

Review of Members' Allowances 2011

Report of the Council's Independent Remuneration Panel

1.0 Summary of main recommendations

- 1.1
- Child care and dependants' carers' allowances increased up to £8 (basic rate) and £12 (specialist care rate).
 - Travel subsistence rates adjusted to reflect changes to HM Revenue and Customs approved rates.
 - All other allowances to remain unchanged for 2011/12.
 - That a further review of the allowances scheme be undertaken in 2012 having regard to the potential impact upon member structures and councillors' workloads as a consequence of initiatives such as the Localism Bill and the Council's sustainable service delivery strategy.
 - That pending this further review, the annual adjustment provisions of the scheme, by which allowances were previously increased on 1 April each year, be suspended.

2.0 Introduction

- 2.1. Councils are required to keep their members' allowances schemes under review. It is also a requirement of the regulations governing the making and amendment of allowances schemes that an independent remuneration panel (IRP) be established by a local authority to review allowances and make recommendations to it. Provision has been made in the constitution of Eastbourne Borough Council (the **Council**) for the establishment of such an IRP.
- 2.2 Councils and their respective IRPs are required to have regard to guidance issued by the secretary of state. The Council is required under the regulations to have regard to the recommendations of the IRP. This is not to say that they must follow the IRP's recommendations to the letter. They can choose to implement some but not all the recommendations or to phase-in recommendations over a period for financial reasons. Where a local authority wishes to vary the IRP's recommendations it should only do so where good reasons can be demonstrated.

- 2.3. The current allowances scheme for the Council came into force on 16 May 2007 following a resolution of the Council of the same date, after consideration of the report of the Council's then constituted IRP, dated 12 December 2006. Subsequently, an amendment was approved by the Council on 25 July 2007 in respect of the information technology allowance (for which provision had originally be agreed in the IRP's recommendations).
- 2.4 This report represents the 4th report by an IRP under the current regulatory framework.

3.0 Membership of the Panel

- 3.1 The Council's IRP (the **Panel**), has recently been reconstituted, and now comprises:-

Bernard Curtis – who is active in the town’s voluntary sector and currently chairman of MS Family Support.

Duncan Keir – a former local authority chief officer and human resources manager, active in the voluntary sector including trustee of Sussex Housing Trust for the Elderly. Also member of East Sussex County Council’s independent remuneration panel.

Martin Varley – partner with Thomson Snell and Passmore, solicitors. Specialist in financial services and regulation. Also Chairman of the independent remuneration panel of Wealden District Council and Chairman of the East Sussex Fire and Rescue Authority independent remuneration advisory group.

- 3.2 Appointments were made to the Panel following consultations with the group leaders and followed an open recruitment exercise. Information and an application pack had been placed on the Council’s website and notice boards and leaflets were distributed to local organisations and community groups and at public and stakeholders meetings held in the town as part of the Council’s consultations on its corporate plan and budget.
- 3.3 The regulations require that an IRP comprises a minimum of 3 members who cannot be members of the Council or be otherwise disqualified from being a member of a local authority.

4.0 The Council’s political management structure and roles

- 4.1 The Panel's review has been conducted on the basis of the following structure:

- Full Council consisting of 27 elected members.
- An executive cabinet of either 4 or 5 elected members plus the Leader; all members of the cabinet having portfolio responsibilities.

- Two parties represented on the Council (currently 20 Liberal Democrats and 7 Conservative) and no other political groups or independents at the present time.
- A scrutiny committee of 7 elected members whose chairman is an opposition group member and a deputy chairman from the controlling group. The work of the committee being conducted principally through informal task groups.
- A standards committee of 9 members, 3 of which are independent co-optees and 6 elected members. The chairman is one of the co-optees.
- A planning committee of 8 elected members (plus 4 trained reserve members to act as substitutes when required) to deal with planning applications not otherwise dealt with by the planning officer under delegated powers.
- A licensing committee of 15 elected members to undertake the authority's duties under the Licensing Act 2003 (and also a general licensing committee with the same membership to deal with other licensing duties). Much of the work of the committee being delegated to sub-committees of 3 elected members meeting on an ad hoc basis.
- An audit committee of 6 elected members to review risk management, oversee the financial reporting process and review the effectiveness of corporate governance and constitutional arrangements.
- A number of smaller committees and advisory bodies and other panels, task groups and project management boards established by either the Council or the cabinet to support or undertake the work of the Council.
- Elected members appointed to sit on a wide range of outside and other bodies.

5.0 Terms of reference, philosophy and approach

- 5.1 The Panel's overall objective is to ensure that the scheme of allowances that is recommended is simple, fair and easy to administer. The Panel's terms were set widely with a view to the whole allowances scheme being reviewed. No specific proposals were made in advance of the Panel's review by portfolio holders.
- 5.2 In assessing the amount of the allowance and whether or not it is appropriate to pay an SRA to any particular Council position, we believe the following principles should, so far as is practicable, apply:-
- That the scheme as a whole should seek to overcome the financial and other disincentives that an individual may experience in being a councillor and assist in encouraging persons from all sections of the community to become and remain councillors;

- that any direct comparison with a salaried employee is only useful to a limited extent and that a voluntary/public service ethos in the office of a councillor is an important factor;
- that part of the allowance should reflect the level of responsibility and the time expected of the councillor holding the position; and
- that account should be taken of the expenses that a councillor can be expected to incur in the performance of duties.

6.0 Regulations and guidance

6.1 The basic allowance is paid at the same rate to all councillors. The basic allowance is intended to recognise the time commitment of all councillors, including such inevitable calls on their time as meetings with officers and constituents and attendance at political group meetings. It is also intended to cover incidental costs such as the use of their homes.

6.2 Special responsibility allowances (**SRAs**) may be paid to those councillors who have significant responsibilities that fall within the following categories of duty:-

- acting as leader or deputy leader of a political group;
- membership of the cabinet;
- presiding at meetings of a committee or sub-committee;
- representing the authority at meetings of another body;
- membership of a committee or sub-committee which meets with exceptional frequency or for exceptionally long periods;
- acting as a spokesperson for a political group on a committee or sub-committee;
- membership of a panel dealing with licensing or controlling any activity; and
- any other activities in relation to the discharge of the Council's functions as to require equal or greater effort of the member than any of the activities listed above.

7.0 Documentation

7.1 A list of the documentation submitted to and otherwise considered by the Panel is listed in appendix 1.

8.0 Methodology and meetings

8.1 The Panel met on two occasions: 8 February and 28 March 2011. At

our first meeting we considered the scope of the review, the evidence available and determined the further information required and the Panel's work programme.

- 8.2 A questionnaire was sent to all councillors inviting comments and an opportunity was given to all councillors to meet us. At our second meeting, we interviewed 4 councillors in order to better gain an appreciation of the range of responsibilities of councillors, time commitment, other factors and barriers that might influence persons coming forward to serve, and to continue to serve, as councillors.

9.0 Current context

- 9.1 The Panel was advised that the Council had placed on record its view "...that a light touch exercise is required and that the council would be unlikely to support an increase in the level of allowances paid to members." (Council resolution 25 February 2009).

- 9.2 More recently (July 2010) Grant Shapps, Minister for Local Government, said:

"It is not justifiable for hikes in councillor allowances when public sector workers are facing a two-year pay freeze. We're all in this together, and those who hold public office need to lead by example.

"In an era of localism, councillors will have an increasingly important role to play in holding town halls to account on behalf of their residents. But councillors must remain arms-length volunteers. It will be harmful for local democracy if they become the bankrolled staff of the town hall dependant on the municipal pay packet.

"The new Government will let the sunlight of openness into councillor allowances to allow the press and public to hold elected officials to account more. We all need to do our bit to restore the public finances to good health and ensure taxpayers get better value for money."

- 9.3 The Panel was provided with details of the Council's budget for 2011/12 (which had made provision for no change in the overall allowances budget); the current financial context in which councils would receive reduced rate support and other grants from central government; no increase in the council tax; and no increase in pay for Eastbourne Borough Council staff (with the exception of those on a salary band of £21,000 or less who would receive a £250 increase). We were also advised of the Council's medium term financial strategy and the sustainable service delivery strategy which would help direct the Council's response to the economic challenge it was currently facing.

- 9.4 The Panel notes the wider national economic context. All public bodies were entering a period of austerity. Local authorities would be expected to manage cuts in as clever, socially just and strategic way as possible, and to design and create affordable and innovative ways of delivering services and meeting social need. The challenge was unprecedented in recent times and would require skills and ingenuity of a high order.

10.0 Evidence received and findings made

10.1 Comparisons with other councils

- 10.1.1 The Council's allowances are considered to be relatively low in comparison with other English 'shire districts'. For example the average basic allowance for south east councils recently surveyed was £4,426 as compared with the Council's £2,559. An earlier survey in 2008 of all English shire districts showed an average basic allowance of £4,194. Similar comparisons were also noted in respect of the most of the Council's SRAs. The Panel also noted the research previously undertaken in 2006 and reported in the December 2006 IRP report.

10.2 Current make-up of the Council

- 10.2.1 The Panel noted that following the last whole council elections (May 2007) the average age of councillors, at 52.4 years, was below the 2008 national average of 58.8 years. The youngest councillor was 24 and the oldest 80. There were 11 women and 16 men. The average length of service at this time was 4.6 years (12 of the 27 councillors had been elected for the first time). Since then there had been no changes in membership. The current average length of service was 8.6 years, ranging from 4 years to 21 years.
- 10.2.2 The current distribution by age and gender also showed that there were no women councillors in the age groups below 45. There was currently one councillor from a black minority ethnic group and one councillor who received the support of a speech to text reporter to enable him to participate in meetings.

10.3 Issues highlighted in councillors' responses to the questionnaire

- 10.3.1 A total of 8 councillors returned a completed questionnaire.
- 10.3.2 **Basic allowance.** Comments generally indicated acceptance of the current level with little desire for an increase.
- 10.3.3 **Information technology allowance.** Comment was made that this amount did not cover actual costs. The Panel was advised that this

allowance was intended as a contribution to a councillor's personal costs (not full reimbursement) and that councillors had the option of a Council provided laptop as an alternative to making use of their own equipment. Some stationery was also provided. However, councillors were encouraged to make use of in-house print facilities.

- 10.3.4 **Special responsibility allowances.** Some comments were made regarding certain SRAs.
- (a) The need for SRAs for planning reserve members and the deputy opposition leader was questioned.
 - (b) It was suggested that the deputy chair of scrutiny should receive an SRA.
 - (c) It was suggested that the planning chair's SRA should be aligned with that of a cabinet member.
 - (d) One comment made was that the allowances for the co-opted members of standards appeared high in comparison with councillors' SRAs.
- 10.3.5 **Travel and subsistence allowances.** Rates of travel and subsistence allowances were generally considered fair by respondents. There was one call for reimbursement of all car mileage, while others were supportive of the current approach of not paying for travel within the borough. The Panel notes that an element of the basic and special responsibility allowances was intended to reflect such travel costs.
- 10.3.6 **Child care and dependants' carers' allowances.** There was support for maintaining carers' allowances and ensuring these were at an appropriate level. We were given to understand that no claims under this heading of the allowances scheme had been made in the last 10 years.
- 10.3.7 **Annual adjustment.** With regard to the annual adjustment of allowances, there was a mixed response. Some respondents favour an inflation index such as the RPI and others a link to staff pay awards. Many considered such an adjustment should be automatic and not subject to a separate Council decision.
- 10.3.8 **General.** Comments made emphasised the widely held view that allowances should not be seen as a 'salary' and of councillors' strong desire to serve their local community as a key motivating factor in their decision to stand for election to the Council.

10.4 Issues highlighted in the interviews with councillors

- 10.4.1 Four councillors were interviewed representing both political parties

and with a wide range of responsibilities and differing lengths of service.

- 10.4.2 In interviews with councillors a number of issues were explored. Councillors were asked the extent (if any) to which the availability of allowances had influenced their decision to stand. All said that the allowances scheme had played no part in their decision. They had little or no awareness of the allowances scheme before becoming councillors.
- 10.4.3 **Diversity.** Councillors were questioned on potential measures that might promote greater diversity with a view to the Council's composition more closely matching that of the town as a whole. In particular, how to encourage younger women and those from ethnic and other minority groups to stand for election. It was noted that these latter categories were less well represented on the Council at present.
- 10.4.4 The difficulties faced by those of working age with young families and especially those with primary or sole caring responsibilities to find time and to arrange their lives in such a way as to allow them to devote time to public duties was highlighted by members questioned. The Panel heard that those on low incomes and in receipt of means tested benefits were understood to experience considerable difficulties should they be elected as councillors. Councillors questioned said it would probably be unrealistic for the allowances scheme to address these issues on its own. To do so would require significant increases and this could have limited success and potentially unintended consequences. It was an unrealistic option, in any event.
- 10.4.5 Submissions were made to the effect that a wider package of measures and other forms of encouragement are required to address this important issue of diversity. As noted above, the availability of allowances appeared to play little or no part in an individual's decision to become or remain a councillor. Those interviewed believe that increasing allowances would make little difference to the overall make-up of the Council. However, one councillor suggested that a modest increase in the basic allowance could make it easier to 'sell' the idea of becoming a councillor.
- 10.4.6 The Panel heard that it was not unusual for a mayor to find him or herself out of pocket as the annual allowance is insufficient to meet the cost of their wardrobe and other expenses. Although there is a separate mayor's hospitality budget this met the cost of refreshments at official functions and does not meet the incidental expenses that a mayor is likely to incur when attending other engagements. It is noted that the Council does not provide either the mayor or the deputy mayor with civic dignitary's allowances. Such civic dignitaries allowances are payable under sections 3 (5) and 5 (4) of the Local

Government Act 1972 and therefore outside the scope of the allowances scheme. The Panel is therefore unable to make a formal recommendation in respect of such allowances. We nevertheless note that if the mayor or deputy mayor is out of pocket in conducting official business this would effectively bar those without independent means from accepting such roles.

- 10.4.7 **Workloads.** The national census of local authority councillors 2008 recorded that councillors spent an average of 22 hours per week on Council and political business. This was an increase from the 17.5 hours per week obtained in the 2004 survey. A survey undertaken in Eastbourne in 2003 showed that the average hours per week was 22 at that time.
- 10.4.8 Councillors interviewed were asked about their workloads and how they coped. Most said they that they coped reasonably well but acknowledged the time commitment required. One councillor expressed the view that reducing the number of councillors would have the effect of raising the quality of those elected and help ensure that all councillors took their responsibilities seriously and gave adequate time to their Council duties.
- 10.4.9 Eastbourne's ward populations are relatively large with electorates around the 8,000 mark. 3 members are elected for each ward. Among English shire districts in the 75,000 to 100,000 population band, Eastbourne (with a population estimate of 95,600 at the time of the survey – now nearer 100,000) has the fewest number of councillors (27) of all 72 councils in this category (the average number of councillors is 41.5). Some councils of similar population have as many as 56 councillors. There are only 2 shire districts in England with fewer councillors and both have half Eastbourne's population. Many of these councils also have parish and town councils within their areas which is not the case in Eastbourne. All but 2 of the borough's county councillors are also members of the Council, resulting in there being a total of 29 individuals elected as councillors for the borough as a whole.
- 10.4.10 **More than one SRA?**
Some councils have arrangements whereby a second or subsequent SRA is reduced. Councillors interviewed were asked if they agreed that SRAs should be paid in full even when an individual holds more than one (the current practice). There was a mix of opinion, some believing that the SRAs should be paid in full and others accepting that a reduction could be made. However, those interviewed did not see this as a significant issue.
- 10.4.11 Information was provided as to those councillors who hold more than one SRA position. Apart from one councillor who has the opposition deputy leader SRA and is a reserve member of the planning committee and another who is deputy mayor and holds a planning

member SRA, the only other councillors receiving more than one SRA are those councillors who are called upon from time to time to serve as members of licensing sub-committees.

- 10.4.12 **Localism Bill.** Legislation was expected to be enacted later this year which could have significant impact on local authorities. Councillors were as yet uncertain about the likely implications and there was a mixed view as to potential impact on workloads. The Panel takes the view that the Localism Bill may substantially increase the workload for councillors in the future. The community are to have rights to challenge decisions made by local government. There will be a need for increased liaison with third sector entities. If there is an increased burden of work allowances may have to be increased from their present level. The general consensus of those interviewed was to wait and see what the practical effects will be in due course.

10.5 Other matters

- 10.5.1 **Car mileage rate.** The rate at which car mileage for approved duties outside the borough (when public transport is not a practicable or cost effective option) is linked to the Revenue and Customs (HMRC) approved mileage allowance payments (AMAP) rates. In the recent budget, the Chancellor announced that the car and van mileage rate will increase from 40p to 45p per mile as from 6 April. The Panel recognises that the price of fuel has increased considerably recently. Taking into account the taxable nature of any payment of such allowances in excess of AMAP figures the Panel **recommends** that travelling allowances be fixed in line with AMAP.

10.6 Conclusions

- 10.6.1 The Panel has some concerns at the Council's relatively low level of allowances, and especially the basic allowance, and the impact this may have in discouraging people from a wide range of backgrounds to serve as councillors. We acknowledge the views of some respondents that increasing allowances would not necessarily increase diversity. They thought that, for most people, the key motivating factor is a desire to serve their community.
- 10.6.2 The Panel notes the previously expressed views of the Council, that any recommendation for increases is unlikely to be supported. The Council has made no provision for any change in the overall level of allowances in the 2011/12 budget. We have also taken note of the wider economic and political climate, which is not conducive to increasing allowances generally, irrespective of the merits of any case.
- 10.6.3 The relationship between the current SRAs was thought to be broadly correct, although there may be a case for considering the payment of an SRA for the deputy chair of scrutiny and an increased allowance

for the mayor. At first, we expressed some surprise at the fact that most councillors (22 out of 27) received an SRA (excluding licensing sub-committee SRAs). However, this is understandable given the relatively small number of councillors, compared with the roles they are required to fill.

- 10.6.4 There is a strong likelihood that initiatives such as the Localism Bill, the 'Big Society' agenda and the Council's own sustainable service delivery strategy could well have a significant impact upon member structures and councillors' workloads. For example, the abolition of much of the standards regime could mean that a stand-alone standards committee is no longer required and that the role and/or numbers of independent co-opted members will change.
- 10.6.5 Greater reliance on voluntary sector and involvement of community representatives in the delivery of local authority services is another factor; although the impact on councillors' workloads is difficult to judge at this time. It may be that these changes will mean that councillors devote even more time to working with community groups, community interest companies, industrial and provident societies, and the voluntary sector generally.
- 10.6.6 We understand that the Council has placed a number of services in the hands of other providers in recent years (e.g. housing and leisure). Further, ambitious plans outlined in the sustainable service delivery strategy could significantly increase the number of services delivered by means other than direct Council provision. All this is likely to impact on the Council's political management structures.
- 10.6.7 For the reasons outlined above, the Panel **recommends** that, for the main part, allowances in 2011/12 should be left unchanged and that a further review should be undertaken in 2012 once the Localism Bill has been enacted. It is hoped that by this time other factors mentioned above affecting members' workloads and responsibilities will be better understood and defined. At that time a more detailed analysis of the different SRAs can be undertaken.
- 10.6.8 Given that a further review should be undertaken in 2012 the Panel **recommends** that all annual adjustment provisions should be suspended. In consequence, the Panel did not address the issue of which index might be appropriate to apply in respect of the annual inflation adjustment. This will be determined at the next review. It was noted that any adjustments to allowances implemented as a consequence of that further review, could, if desired by the Council, be backdated to 1 April of the year in which adjustments are determined by the Council. Subsequent to the next review, it is anticipated that the automatic annual adjustment may be applied and operate for 4 years, as allowed under the regulations.
- 10.6.9 The only exceptions to the above proposal for no change are in

relation to a desire to see a modest increase in the level of child care and dependants' carers' allowances to move closer to meeting actual costs, and a recommendation to apply the increase in the car mileage rate, pursuant to AMAP. In respect of the former, £8 and £12 are proposed for the basic and specialist rates respectively. We understand that these are rates recently adopted by neighbouring local authorities and will, in our opinion, better meet actual costs.

- 10.6.10 We also considered whether there should be an upper limit on the total amount an individual councillor could claim in respect of child care and dependants' carers' allowances in any year. Placing a limit on the aggregate of carers' allowances would, in our opinion, place an unnecessary barrier to membership of the Council, and may well exclude from cabinet, those with elderly parents, young children and disabled dependants. This is contrary to social inclusiveness. The Panel **recommends** the current upper limit be removed from the scheme. No limit would then apply so long as the claim was in relation to one of the approved duties listed in schedule 2 of the allowances scheme.
- 10.6.11 The Panel **recommends** that all other existing rules in respect of travel and subsistence covering cost effectiveness, receipts, and non-reimbursable items such as mini-bar, alcohol, newspapers etc. and the exclusion of travel costs within the borough should be maintained.
- 10.6.12 We would also wish to indicate our willingness to continue to serve as Panel members and will be available to meet again in 2012.

11.0 Implementation

- 11.1 The Panel's expectation is that an updated scheme will be brought into effect as from 20 April 2011 (the date of the next full Council meeting). It is of course open to the Council to backdate to 1 April 2011 or choose a later date for implementation. As recommended, a further review would, in our opinion, be needed in 2012 in order to reflect likely changes to the Council's political management arrangements and meetings structure as a consequence of the Localism Bill and other initiatives as outlined in this report. We also note that whole Council elections are due to be held in May of this year. Furthermore, the Council could at any time request a review of part or all of the scheme.

12.1 Equalities implications

- 12.1.1 The Council is asked to have regard to their duties under the Equality Act 2010. Pursuant to section 4 of that Act, there are 9 characteristics that are protected characteristics, which are:
- (a) age;
 - (b) disability;

- (c) gender reassignment;
- (d) marriage and civil partnership;
- (e) pregnancy and maternity;
- (f) race;
- (g) religion or belief;
- (h) sex;
- (i) sexual orientation.

- 12.1.2 As from 5 April 2011 a public authority must, in the exercise of its functions, have due regard to the need to:
- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and those who do not; and
 - (c) foster good relations between people who share a relevant protected characteristic and those who do not.
- 12.1.3 The payment of allowances generally is expected to allow and encourage people from the widest possible range of backgrounds to serve as councillors. The panel has paid particular attention to the issue of encouraging diversity and how the allowances scheme may best assist this objective.
- 12.1.4 From comments made by councillors it appears that a key motivating factor is an individual's desire to serve their community. This issue is dealt with in more detail in paragraphs 10.4.3 to 10.4.6 above. The Panel would welcome any steps the Council could take to promote the idea of becoming a councillor and to provide information on the support that someone could expect should they be successful at election. We accept that increasing the basic allowance is not a realistic option given the present economic position. The enhancements to the scheme recommended by the Panel are limited to increases in the rates for child care and dependants' carers' allowances and car mileage.

13.0 Acknowledgements

- 13.1 We would like to thank Councillors Margaret Banister, David Elkin, Greg Szanto and Mike Thompson for their time in meeting with the Panel. We would also like to thank all those councillors who took the time and trouble to complete the questionnaire.

14.0 Recommendations

The Panel **recommends** the following:

- (1) That child care and dependants' carers' allowances are increased to £8 (basic rate) and £12 (specialist care rate) with effect from 20

April 2011 and that paragraph 5.2 of the current allowances scheme, which provides for an upper limit on the total amount an individual councillor can claim in the year in respect of carers' allowances is removed from the scheme.

(2) That car mileage travel rates be increased to 45p with effect from 20 April 2011 to reflect the change in AMAP.

(3) That all other allowances (basic, special responsibility, co-optees, information technology and subsistence allowances) remain unchanged for 2011/12.

(4) That a further review of the allowances scheme is undertaken in 2012 having regard to potential changes in member structures and councillors' workloads as a consequence of initiatives such as the Localism Bill and the Council's sustainable service delivery strategy.

(5) That pending the further review recommended at (4) above, the annual adjustment provisions of the allowances scheme, by which allowances are normally increased on 1 April each year in line with an approved index, are suspended (noting that any adjustments to allowances implemented as a consequence of that further review, can, if desired, be backdated to 1 April 2012).

Bernard Curtis
Panel member

Duncan Keir
Panel member

Martin Varley
Panel member

8 April 2011

(der/P:members allows/2011 review/IRP report draft 01)

Appendix 1

List of documents received and otherwise considered or referenced by the Panel

(those marked **E** are available electronically)

Document No.	Description of Document
1.	The Local Authorities (Members Allowances) (England) Regulations 2003 as amended and the Local Government Pension Scheme and Discretionary Compensation (Local Authority Members in England) Regulations 2003. E or see http://www.legislation.gov.uk/
2.	New Council Constitutions – Guidance on Consolidated Regulations for Local Authority Allowances – Government Guidance paper E or see http://www.communities.gov.uk/documents/localgovernment/pdf/157440.pdf
3.	Eastbourne Borough Council Members’ Allowances Scheme (Part 6 of the Council’s Constitution) E or see http://www.eastbourne.gov.uk/EasySiteWeb/getresource.axd?AssetID=439&type=full&servicetype=Inline
4.	Summary of responses to councillors’ questionnaires E
5.	National Census of Local Authority Councillors in England 2008 (published January 2009 by the National Foundation for Educational Research) and the associated members’ allowance survey 2008.
6.	South East Employers’ Survey on Members’ Allowances (2010/11) and Councillors’ IT Support Arrangements (August 2010) E
7.	IRP Report December 2006 E
8.	Council reports on implementation of information technology allowances (July 2007) E
9.	Distribution of EBC councillors by age and gender as at 1 February 2011 (bar chart) E
10.	SRAs banding – analysis of current arrangements E
11.	Recent cabinet reports on the 2011/12 budget, the medium term financial strategy and the sustainable service delivery

	strategy E
12.	Equality Act 2010 E see http://www.legislation.gov.uk/ukpga/2010/15/contents
13.	Localism Bill (as presently before Parliament). A plain English guide to the bill can be found at http://www.communities.gov.uk/publications/localgovernment/localismplainenglishguide
14.	Decentralisation and the Localism Bill: an essential guide, can be found at http://www.communities.gov.uk/documents/localgovernment/pdf/1793908.pdf

To see or obtain a copy of any of the above please contact David Robinson, Local Democracy Manager, Eastbourne Borough Council, Town Hall, Grove Road, Eastbourne, BN21 4UG. Tel: (01323) 415022.
E-mail: david.robinson@eastbourne.gov.uk