

EAST HERTS COUNCIL (EHC) - INDEPENDENT REMUNERATION PANEL (IRP) – REPORT ON MEMBERS' ALLOWANCES SCHEME 2011/12

Terms of Reference

The Panel has been established in accordance with the Local Authorities (Members Allowances) (England) Regulations 2003 to provide EHC with advice on its Members' allowance scheme and on the amounts paid. Members of the Panel are Mrs N Burdett, Mr P Boylan, Mr B C Engel, Mr D Flier, Mr C Harris, Miss C Lofthouse, Mr D McNeil, Mrs S Newton and Mr J Pool. Mr C Harris, elected by the Panel members as Chairman on 15 February 2011, is responsible for chairing meetings and acting as spokesman for the Panel.

Mr J Hughes was assigned as Support Officer and has supplied guidance on local authority member allowances by way of relevant extracts from guidance produced by the Department for Communities and Local Government on this issue (Agenda Item 5 of IRP meeting 25/01/11).

The Panel, as presently constituted, held its first meeting on 25 January 2011. In view of the objective of reporting its recommendations to Council meeting on 23 February, subsequent meetings were held on 2 February, 8 February and 15 February.

EHC Financial Context

“The Council is in good financial health. The Council’s reserves are at a reasonable level and the track record is one of spending within budgets. Members and officers are extremely cautious over any fresh commitments.”

Like all councils, EHC is responding to reductions in its grants from central government. Net Budget Requirement for 2010/11 (excluding Parishes) is £17.6 million (including the budget for allowances payable to members (50) of £457,000 (2.6%), of which £9.2 million is funded by Council Tax and £8.4 million by government grants. The Government’s Comprehensive Spending Review (October 2010) announced that funding for councils will reduce in real terms by 28 per cent (EHC £2.3 million) over the next four years; but in December they said councils would have to achieve those cuts within two, not four, years.

“The Council’s planning over the last two years has anticipated constraints on public spending and so the acceleration of savings is not as challenging as it might have been. The Changing the Way We Work programme, use of capital investment to reduce operating costs, a pragmatic approach to shared services and joint working, tight control of any filling of vacancies, plus the approach to procurement, are all delivering savings. Local revisions to terms and conditions

for staff have been implemented, plus the continued pay freeze, is another part of the response to less resources.”

“The plans submitted to the Executive on 8 February are robust over a four year period with a level of contingency for unknowns. Necessary savings focus on back office functions and seek to limit the impact on achievement of priorities. In going through the Council’s scrutiny arrangements, these savings have a high level of support with only relatively minor disagreements on points of detail.”

“Public consultation showed an understanding and acceptance of the need to cut back on spending”.

(italics = extracts from written submission from Director of Internal Services.)

It is in this financial context that the Panel has been established to consider and advise EHC on the allowances payable to elected members, particularly:

- basic allowance,
- special responsibility allowances (SRAs),
- childcare and dependent carers’ allowance,
- travel and subsistence allowances,

together with a detailed case in support of the payment of:

- SRA to the Chairman of the Health Engagement Panel, and
- mileage allowance (or other form of compensation) to members of the Development Control Committee using their vehicles to undertake planning application site visits.

Evidence

The following evidence, in addition to the guidance referred to above, was considered by the Panel:

- Role description of Ward Councillor, Leader of the Council, Deputy Leader of the Council, Executive Member, Chairmen of various committees – (Overview and) Scrutiny, Regulatory, Audit, Human Resources, Standards, Highways Joint Member Panel (East Herts), Community Voice – and Leader of minority political group.
- Council’s existing allowances’ scheme;
- The Improvement and Development Agency / Local Government Association ‘Survey of Members’ Allowances 2008’;
- Report (February 2010) by the then constituted Independent remuneration Panel following its review of Members’ Allowances recommended for implementation for the financial year 2010/11;

- Report (October 2009) of the Shadow Independent Panel on Members' Allowances formed July 2009 following its separate review of Members' Allowances recommended for implementation for the financial year 2010/11; and
- A summary of the responses received to a confidential Members' questionnaire (issued to all Councillors, 38 responses (76%)) entitled Members' Allowances Review 2009/10 (essential reference paper B).

In addition, the Panel received brief written submissions from the Director of Internal Services, the Chief Executive, the Leader of the Council (all of whom made themselves available to respond to questions from the Panel) and from the Leader of the LibDem Group. The Panel was also advised that the Council's external auditors, in their annual audit letter 2008/09, recommended, inter alia, that ". . . benchmarking should be one of the pieces of information used in reviewing the level of members' allowances".

The Scheme

Appendix 'A' to this report details the recommended Members' Allowances scheme for 2011/12. The scheme itself has been reviewed and updated with the aim of making it simpler to understand. Within the scheme are the recommended levels of various allowances for 2011/12.

Allowances

Table A below shows the Panel's recommendations for Members' allowances with effect from 1 April 2011 (columns 1 and 2), together with, for comparative purposes, members' allowances for 2010/11, as approved by Council 24 February 2010 (columns 3 and 4) and as recommended by the then Independent Remuneration Panel (columns 5 and 6) and identifiable East of England members' allowances (averages) 2008/09 (columns 7 and 8). Travel and Subsistence Allowances, effective from 1 April 2011, are set out in Table B.

TABLE A	East Herts Council 2011/12 - Feb 2011 IRP - allowances recommendations		East Herts Council 2010/11 Allowances (approved 24/02/10)		East Herts Council 2010/11 - Feb 2010 IRP - allowances recommendations		East of England 2008/09 Allowances (averages)	
	Multiplier	£	Multiplier	£	Multiplier	£	Multiplier	£
Basic and Special Responsibility Allowances								
Basic - Ward Councillor		4,747	1.00	4,747	1.00	5,274	1.00	5,040
Special Responsibility Allowances:								
Leader of the Council	4.00	18,986	5.00	23,733	3.00	15,822	2.67	13,481
Deputy Leader	2.50	11,867	3.00	14,240	2.25	11,867	1.74	8,779
Executive Members (5)	2.00	9,493	2.50	11,867	2.00	10,548	0.61	8,270
Committee chairmen:								
Corporate Business Scrutiny	1.25	5,933	1.50	7,120	1.25	6,593	0.98	4,931
Development Control	1.50	7,120	1.50	7,120	1.25	6,593	0.94	4,719
Licensing	1.25	5,933	1.50	7,120	1.25	6,593	0.76	3,820
Audit	1.00	4,747	1.50	7,120	1.00	5,274		
Human Resources	1.00	4,747	1.50	7,120	1.00	5,274		
Community Scrutiny	0.75	3,560	0.75	3,560	0.75	3,956		
Environment Scrutiny	0.75	3,560	0.75	3,560	0.75	3,956		
Chairmen of Community Voice (5)	0.00	0	0.50	2,373	0.00	0		
Chairman of:								
Health Engagement Panel	0.50	2,373		review for 11/12		review for 11/12		
Local Strategic Partnership								2,227
Local Joint Panel								
Highways Panel (when an EHDC Member)	0.25	1,187	0.25	1,187	0.25	1,319		
Leader of a minority political group	0.50	2,373	0.50	2,373	0.50	2,637		3,618
Co-optee Allowances:								
Chairman of Standards Committee	0.50	2,373	0.50	2,373				1,841
Standards Committee member	0.25	1,187	0.25	1,187	0.25	1,319		

TABLE B			
Travelling and Subsistence Allowances			
Mileage allowance	First 50 miles (return journey)	40p/mile	33p/mile for motor cycles
	Thereafter	18p/mile	Bicycles: 20p/mile
Public Transport		Reimbursement of actual cost or ordinary standard fare, whichever is the lesser	
Subsistence	in the case of an absence, not involving an absence from the usual place of residence:		
	of more than 4 hours before 11 am	Breakfast	£6.45
	period between 12 noon and 2 pm	Lunch	£8.91
	of more than 4 hours, including the period 3 pm to 6 pm	Tea	£3.52
	of more than 4 hours ending after 7 pm	Evening meal	£11.03
Carer's Allowance	£9.00/hour or the actual sum paid, whichever is the lesser		

Basic Allowance

Basic Allowance is intended to recognise the time commitment of all Councillors, including such inevitable calls on their times as meetings with officers and constituents and attendance at political group meetings. It also needs to be set at a level which will encourage candidates of all age groups, with and without (full time) careers, to stand for election. Some element of the work (estimated at 40%) continues to be voluntary. It is also intended to cover incidental costs such as use of Councillors' homes.

For 2010/11, the IRP recommended that there be no increase to the Basic Allowance and reductions in the SRAs in respect of the Leader, Deputy Leader, Executive Members and Committee Chairmen. That Panel considered "its recommendations to be fair, comparable with the prevailing benchmark allowance levels within local government (particularly the Eastern Region) and will assist the Council in attracting candidates for election for the benefit of the community of the East Hertfordshire District. Account has been

taken of Government guidance that “. . . *some element of the work of members continues to be voluntary . . .*”

At its meeting on 24 February 2010, Council voted (for 35, against 6) not to implement that Panel's recommendations to reduce SRAs, resolving instead to reduce the basic allowance by 10%, thereby effecting a similar cost saving overall as that which would have resulted from implementation of that Panel's recommendations. Consequently, for 2010/11, the Basic Allowance payable to each Ward Councillor was £4,746.60.

The Members' allowances review 2009/10 suggested that, based on a survey of Members, of the 38 respondents, 27 (71%) spent an average of between 5 hours and 25 hours per week on duties. Taking an average of, say, 12 hours, the current basic allowance equates to around 550 hours per year, at, due allowance taken for the estimated 40% voluntary work, somewhat in excess of £14/hour.

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. The IDeA / LGA 'Survey of Members' Allowances 2008 included EHC in the East of England region and the 2008/09 average basic allowance for the 43 shire district/borough councils in this region was £5,040 (Appendix B – spread from £2,782 (Cambridge) to £9,588 (Hertfordshire)); comparison with Hertfordshire district councils reveals a 2008/09 average basic allowance of £5,205 (Appendix B - spread from £4,000 (Broxbourne) to £7,209 (Watford)). A snapshot from Councils' websites confirms either no or very minor increases in basic allowances for 2009/10 and 2010/11. East Herts is the largest district geographically, with the second largest population.

Nearly 70% of respondents in the Members' allowances review 2009/10 considered the Basic Allowance (then £5,274) “about right”; it is unlikely that the subsequent 10% reduction would materially alter these opinions.

The submission from the Director of Internal Services suggested that there were no financial imperatives which demanded a further cut in the basic allowance and a case may be made to restore part or all of the 2010/11 cut; but, on the other hand, it would be highly insensitive to both staff and Council Tax payers to propose any increase for 2011/12 in the overall budget for Members' allowances. **Accordingly, it is recommended that the basic allowance for 2011/12 remain frozen at £4,746.60.**

Special Responsibility Allowances (SRAs)

SRAs are payable to those Councillors who have significant additional responsibilities. There are a number of approaches to calculating SRAs and, according to the paper by the Councillors' Commission on Members'

Remuneration (2007), the 'multiple approach' is becoming the most popular. This method has the advantage of being understandable, simple and transparent. The Panel has adopted this approach.

In assessing the multiplier that should be applied to calculate the SRAs, the Panel has had regard to the leadership skills required and the time commitment necessary effectively to provide such leadership, as well as appropriate benchmarking against other authorities. Details of SRAs currently payable by Hertfordshire district councils (including the current levels of basic allowance) are set out in Appendix C, serving to demonstrate how difficult it is to compare like with like.

Leader

EHC has opted positively for strong leadership to identify, review, promote and deliver community aspirations and priorities; the Council looks to support the Leader for the 4-year term in return for his commitment ("at least 3 days a week") to exercise his skills and knowledge towards working effectively with Council officers, the public, the media, government and regional agencies and partner organisations.

The Chief Executive, in her briefing note, summarised the role of Leader:

"The Leader of the Council is the democratically elected member who is elected by the Council to undertake the role. In East Herts we have the leader and executive model as opposed to a mayor (which changes to a strong leader from May 2011). The Leader is also the Chairman of the Executive, where key decisions are made, as well as having his own Executive portfolio of responsibilities. It is his responsibility to ensure that the political and democratic business of the Council functions effectively and that decisions of the Council discharge the democratically determined mandate given to the Council by the electorate. It is a political role."

"The role requires political management and leadership, accepting advice, making decisions and clarifying for the public the direction of travel elected members set. As such, the Leader is the public spokesperson for the Council."

*"He also undertakes many community leadership functions such as leading the Bishop's Stortford 2020 group which is regenerating the town and chairing the Local Strategic Partnership. He also represents the District nationally where he is a leading member of the District Councils' Network and across Hertfordshire at the County level Strategic Partnership (Hertfordshire Forward). He currently chairs the Hertfordshire LGA. This ensures that at a political level **the District leads and influences to the advantage of the residents.**"*

*“Research has shown that the most important working relationship in the council is between the Leader and the Chief Executive. Where this is strong, and both parties know their roles and boundaries, then this is evidenced in good performance. **We are one such Council.**”*

The Chief Executive, in answer to a panellist’s question, was of the opinion that the EHC executive model required a strong leader and that the appropriate benchmark for the Leader’s SRA is the comparable allowance paid to the Leader of a unitary authority, rather than the average of allowances paid to other leaders of East of England shires. The IDeA / LGA ‘Survey of Members’ Allowances 2008 discloses the national average allowance paid to the leader of a unitary authority to be £22,477 (East of England average £13,481). Around half of the respondents to the Members’ Allowances Review 2009/10 thought the current Leader’s allowance “fair”, whilst around a third considered it “too high”.

Applying the current multiplier results in the Leader’s SRA exceeding the national average allowance paid to the leader of a unitary authority (£22,477) based on 2008 benchmark data.

The Panel considered the commitment and time given to the Leader’s role by the present incumbent but balanced against the role requirements, taxpayer interests and benchmark data, particularly for Leaders of shire district councils.

Accordingly, it is recommended that the multiplier applied in respect of the Leader for 2011/12 be (reduced to) 4.00 (£18,986.40 pa).

Deputy Leader

The Deputy Leader’s role specifically requires that person to support and deputise for the Leader of the Council and to provide political leadership for programmes, projects and activities across portfolios as required by the Leader and in consultation with other Executive Members. The Deputy Leader has an executive portfolio (Community Safety and Protection) and largely assumed the portfolio of the Executive Member who resigned part way through the year.

Benchmarking against the East of England average executive member allowance suggests that the current multiplier is too high; around half of the respondents to the Members’ Allowances Review 2009/10 thought the current Deputy Leader’s allowance “fair”, whilst around a third considered it “too high”.

Accordingly, it is recommended that the multiplier applied in respect of the Deputy Leader’s allowance for 2011/12 be (reduced to) 2.50 (£11,866.50 pa).

Executive Member

The Executive comprises the Leader, Deputy Leader and four councillors (previously five - one executive member resigned part way through the year) and

is responsible for delivering and implementing the budget and policies decided by the full Council as part of the Budget and Policy Framework. As such, the Executive exercises leadership, policy development and decision making skills in determining many of the day-to-day operational matters within the Council.

A previous analysis of work indicated that the role should take no more than one day a week on average over the normal duties of a Ward Councillor. Benchmarking against the East of England average executive member allowance suggests that the current multiplier is too high, which conclusion is supported in part by the Members' Allowances Review 2009/10 where 47% of respondents thought the allowance "fair", but with 37% considering it "too high".

Accordingly, it is recommended that the multiplier applied in respect of the Executive Member allowance for 2011/12 be (reduced to) 2.00 (£9,493.20 pa).

Committee Chairmen

In the time available, it has not been possible independently to assess the leadership, skills, knowledge and time required to oversee and promote the coordination and management of the various committees' functions. Benchmarking against the East of England averages for SRAs paid to committee chairmen and consideration of the Members' Allowances Review 2009/10 suggest that the SRA payable to the Chairman of:

- Corporate Business Scrutiny is "fair" (two-fifths of respondents), "too high" (two-fifths) - **recommend multiplier be (reduced to) 1.25 for 2011/12 (£5,933.25 pa);**
- Development Control is "fair" – **recommend multiplier be maintained 2011/12 at 1.5 (7,119.90 pa);**
- Licensing is "fair" (two-fifths), "too high" (two-fifths) - **recommend multiplier be (reduced to) 1.25 for 2011/12 (£5,933.25 pa);**
- Audit is "too high" – **recommend multiplier be (reduced to) 1.00 for 2011/12 (£4,746.60 pa);**
- Human Resources is "too high" – **recommend multiplier be (reduced to) 1.00 for 2011/12 (£4,746.60 pa);**
- Community Scrutiny is "fair" - **recommend multiplier be maintained for 2011/12 at 0.75 (£3,559.95 pa);**
- Environment Scrutiny is "fair" - **recommend multiplier be maintained for 2011/12 at 0.75 (£3,559.95 pa);**
- Health Engagement Panel – based on the provisional assessment of the Leader - **recommend multiplier for 2011/12 of 0.50 (£2,373.30 pa).**
- **Recommend no change to the existing multipliers for the Chairmen of Highways Panel (when an EHC Member) and Standards Committee and Standards Committee co-optee members.**

For the review of allowances for 2012/13, the Panel would highlight that it anticipates conducting a more thorough examination of the roles and responsibilities of Committee Chairmen.

Leader of a minority political group

Benchmarking against the East of England averages confirms that consideration should be made to increasing the allowance paid to leaders of opposition groups as these payments are well below the norm. However, whilst the panel felt there was a case for increasing these allowances, it concluded that this is not the right time for an upward review.

Accordingly, it is recommended that the multiplier applied in respect of the leader of a minority political group allowance for 2011/12 be maintained at 0.50 (£2,373.30 pa).

Community Voice

The role of Chairman of Community Voice is neither onerous nor complex in the Panel's view. The topics are pre-arranged and revolve around a guest speaker. This should be regarded as a community leadership role which is part of the Ward Councillor's role, providing a valuable opportunity to enhance the Ward member's profile. If necessary, the chairing can be rotated between the town's members.

The responsibility does not justify a separate allowance. **Accordingly, for 2011/12, no SRA payment is recommended.**

Other considerations

The Panel recommends that individual members should be restricted to receiving only one SRA (i.e. that of the higher value) if they occupy two or more posts which attract SRAs.

The Council may make provision within its scheme for the eligibility of members for pensions under the Local Government Pension Scheme; no members are so eligible.

From 6 April 2011, there is an increase in the Class 1 employer rate of National Insurance contributions by 1 per cent to 13.8 per cent. Members' allowances, in theory, are subject to NI contributions where above the primary threshold (£7,225 p.a.), though members who have reached state retirement age are able to obtain a certificate of age exception.

There is no self- or other assessment of individual Councillors' performance, other than the monitoring of performance by Councillors' own political parties.

Other Allowances

No amendments for 2011/12 are recommended to the current allowance for dependants/carers. It is recommended that subsistence and bicycle allowances should be amended to a level in line with the nationally/locally negotiated officer scheme and that a specified motor cycle travel allowance should also be included within the scheme at the rate identified.

Council has been invited to consider and present a detailed case in support of payment of a mileage allowance (or other form of reimbursement) to members of the Development Control using their vehicles to undertake planning application site visits.

The IRP recommends that a flat sum of £240 (equating at 40p/mile to reimbursement of car costs of 50 miles/month) be paid to compensate members of the Development Control for use of own cars on site visits.

Conclusion

The budget for members' allowances for 2010/11 (£457,000) was set before the 10% reduction in the basic allowance approved by Council on 24 February 2010. An Executive Member resigned from the Executive part way through the year – the member post was not filled and hence there was a saving on a Special Responsibility Allowance; two vacancies in the office of councillor occurred – these have only recently been filled. Because of these minor factors, together with the significant reduction in the basic allowance, the projected total spend on members' allowances for the year ending 31 March 2011 is £409,000 (10.5% below budget).

The cumulative effect of the reduction in multipliers, offset to some extent by the proposal to pay an SRA to the Chairman of the Health Engagement Panel (0.50 x basic allowance), the flat rate reimbursement to members of the Development Control for use of own cars on site visits (£240 p.a. per member) and the 1% increase in employers' National Insurance contributions, will result in a further reduction in the total projected spend for 2011/12 in the Panel's estimation to around £401,000, approximately 2% less than the projected spend for 2010/11.

THE SCHEME

1. This scheme will be in effect from 1 April 2011 to 31 March 2012.
2. Appendix '1' details the allowances payable for the period specified in 1 above. Members be restricted to receiving only one SRA (i.e. that of the higher value) if they occupy two or more posts which attract SRAs.
3. Travel and subsistence allowances can be claimed in respect of the approved duties detailed in Appendix '2'. Receipts must be provided for all subsistence/carer's/hotel accommodation/public transport claims and for any expenditure incurred on parking fees when using a vehicle on an approved duty.
4. No Members be admitted to the Local Government Pension Scheme.
5. The Director of Internal Services be authorised to determine allowance entitlements in circumstances where: the scheme of allowances is amended at anytime throughout the year; an individual ceases to be a Member, and an individual is elected to the office of Councillor of East Herts Council. In the event that a new chairmanship of a Committee or Panel is created the Director of Internal Services be authorised to determine the allowance entitlement by reference to the lowest relevant multiplier until review by the Panel.
6. A co-optee allowance be paid to independent co-opted members of the Standards Committee as detailed in Appendix '1'.
7. No allowance under this scheme shall be paid unless an individual Member has, in writing, requested payment of the allowance(s) to which they are entitled.
8. A Councillor may by notice in writing given to the Head of Democratic and Legal Support Services elect to forego any part of his entitlement to an allowance under this scheme.
9. Where a Member has either been wholly or partially suspended from the Authority, then their basic allowance may be fully or partly withheld as can travel and subsistence and special responsibility allowance(s). The withholding of any allowances under this section will be determined

by the Standards Committee. The Standards Committee will also determine whether or not the Member(s) concerned should repay any allowances which have been paid in respect of a period during which the Member(s) has/have been suspended.

10. No allowances be index linked.

With effect from 1 April 2011

£

Basic Allowance (BA): 4,746.60

Special Responsibility
Allowances:

Leader of the Council 18,986.40

Deputy Leader 11,866.50

Executive Member 9,493.20

Committee Chairman
(Development Control) 7,119.90

Committee Chairman
(Corporate Business
Scrutiny, Licensing) 5,933.25

Committee Chairman
(Audit, Human Resources) 4,746.60

Committee Chairman
(Community Scrutiny,
Environment Scrutiny) 3,559.95

Leader of a minority political group	2,373.30
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Chairman of Highways Panel (when an EHDC Member)	1,186.65
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Co-optee allowances:

Chairman of Standards Committee	2,373.30
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Standards Committee member	1,186.65
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Mileage allowance:

Motor vehicles (<i>cycles</i>)	0.40 (0.33) per mile for the first 50 miles of a (return) journey and 18p per mile thereafter
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Bicycles	0.20 per mile
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Public Transport:

(including the 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

Carer's Allowance:

9.00 per hour or the actual sum paid, whichever is the lesser

Travel and Subsistence

Allowance 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 6.45

Breakfast*

of more than 4 hours, including the period between 12 noon and 2 pm 8.91

Lunch*

of more than 4 hours, including the period 3 pm to 6 pm 3.52

Tea*

of more than 4 hours ending after 7 pm 11.03

Evening Meal*

* Not claimable where refreshments have been provided at the meeting/event attended

Travel and Subsistence

Allowance 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.

APPROVED DUTIES

- meetings of the Council, a Committee or Sub-Committee or Working Party of the Authority, or any other body to which the Authority makes appointments or nominations, or of a Committee or Sub-Committee of such a body, provided that no other arrangements for payment exist in respect of such bodies to which the Authority makes appointments or nominations
- attendance at any other meeting which has both been authorised by the Authority (Executive, Scrutiny or Regulatory Committee) and to which representatives of more than one political group have been invited
- the attendance at a meeting of a Local Authority Association of which the Council is a Member
- carrying out any other duty connected with the Authority's functions approved by the Council (Executive) and such approval must be given before it is carried out
- The following conferences, approved for the purposes of Section 175 of the Local Government Act 1972:

Local Government Association

Chartered Institute of Housing - Housing Conference

Royal Town Planning Institute - Summer School

- any other conference not mentioned above, or a training course or seminar shall be considered as an approved duty provided that such attendance has been authorised in advance by either the Executive or the Director of Internal Services.

(Notes:

1. A member attending any conference, training course or seminar shall be entitled to receive the relevant allowance for travelling and subsistence.
2. The Director of Internal Services may, upon application to him/her by any Member of the Council, subject to consultation with the Leader of the Council for the time being, designate the attendance of that Member at any other meeting, training session, seminar or conference or other attendance not hereinbefore specifically referred to as an approved duty for the purpose of this scheme, provided that such designation shall be reported to Members via the Members' Information Bulletin, and the meeting does not conflict with the provisions of Section 1 of this scheme. No retrospective designations can be given.
3. Travel allowances under approved duties will only be paid on the basis that a Member travels from their home address to the meeting etc and returns to their home address within the District. No payments will be made for any additional costs incurred over and above those costs of travel from a Member's home address within the District to a meeting and return.)

BASIC ALLOWANCES 2008/09

East of England

Hertfordshire District Councils

BASIC ALLOWANCES
2008/09

	£		BASIC ALLOWANCES 2008/09	NET BUDGET REQUIREMENT 2010/11	POPULATION MID 2009	
East Hertfordshire	5,405	**				
Bedfordshire	9,385					
Bedford	4,888		Broxbourne	4,000	11.039	90.2
Mid Bedfordshire	6,450		Dacorum	4,830	19.557	141.6
South Bedfordshire	3,426		East Herts	5,274	17.612	137.1
Cambridge	2,782		Hertsmere	5,150	13.593	98.9
East Cambridgeshire	3,520		North Hertfordshire	3,622	16.995	124.7
Fenland	4,022		St Albans	5,435	18.200	137.2
Huntingdonshire	4,235		Stevenage	6,933	13.400	81.0
South Cambridgeshire	4,627		Three Rivers	4,970	11.653	88.1
Great Yarmouth	3,483		Watford	7,209	16.187	83.8
North Norfolk	4,478		Welwyn Hatfield	4,630	16.196	112.8
South Norfolk	4,460					
King's Lynn and West Norfolk	5,086			52,053		
Suffolk	9,688					
Babergh	3,649		Average	5,205	15.443	109.5
Forest Heath	4,748					
Ipswich	3,650					
Mid Suffolk	3,684					
St Edmundsbury	4,995					
Suffolk Coastal	4,000					
Waveney	3,500					
Basildon	5,484					
Braintree	4,224					
Brentwood	6,612					
Castle Point	3,550					
Colchester	6,000					
Epping Forest	3,150					
Harlow	3,685					
Maldon	3,485					
Rochford	4,250					
Hertfordshire	9,588					
Broxbourne	4,000					
Dacorum	4,830					
Hertsmere	5,150	*				
North Hertfordshire	3,622					
St Albans	5,435					
Stevenage	6,933					
Watford	7,209					
Welwyn Hatfield	4,630					

Luton	6,000
Peterborough	6,851
Southend-on-Sea	8,000
	216,849

Average ex.
Hertsmere **5,040**

* No basic allowance was included for Hertsmere,
though its website discloses a basic allowance of £5,150

** Adjusted following year retrospectively to £5,274

09/02/11

Members' Allowances – Hertfordshire District Councils**East Herts 2010/11**

Basic (50) £4,747
 Leader £23,733
 Deputy Leader (with portfolio) £14,240
 Executive member (4) £11,866
Chairman of:
 Audit £7,120
 Human Resources £7,120
 Corporate Business Scrutiny £7,120
 Development Control £7,120
 Licensing £7,120
 Environment £3,560
 Community £3,560
 Health Engagement Panel £NIL
 Leader of minority political group (2) 2,373
 Community Voice (5) £2,373
 Standards £2,373
 Co-optee of Standards (6) £1,187

North Herts 2010/11

Basic £3,798 (£3,711)
 Leader of the Council £7,469 (£7,378)
 Deputy Leader of the Council £1,221 (£1,209)
 Cabinet Portfolio Members £4,533 (£4,471)
 Chairman of Performance, Audit and Review Committee £3,065 (£3,018)
 Chairmen of Area Committees £3,065 (£3,018)
 Chairman of the Scrutiny Committee £3,065 (£3,018)
 Chairman of the Planning and Control Committee £3,790 (£3,736)
 Chairman, Highways Partnership Panel £1,580 (£1,564)
 Leader of largest Opposition Group £2,377 (£2,337)
 Leader of second largest Opposition Group £1,876 (£1,841)
 Chairman of Standards Committee £3,065 (£3,018)

Figures in brackets are for 2009/10

Broxbourne 2010/11

Basic £4,100
 Leader of the Council £10,250
 Chairmen of Policy and Resources, Community Services, Environmental Services, Finance and Personnel, Scrutiny Committees and Service Organisations Board £4,510
 Planning and Licensing Committee Chairman £5,125
 Vice-Chairmen £2,050
 Leader of the Opposition £2,870
 Deputy Leader of the Council £3,485
 Mayor £4,510

Dacorum 2010/11

Basic £4,951

Leader (1) £14,853

Cabinet members (6) £9,902

Chairman of Development Control Committee (1) £4,951

Chairman of Licensing and Health and Safety Enforcement Committee (1) £4,951

Chairman of Licensing and Health and Safety Enforcement Sub Committee (1) £1,238

Chairman of Appeals Committee (1) £3,713

Chairman of Audit Committee (1) £2,476

Chairman of Overview and Scrutiny Committees (3) £4,951

Vice Chairmen of Overview and Scrutiny Committees (3) £2,476

Vice Chairman of Development Control Committee (1) £2,476

Chairman Standards Committee (1) £1,238

First Opposition Group Leader (1) £6,542

Mayor's Salary and Allowance (1) £7,921

Deputy Mayor's Salary (1) £1,483

St Albans 2010/11

Basic £5,535

Chair of Cabinet £13,575

Other Members of the Cabinet (7) £9,485

Chairs of Overview and Scrutiny (O&S) Committees (2) £2,965

Chair of Community Health Committee (formerly NHS Health Committee) £2,965

Chair of Audit Committee £2,965

Chairs of Planning (Development Control) Committees (3) £3,105

Chair of Licensing and Regulatory Committee £2,965

Vice-Chairs of Overview and Scrutiny Committees (2) £740 (One quarter of the amount payable to Chairs)

Vice-Chair of Community Health Committee (formerly NHS Health Committee) £740 (One quarter of the amount payable to Chair)

Vice-Chair of Audit Committee £740 (One quarter of the amount payable to Chair)

Vice-Chairs of Planning (Development Control) Committees (3) £775 (One quarter of the amount payable to Chairs)

Vice-Chair of Licensing and Regulatory Committee £740 (One quarter of the amount payable to Chair)

Chairs of Licensing Sub-Committees £100 per meeting if started between 9.00am & 4.00pm

Stevenage 2010/11

Basic Allowance: Paid to All Members £7,124

Leader of the Council £17,810

Executive Members, Plus Chair of Scrutiny Overview Committee, Chair of Licensing and Chair of Planning and Development £9,795

Chairs of Scrutiny Topic Groups and Chair of Audit Committee £8,013

Chairs of Area Committees (Neighbourhood Action Teams) £6,233

SBC "Lead" Member (Chair/Vice-Chair) Highways Joint Member Panel £4,451

Payment to Specific Co-opted Members

Independent Standards Committee Chair - £1,579

Independent Member - Standards Committee - £1,210

Independent Member - Audit Committee - £1,210

Three Rivers 2010/11

Basic Rate £5,090 (48)
Leader of the Council £10,180 (1)
Cabinet Members £5,090 (6)
Chair of Development Control Committee £3,820 (1)
Chair of Licensing Committee £3,820 (1)
Chair of Regulatory Services Committee £2,540 (1)
Chair of Policy and Scrutiny Committees £2,540 (4)
Chair of Audit Committee £2,540 (1)
Leader Member for Shared Services £2,570 (1)
Group Leader £3,390 (2)
Chairman Standards Committee £480
Other members Standards Committee £164

Watford 2010/11

Basic £7,209
Mayor (full time post) £65,738
Portfolio holder £10,815
Chairs of Scrutiny £7,930
Chairs of development Control and Licensing £7,930
Cabinet member without portfolio £2,884
Chair of Audit Committee £2,884
Chair of Functions Committee (pro rata) £2,884
Chair of Chief Officer (pro rata) £2,884
Chairman of the Council £2,720
Vice Chairman of the Council £1,330

Welwyn Hatfield 01/07/09 – 30/06/10

Basic £4,758
Leader of the Council £9,207
Deputy Leader £6,444
Cabinet Member £5,520
Lead Member £3,690
Chairmen of Overview and Scrutiny Committees £3,894
Chairman of Planning Control Committee £3,690
Chairman of Hackney Carriage Committee £3,690
Chairman of Cabinet Panel £3,690
Chairman of Audit Committee £3,690
Chairman of Liquor & Regulated Entertainment Licensing Committee £3,690
Chairman of Appeals Committee £1,152
Leaders of Opposition Groups £5,520
Chairman of Standards Committee £5,520
Mayor £5,960
Deputy Mayor £1,490