to follow)*

12. Members Allowances Scheme 2014/15 (Pages 27 - 42)

*To receive a report from the Independent Remuneration Panel.*

13. Motions on Notice

*To receive Motions on Notice.*

## **DISCLOSABLE PECUNIARY INTERESTS**

1. A Member, present at a meeting of the Authority, or any committee, sub-committee, joint committee or joint sub-committee of the Authority, with a Disclosable Pecuniary Interest (DPI) in any matter to be considered or being considered at a meeting:
  - must not participate in any discussion of the matter at the meeting;
  - must not participate in any vote taken on the matter at the meeting;
  - must disclose the interest to the meeting, whether registered or not, subject to the provisions of section 32 of the Localism Act 2011;
  - if the interest is not registered and is not the subject of a pending notification, must notify the Monitoring Officer of the interest within 28 days;
  - must leave the room while any discussion or voting takes place.
  
2. A DPI is an interest of a Member or their partner (which means spouse or civil partner, a person with whom they are living as husband or wife, or a person with whom they are living as if they were civil partners) within the descriptions as defined in the Localism Act 2011.
  
3. The Authority may grant a Member dispensation, but only in limited circumstances, to enable him/her to participate and vote on a matter in which they have a DPI.

4. It is a criminal offence to:

- fail to disclose a disclosable pecuniary interest at a meeting if it is not on the register;
- fail to notify the Monitoring Officer, within 28 days, of a DPI that is not on the register that a Member disclosed to a meeting;
- participate in any discussion or vote on a matter in which a Member has a DPI;
- knowingly or recklessly provide information that is false or misleading in notifying the Monitoring Officer of a DPI or in disclosing such interest to a meeting.

(Note: The criminal penalties available to a court are to impose a fine not exceeding level 5 on the standard scale and disqualification from being a councillor for up to 5 years.)

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MINUTES OF A MEETING OF THE  
COUNCIL HELD IN THE COUNCIL  
CHAMBER, WALLFIELDS, HERTFORD ON  
WEDNESDAY 29 JANUARY 2014, AT 7.00  
PM

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PRESENT: Councillor G McAndrew (Chairman).  
Councillors D Abbott, M Alexander,  
D Andrews, P Ballam, E Bedford,  
R Beeching, E Buckmaster, S Bull, M Carver,  
Mrs R Cheswright, A Dearman, L Haysey,  
T Herbert, Mrs D Hone, A Jackson, G Jones,  
J Jones, G Lawrence, M McMullen, P Moore,  
M Newman, T Page, M Pope, J Ranger,  
C Rowley, P Ruffles, S Rutland-Barsby,  
R Sharma, N Symonds, J Taylor, A Warman,  
K Warnell, G Williamson, N Wilson, J Wing,  
M Wood, C Woodward and J Wyllie.

OFFICERS IN ATTENDANCE:

Simon Drinkwater	- Director of Neighbourhood Services
Jeff Hughes	- Head of Democratic and Legal Support Services
Martin Ibrahim	- Democratic Services Team Leader
George A Robertson	- Chief Executive and Director of Customer and Community Services
Adele Taylor	- Director of Finance and Support Services

490 CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed the press and public to the meeting and reminded everyone that the meeting was being webcast.

The Chairman referred to the recent sad news that former Councillor Les Pinnell had passed away. He had represented Bishop's Stortford All Saints ward on the District Council from May 2003 – May 2007. Members stood and observed a minute's silence.

The Chairman advised Members that Councillors Haysey and Tindale had been nominated to represent the District Council at this year's Royal Garden Party.

Referring to the recent Burns Night event, the Chairman thanked Members for their support and reported that approximately £5,000 had been raised in support of Cazfest.

Finally, the Chairman reminded Members of the "Battle of the Bands" event on 1 February 2014, at Hertford Theatre, which would be supported by various town Mayors. He also stated that invitations for his Civic Dinner would be sent out shortly.

491 MINUTES

RESOLVED – that the Minutes of the meeting held on 11 December 2013, be confirmed as a correct record and signed by the Chairman.

492 MEMBERS' QUESTIONS

Question 1

Councillor M Wood asked the Leader of the Council if he would reconsider his rejection of his idea of having an Urban conference on an annual basis for the benefit of the five towns in our District.

In reply, the Leader stated that he remained open-minded to

the idea and was willing to explore the matter further with Councillor M Wood and the Chief Executive and Director of Customer and Community Services.

### Question 2

Councillor C Rowley stated that over Christmas, the majority of ordinary families across East Herts would have spent the festive period celebrating with their closest relatives, neighbours and loved ones. Residents in his ward who found themselves on their own, and many of whom were elderly, had the opportunity to come together with other residents who found themselves in the same position and spend Christmas Day being entertained by volunteers at Sele school. This had only been made possible by local organiser, Janet Bird, and her team of volunteers who had helped with cooking the Christmas lunches and transporting residents to ensure as many people as possible were able to attend. Similar events, organised by local volunteers, had taken place in Bishop's Stortford and across East Herts.

Councillor C Rowley asked the Leader if he agreed that these volunteers and events were an invaluable service to many elderly residents and the wider community, and with that in mind, what resources were available to help individuals and volunteers, like Janet in his ward, who wanted to set up and run these events for residents who found themselves alone, not just at Christmas, but throughout the year.

The Leader invited the Executive Member for Health, Housing and Community Support to respond. The Executive Member agreed that the invaluable work of volunteers made a recognisable contribution to the community. She referred to the Council's grants activity which had increased in the last year and was considered regularly by Community Scrutiny Committee. A total of 49 grants worth just under £20,000 had been distributed to a variety of groups.

The Executive Member referred to the Christmas grants where priority had been given to the elderly and most vulnerable groups, as part of the Ageing Well programme.

Finally, she commented that some funds in this year were still available and the deadline for applications was 17 February 2014.

493 EXECUTIVE REPORT - 21 JANUARY 2014

RESOLVED – that the Minutes of the Executive meeting held on 21 January 2014 be received.

(see also Minutes 494 – 498)

494 DUTY TO CO-OPERATE – UPDATE REPORT

In response to a question by Councillor M Newman, the Executive Member for Strategic Planning and Transport agreed that the principle of the Duty to Co-operate should be on assessed housing need and not aspirational economic growth. He referred to the vagaries of some Planning Inspectorate decisions and commented that East Herts Council would continue to challenge neighbouring plans where appropriate.

RESOLVED – that the notes of recent Member-level meetings with Broxbourne, Epping Forest and Welwyn Hatfield Councils, be agreed.

(see also Minute 493)

495 INTERIM DEVELOPMENT STRATEGY REPORT (JANUARY 2014)

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RESOLVED – that (A) the Interim Development Strategy Report, January 2014, be agreed as part of the evidence base to inform and support the East Herts District Plan; and

(B) the Head of Planning and Building Control, in consultation with the Executive Member for Strategic Planning and Transport, be authorised to make non-material, and typographical corrections to the Interim Development Strategy Report and Essential Reference

Papers, prior to publication for consultation purposes.

(see also Minute 493)

496 INFRASTRUCTURE TOPIC PAPER (JANUARY 2014)

RESOLVED – that the Infrastructure Topic Paper, January 2014, be agreed as part of the evidence base to inform and support the East Herts District Plan.

(see also Minute 493)

497 INTERIM SUSTAINABILITY APPRAISAL REPORT (DECEMBER 2013)

RESOLVED – that (A) the Interim Sustainability Appraisal of the East Herts District Plan, January 2014, be agreed as part of the evidence base to inform and support the Draft East Herts District Plan (Preferred Options) (January 2014);

(B) the Council's response as detailed in Section 11.3 Tables 11.3 and 11.4 to the Interim SA, be incorporated into the Consultation version of the Interim Development Strategy Report (January 2014); and

(C) the Head of Planning and Building Control, in consultation with the Executive Member for Strategic Planning and Transport, be authorised to make non-material, and typographical corrections to the Interim Sustainability Appraisal.

(see also Minute 493)

498 DRAFT EAST HERTS DISTRICT PLAN (PREFERRED OPTIONS) (JANUARY 2014)

The Executive Member for Strategic Planning and Transport advised Members that the formal consultation period would run from 27 February – 22 May 2014. Every household would receive a pamphlet which would be delivered in the same way

as Link magazine. He encouraged the public to engage in the process.

RESOLVED – that the Draft East Herts District Plan (January 2014), as detailed at Essential Reference Paper ‘B’ of the report now submitted, be agreed and made available for public consultation for a period of twelve weeks, in accordance with Regulation 18 of the Town and Country Planning (Local Planning) (England) Regulations 2012;

(B) the Consultation Strategy, as detailed at Essential Reference Paper ‘F’ of the report now submitted, be agreed; and

(C) the Head of Planning and Building Control, in consultation with the Executive Member for Strategic Planning and Transport, be authorised to make non-material, and typographical corrections to the Draft District Plan, prior to publication for consultation purposes.

(see also Minute 493)

499 DEVELOPMENT MANAGEMENT COMMITTEE: MINUTES -  
8 JANUARY 2014

RESOLVED – that the Minutes of the Development Management Committee meeting held on 8 January 2014, be received.

500 JOINT MEETING OF SCRUTINY COMMITTEES: MINUTES -  
14 JANUARY 2014

RESOLVED – that the Minutes of the joint meeting of Scrutiny Committees held on 14 January 2014, be received.

501 HUMAN RESOURCES COMMITTEE: MINUTES - 15  
JANUARY 2014

RESOLVED – that the Minutes of the Human Resources Committee meeting held on 15 January 2014, be received.

502 AUDIT COMMITTEE: MINUTES - 22 JANUARY 2014

RESOLVED – that the Minutes of the Audit Committee meeting held on 22 January 2014, be received.

503 NATIONAL NON DOMESTIC RATES CALCULATION  
2014/15

Council considered a report recommending the calculation of the National Non Domestic Rates Budget 2014/15. The Leader advised Members that Officers were still receiving guidance from the Government and explained that this could impact on the calculations now detailed. He advised that the paragraph number quoted in recommendation (C) should be amended to read 2.21 and not 2.22.

The Leader further suggested that, given the late Government advice still being received, Officers be delegated authority to make any last minute amendments to form NNDR1 that might prove necessary. This was agreed by Council.

The Leader also referred to the highly technical nature of the report and suggested that this matter might best be delegated to Officers to deal with in future years.

Council approved the calculation as now detailed.

RESOLVED – that (A) in accordance with the Non-Domestic Rating (Rates Retention) Regulations 2013, the amount calculated by East Herts Council for the year 2014/15 shall be £43,031,531 (Non domestic rating income from rates retention scheme) (*part 1b line 14 Column 5*);

(B) the Section 31 grant in relation to the Business Rates proposals within the 'Autumn Statement' shall be £1,690,873;

(C) the estimated Collection Fund Surplus for 2013/14 of £780,442 be allocated to the constituent bodies as detailed at paragraph 2.21 of the report submitted;

(D) the Council's share of the estimated 2013/14 NDR Collection Fund Surplus be transferred to a new reserve to be called 'Government Funding Risk Reserve'; and

(E) authority be delegated to the Director of Finance and Support Services, in consultation with the Executive Member for Finance, to make any necessary changes to form NNDR1 for submission to the DCLG by 31 January 2014, should further information or revised forms be sent to the Authority.

The meeting closed at 7.37 pm

Chairman	.....
Date	.....

MINUTES OF A MEETING OF THE  
DEVELOPMENT MANAGEMENT  
COMMITTEE HELD IN THE THE MITRE  
SUITE, BISHOPS STORTFORD FOOTBALL  
CLUB, WOODSIDE, DUNMOW ROAD,  
BISHOP'S STORTFORD. ON THURSDAY  
30 JANUARY 2014, AT 7.00 PM

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PRESENT: Councillor Mrs R Cheswright (Chairman).  
Councillors M Alexander, D Andrews,  
E Bedford, S Bull, A Burlton, G Jones,  
J Jones, P Moore, M Newman, N Symonds  
and G Williamson.

ALSO PRESENT:

Councillors W Ashley, G McAndrew, T Page,  
M Wood and C Woodward.

OFFICERS IN ATTENDANCE:

Liz Aston	- Development Team Manager (East)
Fiona Brown	- Planning Technician
Glyn Day	- Principal Planning Enforcement Officer
Shirley Downham	- Planning Enforcement
Simon Drinkwater	- Director of Neighbourhood Services
Peter Mannings	- Democratic Services Officer
Alasdair McWilliams	- Information and Digital Media Manager
Martin Plummer	- Assistant Planning Officer

Kevin Steptoe	- Head of Planning and Building Control Services
Stephen Tapper	- Senior Planning Officer
Alison Young	- Development Manager

ALSO IN ATTENDANCE:

Paul Chappell	- Highways Officer
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504 APOLOGY

An apology for absence was submitted on behalf of Councillor K Crofton. It was noted that Councillor J Jones was substituting for Councillor K Crofton.

505 MINUTES – 8 JANUARY 2014

RESOLVED – that the Minutes of the meeting held on 8 January 2014 be confirmed as a correct record and signed by the Chairman, subject to the inclusion of Councillor P Ballam in the list of Members who were also present at the meeting.

506 3/13/0075/OP – LAND AT BISHOP'S STORTFORD NORTH – APPLICATION BY BISHOP'S STORTFORD NORTH CONSORTIUM AND LANDOWNERS

The following people addressed the Committee in objection to the application:

- Councillor John Barfoot (Hertfordshire County Council)
- Rob Francis (Chantry Community Association)
- Martyn Clarke
- John Browne (Bishop's Stortford Grove Residents Action Group)
- Diane Basavaraj (Save/Shape our Stortford)
- Richard Cahill (Bishop's Stortford Community)

Football Club)

The following people addressed the Committee in support of the application:

- Tom Hill QC (for the Bishop's Stortford North Consortium)

The Director of Neighbourhood Services recommended that, subject to the referral of the application to the Secretary of State under the requirements of the Town and Country Planning (Consultation) (England) Direction 2009, in respect of application 3/13/0075/OP:

1. In consultation with the Chairman of the Development Management Committee and the Head of Planning and Building Control, the Head of Democratic and Legal Services completes a Section 106 Agreement in accordance with the heads of terms as set out in Essential Reference Paper 'A' to the report submitted to the Development Management Committee of 5 December 2013;
2. In consultation with the Chairman of the Development Management Committee, the Executive Member for Community Safety and Environment, plus any two Members who represent Bishop's Stortford wards and who are Members of this Committee and the Head of Democratic and Legal Services, the Head of Planning and Building Control be authorised to make amendments to the heads of terms, the scale of financial contributions to be assigned to the various service areas referred to in the heads of terms and the service areas to which financial contributions should be assigned and the Head of Democratic and Legal Services be authorised to complete a Section 106 Agreement as may be amended, in all cases to ensure a satisfactory development;

3. Upon completion of the Section 106 Agreement as authorised, planning permission be approved subject to the conditions set out in Essential Reference Paper 'B' to the report submitted to the Development Management Committee of 5 December 2013; and
4. In consultation with the Chairman of the Development Management Committee, the Head of Planning and Building Control be authorised, in advance of the issuing of the planning permission, to add or remove conditions and directives and make such changes to the wording of them as may be necessary, to ensure clarity and enforceability, and to ensure a satisfactory development.

The Director advised that, at the meeting on the 5 December 2013, Members did not resolve to refuse the proposals nor did they seek to defer consideration of the proposals on any issue other than detailed consideration and investigation of alternative access arrangements relating to the proposed western neighbourhood (Phase 1), on the basis that any alternative access arrangements should not comprise the existing roundabout onto Hadham Road.

The Director advised that no other decisions had been made by the Committee in relation to the application. Members were advised that it was necessary however, for the Committee to weigh all material planning considerations in the balance when reaching its decision. Therefore, Members might feel the need to reacquaint themselves with any of these matters during the course of the meeting.

The Director stated that issues relevant to this application were debated in considerable detail by Members at the 5 December 2013 meeting. Further debate of them now in detail was not likely to be necessary and might be seen as repetitive and unproductive.

The Director commented that it would be expected that, if any matter was considered to be significant in relation to the proposals, then it would have been raised at the 5 December 2013 meeting. The exception to this would be if new and substantive information was available in relation to any relevant matter which was not before the Committee at the meeting on 5 December 2013. Members were advised that the focus of the debate then should be on the reasons the application was deferred at that meeting.

Councillor P Moore expressed concerns regarding the impact of the proposed roundabout on Hadham Road, in particular the potentially very damaging impact on Hadham Grove and the wider locality. She stated that a better option would be a western exit onto the A120, either via a slip road or a roundabout.

Councillor Moore also expressed her concern regarding the approval of such a huge development without the appropriate supporting infrastructure being in place. She stated that, whilst the proposed roundabout might be a cheaper option, the residents of Hadham Grove would have to live with the decision of the Committee and she reiterated her view that the Hadham Road was the wrong location for the proposed western access roundabout.

Councillor G McAndrew, as the local ward Member, stated the emerging District Plan had been considered by Council on 29 January 2014. He referred to the imposition of housing on East Herts by central government until 2031 with Bishop's Stortford absorbing the majority of the additional housing.

Councillor McAndrew commented that the application should again be deferred to facilitate further detailed consideration and investigation of alternative access arrangements relating to the proposed western neighbourhood. He stressed that the proposed western access was unsustainable and the likely traffic gridlock

would be severe and there would also be problems with air quality.

Councillor McAndrew referred to the possibility that the sustainable transport solutions might be unsuccessful and he commented on what sanctions were available within the Section 106 legal agreement should the travel plans submitted with the application fail to achieve the intended targets.

Councillor McAndrew queried whether it was possible to limit the traffic impacts by blocking further phases of development on the ASR sites 1–4 until the traffic issues were fully resolved. He concluded that the application was unsustainable in relation to paragraph 32 of the National Planning Policy Framework (NPPF), which stated that applications should be refused if the residual transport impacts of an application were severe.

Councillor G Jones expressed sympathy with the views of all of the speakers who had addressed the Committee. He referred to the lack of a 5 year housing land supply and the difficulties experienced by young people trying to purchase property in East Herts.

Councillor G Jones referred to the recent appeal results relating to land north and south of Hare Street Road, Buntingford, which had been allowed. He concluded that it was unlikely that this outline application would be refused. He stated that the applicant should be held to account for the traffic modeling results if the mitigation measures were unsuccessful.

Councillor G Jones stated that the conditions should be strengthened to ensure a greater degree of monitoring of the traffic impacts to ensure the effects of the development were fully mitigated. He stated that the proposed legal agreement should be amended so that the proportion of affordable homes be reduced from 30.4% to 25.4% and the funding released be utilised to address an under provision of sports and leisure provision in Bishop's

Stortford.

The Director confirmed that there was flexibility for further dialogue regarding the wording of the Section 106 legal agreement and wording of the conditions so that Members' considerations and concerns could be accommodated. Members were reminded that the policy of the Authority regarding affordable housing was to achieve up to 40% provision.

Councillor A Burlton commented on whether such detailed amendments should be reported back to Committee. He referred to traffic modelling and stated that, depending on the data used to produce the results, such modelling generally delivered workable outcomes.

Councillor M Newman commented on whether there were review points should the applicant advise that the Section 106 legal agreement was no longer viable. The Director advised that there were 2 review points as part of a two stage review mechanism. The Section 106 agreement included provision for reviews before completion of the 750<sup>th</sup> and 1500<sup>th</sup> properties.

Members were reminded that developers could always come back to the Council to seek to review viability and the detail of Section 106 legal agreements, whereas the Council was not in a position to seek a review without such clauses in the Section 106 agreement.

Councillor N Symonds expressed concerns in respect of the potentially severe traffic impacts of the application. She was in agreement with the thoughts of Councillor G Jones regarding reducing the affordable housing provision to secure funding for community sports or leisure facilities.

Councillor S Bull questioned an additional roundabout onto the Hadham Road and queried why the western access could not be via the A120.

Paul Chappell of Hertfordshire County Highways explained that a number of alternative accesses had been considered. He stated that there were no special circumstances for an access onto the A120, which went against the long established strategy of preserving traffic flows along the primary route network.

Members were advised that modeling had proved that an access onto Hadham Road met long established design criteria and there was capacity to accommodate the proposed access. Paul Chappell also stated that it was undesirable to have through traffic using Hadham Road as opposed to the A120 primary route network.

The Director advised that the Hadham Road access was not selected as a cheaper access option as the projected cost of all the works for such an access was £1.8 million, it was understood, owing to the disturbance of services in the highway. He commented that the cost of the A120 access to the eastern neighbourhood area was cheaper at just over £1 million. Members were urged to treat the information with some caution as a potential access to the western neighbourhood on the A120 had not been costed.

Councillor D Andrews expressed concerns regarding the suggestion of reducing the affordable housing provision. He stated that the applicant had already made substantial provision within the Section 106 legal agreement for sports and leisure provision.

Councillor M Alexander stated that he could not support a reduction in the affordable housing provision but that if it were reduced it would be preferable to put the money into highways mitigation. Councillor P Moore also expressed concerns regarding the suggested reduction in affordable housing.

Councillor G Jones addressed the Committee regarding the sports and leisure provision, the provision of affordable housing and the impacts of the application in

terms of traffic and the possibilities for mitigating the highways impacts. He asked whether sanctions were available to limit the rate of construction if the traffic modeling had underestimated the highways implications.

The Director stated that, in terms of construction traffic, there were a number of access points included within the proposed development. So the concern raised by Members, that all construction traffic would enter by way of Hadham Road, was unlikely to be the case. The education and other infrastructure provision brought with it the possibility that the Eastern Phase of the development would be brought forward earlier than initially planned.

Councillor M Newman commented that there was no sound or defensible basis for refusing this outline planning application. He referred to common practice whereby Section 106 contributions were kept under continuous review.

The Director cautioned against imposing conditions or controls that were unduly rigid as the necessary flexibility to achieve a satisfactory development would be lost. Members were advised that the recommendations put forward sought sufficient flexibility to ensure that all matters were kept under review in drawing up the legal agreement and conditions in order to ensure a satisfactory development. Members were further reminded that regulations regarding Section 106 legal agreements meant that such agreements should mitigate only the actual demands and impacts created by the planning application itself. They should not be used to address unrelated deficiencies and assigning significant funding to leisure uses may be inappropriate in this respect.

Councillor G Jones proposed and Councillor A Burlton seconded, a motion that application 3/13/0075/OP be granted subject to the amendment of the proposed legal agreement to the effect that the proportion of affordable

homes proposed at Bishop's Stortford North be reduced from 30.4% to 25.4% and the majority of the funding released be reallocated towards sports and leisure provision and the remainder be utilised to mitigate the traffic impacts of the proposed development.

After being put to the meeting and a vote taken, there being an equality of votes, the Chairman exercised her casting vote and the motion was declared LOST. Councillors M Alexander, D Andrews, E Bedford, Mrs R Cheswright, P Moore and M Newman requested that their votes against this motion be recorded.

After being put to the meeting and votes taken, the Committee supported the recommendations of the Director of Neighbourhood Services as now detailed, subject to consultation with the Executive Member for Community Safety and Environment plus any two Members who represent Bishop's Stortford wards and who are Members of the Development Management Committee.

RESOLVED – that, in respect of application 3/13/0075/OP, subject to the referral of the application to the Secretary of State under the requirements of the Town and Country Planning (Consultation) (England) Direction 2009:

1. In consultation with the Chairman of the Development Management Committee and the Head of Planning and Building Control, the Head of Democratic and Legal Services completes a Section 106 Legal Agreement in accordance with the heads of terms as detailed in Essential Reference Paper 'A' to the report submitted to the Development Management Committee held on 5 December 2013;
2. In consultation with the Chairman of the Development Management Committee, the

Executive Member for Community Safety and Environment plus any two Members who represent Bishop's Stortford wards and who are Members of the Development Management Committee and the Head of Democratic and Legal Services, the Head of Planning and Building Control be authorised to make amendments to the heads of terms, the scale of financial contributions to be assigned to the various service areas referred to in the heads of terms and the service areas to which financial contributions should be assigned and the Head of Democratic and Legal Services be authorised to complete a Section 106 Legal Agreement as may be amended, in all cases to ensure a satisfactory development;

3. Upon completion of the authorised Section 106 Legal Agreement, in respect of application 3/13/0075/OP, planning permission be granted subject to the conditions detailed in Essential Reference Paper 'B' to the report submitted to the Development Management Committee held on 5 December 2013, with amendment to conditions 28 and 29 to ensure a greater degree of monitoring of the traffic impact. The details of the amended conditions to be agreed in line with the following resolution; and
4. In consultation with the Chairman of the Development Management Committee, the Executive Member for Community Safety and Environment plus any two Members who represent Bishop's Stortford wards and who are Members of this Committee, in advance of the issuing of the planning permission, the Head of Planning and Building Control be authorised to add or remove conditions and directives and make such changes to the wording of them as may be necessary to

ensure clarity and enforceability and to ensure a satisfactory development.

The meeting closed at 9.45 pm

Chairman .....
Date .....

## EAST HERTS COUNCIL

COUNCIL – 19 FEBRUARY 2014

REPORT BY HEAD OF DEMOCRATIC AND LEGAL SUPPORT SERVICES

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### MEMBERS' ALLOWANCES 2014/15

WARD(S) AFFECTED: All

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#### **Purpose/Summary of Report**

- To report the recommendations of the Council's Independent Remuneration Panel (IRP) following its review of Members' Allowances.

<b><u>RECOMMENDATION:</u></b> that (A) Members' Allowances for 2014/15 be ....., and
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(B) the size of the Independent Remuneration Panel be decreased from 7 to 6 members (with the existing appointees).
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#### 1.0 Background

1.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 requires each principal local authority to establish an Independent Remuneration Panel (IRP) to submit recommendations on its Members' Allowances.

1.2 Council established its current IRP at its meeting held on 8 December 2010. It determined that the size of the Panel should be 9 members and appointed the following individuals:

Mrs N Burdett, Mr P Boylan, Mr B C Engel, Mr D Filer, Mr C Harris, Miss C Lofthouse, Mr D McNeill, Mrs S Newton and Mr J Pool.

1.3 Mr D McNeil resigned from the Panel on 5 October 2011. Council agreed to reduce the size of the Panel from 9 to 8 Members at its February 2012 meeting. Subsequently, another Panel Member (Mr C Harris) died before the Panel commenced its deliberations

during the 2012/13 civic year. Council at its February 2013 meeting agreed to reduce the size of the Panel again from 8 to 7 Members.

- 1.4 Prior to the commencement of the review of allowances for 2014/15, Panel Member Miss C Lofthouse resigned.
- 1.5 Council is invited to consider whether or not to fill the vacancy on the IRP caused by Miss Lofthouse's resignation. Regulations prescribe that an IRP shall consist of at least three members. Council could therefore determine that the size of the Panel now be six members (with the existing appointees). This (latter) option is recommended.

## 2.0 Report

- 2.1 Before a local Authority makes or amends its Members' Allowances Scheme it shall have regard to the recommendations made by its IRP.
- 2.2 The Council's IRP's report and recommendations on Members' Allowances for 2014/15 can be found at **Essential Reference Paper 'B'**.
- 2.3 Council is invited to consider the IRP's recommendations before determining a Members' Allowances scheme for 2014/15.

## 3.0 Implications/Consultations

- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

## Background Papers

None

Contact Officer: Jeff Hughes – Head of Democratic and Legal Support Services – ext 2170  
[jeff.hughes@eastherts.gov.uk](mailto:jeff.hughes@eastherts.gov.uk)

Report Author: Jeff Hughes – Head of Democratic and Legal Support Services – ext 2170  
[jeff.hughes@eastherts.gov.uk](mailto:jeff.hughes@eastherts.gov.uk)

## ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/ Objectives for 2014/15:	<b>People</b> <i>Deliver strong and relevant services.</i>  <b>Prosperity</b> <i>Deliver cost effective services.</i>
Consultation:	None.
Legal:	The Authority is required, before the beginning of each year, to make a scheme for the payment of specified allowances. Before making a scheme, the Authority shall have regard to the recommendations made to it by its IRP.
Financial:	The proposed 1% increase in the allowances specified would be contained within the overall provision for allowances and expenses in the 2014/15 budget.
Human Resource:	None
Risk Management:	See legal implications above.

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**INDEPENDENT REMUNERATION PANEL REPORT TO  
EAST HERTFORDSHIRE DISTRICT COUNCIL – FEBRUARY 2014**

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## **RECOMMENDATIONS FOR MEMBERS' ALLOWANCES FOR 2014/15**

### 1.0 Background

- 1.1 The Independent Remuneration Panel (IRP), established by East Herts District Council (the Council) under the provisions of the Local Authorities (Members' Allowances) (England) Regulations 2003, has undertaken a review of the Members' Allowances Scheme.
- 1.2 The regulations require that: "*Before an authority...makes or amends a scheme, the authority shall have regard to the recommendations made in relation to it by an independent remuneration panel*".
- 1.3 This report has been prepared in accordance with those regulations to enable the Council to meet its statutory responsibilities when reviewing or amending its Scheme of Allowances for 2014/15.
- 1.4 The scope of the review was to determine what changes, if any, needed to be recommended to the current Members' Allowances scheme which includes:
- (a) the councillors' basic allowance;
  - (b) the special responsibility allowance (SRA) (paid to councillors who have extra responsibilities, e.g. executive members or committee chairmen);
  - (c) child care and dependant care allowances;
  - (d) travel and subsistence payments and the circumstances under which they are paid, and
  - (e) whether councillors should be able to opt into the Local Government Pension Scheme.
- 1.5 Presently, the political composition of the Council is 45 Conservatives, 2 Liberal Democrats and 3 Independents.
- 1.6 The political structure and the roles of councillors are unchanged since the last review with the exception that the Leader of the Council has created an additional Executive Member for Community and Partnership Liaison.

1.7 The IRP met on 18 September and 28 October 2013 to conduct its review.

1.8 The following evidence was considered:

- (a) interview (28.10.13) with the Leader of the Council;
- (b) financial picture for East Herts Council from 2013/14 to 2017/18: Briefing Note (21.10.13) prepared by the Director of Finance and Support Services;
- (c) individual submissions from the seven Members who responded to the invitation for written submissions concerning the views on Members' Allowances that may apply for 2013/14;
- (d) a summary of allowances paid to EHC Members for the six years from 2007/08 to 2012/13 (see Appendix II);
- (e) benchmark data (see Appendix III), including, for 2013/14 (budget), Cost per Registered Voter data collated and provided by Stevenage Borough Council;
- (f) the Corporate Peer Challenge: East Hertfordshire District Council – report dated December 2012, and
- (g) report (July 2013) of the Independent Review Panel on Members' Allowances: Hertsmere Borough Council.

## 2.0 Allowances

2.1 There is a statutory requirement for all councillors to be paid a Basic Allowance. The allowance is intended to recognise the time commitment of all councillors including inevitable calls on their time such as committee meetings, constituent business and attendance at political group meetings. It is also intended to cover incidental costs such as the use of a member's home. Under a separate scheme, the Council offers members the free use of a Laptop. SRAs are payable to those Councillors who have significant additional responsibilities.

2.2 The Department for Communities and Local Government (December 2012) declared that "Councillors should be volunteers, not the bankrolled staff of the municipal state". Many people who care for the communities in which they live (Scout or Guides leaders, school governors, parish councillors,

sports team organisers and many others) have been voluntarily giving of their time and skills for years.

- 2.3 On the other hand, Clive Betts MP, Chair of the Communities and Local Government Committee (February 2013) said that “If councillors are to be unpaid volunteers, the pool (of potential councillors) is going to be even smaller. It is clear that remuneration, along with time commitment and the attitude of employers, is one of the key barriers preventing people standing for election. People are put off becoming councillors because the money does not adequately compensate them for the work involved, and in the case of councillors in employment they may lose more from taking time off work than they receive in allowances. As localism, with increased local responsibilities, makes the job more complex and demanding, the workload on a councillor will become greater and the case for appropriate allowances stronger.”
- 2.4 In considering the recommendations of the IRP following its review of Members Allowances for 2013/14, the minutes of the council meeting held on 20 February record that “Councillor M Wood expressed his disappointment that the IRP had not recommended increasing the Basic Allowance. He reminded Members that the level had been frozen for some years and that the benchmarked data set out in the report indicated that East Herts was falling behind comparable Authorities in the County. He suggested that the IRP should be asked to look at this aspect again. The Leader expressed some sympathy for Councillor M Wood’s view, but questioned the practicalities of deferring a decision. He believed the recommendations should be accepted, but that further submissions be made to the IRP”.
- 2.5 Those in favour of increasing the allowance say that better remuneration would help to make the role more accessible to a wider pool of talent, whilst those opposed feel that with local government needing to adapt to budget cuts of close to a third, increasing the amount of money due to elected councillors cannot be justified.
- 2.6 In 2012/13 the total cost of the scheme for all allowances at East Herts Council was £375,881.18. This figure includes all basic and special responsibility allowances paid, as well as travel and subsistence and the consolidation within the Basic Allowance of the IT expense payment (£420/year per Member); it does not include employer’s NI contributions.

### 3.0 Basic allowance

3.1 The Basic Allowance in East Herts was cut for 2010/11 by 10% from £5,274 (the average of the basic allowance for the three years 2007/08, 2008/09 and 2009/10) and has been maintained at this lower level since then. Accordingly, the IRP considered it appropriate to review this figure and how it is calculated.

### 3.2 Hourly rate basis:

One method of calculating the basic allowance would be to base the allowance on an assumed hourly rate of pay. It is difficult to assess the number of hours members spend on council business as the workload of members varies considerably. A survey in 2006 suggested an average rate of 21.9 hours per week. The LGA Census 2010 which surveyed councillors in England reported an average of 23 hours per week and that councillors in 'shire districts' such as East Herts spend on average 18.2 hours a week on Council and political business. However, this figure needs to be considered in light of the fact that in Hertfordshire there are two tiers of council, whereas in many other areas there is only one. Moreover, this figure includes party political business alongside Council work, which arguably should not be remunerated, and the need to recognise that a percentage (perhaps 40%) of each councillor's time commitment is given voluntarily – the 'voluntary service principle'. Nor do such statistics take into account differing responsibilities of councillors which may be otherwise remunerated through an SRA and the more recent (since 2010) significant increase in the requirement for councillors to undergo training.

### 3.3 Benchmarking basis:

As identified by the external auditors (2008/09), benchmarking should be one of the pieces of information used in reviewing the level of members' allowances. Benchmark data (Appendix III) relating to members' allowances in the 10 borough/district council in Hertfordshire shows basic allowances for 2012/13 ranging from £4,500 (Broxbourne) to £7,209 (Watford), with an average of £5,385. The basic allowance payable to East Herts (the largest district geographically, with the third largest population) councillors (£5,167) is below this average. The Panel considers that there is no evidence that East Herts is falling behind comparable Authorities in the County.

#### 4.0 Special Responsibility Allowances

4.1 There are a number of approaches to calculating SRAs and, according to the paper by the Councillors' Commission on Members' Remuneration (2007), the 'multiplier approach' is the most popular. This formulaic approach is at times criticised as introducing an element of undue and artificial rigidity into the system, but this method has the advantage of being understandable, simple and transparent. The IRP continues to recommend the adoption of the 'multiplier approach'. In assessing the multiplier that should be applied to calculate the SRAs, the IRP has had regard to the leadership skills required and the time commitment necessary effectively to provide such leadership effectively, as well as appropriate benchmarking against other authorities.

#### 5.0 Childcare and Dependant Care Allowances

5.1 A care allowance is payable to any Member who incurs expenditure on the care of young children and/or dependant relatives in order to perform their duties as a councillor.

5.2 The following amounts may be claimed for councillors attending approved duties:

- (a) childcare - maximum of £9 per hour, and
- (b) dependant care - maximum of £9 per hour.

5.3 Specialist care for a dependant is known to be more expensive than childcare, but, given that this has not been raised as an issue by Members, it seems unnecessary to propose differentiation in the maximum hourly rates claimable.

#### 6.0 Travel and Subsistence Payments

6.1 The following allowances are available:

- (a) mileage allowance to cover the cost of the use of Councillor's own vehicle (motor car, bicycle) for council business;
- (b) public transport expenses (including the use of taxis for short journeys where public transport is inconvenient); and

- (c) subsistence allowances (breakfast, lunch, tea and/or evening meal and overnight accommodation) in the case of an absence from the usual place of residence.

6.2 The existing subsistence allowances, effective from 1<sup>st</sup> January 2008, are the same as those for Council employees; it is understood that there is no present intention to change these rates for 2014/15. The IRP also noted that similar fixed allowances paid by Hertfordshire County Council are each around 15% lower than those paid by East Herts Council. Accordingly, no change is recommended by the IRP to the rates of subsistence allowances payable to councillors.

## 7.0 Local Government Pension Scheme

7.1 No Members are admitted to the Local Government Pension Scheme.

## 8.0 Considerations

8.1 In conducting its review, the IRP also took account of the following factors:

- (a) the agreement in July 2013 by the National Joint Council for Local Government Services (the NJC) for a pay increase of 1% effective from 1<sup>st</sup> April 2013;
- (b) the prevailing economic climate and, particularly, the likelihood that any increase for 2014/15 in local government officer pay will be significantly below the current rate of inflation;
- (c) the issues and deliberations of the IRP during its last review and the acceptance by Council of the IRP's recommendations for the 2013/14 Members' Allowances Scheme;
- (d) legislative changes, particularly the provisions of the Localism Act 2011, impacting on Members' workloads;
- (e) issues concerning attracting demographically representative candidates to stand for election as councillors and also political leadership succession planning;
- (f) setting allowances at levels that reflected the time and work needed to undertake the duties and responsibilities of a Member of East Herts Council, including those roles that attracted SRAs, but also recognising the interests of Council Tax payers;

- (g) previous levels of Members' allowances for East Herts, and
- (h) current inflation levels.

## 9.0 Conclusions

9.1 The IRP concluded that no persuasive case had been made to restore the Basic Allowance to the 2009/10 level before the 10% cut effective from 2010/11, but, recognising the agreement in July 2013 by the NJC for a pay increase to Council employees, that a similar increase in the Basic Allowance would be reasonable.

9.2 No changes are suggested to the Childcare and Dependant Care nor the Travel and Subsistence Allowances.

9.3 The schedule of proposed members' allowances recommended as payable by the IRP for the year from 1 April 2014 to 31 March 2015 is attached as Appendix I.

## 10.0 The Independent Remuneration Panel

10.1 The following individuals formed the IRP undertaking the review of Members' Allowances:

Peter Boylan, Nicola Burdett, Bernard Engel, Denis Filer, Sally Newton, Jonathan Pool (Chairman).

10.2 The IRP received administrative support from the Head of Democratic and Legal Support Services.

## 11.0 Recommendation that the:

- (A) Basic Allowance be increased by 1% to £5,218, including the consolidation of the previous communications allowance, and**
- (B) application of the multipliers to arrive at the SRAs payable shall be to the Basic Allowance (as amended), less the consolidated communications allowance of £424 (£420, plus 1%).**

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## For the year

1 April to 31 March  
2015 (proposed)1 April to 31 March  
2014 (actual)

	Multiplier	£	Multiplier	£
Basic Allowance		5,218.00 **		5,166.60 **
<i>** includes consolidation of Communications Allowance</i>		<i>£424</i>		<i>£420</i>
<b>Special Responsibility Allowances</b>				
Leader of the Council	4.00	19,176.00	4.00	18,986.40
Deputy Leader	2.50	11,985.00	2.50	11,866.50
Executive member	2.00	9,588.00	2.00	9,493.20
Committee Chairman				
Development Management	1.50	7,191.00	1.50	7,119.90
Committee Chairmen				
Corporate Business Scrutiny	1.25	5,992.50	1.25	5,933.25
Licensing	1.25	5,992.50	1.25	5,933.25
Committee Chairmen				
Audit	1.00	4,794.00	1.00	4,746.60
Human resources	1.00	4,794.00	1.00	4,746.60
Committee Chairmen				
Community Scrutiny	0.75	3,595.50	0.75	3,559.95
Environment Scrutiny	0.75	3,595.50	0.75	3,559.95
Leader of a minority political group	0.10 x basic allowance (less £424**) x number of members		0.10 x basic allowance (less £420**) x number of members	
Chairman of Health and Well Being Panel	0.50	2,397.00	0.50	2,373.30
Development control committee Member		270.00		270.00
<b>Mileage allowance</b>				
Motor Vehicles		45p (33p) per mile for the first 50 miles of a (return) journey and thereafter 25p per mile		45p (33p) per mile for the first 50 miles of a (return) journey and thereafter 25p per mile
Bicycles		20p per mile		20p per mile
Public transport (including use of taxis for short journeys where public transport is not convenient)		Reimbursement of actual cost or ordinary standard fare, whichever is the lesser upon production of a receipt		Reimbursement of actual cost or ordinary standard fare, whichever is the lesser upon production of a receipt
Carer's Allowance		£9.00 per hour or the actual sum paid, whichever is the lesser		£9.00 per hour or the actual sum paid, whichever is the lesser
<b>Travel and Subsistence Allowance</b>				
in the case of an absence not involving an absence overnight from the usual place of residence:				
of more than 4 hours before 11 am Breakfast*		6.45		6.45
of more than 4 hours, including the period between 12 noon and 2 pm Lunch*		8.91		8.91
of more than 4 hours including the period between 3 pm and 6 pm Tea*		3.52		3.52
Of more than 4 hours ending after 7 pm Evening Meal*		11.03		11.03
* <i>Not claimable where refreshments have been provided at the meeting/event attended</i>				
in the case of an absence involving an absence overnight from the usual place of residence		The actual cost of overnight accommodation and, where meals are not included, subsistence allowance as detailed above		The actual cost of overnight accommodation and, where meals are not included, subsistence allowance as detailed above

Year	2012/13	2011/12	2010/11	2009/10	2008/09	2007/08
	£	£	£	£	£	£
Basic Allowances	253,627.02 **	236,513.38	234,899.72	250,134.39	270,228.00	267,706.46
SRAs	112,098.63	112,117.79	156,956.45	166,163.39	178,848.22	177,550.99
Travel & subsistence	10,155.53	9,001.01	10,622.81	14,591.92	13,956.97	16,045.87
TOTALS	<u>375,881.18</u>	<u>357,632.18 *</u>	<u>402,478.98 *</u>	<u>430,889.70 *</u>	<u>463,033.19 *</u>	<u>461,303.32 *</u>

\* excluding Communications Allowances, Employer's National Insurance Contributions'

\*\* including consolidation of Communications Allowances - £420 per Councillor x 46 = £19,320

Council	East Herts	Broxbourne	Dacorum	Hertsmere	Watford	St Albans	Stevenage	Three Rivers	Welwyn/ Hatfield	North Herts
<i>Councillors</i>	50	30 *	51	40	36	58	39	48	48	49
<i>Population**</i>	137,700	93,600	144,800	100,000	90,300	140,600	84,000	87,300	110,500	127,100
<i>Electorate</i>	104,944	70,302	110,926	76,285	69,227	106,169	64,657	68,509	80,961	98,507
<i>** Source: Office for National Statistics, 2011 Census</i>			<i>* from 2012/13 - previously 37</i>							
<b>2013/14</b>			<i>not confirmed</i>	<i>n/c</i>	<i>n/c</i>	<i>n/c</i>	<i>+ 1%</i>	<i>n/c</i>	<i>updated 2010/11</i>	<i>n/c</i>
Basic Allowance <i>including IT Contribution</i>	£5,167 £420	£4,100	£4,951	£5,385	£7,209	£5,535 £325	£7,195	£5,051 £470	£4,758	£4,500
<b>TOTAL ALLOWANCES - BUDGET</b>	<b>£367,000</b>	<b>£195,160</b>	<b>£439,350</b>	<b>£353,550</b>	<b>£354,142</b>	<b>£445,160</b>	<b>£495,090</b>	<b>£290,620</b>	<b>£349,661</b>	<b>£328,460</b>
Total allowances per Councillor	£7,340	£6,505	£8,615	£8,839	£9,837	£7,675	£12,695	£6,055	£7,285	£6,703
Spend per Resident	£2.67	£2.09	£3.03	£3.54	£3.92	£3.17	£5.89	£3.33	£3.16	£2.58
Cost per Registered Voter	£3.50	£2.78	£3.96	£4.63	£5.12	£4.19	£7.66	£4.24	£4.32	£3.33
<i>excluding IT Contribution</i>				£0						
<i>* excluding Mayor</i>					£65,738					
<b>2012/13</b>										
Basic Allowance <i>including IT Contribution</i>	£5,167 £420	£4,500 £400	£4,951	£5,385	£7,209	£5,535 £325	£7,124	£5,051 £470	£4,758	£4,500
Totals: Basic Allowances	£253,627	£126,507	£250,791	£209,000	£254,342	£320,569	£276,306	£240,772	£228,467	£213,409
SRAs	£112,099	£64,795	£132,371	£127,000	£93,311 *	£91,767	£157,624	£65,457	£104,639	£107,859
<b>TOTAL ALLOWANCES</b>	<b>£365,726</b>	<b>£191,302</b>	<b>£383,161</b>	<b>£336,000</b>	<b>£347,653</b>	<b>£412,336</b>	<b>£433,930</b>	<b>£306,229</b>	<b>£333,106</b>	<b>£321,268</b>
Total allowances per Councillor	£7,315	£6,377	£7,513	£8,400	£9,657	£7,109	£11,126	£6,380	£6,940	£6,556
Spend per Resident	£2.66	£2.04	£2.65	£3.36	£3.85	£2.93	£5.17	£3.51	£3.01	£2.53
<i>excluding IT Contribution</i>				£0						
<i>* excluding Mayor</i>					£65,738					

Council	East Herts	Broxbourne	Dacorum	Hertsmere	Watford	St Albans	Stevenage	Three Rivers	Welwyn/ Hatfield	North Herts
<b>2011/12</b>										
Basic Allowance	£4,747	£4,100	£4,951	£5,385	£7,209	£5,210	£6,767	£4,581	£4,758	£4,500
Totals: Basic Allowances	£236,513	£154,559	£255,492	£210,881	£257,052	£301,027	£264,561	£219,793	£227,693	£211,609
SRA's	£112,118	£63,881	£131,034	£110,623	£71,335 *	£97,459	£176,391	£70,706	£109,627	£105,399
<b>TOTAL ALLOWANCES</b>	<b>£348,631</b>	<b>£218,440</b>	<b>£386,526</b>	<b>£321,504</b>	<b>£328,387</b>	<b>£398,485</b>	<b>£440,952</b>	<b>£290,500</b>	<b>£337,320</b>	<b>£317,009</b>
Total allowances per Councillor	£6,973	£5,904	£7,579	£8,038	£9,122	£6,870	£11,306	£6,052	£7,028	£6,470
Spend per Resident	£2.53	£2.33	£2.67	£3.22	£3.64	£2.83	£5.25	£3.33	£3.05	£2.49
<i>excluding IT Contribution</i>	<i>£21,000</i>			<i>£4,773</i>		<i>£18,850</i>		<i>£20,227</i>		
<i>* excluding Mayor</i>					<i>£65,738</i>					
<b>2010/11</b>										
Basic Allowance	£4,747	£4,100	£4,951	£5,385	£7,209	£5,210	£7,124	£5,090	£4,758	£3,798
Totals: Basic Allowances	£234,900	£155,802	£249,184	£206,874	£256,754	£301,027	£275,309	£244,313	£227,362	£178,874
SRA's	£154,583	£73,760	£130,288	£114,522	£94,103 *	£117,407	£195,165	£76,060	£108,842	£105,399
<b>TOTAL ALLOWANCES</b>	<b>£389,483</b>	<b>£229,561</b>	<b>£379,472</b>	<b>£321,396</b>	<b>£350,858</b>	<b>£418,434</b>	<b>£470,474</b>	<b>£320,373</b>	<b>£336,203</b>	<b>£284,273</b>
Total allowances per Councillor	£7,790	£6,204	£7,441	£8,035	£9,746	£7,214	£12,063	£6,674	£7,004	£5,801
Spend per Resident	£2.83	£2.45	£2.62	£3.21	£3.89	£2.98	£5.60	£3.67	£3.04	£2.24
<i>excluding IT Contribution</i>	<i>£21,000</i>			<i>£6,633</i>		<i>£18,850</i>		<i>£20,247</i>		
<i>* excluding Mayor</i>					<i>£65,738</i>					