

REPORT OF THE MEMBERS' ALLOWANCES INDEPENDENT REMUNERATION PANEL

JUNE 2025

1. Under the Local Authorities (Members' Allowances) (England) Regulations 2003, the Local Authority ('the Council') is required to establish and maintain an Independent Remuneration Panel (IRP). The purpose of the Panel is to consider and make recommendations to the Council about the allowances paid to Members under its Scheme of Allowances, hereafter referred to in this report as "the Scheme." The Council must make the final decision on its Scheme but in doing so it must have regard to the advice of the IRP before making any changes. On 11 February 2016, the Council agreed to delegate the decision to approve the Scheme to the Chief Executive. The Chief Executive has proposed that this decision is made at Full Council in the interests of transparency and in keeping with good practice.

2. The Independent Remuneration Panel currently comprises the following persons:

Ms Sally Dubery – Chief Officer, Central Surrey Voluntary Action

Professor Emily Glorney – Professor of Forensic Psychology, Royal Holloway University of London

Mr John Thompson MBE – Chair – Governor, Chichester University and Chair of West Sussex Patient Participation Forum

3. The Panel held an initial meeting on 14 May 2025 with Richard Carr, Managing Director Commissioner, Adesuwa Omoregie, Monitoring Officer, and Julie Northcote, Democratic Services Officer. Mr Carr described the current financial situation in Woking Borough Council (WBC). He confirmed that while the role of holders of Special Responsibility Allowances had changed the levels of responsibility and workloads remained the same. It was agreed that only a light touch review was needed as the Basic Allowance had increased in line with staff cost of living pay increases. Also the upcoming local government reorganisation would change the local democratic landscape.

4. The Panel decided to undertake a Members' Survey. The survey was the same as that undertaken in 2021. The response was very good: of the 20 respondents 16 held positions of responsibility (see Appendix A). The main findings were that more than half of respondents believed the current allowances were too low – cost of living increase was quoted as the main reason. Also they were financially disadvantaged by being a Councillor. Workloads had also increased. There is a slight increase in the number of respondents who are unlikely to stand again for election, this may be due to the reorganisation referred to above.

BASIC AND SPECIAL RESPONSIBILITIES ALLOWANCES

5. The Panel also reviewed the Allowances paid elsewhere in Surrey (see Appendix B). The Basic Allowance paid by WBC is the second highest in the county. Other than the Leader's Special Responsibility Allowance (SRA) which is at the mid-point, other SRAs are below the mid-point.

6. The Panel noted that since the last review the Basic Allowance had increased in line with staff cost of living awards:

- On 24 August 2022, the Chief Executive exercised her delegated authority and increased the Basic Allowance from £7,200 to £7,380 (backdated to 6 May 2022) being an increase of 2.5% in line with the agreed pay award for staff. The Council agreed that the Basic Allowance for Members be increased by the percentage pay award for 'cost of living' made to Council staff. The 2022/23 agreed pay award for staff included a 2.5% cost of living award with effect from 1 April 2022. SRAs remained unchanged.
- On 9 July 2024, the Chief Executive exercised his delegated authority and determined that, in light of the Council's serious financial situation, Members' Allowances and SRAs for 2023/24 remained unchanged from 2022/23.

7. Furthermore, following the Review of the Council Meeting Structure which was agreed by Council at its meeting on 28 March 2024, the Chief Executive also determined that Members' Allowances and Special Responsibility Allowances for 2024/25 should be amended as set out in i) and ii) below:

- i) The Basic Allowance to remain at £7,380.
- ii) Special Responsibility Allowances (SRAs) to be set as follows for 2024/25 (pro-rated to the Leader SRA currently set at £12,000):
 - Deputy Leader — 30% of the Leader SRA (£3,600)
 - Portfolio Holder — 20% of the Leader SRA (£2,400)
 - Licensing Chair — 5% of the Leader SRA (£600)
 - Planning Chair — 20% of the Leader SRA (£2,400)
 - Scrutiny Committee Chair — 10% of the Leader SRA (£1,200) – *SRA for the Chairs of the 3 new Scrutiny Committees*
 - Employment Committee Chair — 5% of the Leader SRA (£600) – *new SRA following establishment of the Employment Committee*
 - Opposition Group Leader — 10% of the Leader SRA (£1,200)
 - Group Leader — 5% of the Leader SRA (£600)

8. The Panel decided against holding an open Members' meeting as they had been invited to complete the survey. On the 9th of June, the Panel met with Cllr Ann-Marie Barker, Leader of the Council and Leader of the Liberal Democrat Group and Cllr Amanda Boote, Leader of the Independent Group. Julie Northcote was also present. Both Councillors confirmed the main findings of the Survey: that the allowances paid to Councillors was low for the amount of work they had to do. Both confirmed that since 2022 the workload had increased particularly because of demands from local groups concerned about the impact of the Authority's financial position on their futures. Cllr Barker drew attention to the additional workloads and responsibility of the two Deputy Leaders who are sharing the SRA previously allocated to one Deputy Leader and of the Portfolio Holders.

9. The Panel considered the structure of the current Members' Allowances Scheme and believed the reasoning behind its structure remained sound and considered that there was no reason to change. By way of a reminder, the Panel's rationale has been as follows:

- The Panel's view is that it is not appropriate to determine a level of allowance by reference to earnings lost whilst on Council business. The Panel felt strongly that there is an element of the Members' work that is voluntary and to ascribe a monetary value to each hour worked was also inappropriate. It was also felt that the allowance is set at a level that encourages participation from all walks of life to ensure the body of councillors as a whole is representative.

- The Panel does not believe that an allowance should merely reflect a payment for attending meetings. The Panel's view is that a Councillor is probably more effective by being 'out and about' engaging with the local population, rather than merely attending meetings.
- From previous research undertaken by the Panel, it has been demonstrated that an allowance was not a major factor in deciding whether a person wished to participate in Council affairs, but rather an interest in local community matters and the desire to "make things happen." However, a basic allowance that is set as such a level that does not exclude diversity in Councillor membership has been a guiding principle of the Panel. We believe that the Basic Allowance offers recognition of contributions by Members and the financial and personal consequences for family members.
- Once involved in Council business, the level of commitment (e.g. to become a portfolio holder) is the personal choice of the individual. The time required for roles with special responsibility is recognised as an additional commitment and the Special Responsibility Allowances offer some compensation in this regard, and so as not to disadvantage opportunity within the Membership.

10. Bearing in mind the increases since the last review (paras 6 and 7), and the Panel's guiding principles for the Basic Allowance, the Panel propose that the Basic Allowance should be increased to £7,700. This figure is calculated on the basis of the ONS figure for mean weekly salary in WBC area being £764. Allowing for a Public Service Element of 40% and Councillors working for about 14 hours a week (excluding responsibilities that attract an SRA) for 45 weeks a year.

11. Also that the percentages of the SRA paid to the Leader of the Council paid to the Deputy Leader and Portfolio Holders be increased by 5% to 35% and 25%, respectively. The other SRAs as a percentage of the Leader SRA set out in paragraph 7 remain unchanged. The budget impacts of these proposals are set out in Appendix C. Increasing the Basic Allowance to £7,700 would add £9,600 to the budget; and increasing the SRAs as described above would add £3,000: a 5% increase in Allowances expenditure. The Panel noted that at present the SRA paid to the Deputy Leader is shared between two Members and the SRA due to the Chair of Planning and Chair of the Employment Committee are not paid as the post holders hold other SRA attracting positions.

12. The Panel remain of the opinion that a Member should only receive one SRA. In a situation where a Member holds more than one position which attracts SRAs, then the Member would receive the SRA carrying the largest amount. Members may renounce all or part of the allowance(s) to which they are entitled.

TRAVELLING AND SUBSISTENCE

Travelling Expenses

13. That the mileage rate should remain at 45p per mile (up to the first 10,000 miles) which is the HMRC approved mileage rate. Other mileage rates should be in line with those paid by the Authority.

Subsistence Expenses

14. The Panel recommends that the Subsistence Allowance be in line with those paid by the Authority.

DEPENDENTS' CARERS' ALLOWANCE

15. The Panel recommends that the rate paid for Childcare should be £12.21 (the current Living Wage) and be paid only to a person unrelated to the Member claiming it and that person must be over the age of 18.

16. The rate paid for Adult Dependent Care should be set at the Surrey County Council Domiciliary Care rate. The maximum paid to any one member in each Municipal year should be limited to £4,000 in any one municipal year. The Head of Paid Service should be the final arbiter.

SUMMARY OF RECOMMENDATIONS

17. The Panel makes the following recommendations:

1. The Basic Allowance be increased to £7,700.
2. The framework for the overall budget for Members Allowances be future increases in Officers' cost of living increases from 2026-27.

Special Responsibility Allowances (SRAs) to be set as follows for 2025-26 (pro-rated to the Leader's SRA currently set at £12,000):

Deputy Leader — 35% of the Leader SRA (£4,200)

Portfolio Holder — 25% of the Leader SRA (£3,000)

Licensing Chair — 5% of the Leader SRA (£600)

Planning Chair — 20% of the Leader SRA (£2,400)

Scrutiny Committee Chairs — 10% of the Leader SRA (£1,200) –

Communities and Housing Scrutiny Committee Chair

Environment and Place Scrutiny Committee Chair

Resources and Finance Scrutiny Committee Chair

Employment Committee Chair — 5% of the Leader SRA (£600)

Opposition Group Leader — 10% of the Leader SRA (£1,200)

Group Leader — 5% of the Leader SRA (£600)

3. Travelling allowances to remain in line with HMRC approved mileage rates.
4. The Subsistence Allowance be paid in line with those paid by the Authority.
5. The Dependents' Carers' Allowances – for Childcare be paid at the rate of £12.21 an hour and for Adult Dependent Carer at the Surrey CC Domiciliary rate.

18. Our report will be presented to the Managing Director Commissioner.

THANKS

19. The Panel wishes to place on record its gratitude for the support provided by Julie Northcote, Democratic Services Officer, for her help in coordinating the survey and providing all the information requested.

Responses Overview Active

Responses

20

Average Time

09:14

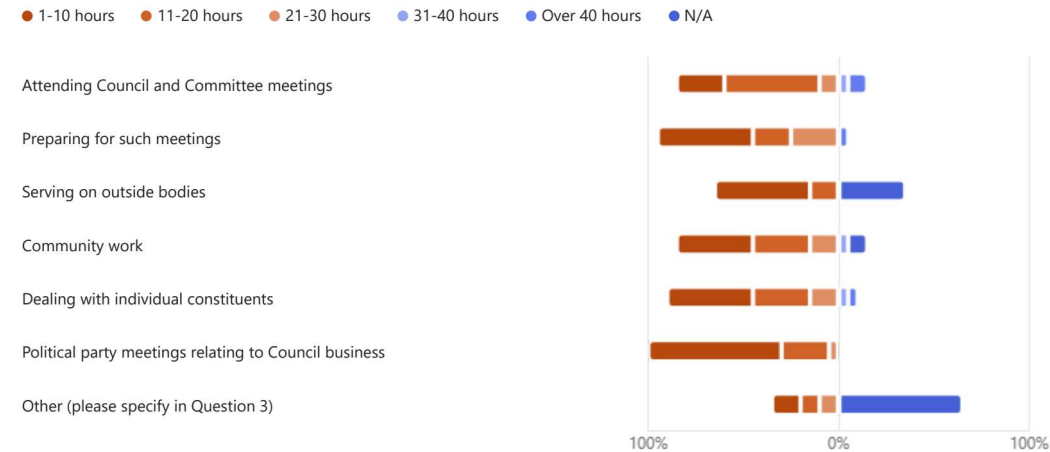
Duration

37 Days

1. Do you consider yourself to be an active Member of the Council?



2. How many **hours per month** do you estimate that you spend on each of the following Borough Council activities?



3. If you have selected 'Other', please specify what other activities you do in your role of Council Member and how long this takes you.

7
Responses

Latest Responses
"Meetings with council officers to develop policy, review papers as they are being ..."
...

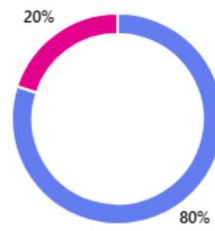
3 respondents (43%) answered meeting for this question.



Word cloud containing terms: knowledge of changes, individual constituents, government consultations, time, policy, group, meetings with government, policy changes, residents association, Liaising with other councillors pressure groups, bodies - charities, planning consultations, WBC response, forum meetings, specific meeting, council officers, charities, meeting, policy, time, group, bodies - charities, planning consultations, WBC response.

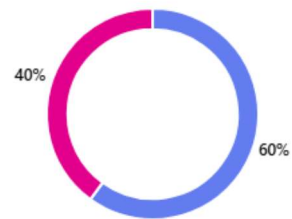
4. Do you hold a position of responsibility in the Council?

● Yes 16
● No 4



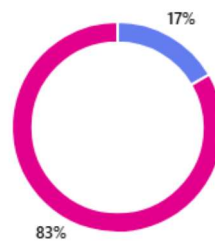
5. Were you aware of the level of remuneration available to you prior to taking up the role of Council Member?

● Yes 12
● No 8



6. Did the level of remuneration have any influence on your decision to become a Council Member?

● Yes 2
● No 10



7. Do you consider yourself to be financially disadvantaged, as a result of your role as a Council Member?

● Yes 9
● No 11



8. Do you think that the basic allowance is too low?



9. Thinking about your answer to 'Do you think that the basic allowance is too low?', please add any comments you may have.

14

Responses

Latest Responses

"I wouldn't have considered to become a councillor if there was no allowance and ..."

"Whilst it could always be higher to enable councillors to dedicate more time to th..."

...

8 respondents (57%) answered councillor for this question.



10. Do you think that the basic allowance is too high?



11. Thinking about your answer to 'Do you think that the basic allowance is too high?', please add any comments you may have.

8
Responses

Latest Responses

"Being a councillor sucks up as much time as I can offer to it and keeps asking for ... "

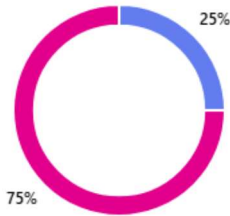
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2 respondents (25%) answered minimum wage for this question.



12. Do you consider that the current level of allowance is satisfactory?

● Yes 5
● No 15



13. Thinking about your answer to 'Do you think that the current level of allowance is satisfactory?', please add any comments or suggestions for change you may have.

11
Responses

Latest Responses

"No one I'm aware of claims for childcare or travel subsistence or any other payme..."

"The special responsibility allowance doesn't provide enough to enable post holde..."

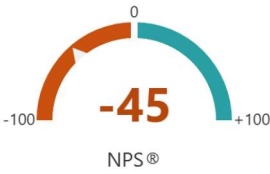
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4 respondents (36%) answered work for this question.



14. When considering whether or not to stand for re-election in the future, how significant a factor would the level of allowances be for you?

Promoters	2
Passives	7
Detractors	11



15. Thank you for your time. Please add any further comments you may have regarding Members' allowances.

9
Responses

Latest Responses

"Given the well documented financial challenges of the council and the upcoming ..."
"Given Woking's finances now would not be the time to increase councillor allowa... "
...

4 respondents (44%) answered Councillors for this question.





NB: some cells contain notes denoted by a red mark

2023 data included as no information provided	REVISED in v2
MINIMUM	£4,669.00
MAXIMUM	£14,160.00
AVERAGE	£6,839.02

£235,500.00
£1,600,000.00
£481,434.60

Council name	Type of council	County Area	Political Control	Population	Basic Allowance for 2024/2025 (£)	Overall budget for Member Allowances (£)	Total number of councillors	Percentage of Public Service Discount*, if applicable (%)	Comments on Basic Allowance
Elmbridge Borough Council	District	Surrey	No overal control	138,800	£5,705.00	£370,000.00	48	50%	None
Epsom and Ewell Borough Council	District	Surrey	Residents Association	81,000	£6,081.11	£290,812.00	35	50%	Detailed review of Basic Allowance undertaken by IRP in 2023. Implemented from 01/04/24.
Guildford Borough Council	District	Surrey	Liberal Democrat	150,000	£8,348.00	£530,000.00	48	35%	None
Mole Valley District Council	District	Surrey	Liberal Democrat	86,000	£4,793.01	Not provided	41	N/A	None
Reigate and Banstead Borough Council	District	Surrey	No overal control	150,000	£6,135.00	£422,800.00	45	40%	None
Runnymede Borough Council	District	Surrey	No overal control	80,510	£5,500.00	£338,000.00	41	50%	Basic allowance very low compared with other Councils in the South East
Spelthorne Borough Council	District	Surrey	Labour	103,550	£6,849.00	£359,670.00	39	33%	The increase in Basic Allowance for 2024/25 was 2.8% in line with the proposed staff pay increase.
Surrey County Council	County	Surrey	Conservative	1,200,000	£14,160.00	£1,600,000.00	81	N/A	None
Tandridge District Council	District	Surrey	No overal control	87,900	£4,669.00	£235,500.00	43	N/A	None
Waverley Borough Council	District	Surrey	No overal control	130,000	£5,609.10	£410,000	50	50%	Set at Surrey district mean in 2015/16 and increased annually in line with staff pay awards since.
Woking Borough Council	District	Surrey	Liberal Democrat	103,900	£7,380.00	£257,564.00	30	N/A	Basic Allowance has remained unchanged for the last two years.

Appendix B



SURREY D&Bs ONLY



Surrey CC excluded

Relate to All of SE

MINIMUM	£6,081.11	£1,656.00	£2,400.00	£0.00	£2,400.00	£1,200.00
MAXIMUM	£19,000.00	£11,557.00	£9,434.00	£5,184.00	£9,048.00	£7,132.00
AVERAGE	£12,287.99	£6,632.11	£6,649.38	£2,692.74	£5,534.47	£4,317.51

Council name	Type of council	Population	Basic Allowance for 2024/2025 (£)	Leader	Deputy Leader	Cabinet Member/Portfolio Holder	Licensing Committee Chair	Planning Committee Chair	Overview and Scrutiny Committee Chair
Elmbridge Borough Council	District	138,800	£5,705.00	£14,263.00	N/A	£7,132.00	£2,139.00	£7,132.00	£7,132.00
Epsom and Ewell Borough Council	District	81,000	£6,081.11	£6,081.11	N/A	N/A	£4,256.78	£6,081.11	N/A
Guildford Borough Council	District	150,000	£8,348.00	£16,692.00	£8,348.00	£6,677.00	£4,174.00	£6,677.00	£6,677.00
Mole Valley District Council	District	86,000	£4,793.01	£9,215.00	£5,225.00	See note	£660.00	£3,380.00	£2,625.00
Reigate and Banstead Borough Council	District	150,000	£6,135.00	£19,000.00	£11,557.00	£9,434.00	£1,500.00	£5,442.00	£3,603.00
Runnymede Borough Council	District	80,510	£5,500.00	£11,000.00	£5,500.00	N/A	£5,184.00	£9,048.00	£5,184.00
Spelthorne Borough Council	District	103,550	£6,849.00	£11,530.00	£5,765.00	N/A	£4,612.00	£8,071.00	N/A
Tandridge	District	87,900	£4,669.00	£6,623.00	£1,656.00	N/A	£0.00	£3,312.00	N/A
Waverley Borough Council	District	130,000	£5,609.10	£16,475.80	£11,405.89	£7,603.91	£3,801.57	£3,801.57	£3,801.57
Woking Borough Council	District	103,900	£7,380.00	£12,000.00	£3,600.00	£2,400.00	£600.00	£2,400.00	£1,200.00
10 authorities			2/10	5/10	7/8	4/4	10/10	10/10	7/7

	£0.00	£0.00	£0.00	£0.00	£0.00	£600.00	
	£6,677.00	£4,590.00	£660.00	£660.00	£690.00	£750.00	
	£3,835.98	£2,497.70	£165.00	£421.25	£327.25	£697.50	
Chair/Civic Mayor	Opposition Group Leader	Deputy Opposition Leader	Group Leader	Independent Person Allowance	Independent Person (Audit)	Do you operate the '1 SRA per councillor' rule?	Do you operate the 50% rule*?*T his is the rule
N/A	£2,853.00	N/A	N/A	N/A	N/A	Yes	No
£0.00	See "Group Leader" for Minority Groups.	N/A	200 plus £50 per Group Member	£250.00	N/A	No	No
£6,677.00	N/A	N/A	£83.48 p.a. per group member	No SRA (but may claim travelling & subsistence allowance)	£419 p.a. (co-optees' allowance)	No	Yes
£3,150.00	£4,590.00	£660.00	£660.00	N/A	Not provided	No	No
£5,700.00	£3,800.00	N/A	£147 basic allowance, plus £58 for each Member of the Group	£690.00	£690.00	No	No
£5,184.00	£425.00	£0.00	£425.00	Reasonable expenses		No	No
N/A	£0.00	£0.00	£0.00	N/A	£750.00	Yes	No
£3,312.00	£3,312.00	N/A	N/A	£0.00	£600.00	No	No
£664.83	£3,801.57	N/A	N/A	N/A	N/A	Yes	No
£6,000.00	£1,200.00	£0.00	£600.00	£369.00	£750.00	Yes	No

Council name	Type of council	County Area	Political Control	Population	Travelling/mileage (pence per mile)	Bicycle mileage (pence per mile)	Subsistence allowance	Carers' allowance	IT allowance	Any other allowances	Maternity/parental leave
Embridge Borough Council	District	Surry	No overall control	158,800	40.45	40.25	≥4 hours before 11 a.m. → breakfast allowance £7.40 → 4 hours including 12 noon to 2 p.m. → Lunch allowance £10.20 → 4 hours including 3 p.m. to 5 p.m. → Tea allowance £4.10 → 4 hours ending after 7 p.m. → Evening meal allowance £13.75	£9.00 per hour	£0.00	N/A	Policy being prepared.
Frimley and Fawley Borough Council	District	Surry	Residents Association	81,000	40.45	40.00	Up to the maximum allowed by Inland Revenue Scheme	Appropriate rate of National Living Wage. Not payable in respect of carers in the same household.	£0.00	N/A	0
Guildford Borough Council	District	Surry	Liberal Democrat	160,000	40.45	40.22	Day Subsistence Allowance: Breakfast - £6.88 Lunch - £9.50 Tea - £3.76 Evening Meal - £11.76 Overnight Sub £11.02 per hour	n/a	n/a	None	n/a
Mole Valley District Council	District	Surry	Liberal Democrat	86,000	40.45	40.12	In the case of an absence not involving an absence overnight from the usual place of residence: (i) of more than 4 hours before 11.00 am (breakfast allowance), £4.92 (ii) of more than 4 hours, including the period between 12 noon and 2.00 pm (lunch allowance), £6.77 (iii) of more than 4 hours, including the period 3.00pm to 5.00pm (tea allowance) £2.47 (iv) of more than 4 hours ending after 7.00pm (evening meal allowance) £8.38. Other costs necessarily incurred by Members will be reimbursed on the production of a receipt.	The following are specified as Carer's Allowances in respect of which Carer's allowances are payable in certain circumstances and the amounts of those allowances: • Childcare allowance (on production of child's birth certificate indicating a child or children under 14 years of age) • Other Dependent's Allowance (to be agreed with the Executive Head of Service with responsibility for Democratic Services) • Members eligible for this allowance can opt for either of the following:- • • Single payment of £1,200 per annum or • • Make claims up to £2,045 per annum (claims to be supported by valid business receipts). Members must conform to the Democratic Services Manager which option they wish to opt for before making a first claim.	N/A	A Co-opted's allowance of £300 per member is to be paid to the two Panel Council representatives on the Standards Committee and a Co-opted's allowance of £300 per member is to be paid to the two independent co-opted members on the Audit Committee.	N/A
Reigate and Banstead Borough Council	District	Surry	No overall control	150,000	40.45	40.20	Subsistence is generally only payable when a Member is not able to take a meal at his/her usual place of residence and has not been provided with refreshments at the Council's expense. Prior approval by the Managing Director is required. The rates of Subsistence Allowance are currently as follows: (i) in the case of an absence, not involving an absence overnight from the usual place of residence - (a) Breakfast - up to £5.96 (b) Lunch - up to £6.78 (c) Tea - up to £3.47 (d) Evening Meal - up to £10.87 (i) in the case of an absence overnight from the usual place of residence - Standard Rate - up to £93.43 Absence in London or at an approved Conference - up to £106.45	£3,000 MAX	£0.00	N/A	Leave for Maternity, Paternity and Adoption During leave for Maternity, Paternity and Adoption reasons, all allowances in payment at the time should (well) continue to be paid during the statutory period of leave or until the claimant ceases to in the role that carries the allowance.
Runnymede Borough Council	District	Surry	No overall control	86,510	40.45	40.00	Yes - Subsistence allowances at the rates claimable by staff	Members are entitled to claim such expenses as arranging for the care of their children or dependants as are fair and reasonable and necessarily incurred in the circumstances set out in Regulation 7 of the Regulations	None	None	No
Southwiche Borough Council	District	Surry	Liberal	103,150	40.47	40.20	Reimbursement of actual costs incurred	Reimbursement of actual costs incurred	£100.00	N/A	N/A
Surry County Council	County	Surry	Conservative	1,200,000	40.45	40.20	(a) Breakfast allowance (more than 4 hours away from normal place of residence before 11am (for example 1	Actual costs incurred.	From May 2025, the Council provides Councilors with a £	N/A	Yes
Tandridge	District	Surry	No overall control	87,900	40.45	40.20	In the case of absence, not involving an absence overnight from the usual place of residence: (i) Over four hours but not more than 8 hours £4.00 (ii) Over 8 hours but not more than 12 hours £12.00 (iii) Over 12 hours £18.00 In the case of absence overnight from the usual place of residence - £35.50. In addition, for absence overnight in London or for the purposes of attendance at the annual conference of the LGA a supplementary allowance of £21.00 may be claimed. In the case of absence overnight from the usual place of residence - £81.50. In addition, for absence overnight in London or for the purposes of attendance at the annual conference of the LGA a supplementary allowance of £21.00 may be claimed. These rates are deemed to cover a continuous period of absence of 24 hours. They should be reduced by an appropriate amount in respect of any meal provided free of charge by an authority or body during the period to which the allowance relates.	A dependent's carer's allowance may be claimed on the basis of the actual cost incurred supported by receipts.	£0.00	N/A	£0.00
Waverley Borough Council	District	Surry	No overall control	180,000	40.45	40.22	Agreed receipts up to: 6.88 breakfast 9.50 lunch 3.76 tea 11.76 evening meal	Reasonable costs (with invoice/receipts)	n/a	n/a	No
Woking Borough Council	District	Surry	Liberal Democrat	101,900	40.45	40.20	Subsistence Allowance: Payable on production of receipts of actual expenditure: More than 4 hours, before 11am - £5.14 More than 4 hours including between 12pm and 2pm - £8.39 More than 4 hours including between 3pm and 6pm - £3.35 More than 4 hours, finishing after 7pm - £10.48 Overnight allowance - £84.42 (Overnight in London, or attendance at Annual Conference of the Local Government Association - £96.20)	£5.01 per hour - If Members have the sole responsibility for the children/dependent relative, payments of up to £802 per annum will be available. If Members have joint responsibility, £401 per annum is available.	£0.00	Loss Allowance - A Member is eligible to apply for a Loss Allowance where he/she has been appointed by the Council or a Committee to attend a Conference or Seminar or any other approved duty representing absence from the Member's normal employment. An allowance of £200 (one hundred pounds) per twenty four hour period will be payable provided, upon the submission of necessary documentary evidence, to take unpaid leave, or use paid leave entitlement. In cases where the Member's employer permits "public service days" the Member will need to provide evidence that the days allowed by his/her employer have been utilised before claiming Loss Allowance.	£0.00

Ground name	Type of contract	County Area	Political Control	Population	How are current levels of SPA calculated? Please provide a brief summary (eg as a percentage of the Leader's / SU's)	Date contract was signed/last renewal	Date of contract renewal	How many allowances have been undertaken (per person or town)?	Other (what exactly)	Have you established a formula to calculate the allowance? If yes, please detail	If not, please detail	How did you reach your allowance? (Participation? Permitted? If you submitted, please explain how)	What rate of pay do you receive? (Partially funded?)	Please detail any recent changes to the structure within your authority (including transfer of staff and/or purchase of members' houses)	Is the Leader full-time?	Please detail the number of hours your Council members work on average per week	Please detail any significant changes made to SPA's	Please detail the size and composition of your authority's Executive and Scrutiny Committee and panels.		
Ards Borough Council	Direct	County	No external control	14,880	The Chairman of the Council to receive 1 in the Basic Allowance. Council members who are the Chairman of Overview and Scrutiny to receive 1/2 of the Leader's Allowance. Vice-Chairman of Overview and Scrutiny to receive 1/3 of Chairman's Allowance. Chairman of Planning Committee to receive 4/5 of Leader's Allowance. Vice-Chairman of the Planning Committee to receive 1/3 of Chairman's Allowance. Chairman of Joint Planning Sub-Committee to receive 1/3 of Leader's Allowance. Vice-Chairman of Joint Planning Sub-Committee to receive 1/3 of Chairman's Allowance. Chairman of Housing Committee to receive 1/3 of Leader's Allowance. Vice-Chairman of Housing Committee to receive 1/3 of Chairman's Allowance. Chairman of Finance Committee to receive 1/3 of Chairman's Allowance. Chairman of Audit and Standards Committee to receive 1/3 of Chairman's Allowance. Chairman of Health and Standards Committee to receive 1/3 of Chairman's Allowance. Chairman of Education Committee to receive 1/3 of Chairman's Allowance. Chairman of Leisure Committee to receive 1/3 of Chairman's Allowance. Chairman of Sports Committee to receive 1/3 of Chairman's Allowance.	12/02/2013	12/02/2016	updated	No	The Post was received via email on 12/02/2016. The Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	Yes	Members should be increased annually, to be set at the average staff increase until 2020.	No	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	One of the Strategic Director's office in April 2014 and a Joint Strategic Director was appointed from within the organisation.		Is the Leader full-time?	First phase detail the number of hours worked on average per week	Second phase detail the number of hours worked on average per week	Overview and Scrutiny Committee consisting of 2 Members, 2 Members' Association Group Members, 2 Labour Democrats and 2 Independent Group Members.
Ards and North Down Borough Council	Direct	County	Residents' Association	48,300	As a percentage of the Basic Allowance	13/02/2014	09/06/2016	updated	No	Linked to staff salary increases.	Individual	4000 upon completion of a report	Members reduced from 18 to 16 in 2015/16.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Southdown Borough Council	Direct	County	Residents' Association	10,000	As a % of the Basic Allowance	04/10/2013	04/10/2016	renew	No	The basic allowance, based on responsibility, attendance, etc.	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
May Valley District Council	Direct	County	Residents' Association	6,300	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Regent and Barmston Borough Council	Direct	County	No external control	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Northdown Borough Council	Direct	County	No external control	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Southdown Borough Council	Direct	County	Residents' Association	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Ards Borough Council	Direct	County	Residents' Association	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Ards and North Down Borough Council	Direct	County	Residents' Association	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
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Ards and North Down Borough Council	Direct	County	Residents' Association	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Ards and North Down Borough Council	Direct	County	Residents' Association	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Ards and North Down Borough Council	Direct	County	Residents' Association	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
Ards and North Down Borough Council	Direct	County	Residents' Association	10,000	Recommended by independent remuneration panel not based on a percentage	01/01/16	01/01/19	updated	No	Recommended by independent remuneration panel not based on a percentage	As per the Council's website, which is the Council's website, was also used. The Council's website, which is the Council's website, was also used.	1000 per annum	In 2014, we disbanded our two Executive Advisory Boards and replaced them with a single Executive Advisory Board.		First phase detail the number of hours worked on average per week	N/A	Committee authority	N/A	As per recommendations made by the Independent Review Panel.	
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Appendix C

WOKING BC

Members's Scheme of Allowances

		2024-25			2025-26			Additional Cost	
Basic Allowance		Allowce	Posts	Cost	Allowce	Posts	Cost		
		£	7,380	30	£	7,700	£	30	£ 231,000
		£ 221,400						£	9,600
SRAs									
% of Ldr									
Leader		£	12,000	1	£	12,000	£	1	£ 12,000
Deputy	30	£	3,600	1	£	3,600	£	1	£ 4,200
Portfolio	20	£	2,400	4	£	9,600	£	4	£ 12,000
Licencing Chr	5	£	600	1	£	600	£	1	£ 600
Planning Chr*	20	£	2,400	1	£	2,400	£	1	
Scruting Chs	10	£	1,200	3	£	3,600	£	3	£ 3,600
Employ Chr	5	£	600	1	£	600	£	1	
Opp Gp Ldrs	10	£	1,200	1	£	1,200	£	1	£ 1,200
Group Ldr	5	£	600	1	£	600	£	1	
		£ 252,000						264600	£ 12,600
								Increase	5.00%
								Check	£ 12,600

Notes

Planning Chair is also a Porfolio Holder and draws only that SRA
Employment Committee Chair is also the Leader and draws that SRA
Opposition Leader is also a Scrutiny Committee Chair and draws that SRA