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**The report of the Independent Remuneration Panel  
appointed to review the allowances paid to  
Councillors of Lewes District Council**

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1. INTRODUCTION AND BACKGROUND

1.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 ("the 2003 Regulations"), as amended, require all local authorities to appoint an independent remuneration panel (IRP) to advise on the terms and conditions of their scheme of Councillors' allowances.

1.2 Lewes District Council formally appointed the following persons to undertake this process and make recommendations on its future scheme.

Daphne Bagshawe - .MA JP. Consultant on Local Government
Ian Buckingham - Management Consultant and Former Local Resident
Mark Palmer - Development Director, South East Employers (Chair)

1.3 Our terms of reference were in accordance with the requirements of the 2003 Regulations, together with "Guidance on Consolidated Regulations for Local Authority Allowances" issued jointly by the former Office of the Deputy Prime Minister and the Inland Revenue (July 2003).

1.4 Those requirements are to make recommendations to the Council as to:

- (a) the amount of basic allowance to be payable to all councillors.
- (b) the level of allowances and whether allowances should be payable for:

- special responsibility allowances.
- travelling and subsistence allowance.
- dependants' carers' allowance.

and the amount of such allowances.

- (c) whether adjustments to the level of allowances may be determined according to an index and if so which index and how long that index should apply, subject to a maximum of four years before its application is reviewed.

1.5 In addition, the Panel was invited to review the allowances payable to the Chair of Council to meet the expenses of the respective office under Sections 3 and 5 of the Local Government Act 1972. Whilst the 2003 Regulations do not require councils to include such allowances in any formal review, the Council has agreed that it would be appropriate in terms of openness and transparency to ask the Panel to review this allowance as part of the general review of the scheme of councillors' allowances.

1.6 We have also again made a recommendation in respect of parental leave for Councillors.

2. CURRENT SCHEME

- 2.1 The last full review of councillors' allowances was undertaken by Lewes District Council in January 2020. The scheme of allowances was brought into effect in April 2020.
- 2.2 The Scheme currently provides that all councillors are each entitled to a total basic allowance of £3,451 per annum. In addition, some councillors receive special responsibility allowances for undertaking additional duties.
- 2.3 Councillors may also claim the cost of travel and subsistence expenses and for expenditure on the care of children or dependants whilst on approved duties.

3. PRINCIPLES UNDERPINNING OUR REVIEW

The Public Service Principle

- 3.1 This is the principle that an important part of being a Councillor is the desire to serve the public and therefore, not all of what a councillor does should be remunerated. Part of a Councillor's time should be given voluntarily. The consolidated guidance notes the importance of this principle when arriving at the recommended basic allowance.¹ Moreover, we found that a public service concept or ethos was articulated and supported by all of the Councillors we interviewed and in the responses to the questionnaire completed by Councillors as part of our review.
- 3.2 The principle of public service had been recognised in previous IRP reviews in Lewes DC and in 2020 was clearly quantified by the Panel. To provide transparency and increase understanding of the Panel's work, we will continue to recommend the application of an explicit Public Service Discount (or PSD). Such a PSD is applied to the time input necessary to fulfil the role of a Councillor.
- 3.3 Further explanation of the PSD to be applied is given below in section 4.

The Fair Remuneration Principle

- 3.4 Alongside the belief that the role of the elected Councillor should, in part, be viewed as unpaid voluntary service, we advocate a principle of fair remuneration. The Panel in 2023 subscribes to the view promoted by the independent Councillors' Commission:

Remuneration should not be an incentive for service as a councillor. Nor should lack of remuneration be a barrier. The basic allowance should encourage people from a wide range of backgrounds and with a wide range of skills to serve as local *Councillors*. *Those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage as a result of doing so.*²

¹ The former Office of Deputy Prime Minister – now the Department for Levelling Up Housing & Communities, and HM Revenue and Customs, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 68.

² Rodney Brooke and Declan Hall, *Members' Remuneration: Models, Issues, Incentives and Barriers*. London: Communities and Local Government, 2007, p.3.

3.5 We are keen to ensure that our recommended scheme of allowances provides reasonable financial compensation for councillors. Equally, the scheme should be fair, transparent, logical, simple, and seen as such.

3.6 Hence, we continue to acknowledge that:

- allowances should apply to roles within the Council, not individual councillors.
- allowances should represent reasonable *compensation* to councillors for expenses they incur and time they commit in relation to their role, not *payment* for their work; and
- special responsibility allowances are used to recognise the *significant* additional responsibilities which attach to some roles, not merely the extra time required.

3.7 In making our recommendations, we have therefore sought to maintain a balance between:

- the voluntary quality of a councillor's role.
- the need for appropriate financial recognition for the expenses incurred and time spent by councillors in fulfilling their roles; and
- the overall need to ensure that the scheme of allowances is neither an incentive nor a barrier to service as a councillor in Lewes District Council.

3.8 The Panel will also ensure that the scheme of allowances is understandable in the way it is calculated, this includes ensuring the bandings and differentials of the allowances are as transparent as possible.

3.9 In making our recommendations, we wish to emphasise that any possible negative impact they may have is not intended and should not be interpreted as a reflection on any individual Councillor's performance in the role.

4. CONSIDERATIONS AND RECOMMENDATIONS

Basic Allowance

4.1 A Council's scheme of allowances must include provision for a basic allowance, payable at an equal flat rate to all Councillors. The guidance on arriving at the basic allowance states:

*"Having established what local councillors do, and the hours which are devoted to these tasks the local authorities will need to take a view on the rate at which, and the number of hours for which, councillors ought to be remunerated."*³

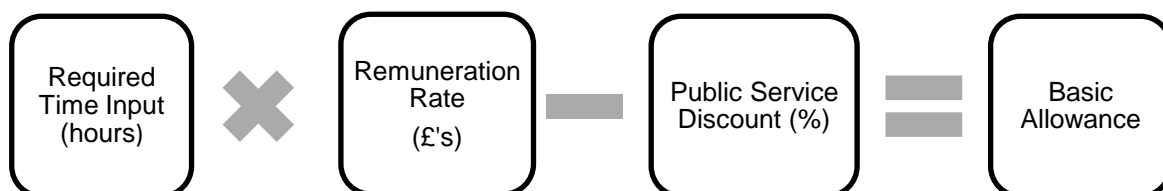
³ paragraph 67.

4.2 In addition to the regular cycles of Council and committee meetings, several working groups involving Councillors may also operate. Many Councillors are also appointed by the Council to several external organisations.

4.3 We recognise that Councillors are responsible to their electorate as:

- Representatives of a ward.
- Community leaders.
- Decision makers for the whole Council area.
- Policy makers for future activities of the Council.
- Scrutineers and auditors of the work of the Council; and
- Regulators of planning, licensing and other matters required by Government.

4.4 The guidance identifies the issues and factors an IRP should have regard to when making a scheme of allowances.⁴ For the basic allowance we considered three variables in our calculation: the time required to execute the role effectively; the public service discount; and the rate for remuneration.



4.5 Each of the variables is explained below.

Required Time Input

4.6 We ascertained the average number of hours necessary per week to undertake the role of a Councillor (with no special responsibilities) from questionnaires and interviews with Councillors and through reference to the relevant Councillor information. In addition, we considered information about the number, range, and frequency of committee meetings.⁵

4.7 Discounting attendance at political meetings (which we judged to be centred upon internal political management), we find that the average time commitment required to execute the role of a councillor with no special responsibilities is 11 hours per week.

⁴ paragraphs 66-81.

⁵ Summary responses to the questionnaires are available on request.

Public Service Discount (PSD)

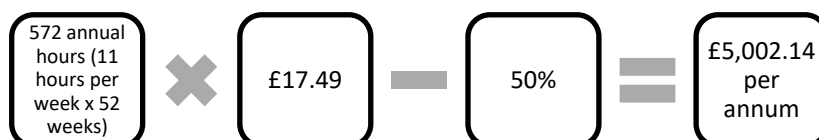
- 4.8 From the information analysed, we found councillors espoused a high sense of public duty. Given the weight of evidence presented to us concerning, among other factors, the levels of responsibility, the varied nature of the role, the need for learning and development, and the increasing accessibility and expectations of the public, we recommend a Public Service Discount of 50 per cent to the calculation of the basic allowance. This percentage sits at the top within the range of PSDs applied to basic allowances by councils in the south east.

Remuneration Rate

- 4.9 After establishing the expected time input to be remunerated, we considered a remuneration rate and came to a judgement about the rate at which the Councillors ought to be remunerated for the work they do.
- 4.10 To help identify an hourly rate for calculating allowances, we utilised relevant statistics about the local labour market published by the Office for National Statistics. We selected the average (median), full-time gross⁶ wage per hour by place of residence for Lewes. The latest available figure is £17.49.

Calculating the basic allowance

- 4.11 After determining the amount of time required each week to fulfil the role (12.5 hours), the level of PSD to be applied (50%) and the hourly rate to be used (£17.49), we calculated the basic allowance as follows:



- 4.12 The gross Basic Allowance before the PSD is applied is **£10,004.28**. Following the Application of the PSD this leads to a basic allowance of **£5,002.14** per annum. This is then rounded to **£5,002**.
- 4.13 This amount is intended to recognise the overall contribution made by councillors, including their work on council bodies, and ward work and attendance on external bodies.
- 4.14 We did also note the levels of basic allowance currently allocated by other Sussex district councils (see table below).

| Council | Sussex District and Borough Councils: Basic Allowances (£) 2023 ⁷ |
|-----------------------|--|
| Adur District Council | 5,279 |
| Arun District Council | 6,033 |

⁶ The basic allowance, special responsibility allowance, dependants' carers' allowance, and co-optees' are taxable as employment income.

⁷ Figures drawn from the South East Employers, Members' Allowances Survey 2023 (October 2023).

| | |
|-------------------------------|--------------|
| Chichester District Council | 5,200 |
| Crawley Borough Council | 6,948 |
| Eastbourne Borough Council | 4,573 |
| Horsham District Council | 5,739 |
| Lewes District Council | 5,002 |
| Mid Sussex District Council | 5,700 |
| Rother District Council | 4,930 |
| Wealden District Council | 4,846 |
| Worthing Borough Council | 5,530 |
| Average | 5,435 |

- 4.15 The Panel wished to ensure the level of basic allowance does not constitute a barrier to candidates from all sections of the community standing, or re-standing, for election as Councillors. The Panel was of the view that the 2023 review has begun to make recommendations to ensure that the recommended basic is in accordance with the principle of fair remuneration, although the rate is still below the average for district and borough across Sussex.

WE THEREFORE RECOMMEND that the Basic Allowance payable to all members of Lewes District Council be £5,002 per annum.

Special Responsibility Allowances (SRAs)

- 4.16 Special Responsibility Allowances are awarded to councillors who perform significant additional responsibilities over and above the roles and expenses covered by the basic allowance. These special responsibilities must be related to the discharge of the council's functions.
- 4.17 The 2003 Regulations do not limit the number of SRAs which may be paid, nor do they prohibit the payment of more than one SRA to any one councillor. They do require that an SRA be paid to at least one councillor who is not a member of the controlling group of the Council. As the guidance suggests, if the majority of councillors receive an SRA the local electorate may rightly question the justification for this.⁸
- 4.18 We conclude from the evidence we have considered that the following offices bear significant additional responsibilities:
- Leader of the Council
 - Deputy Leader of the Council
 - Members of the Cabinet with Portfolio
 - The Chair of Council
 - Chair of Planning Applications Committee
 - Vice Chair of Planning Applications Committee
 - Other Members of the Planning Applications Committee
 - Chair of the Policy & Performance Advisory Committee
 - Chair of the Audit and Standards Committee
 - Chair of the Licensing Committee
 - Chair of a Licensing Sub Committee

⁸ paragraph 72. Local Government Regulations 2003

- Member of a Licensing Sub Committee
- Chair of Joint Staff Advisory Committee
- Leader of the Largest Opposition Group

One SRA Only Rule

- 4.19 To improve the transparency of the scheme of allowances, we feel that no Councillor should be entitled to receive at any time more than **one SRA**.
- 4.20 The One SRA Only Rule avoids the possible anomaly of the Leader receiving a lower allowance than another councillor. If two or more allowances are applicable to a Councillor, then the higher-valued allowance would be received. The One SRA Only Rule is common practice for many councils. Our calculations for the SRAs are based on this principle, which should be highlighted:

WE THEREFORE RECOMMEND that that no councillor shall be entitled to receive at any time more than one Special Responsibility Allowance and that this One SRA Only Rule be adopted into the Scheme of Allowances.

The Maximum Number of SRAs Payable

- 4.21 In accordance with the 2003 Statutory Guidance (paragraph 72) the Panel is of the view that no more than 50% of Council Members (21 Members) should receive an SRA at any one time. However, we continue to recognise that this is a future aspiration rather than a recommendation.

Calculating SRAs

- 4.22 The Panel agreed to apply a criteria and formula for calculating the Leader of the Council's SRA. This will be based on a multiplier of the Basic Allowance. The Leader is the role that carries the most significant additional responsibilities and is also the most time consuming.
- 4.23 We applied a multiplier of the basic allowance to establish the Leader's SRA. Other SRAs are then valued downwards as a percentage of the Leader's allowance. This approach has the advantage that, when future adjustments to the SRAs are required, changing the Leader's SRA will have a proportionate and easily calculable effect on the other SRAs within the scheme.
- 4.24 We grouped together in Tiers those roles that we judged to have a similar level of responsibility. The outline result of this approach is illustrated in a pyramid of responsibility:



4.25 The rationale for these eight tiers of responsibility is discussed below:

Leader (Tier One)

4.26 The Council elects a Leader who is ultimately responsible for the discharge of all executive functions of the Council. The Leader is the principal policy maker and has personal authority to determine delegated powers to the rest of the Cabinet. The Leader is also responsible for the appointment (and dismissal) of members of the Cabinet and their respective areas of responsibility.

4.27 The multiplier we applied to calculate the Leader's SRA is 375%, or 3.75 x the basic allowance. If the recommended option of a basic allowance with a PSD of 50% is adopted, this results in a Leader's Allowance of £18,756.

WE RECOMMEND that the Leader of the Council receive a Special Responsibility Allowance of 375% of the basic allowance, £18,756 per annum.

Deputy Leader (Tier Two)

- 4.28 The Deputy Leader usually acts on the Leader's behalf in their absence. From the information we gathered we consider this additional responsibility should be reflected in the level of allowance. Therefore, we recommend the Deputy Leader's SRA be set at 55% of the Leader's SRA. If our recommendations concerning the basic allowance and the Leader's SRA are adopted, this results in an allowance of £10,316.

WE RECOMMEND that the Deputy Leader receive a Special Responsibility Allowance of 55% of the Leader's Special Responsibility Allowance, £10,316

Cabinet Member (Tier 3)

- 4.29 From the evidence gathered, including questionnaire response and face to face interviews we consider the members of the Cabinet should receive an allowance of £8,440, 45% of the Leader's Allowance.
- 4.30 Evidence from the interviews we undertook with councillors, underlines the responsibility of the members of the Cabinet for many of the Council's functions. Members of the Cabinet hold considerable responsibility for their respective portfolios. In addition, we found the time commitment for the role to be significant.

WE RECOMMEND that the Cabinet Members receive a Special Responsibility Allowance of 45% of the Leader's Special Responsibility Allowance, £8,440.

The Chair of the Planning Applications Committee (Tier Four).

- 4.31 The Panel is of the view that the Chair of Planning Applications performs a significant role that has a high impact across the District. The frequency of meetings also mean that the role is demanding of time and resource. The Panel therefore recommend an allowance of 40% of the Leaders Allowance, £7,502.

WE RECOMMEND that the Chair of the Planning Applications Committee receive a Special Responsibility Allowance of 40% of the Leader's Allowance, £7,502.

The Leader of the Minority Group (Tier Five)

- 4.32 The role of the Leader of the Minority Group is instrumental to ensure accountability of the leadership and requires a high level of organisation to manage a political group. The Panel therefore recommends that the Leader of the Minority Group receive a Tier-Five allowance of £6,565, 35% of the Leader's Special Responsibility Allowance.

WE RECOMMEND that the Leader of the Minority Group receive a Special Responsibility Allowance of 35% of the Leader's Allowance, £6,565.

Chair of the Policy and Performance Advisory Committee and Chair of the Audit and Governance Committee (Tier Six).

- 4.33 The Policy and Performance Advisory Committee performs the role of overview and scrutiny and therefore, does not have formal decision-making powers. The Committee is influential and Government Legislation and Statutory Guidance (May 2019) has sought to increase the scope and influence of the scrutiny function. We consider this role should receive a Tier- Six allowance of £5,627, 30% of the Leader's Allowance.
- 4.34. The Panel is also of the view that the Audit and Governance Committee continues to perform a key role and should receive a Tier- Six allowance of £5,627, 30% of the Leader's Allowance.

WE RECOMMEND that the allowance for the Chair of Policy and Performance Advisory Committee and the Chair of the Audit and Governance Committee should receive a Special Responsibility Allowance of 30% of the Leader's Allowance, £5,627.

Chair of the Council (Tier Seven)

- 4.35 The Panel was of the view that the role of the Chair of the Council continues to have a key role, impact and profile in a similar capacity to a mayor in wards without a town mayor. We therefore, recommend that the role be recognised at Tier Seven and receive an allowance of £3,751, 20% of the Leader's Special Responsibility Allowance.

WE RECOMMEND that the Chair of the Council should receive a Special Responsibility Allowance of 20% of the Leader's Allowance, £3,751.

Chair of the Licensing Committee (Tier Eight)

- 4.36 Currently the Chair of the Licensing Committee receives an allowance based on a per meeting basis (£65.00 per meeting). Following consultation and discussion with Councillors the Panel is of the view that an annual Special Responsibility Allowance should be payable. The Panel recommends that the Chair of the Licensing Committee should receive an allowance of 20% of the Leader's Allowance, £3,751.

WE RECOMMEND that the Chair of the Licensing Committee should receive a Special Responsibility Allowance of 20% of the Leader's Allowance, £3,751.

Other Allowances

- 4.37 Following discussion and from an analysis of the role the Panel is of the view that the allowance for Vice Chair of Planning Applications should be 20% of the Chair of Planning Applications Special Responsibility Allowance, £1,500.
- 4.38 With regard to the role of Other Members of the Planning Applications Committee the Panel consider that they should receive an allowance of 10% of the Chair of the Planning Applications Committee, £750.
- 4.39 In the case of the Chairs of Licensing Sub Committee this allowance should continue to be £65 per meeting and the Chairs of the Policy and Performance Advisory Scrutiny Panels should also receive an allowance of £65 per meeting. A Member of a Licensing Sub-Committee and Member of the Policy and Performance Advisory Panel should receive the following allowances:
- 0-12 meetings £0 p.a.
 - 13-26 meetings £576 p.a.
 - 27-40 meetings £862 p.a and
 - 41+ meetings £1,150 p.a.
- 4.40 The Joint Staff Advisory Committee established in partnership with Eastbourne Borough Council has a rotating Chair. The Panel was of the view that the Chair of the Committee should receive a Special Responsibility Allowance, and this should be calculated as a percentage of the Leader's Allowance for both Councils. The Panel therefore recommends that the Chair of the Joint Staff Committee should receive an allowance of 5% of the recommended combined Leader's allowance, £9,146 and £18,756, a Special Responsibility Allowance of £1,395.
- 4.41 The Panel also recommends that the Co-opted members of the Standards and Audit Committee or Standards Sub- Committee should receive an allowance of £33 per meeting up to a maximum of £160 per annum.
- 4.42 With regard to the vacant role of Cabinet Member (without Portfolio) the Panel recommends that no Special Responsibility Allowance should be payable.

WE RECOMMEND that the afore mentioned Special Responsibility Allowances should be payable as outlined in paragraphs 4.37 to 4.42. The Panel also recommends that no Special Responsibility Allowances should be payable to the role of Cabinet Member (without Portfolio).

Travelling and Subsistence Allowance

- 4.43 A scheme of allowances may provide for any councillor to be paid for travelling and subsistence undertaken in connection with any of the duties specified in Regulation 8 of the 2003 Regulations including any other duties approved by the Council. Similarly, such an allowance may also be paid to co-opted members of a committee or sub-committee of the Council in connection with any of those duties, provided that their expenses are not also being met by a third party.

- 4.44 The amounts payable to Members in respect of car and motorcycle mileage payments will be at the maximum rate per mile that can be paid tax-free as defined by HM Revenue and Customs.

WE RECOMMEND that travelling and subsistence allowance should continue to be payable to councillors and any co-opted members in connection with any approved duties in accordance with the current scheme of allowances.

Dependants' Carers' Allowance

- 4.45 The dependants' carers' allowance should ensure that potential candidates are not deterred from standing for election and should enable current councillors to continue despite any change in their personal circumstances.
- 4.46 The Panel therefore is of the view that the Dependants' Carers Allowance should continue to be based on two criteria, general childcare and specialist care. The Panel continues to be of the view that specialist care provision should be reimbursed for the actual cost incurred by the councillor upon production of receipts. Medical evidence that this type of care provision is required must also be provided and approved by an appropriate officer of the Council. Childcare rates should continue to be at market rates upon production of receipts.

WE THEREFORE RECOMMEND that the Dependants' Carers' Allowance should continue to be based on two criteria. Rate one for Childcare be at the market rate, reimbursed upon production of receipts, with no monthly maximum claim. Rate two should be for specialist care based at cost upon production of receipts and requiring medical evidence that this type of care is required. There should also continue to be no monthly maximum claim

WE ALSO RECOMMEND that no change should be made to the current eligibility conditions for receipt of this allowance, except that the duties for which this allowance is payable should be in accordance with the list of approved Councillor duties. The Council should also actively promote the allowance to prospective and new councillors both before and following an election.

Approved Councillor Duties

- 4.47 The Panel reviewed the recommended duties for which Dependants' Carers' Allowance and Travelling and Subsistence Allowance should be payable and have recommended that no changes be made.

WE THEREFORE RECOMMEND that the recommended duties for which Dependants' Carers' Allowance and Travelling and Subsistence Allowance should be payable should be in accordance with the Approved Councillor Duties.

Parental Leave

- 4.48 There is no uniform/ national policy to support councillors who require parental leave for maternity, paternity or adoption leave. According to the Fawcett Society (Does Local Government Work for Women, 2018) a 'lack of maternity, paternity provision or support' is a real barrier for women aged 18-44 to fulfil their role as a councillor'.
- 4.49 In 2020 the Panel was of the view that support should be provided for parental leave and we were pleased that this recommendation was approved by the Council and adopted. The Panel recommends that the Parental Leave Policy continues and is actively promoted to both current and prospective councillors.

WE RECOMMEND that the parental leave policy for councillors continues and is actively promoted to new and prospective councillors.

Information Technology Allowance

- 4.50 The Panel is of the view that the current arrangement of a separate IT Allowance to the value of £455 per annum should be withdrawn.

WE RECOMMEND that IT Allowance for Councillors of £455 per annum should be withdrawn.

Indexing of Allowances

- 4.52 A scheme of allowances may make provision for an annual adjustment of allowances in line with a specified index. The previous scheme made provision for the basic allowance, the special responsibility allowances, the dependants' carers' allowance and co-optees and Independent Persons Allowances to be adjusted annually. The Panel recommend that this indexation should be in line with increases in staff salaries at Lewes District Council.

WE RECOMMEND that the basic allowance, each of the SRAs and the Dependants' Carers' Allowance be increased annually in line with the percentage increase in staff salaries until 2027, at which time the Scheme shall be reviewed again by an Independent Remuneration Panel.

Revocation of current Scheme of Allowances / Implementation of new Scheme

- 4.53 The 2003 Regulations provide that a scheme of allowances may only be revoked with effect from the beginning of a financial year, and that this may only take effect on the basis that the authority makes a further scheme of allowances for the period beginning with the date of revocation.

WE THEREFORE RECOMMEND that the new scheme of allowances to be agreed by the Council be implemented with effect from the beginning of the 2024-25 municipal/financial year, at which time the current scheme of allowances will be revoked.

5. OUR INVESTIGATION

Background

- 5.1 As part of this review, a questionnaire was issued to all councillors to support and inform the review. Responses were received from 26 of the 41 Councillors, which represents 63% of the Council. The information obtained was helpful in informing our deliberations.
- 5.2 We interviewed ten current councillors, including the Leader of the Council and the Leader of the Minority Group. We are grateful to all our interviewees for their assistance.

Councillors' views on the level of allowances

- 5.3 A summary of the councillors' responses to the questionnaire is attached as Appendix 2.

Mark Palmer (Independent Remuneration Panel, Chair)

Daphne Bagshawe (Independent Remuneration Panel)

Ian Buckingham (Independent Remuneration Panel)

November 2023

Appendix A – Summary of Panel Recommendations

| Allowance | Current Amount for 2023-24 (at time of review) | Number | Recommended Allowance (50% PSD) | Recommended Allowance Calculation |
|---------------------|--|-----------|---------------------------------|-----------------------------------|
| Total Basic: | £3,451 | 41 | £5,002 | |

| Special Responsibility: | | | | |
|--|-----------------|---|----------------------|--|
| Leader of the Council | £16,003 | 1 | £18,756 | 375% of BA |
| Deputy Leader | NO SRA | 1 | £10,316 | 55% of Leader's Allowance |
| Members of the Cabinet | £6,402 | 8 | £8,440 | 45% of Leader's Allowance |
| Cabinet Member (without Portfolio) | £3,200 | 0 | No SRA to be payable | |
| Leader of the Largest Minority Group | £4,800 | 1 | £6,565 | 35% of the Leader's Allowance |
| Chair of the Policy and Performance Advisory Committee | £3,840 | 1 | £5,627 | 30% of the Leader's Allowance |
| Chair of Council | £2,401 | 1 | £3,751 | 20% of the Leader's Allowance |
| Chair of Planning Applications | £4,800 | 1 | £7,502 | 40% of the Leader's Allowance |
| Vice Chair of Planning Applications | £800 | 1 | £1,500 | 20% of the Planning Applications Chair |
| Other Members of the Planning Applications Committee | £576 | 9 | £750 | 10% of the Planning Applications Chair |
| Chair of Audit and Governance | NO SRA | 1 | £5,627 | 30% of the Leader's Allowance |
| Chair of Licensing Committee | £65 per meeting | 1 | £2,813 | 15% of the Leader's Allowance |
| Chair of Licensing Sub Committee | £65 per meeting | | £65 per meeting | |
| Co-Opted Members of | £34 per meeting | | | |

| | | | | |
|--|------------------------------|--|------------------------------|---|
| Audit and Governance | | | £34 per meeting | |
| Members of the Licensing Sub Committee and Members of the Policy and Performance Advisory Panels | £0 £576 £862 £1,150 | | £0 £576 £862 £1,150 | |
| Chair of Policy and Performance Advisory Panels | £65 per meeting | | £65 per meeting | |
| Chair of Joint Staff Advisory Committee 1 | £1,201 | | £1,395 | 5% of the combined Leader's Allowance for EBC and LDC |

1. Allowance payable every other year, due to a rotating Chair with Eastbourne BC.

**APPENDIX B - Independent Remuneration Panel Members'
Allowance Questionnaire Lewes District Council 2023**

Q1 In a typical week how many hours do you spend on Council business relating to your Basic Allowance?

Answered: 25 Skipped: 1

RESPONSES

10+

20

Between 10- 20 hours dependant on activities of the week

10 hours

5 hours

10 hours

10-15 hours

10

12

10

12

8-10

25-30 hours

7 hours

10 hours

10-12

20

20 hours per week

10

10

8

10

4 to 5 hours but will depend on a week by week casework load

5-10

30

Q2 If you hold a role(s) within the Council i.e. Group Leader, Cabinet Member, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.] Please specify specific roles below and hours spent on each role:

Answered: 17 Skipped: 9

RESPONSES

Chair of Council 8hrs on a quiet month, 20 + on a busy month

Deputy Chair of PPAC: At most 2.5 hours attendance; 6 hours of reading (can be above 60 pages) and preparation for meeting, travel time: 30 minutes walk to station, 10 minutes train travel from Lewes to Newhaven (each way). Chair, Scrutiny Emergency Climate change Panel: Preparation/reading documents: 6 hours Meeting time: up to 1.5 hours

N/A

Chair pf planning applications committee LDC, - 4 Member LDC Local Plan Steering Group - 2

20+ hours but difficult s some weeks are more and some are less

18

Group Leader - 4 Cabinet Member - 12

Cabinet portfolio - 15

NA

Deputy-Chair - Planning: I help the Chair to prepare for items coming up, conduct discussions on items to become more informed about, prepare for any discussions needed with council officers and at committee, reading, writing; easily 3-4 hours per week
 Chair - Southern Water investigation Panel: discussions with panel members and officers around the programme of work, research and investigation for points to be set for the programme of work, liaison with SW and other stakeholders if needed, any writing of correspondence or anything else which may be needed, reading; easily 3-4 hours per week
 Police and Crime Panel Budget Precept working group - upcoming preparations for discussion, reading; easily will be 1-2 hours per week

Cabinet member - 30 hours

Member of Planning Applications Committee

n/a

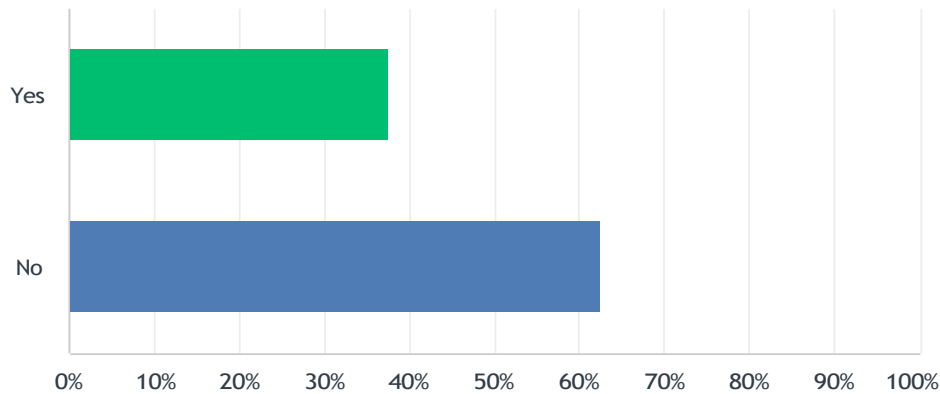
Cabinet Member for Social Housing and Tenants: 20 hours

Chair of Audit and Governance 1 hour per week averaged across a month but as it also incorporates Standards for members there are circumstances in which it increases (ie event driven). Plus attendance at monthly Cabinet meetings. Joint Staff Advisory Committee. As above.

As Vice Chair it's not much time per week it's sporadic but each event can be 2 or 3 hours

Q3 Do you incur any significant costs which you believe are not covered by your present allowance?

Answered: 24 Skipped: 2



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 37.50% | 9 |
| No | 62.50% | 15 |
| TOTAL | | 24 |

IF YES, PLEASE PROVIDE DETAILS:

Clothing suitable for Chair of LDC - usually a suit needed, needs buying, cleaning etc.

The present allowance does not include the background preparations. Attendance allowance is 37 pounds per sitting, which is inadequate

lost earnings

Because of the amount of time given to Cllr work (I am on Town and County Council too), I cannot take on other work.

travel around ward, to meetings which are on ward business not cabinet business, travel and expenses related to local political party plus party conference etc

mobile phone

Homeworking: Internet, heating and postage costs

Travel costs - Attendance at meetings for voluntary groups. Although not mandatory attendance is desirable and sort of expected.

I have had to buy outfits for Vice Chair events

Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time Councillors expect to give without any financial remuneration. Accordingly, what do you feel is an acceptable amount of time to be given, unremunerated, if any, expressed as a percentage?

Answered: 23 Skipped: 3

RESPONSES

40-50%

20%

Up to 4 hours a week

10%

50%

10%

30%

50

15%

0

30%

10%

50%

50% or 4 hours a week

70%

10%

0%. Do MPs work for nothing?

Full Council Meetings x5. 20% (?)

50%

25%

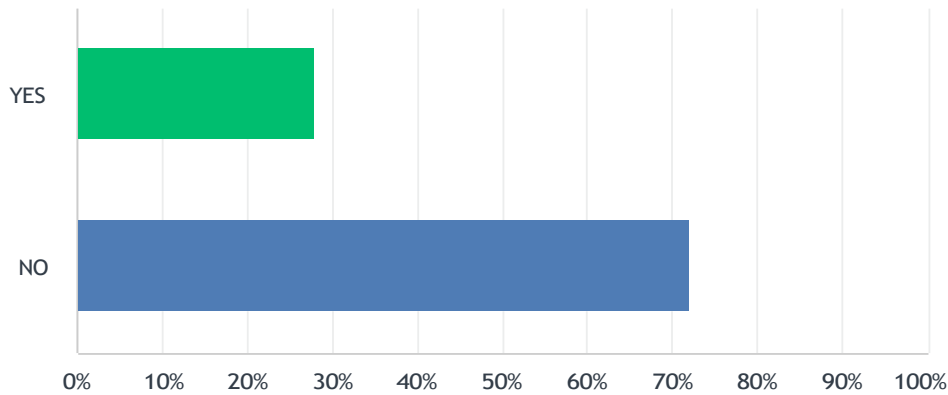
50

25%

10%

Q5 The present level of Basic Allowance payable to all Councillors is £3,451. Do you think this is appropriate?

Answered: 25 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| YES | 28.00% | 7 |
| NO | 72.00% | 18 |
| TOTAL | | 25 |

IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:

Not in it for the money but should be closer to national average, or move closer in steps.

Higher - that's less than £10 per day, I'm on Licensing and Planning Committees so have at least two extra meetings a month and hours of preparation needed for planning.

It should be higher to attract highly effective people who are suited to be councillors.

Being a District Council carries a weight of responsibility and requires a lot of general knowledge.

This should be much higher, especially to draw attention for those who run their own businesses or have a full time job.

Higher but should be dependent on what committees you sit on.

higher

It should be higher. It doesn't enable working age councillors to take up the role without special work arrangement. The council meetings are mostly during the working day.

Higher. This is an important job, with significant time needed to do it properly. I think there should be realistic remuneration for time given, not least to encourage people who are not retired or independently wealthy to put themselves forward to represent their residents and local businesses.

HIGHER: cllrs are also mortgage payers, energy consumers, food buyers, have families and dependents and are subject to increasing costs of living as everyone else. In addition, the aspiration of attracting younger more diverse members makes it essential to provide a remuneration that can be valued as part of an income.

It should be higher, given the amount of time needed to research, engage with constituents, travel, prepare, and become familiar with legalities and understand what is needed to be done in all varieties of situations. The Lewes District allowance must surely be one of the lowest in the country, especially when compared to places such as Sutton, Brighton, and other Districts. This job, as enjoyable as it is, is very hard work if done well. It cannot be underestimated with effect in personal life, family life, impact on usual day job, health, and other factors any job has on an individual. We are doing things no one else is doing which need to be done for society and our community. A councillor position should never be left only to those of independent wealth and means as continuing with this mindset and circumstance is to the great detriment to society and our communities, and skews who can stand and act, the results of which I would say are playing out across the country.

Higher - it excludes people from taking part.

It should go up due to the cost of living due to the increased detailed workload.

It should be much higher. We need to encourage a much higher percentage of creative, energised young women and men to participate in local politics.

It is lower than almost every other council that I know. It now feels unfairly low.

Higher. Surely the only relevance of an allowance is so that councillors can devote time to their council role that they would otherwise have to spend in paid employment. At the current level this is impossible.

Higher to reflect hours and commitment required.

It should be higher it the second lowest paid council in the country.

Q6 If you are able to, please indicate an appropriate level £:

Answered: 18 Skipped: 8

£5,000 - below national average but less out of line

40

The average allowance for councillors in the UK is £9, 818. I think this will be fair

Another £1000

N/A

Brighton and Hove councillors are paid over £1000 per month that's a good starting point in my humble.

£4000 then additional payments for committees

5500

£9,500

Basic level £7,000

£12144 - £15695

something more in line with other similar authorities - anecdotally I think this is around £5k

£5,000

£15,000

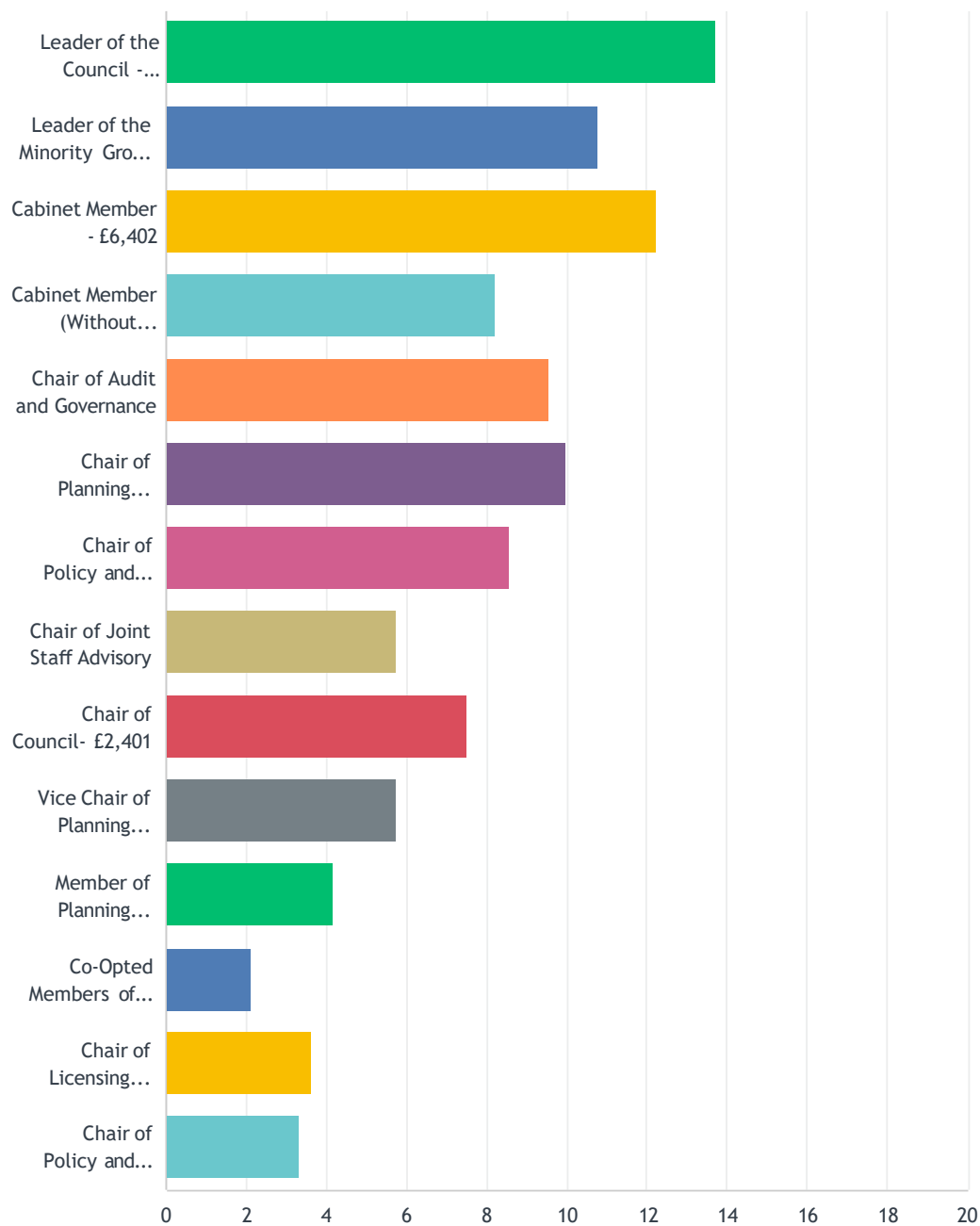
£5000

£7,000

£5 000

Q7 Special Responsibility Allowances (SRAs) are currently paid as follows: [To assist the Panel to produce a more consistent group of allowances, please can you score each role / position in respect of importance and impact, with 1 being the most important.

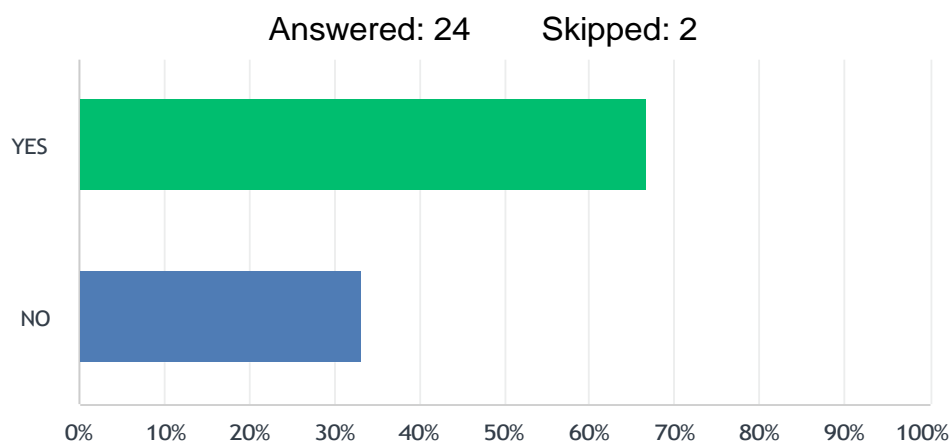
Answered: 24 Skipped: 2



| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--|--------------|--------------|-------------|-------------|--------------|-------------|-------------|-------------|-------------|--------------|-------|
| Leader of the Council - £16,003 | 86.96% 20 | 4.35% 1 | 4.35% 1 | 4.35% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% |
| Leader of the Minority Group - £4,800 | 0.00% 0 | 21.74% 5 | 30.43% 7 | 17.39% 4 | 4.35% 1 | 8.70% 2 | 4.35% 1 | 8.70% 2 | 0.00% 0 | 4.35% 1 | 0.00% |
| Cabinet Member - £6,402 | 4.35% 1 | 60.87% 14 | 26.09% 6 | 0.00% 0 | 0.00% 0 | 4.35% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 4.35% 1 | 0.00% |
| Cabinet Member (Without Portfolio)- £3,200 | 0.00% 0 | 0.00% 0 | 4.55% 1 | 27.27% 6 | 13.64% 3 | 9.09% 2 | 9.09% 2 | 0.00% 0 | 18.18% 4 | 4.55% 1 | 9.09% |
| Chair of Audit and Governance Committee- £4,800 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 21.74% 5 | 43.48% 10 | 21.74% 5 | 4.35% 1 | 4.35% 1 | 0.00% 0 | 4.35% 1 | 0.00% |
| Chair of Planning Applications Committee- £4,800 | 4.35% 1 | 4.35% 1 | 13.04% 3 | 17.39% 4 | 17.39% 4 | 21.74% 5 | 17.39% 4 | 0.00% 0 | 0.00% 0 | 4.35% 1 | 0.00% |
| Chair of Policy and Performance Advisory Committee- £3,840 | 0.00% 0 | 0.00% 0 | 4.35% 1 | 4.35% 1 | 17.39% 4 | 21.74% 5 | 26.09% 6 | 21.74% 5 | 4.35% 1 | 0.00% 0 | 0.00% |
| Chair of Joint Staff Advisory Committee - £1,201 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 20.00% 4 | 15.00% 3 | 35.00% 7 | 10.00% 2 | 5.00% |
| Chair of Council- £2,401 | 4.55% 1 | 4.55% 1 | 9.09% 2 | 0.00% 0 | 4.55% 1 | 4.55% 1 | 9.09% 2 | 27.27% 6 | 22.73% 5 | 0.00% 0 | 0.00% |
| Vice Chair of Planning Applications | 0.00% 0 | 4.76% 1 | 4.76% 1 | 0.00% 0 | 0.00% 0 | 4.76% 1 | 0.00% 0 | 0.00% 0 | 14.29% 3 | 52.38% 11 | 9.52% |

| | | | | | | | | | | | |
|--|------------|------------|------------|------------|------------|------------|------------|-------------|------------|------------|--------|
| Committee- £800 | | | | | | | | | | | |
| Member of Planning Applications Committee- £576 | 0.00% 0 | 0.00% 0 | 4.76% 1 | 0.00% 0 | 4.76% 1 | 0.00% 0 | 0.00% 0 | 4.76% 1 | 0.00% 0 | 4.76% 1 | 38.10% |
| Co-Opted Members of Audit and Governance and Standards Committee - £34 per meeting | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 9.52% |
| Chair of Licensing Committee- £65 per meeting | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 9.52% 2 | 4.76% 1 | 4.76% 1 | 4.76% 1 | 19.05% |
| Chair of Policy and Performance Advisory (Scrutiny) Panels- £65 per meeting | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 4.55% 1 | 0.00% 0 | 13.64% 3 | 4.55% 1 | 9.09% 2 | 9.09% |

Q8 Would you like to see any of these changes made to these allowances?



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| YES | 66.67% | 16 |
| NO | 33.33% | 8 |
| TOTAL | | 24 |

IF YES, PLEASE PROVIDE DETAILS:

PPAC chair should receive more than AGC chair; Planning and Licensing committee positions should receive more

Planning Committee members need to have a good knowledge of planning issues, which means training and a lot of time spent getting up to speed. This needs to be recognised.

Proportionate to the above average national councillors' allowances

I believe all position are currently being under paid.

Leader of the Council, Chair of Council

Leader should be increased as well as cabinet members

I would do away with Cabinet member w/o portfolio. I would offer Planning members a higher band.

Potentially a bit more funding should be considered for panel and committee chairs because of the preparation and work which goes into doing these roles correctly.

as a cabinet member my allowance feels tiny. Also disproportionate in relation to much higher leader allowance to leader allowance

all chairs to be paid flat rate same

Planning committee work is complex and demanding and needs better remuneration. It won't mend a broken system but it would help attract the right calibre of councillors.

Very difficult to score above as I believe that some are of equal weight but system will not allow that score. I believe that chair of PPAC, Chair of Audit and Chair of PAC are of equal weights

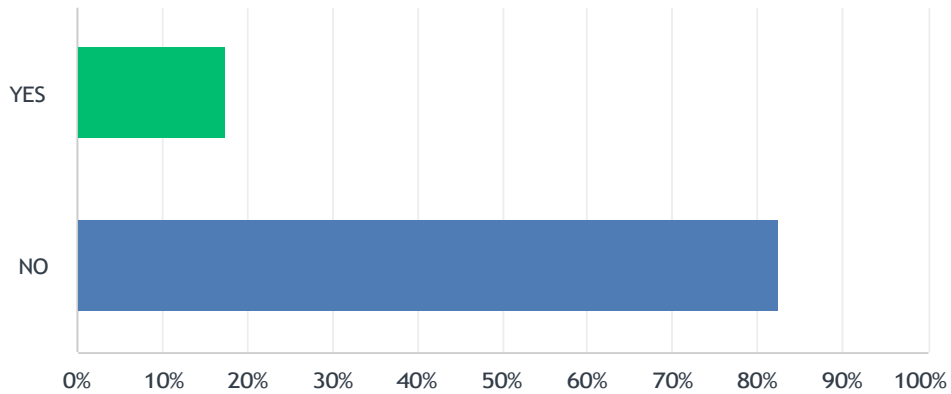
There needs to be more parity with number of meetings per year and each role

A small increase of, perhaps, 10%

The chair of licensing takes up significant amount of time and the pay doesn't reflect it.

Q9 Would you like to see any new SRAs introduced?

Answered: 23 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| YES | 17.39% | 4 |
| NO | 82.61% | 19 |
| TOTAL | | 23 |

IF YES, PLEASE PROVIDE DETAILS:

Vice Chair of Council. Chair of Licensing Panels.

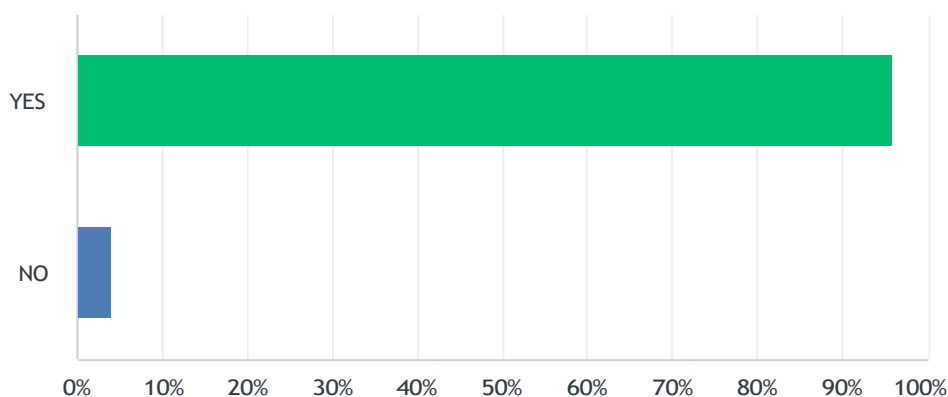
This will attract competent/skilled people to be in local government

basic allowance increase

A formal liaison role between the higher and lower LAs. In some cases, this would involve accompanying the Leader, but with Towns and Parishes, this would be a largely independent role.

Q10 Dependent Carers' Allowance, for Childcare and Specialist Care - Reimbursed at cost. Do you support this allowance?

Answered: 25 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| YES | 96.00% | 24 |
| NO | 4.00% | 1 |
| TOTAL | | 25 |

IF YES, PLEASE INDICATE RATE AND SEASON:

Not sure

Not sure what you are after here - it is hard to make ad-hoc arrangements for short notice panels and visits etc.

This might encourage younger people to develop interest in becoming councillors.

i do not know rate my reason is it is fair and vital

At cost

WE need a wide variety of of councillors from different backgrounds with different needs everyone should receive the best support possible.

Should be re imbursed actual costs to encourage more diversity

Because without this, we will not see candidates from these groups, and will continue to have over-representation from middle-class, retired men.

It is essential to encourage working parents, mostly women

Many people cannot properly function as as councillor without this allowance. Family life should not be negatively impacted any more than it already is by doing a councillor role. This will help ease the burden both financially and more importantly, arranging care as needed when council duties need to be attended to.

Cost to be reviewed each year

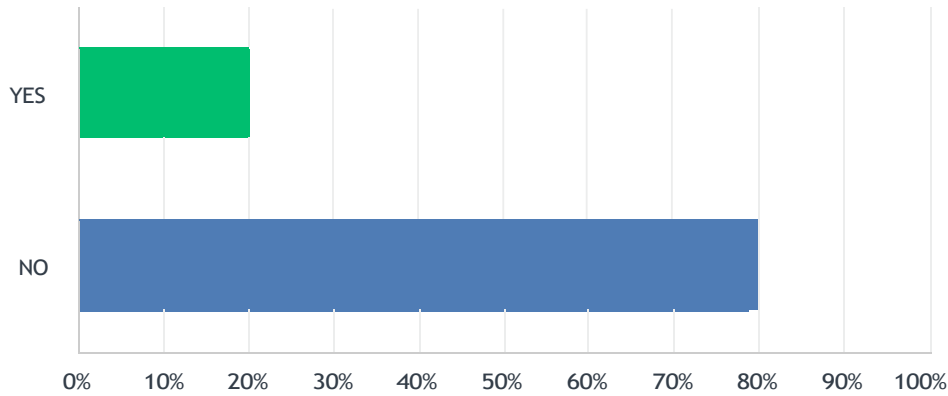
We need to make it easier for young mothers and carers to work in local politics.

There are some councillors with these responsibilities who are on very low incomes

To ensure that those with caring responsibilities are able to fulfil their responsibilities.

Q11 There is a current scheme of travel and subsistence allowances, do you have any comments on the current scheme for Councillors?

Answered: 24 Skipped: 2



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| YES | 20.83% | 5 |
| NO | 79.17% | 19 |
| TOTAL | | 24 |

IF YES, PLEASE PROVIDE DETAILS:

I do not see why the payment for car use mileage reduces after a certain number of miles. To me this doesnt make sense. Every mile should be chargeable at the same level.

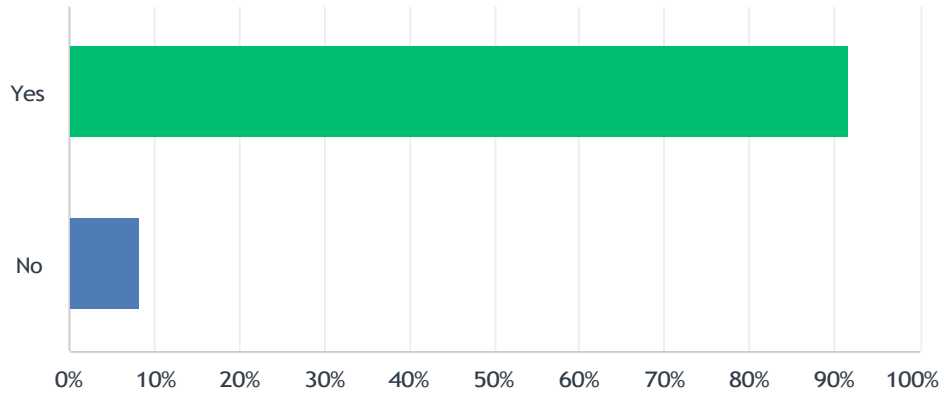
Thank you. I wish I were more organised about claiming.

I think it is mostly fine as is, but a small increase should be considered given the rise in cost of public transport and fuel.

We should give equal allowances for bike travel as car travel - when I use my electric bike the mileage reimbursement is not proportionate to cost of an e-bike/depreciation.

Q12 Parental Leave Policy for Councillors. In 2020 the Council adopted a Parental Leave Policy for Councillors, do you continue to support this policy?

Answered: 24 Skipped: 2



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 91.67% | 22 |
| No | 8.33% | 2 |
| TOTAL | | 24 |

Q13 If you have any other comments on Members' Allowances, please detail below:

Answered: 6

Skipped: 20

RESPONSES

The voluntary aspect of being a Councillor still applies but recognition of the additional time it takes to acquire the necessary skills needs to be addressed. The induction process for new Councillors consists of 24 different modules as the basic offering, with additional modules being delivered for any speciality roles. This was a significant amount of time to set aside for the one Council, I am also a Town Councillor.

I think it's on the basis of fairness.

I think there is a good effort to professionalise the councillor role, with good training for the job. It should be better recognised that this IS a job, and remunerated accordingly.

Members should be able to perform their duties without an onerous financial burden when they are not working their normal jobs and have pressures on their time. Members are deeply affected in their family and professional lives when they perform public service, and even though some of the this time is freely given in volunteering for the public good, they need help in performing these duties as well. It should not be the case the only independently wealthy people are most able to be a councillor due to any financial considerations. It puts a strain on public credulity in government and presents a deeply skewed set of people who will actually consider giving of their time and placing strain on their families and professional lives. It is wrong that this issue has gone on for so long and is still present in so many councils around the country and urgently needs to be addressed to help councillors do their work as well as possible for their communities.

having a fair members allowance is an equalities issue. I am aware of councillors who are really struggling in the cost of living crisis.

Perhaps they should be increased yearly with average annual pay rises.

| | | | | MINIMUM | £2,808.00 | £46,500.00 | | |
|-----------------------------|-----------------|-------------|------------|-------------------------------|--------------------------------------|-----------------------------|---|---|
| | | | | MAXIMUM | £6,948.00 | £441,721.00 | | |
| | | | | AVERAGE | £5,229.95 | £301,076.40 | | |
| Council name | Type of council | County area | Population | Basic Allowance for 2023/2024 | Overall budget for Member Allowances | Total number of councillors | Percentage of Public Service Discount*, if applicable (%) | Comments on Basic Allowance |
| Adur District Council | District | West Sussex | 65000 | £5,279.00 | £239,548 | 29 | 45% | This is the first time the Council has introduced a public service discount for calculating the basic allowance. |
| Arun District Council | District | West Sussex | 164900 | £6,033.00 | £404,254 | 54 | 30% | This is uplifted in line with staff pay. |
| Chichester District Council | District | West Sussex | 124000 | £5,200.00 | £296,806 | 36 | 0% | n/a |
| Crawley Borough Council | District | West Sussex | 119000 | £6,948.00 | | 36 | | N/A |
| Eastbourne Borough Council | District | East Sussex | 101600 | £2,808.00 | £46,500 | 27 | N/A | None |
| Hastings Borough Council | District | East Sussex | 95000 | £6,429.00 | £280,000 | 32 | | IRP recommended a freeze on basis allowances due to councils financial situation. |
| Horsham District Council | District | West Sussex | 144000 | £5,738.55 | £414,395 | 48 | 35% | Index linked with officers' payrise. Current amount includes 4.9% increase for 2022/23. Rates for 23/24 remaining as for 2022/23 at present. |
| Lewes District Council | District | East Sussex | 102744 | £3,317.00 | £241,000.00 | 41 | n/a | n/a |
| Mid Sussex District Council | District | West Sussex | 278016 | £5,700.00 | £441,721 | 48 | | The cost of the amendment to the basic allowance is a net saving of £7,200, with the increase per Councillor being offset by the reduced number of elected Members. |
| Rother District Council | District | East Sussex | 93100 | £4,930.00 | | 38 | | The Basic Allowance may be increased each year at the start of each new civic year in May by agreement. |
| Wealden District Council | District | East Sussex | 160180 | £4,846.20 | £337,200 | 45 | | N/A |
| Worthing Borough Council | District | West Sussex | 100000 | £5,530.67 | £309,340 | 37 | 45% | This is the first year that WBC has used a PSD to calculate it's level of basic allowance. |



Previous years' data - did not submit 2022 return

NB: some cells contain notes denoted by a red mark

| | | MINIMUM | £4,212.00 | £2,228.00 | £2,808.00 | £0.00 | £1,630.00 | £1,047.00 | £0.00 | |
|-----------------------------|-----------------|-------------|------------|------------|---------------|-----------------------------------|---------------------------------------|-----------------------|---------------------------|----------------------------------|
| | | MAXIMUM | £22,800.00 | £11,400.00 | £9,120.00 | £9,120.00 | £4,800.00 | £5,726.00 | £1,583.00 | |
| | | AVERAGE | £14,081.76 | £6,868.69 | £6,465.09 | £3,966.12 | £3,452.89 | £2,691.44 | £566.17 | |
| Council name | Type of council | County area | Population | Leader | Deputy Leader | Cabinet Member / Portfolio Holder | Cabinet Member / Non Portfolio Holder | Chair Audit Committee | Licensing Committee Chair | Deputy Chair Licensing Committee |
| Adur District Council | District | West Sussex | 65000 | £15,837.00 | £8,710.00 | £7,127.00 | £0.00 | £3,318.00 | £3,167.00 | £1,583.00 |
| Arun District Council | District | West Sussex | 164900 | £6,294.00 | £2,228.00 | N/A | N/A | £4,127.00 | £4,402.00 | £1,320.00 |
| Chichester District Council | District | West Sussex | 124000 | £15,500.00 | £8,150.00 | £7,400.00 | £7,400.00 | £4,800.00 | £4,300.00 | N/A |
| Crawley Borough Council | District | West Sussex | 119000 | £16,679.00 | N/A | £8,339.00 | N/A | £2,781.00 | £5,726.00 | £0.00 |
| Eastbourne Borough Council | District | East Sussex | 101600 | £4,212.00 | £2,808.00 | £2,808.00 | £2,808.00 | N/A | £1,404.00 | N/A |
| Hastings Borough Council | District | East Sussex | 95000 | £12,861.00 | £8,364.00 | £6,945.00 | £3,467.00 | £3,216.00 | £1,047.00 | £0.00 |
| Horsham District Council | District | West Sussex | 144000 | £16,350.80 | £9,362.30 | £7,642.00 | N/A | £2,659.20 | £2,659.20 | N/A |
| Lewes District Council | District | East Sussex | 102744 | £15,382.00 | n/a | £6,153.00 | £3,076.00 | £4,614.00 | £62 per meeting. | n/a |
| Mid Sussex District Council | District | West Sussex | 278016 | £22,800.00 | £11,400.00 | £9,120.00 | £9,120.00 | £3,420.00 | £1,140.00 | £0.00 |
| Rother District Council | District | East Sussex | 93100 | £14,814.00 | £4,938.00 | £3,259.00 | £0.00 | £1,630.00 | £1,630.00 | £494.00 |
| Wealden District Council | District | East Sussex | 160180 | £14,169.60 | £5,857.92 | £5,857.92 | £5,857.92 | £3,963.72 | £1,439.16 | N/A |
| Worthing Borough Council | District | West Sussex | 100000 | £16,592.00 | £9,125.00 | £7,466.00 | £0.00 | £3,318.00 | £4,148.00 | £1,037.00 |

| | £0.00 | £2,106.00 | £0.00 | £0.00 | £1,404.00 | £0.00 | £0.00 | £0.00 | £2,308.00 |
|-----------------------------|--------------------------------|--------------------------|---------------------------------|-------------------------------|---------------------------------------|--|--------------------------------|--------------------------|-------------------|
| | £275.00 | £7,125.00 | £2,771.00 | £1,404.00 | £7,461.00 | £2,074.00 | £1,436.00 | £0.00 | £9,158.00 |
| | £63.96 | £5,006.45 | £1,366.10 | £478.75 | £4,232.29 | £1,033.33 | £287.20 | £0.00 | £5,205.89 |
| Council name | Members of Licensing Committee | Planning Committee Chair | Deputy Chair Planning Committee | Members of Planning Committee | Overview and Scrutiny Committee Chair | Deputy Chair Overview and Scrutiny Committee | Overview and Scrutiny Co-optee | Working/ Joint Committee | Chair/Civic Mayor |
| Adur District Council | £0.00 | £5,543.00 | £2,771.00 | £0.00 | £4,148.00 | £2,074.00 | £0.00 | £0.00 | £3,167.00 |
| Arun District Council | £275.00 | £6,604.00 | £2,180.00 | £825.00 | N/A | N/A | N/A | N/A | £9,158.00 |
| Chichester District Council | n/a | £6,350.00 | N/A | N/A | £5,050.00 | N/A | N/A | N/A | £5,000.00 |
| Crawley Borough Council | £0.00 | £6,948.00 | £0.00 | £0.00 | £7,461.00 | £0.00 | £0.00 | £0.00 | £6,679.00 |
| Eastbourne Borough Council | N/A | £2,106.00 | N/A | £1,404.00 | £1,404.00 | N/A | N/A | N/A | £2,808.00 |
| Hastings Borough Council | £108.77 | £3,861.00 | £1,413.00 | £1,047.00 | £3,216.00 | £630.00 | £0.00 | £0.00 | £6,840.00 |
| Horsham District Council | N/A | £4,196.00 | £1,410.90 | N/A | £5,570.20 | £1,862.00 | £1,436.00 | N/A | £5,570.20 |
| Lewes District Council | n/a | £4,614.00 | £769.00 | £554.00 | £3,691.00 | n/a | n/a | n/a | £2,308.00 |
| Mid Sussex District Council | £0.00 | £7,125.00 | £1,781.00 | £0.00 | £4,560.00 | £1,140.00 | £0.00 | £0.00 | £7,410.00 |
| Rother District Council | £0.00 | £3,259.00 | £494.00 | £0.00 | £3,259.00 | £494.00 | N/A | N/A | £3,300.00 |
| Wealden District Council | N/A | £4,464.96 | £1,476.00 | N/A | £3,963.72 | N/A | N/A | N/A | £5,024.64 |
| Worthing Borough Council | £0.00 | £5,807.00 | £1,451.00 | £0.00 | £4,148.00 | £1,037.00 | £0.00 | £0.00 | £3,318.00 |

| | £550.00 | £0.00 | £0.00 | £0.00 | £0.00 | £0.00 | £0.00 | £75.00 | | |
|-----------------------------|------------------------------|----------------------------|--------------------------------|--------------|----------------------------|-----------------|---------------------------------|-------------------------------|---|---------------------------------|
| | £3,021.00 | £4,750.00 | £1,659.00 | £1,569.52 | £0.00 | £5,360.00 | £1,436.00 | | | |
| | £1,708.28 | £2,806.19 | £542.59 | £402.79 | £0.00 | £2,119.67 | £739.71 | | | |
| Council name | Deputy Chair/ Civic Mayor | Opposition Group Leader | Deputy Opposition Leader | Group Leader | Opposition Spokesperson | Committee Chair | Independent Person Allowance | Independent Person (Audit) | Do you operate the '1 SRA per councillor' rule? | Do you operate the 50% rule? |
| Adur District Council | £1,583.00 | £3,959.00 | £1,659.00 | £0.00 | £0.00 | N/A | £75.00 | £0.00 | No | Yes |
| Arun District Council | £3,021.00 | £4,312.00 | N/A | £107.00 | N/A | £5,360.00 | £528.00 | N/A | No | No |
| Chichester District Council | n/a | £4,750.00 | N/A | N/A | N/A | N/A | N/A | N/A | Yes | No |
| Crawley Borough Council | £1,002.00 | £2,570.00 | £0.00 | £0.00 | £0.00 | N/A | £750.00 | £750.00 | Yes | No |
| Eastbourne Borough Council | £1,404.00 | £2,106.00 | £1,404.00 | N/A | N/A | N/A | £1,000.00 | £1,000.00 | Yes | No |
| Hastings Borough Council | £2,235.00 | £1,569.52 | £192.52 | £1,569.52 | £0.00 | | £612.00 | £0.00 | No | No |
| Horsham District Council | £1,867.20 | £4,045.50 | N/A | N/A | N/A | £2,659.20 | £1,436.00 | N/A | No | No |
| Lewes District Council | n/a | £4,616.00 | n/a | n/a | n/a | n/a | £1,000.00 | n/a | Yes | no |
| Mid Sussex District Council | £2,470.00 | £0.00 | £0.00 | £250.00 | £0.00 | £1,140.00 | £750.00 | N/A | Yes | No |
| Rother District Council | £550.00 | £1,630.00 | £0.00 | £494.00 | £0.00 | £0.00 | £379.00 | £954.00 | Yes | No |
| Wealden District Council | £1,242.36 | £1,310.04 | N/A | £399.00 | N/A | £1,439.16 | £867.12 | N/A | Yes | No |
| Worthing Borough Council | £829.00 | £4,148.00 | £1,037.00 | £0.00 | £0.00 | £0.00 | £75.00 | £0.00 | Yes | No |



Previous years' data - did not submit 2022 return

NB: some cells contain notes denoted by a red mark

| Council name | Type of council | County area | Population | Travelling/mileage (pence per mile) | Bicycle mileage (pence per mile) | Subsistence allowance | Carers' allowance |
|-----------------------------|-----------------|-------------|------------|-------------------------------------|----------------------------------|---|--|
| Adur District Council | District | West Sussex | 65000 | £0.45 | £0.00 | Breakfast £4.82 (90%) £3.73 Lunch £11.72 (90%) £2.06 Tea £4.64 (90%) £4.78 Evening Meal £4.51 (90%) £4.93 APPENDIX E TRAVEL AND DISTURBANCE ALLOWANCES Excess Travelling Expenses £1.10 (40%) £5.22 Lodging Allowances £74.22 (40%) £78.40 Advertising Costs £34.03 (40%) £44.44 Tenancy Costs £23.58 (40%) £36.15 Disturbance Allowance £577.19 (40%) £639.04 OUT OF POCKET EXPENSES Per night £.55 (37%) £.70 Per week £6.17 (37%) £6.79 MEAL CHARGES FOR RESIDENTIAL AND ALLIED STAFFS Breakfast £.98 (1.20%) £.99 Dinner/Main Meals £1.72 (1.20%) £1.74 Tea £.49 (1.20%) £.50 Snack Supper £.79 (1.20%) £.80 % changes are based on the March RPI figures . | The Dependent Persons Carer Allowance and both Child Carer Allowance should be based at cost upon production of receipts. In the case of specialist care a requirement of medical evidence that this type of care be required, the allowance should have no daily or monthly maximum claim when undertaking Approved Councilor Duties. |
| Arun District Council | District | West Sussex | 164900 | £0.45 | £0.20 | Breakfast - £6.98 (where travel has started, absence less than 24 hours, leaving home before 7 am) Lunch - £9.63 (for necessary absences of several hours spanning the normal lunch period leaving before 11.00 am and not returning until after 3.00 pm) Tea - £3.82 (unable to arrive home before 6.30 pm) Evening Meal - £11.94 (unable to arrive home before 8.30 pm) Out of pocket expenses for residential courses - £6.38 per night or £25.48 per week Overnight Accommodation - £106.91 | £10 per hour for childcare [up to a limit of £4k per annum] Dependent Adult Allowance [maximum of the Home Care Allowance rated paid by West Sussex County Council [£18.49] up to a limit of £6k per annum |
| Chichester District Council | District | West Sussex | 124000 | £0.65 | £0.20 | Breakfast -£8.68 (where travel starts before 7am and absence is less than 24 hours) (ii) Lunch -£11.90 (for necessary absences of several hours spanning the normal lunch period leaving home/ office before 11am and returning after 3pm) (iii) Tea -£4.74 (if unable to return to home/office by 6.30pm) (iv) Evening Meal -£14.38 (if unable to return to home/office by 8.30pm) (v) Out of Pocket Expenses for residential courses -£6.73 per night. | £10 an hour |

| Council name | Type of council | County area | Population | Travelling/mileage (pence per mile) | Bicycle mileage (pence per mile) | Subsistence allowance | Carers' allowance |
|-----------------------------|-----------------|-------------|------------|-------------------------------------|----------------------------------|---|--|
| Crawley Borough Council | District | West Sussex | 119000 | £0.45 | £0.20 | Afternoon - £3.53 / evening - £11.03 (same as officer rates) | £10.52/hr (10p above National Living Wage) |
| Eastbourne Borough Council | District | East Sussex | 101600 | £0.45 | £0.20 | Breakfast - £7.13 (4 hours or more away from home, event starting before 7.30 am) Lunch - £9.78 (4 hours or more away, including noon to 2 pm) Tea - £4.44 (4 hours or more away, ending after 6.30 pm) Evening meal (1) - £17.80 (4 hours or more away from home, ending after 8.30 pm) Evening meal (2) - £41.52 - When taken as part of an overnight stay. | Actual costs necessarily incurred. |
| Hastings Borough Council | District | East Sussex | 95000 | £0.45 | 20p | Breakfast £6.88 Lunch £9.50 Dinner £11.76 | £10.90 per hour |
| Horsham District Council | District | West Sussex | 144000 | £0.45 | £0.20 | hardly ever claimed for: current rates Breakfast £6.45 Lunch £8.91 Tea £3.53 Dinner £11.03 | £9.50 per hour (equal to Living Wage rate) |
| Lewes District Council | District | East Sussex | 102744 | £0.45 | £0.20 | In exceptional circumstances in line with staff rates, with receipts. | At actual cost, with receipts |
| Mid Sussex District Council | District | West Sussex | 278016 | £0.45 | £0.20 | Breakfast - £7.00 Lunch - £10.00 Tea - £4.00 Evening Meal - £13.00 | Childcare Allowance to be payment of receipt-based actual costs up to a maximum rate of £11 per hour for one child, or a maximum of £22 per hour for two or more children. Dependent Carer's allowance is on receipt-based actual costs, up to a maximum rate of £22 per hour. |
| Rother District Council | District | East Sussex | 93100 | £0.45 | £0.20 | Breakfast £6.10 Lunch £8.50 Tea £3.60 Dinner £12.10 | £14.00 - dependants £10.42 - childcare |

| Council name | Type of council | County area | Population | Travelling/mileage (pence per mile) | Bicycle mileage (pence per mile) | Subsistence allowance | Carers' allowance |
|--------------------------|-----------------|-------------|------------|-------------------------------------|----------------------------------|---|-----------------------------|
| Wealden District Council | District | East Sussex | 160180 | £0.45 | £0.20 | Breakfast £7.15 (When away from home on approved Council business before 8 a.m.) Lunch £9.35 (When away from home on approved Council business between 12 noon and 2 p.m.) Evening Meal £16.50 (When away from home on approved Council business after 7 p.m.) Subsistence for overnight absence – Other than London or specified conferences - £94. Subsistence for overnight absence – In London or specified conferences - £105. | Up to £12 per hour |
| Worthing Borough Council | District | West Sussex | 100000 | £0.45 | £0.00 | <p>Breakfast 8.48 8.90% 8.73 Lunch 11.72 12.90% 12.06</p> <p>Tea 6.64 6.90% 6.78 Evening Meal 14.51 15.90% 14.93</p> <p>APPENDIX E TRAVEL AND DISTURBANCE ALLOWANCES</p> <p>Excess Travelling Expenses 5.10 5.40% 5.22 Lodging Allowances 174.22 178.40% 178.40 Advertising Costs 34.03 34.40% 44.44 Tenancy Costs 23.58 23.40% 36.15 Disturbance Allowance 2577.19 2639.04% 2639.04 OUT OF POCKET EXPENSES Per night 5.55 5.37% 6.70 Per week 6.17 6.37% 6.79 MEAL CHARGES FOR RESIDENTIAL AND ALLIED STAFFS Breakfast 0.98 1.20% 0.99 Dinner/Main Meals 1.72 1.20% 1.74 Tea 0.49 1.20% 0.50 Snack Supper 0.79 1.20% 0.80 % changes are based on the March RPI figures</p> | money is reimbursed at cost |

| Council name | IT allowance | Any other allowances | Maternity/parental leave |
|-----------------------------|--|---|---|
| Adur District Council | Councillors are provided with a device upon collection | | <p>0 All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave relate to maternity, paternity, adoption shared parental leave or sickness absence Councillors entitled to a Special Responsibility Allowance shall continue to receive their allowance in full for a period of six months, in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence Where for reasons connected with sickness, maternity leave, adoption leave, paternity leave or shared parental leave a Councillor is unable to attend a meeting of the Council for a period of six months, a dispensation by Council can be sought in accordance with Section 85 of the Local Government Act 1972 If a replacement to cover the period of absence under these provisions is appointed by Council or the Leader (or in the case of a party group position the party group) the replacement shall be entitled to claim a Special Responsibility Allowance pro rata for the period over which the cover is provided. If a Councillor stands down, or an election is held during the period when a Councillor is absent due to any of the above and the Councillor is not re-elected or decides not to stand down for re-election, their Basic Allowance and any Special Responsibility Allowance will cease from the date they leave office.</p> |
| Arun District Council | N/A | <p>Substitute Member of Planning Committee £330 Chair of Standards - £1,100 Chairs and Vice-Chairs of 6 Service Committees £5,360 and £1,768 these being: Policy & Finance Corporate Support Planning Policy Housing & Wellbeing Environment Economy</p> | N/A |
| Chichester District Council | n/a | n/a | 24 weeks |

| Council name | IT allowance | Any other allowances | Maternity/parental leave |
|-----------------------------|---|---|--|
| Crawley Borough Council | 0 - but laptops and/or mobile phones provided | N/A | N/A |
| Eastbourne Borough Council | £429.00 | Reserve Member of Planning Committee - £702 Chair of a licensing sub-cttee - £93 per meeting Ordinary member of a licencing sub-cttee - £62 per meeting | Parental leave - - Cllrs shall receive basic allowance in full for period up to 6 months due to maternity, paternity, adoption shared parental leave or sickness absence. Cllrs receiving an SRA will continue to receive this in full for 6 months. If a replacement is appointed to the role covered by the SRA they will receive the SRA pro rota for the period covered. |
| Hastings Borough Council | | 0 n/a | same as officers |
| Horsham District Council | N/A - iPads supplied | Representatives on outside bodies; £52.50 per meeting for approved representatives (excluding Parish Councils or where Cllr is paid by host organisation). | N/A |
| Lewes District Council | | 437 £63 per meeting for Chair of Licensing Sub-Cttee or Scrutiny Panel. Members of Licensing Sub-Ctttes paid £334 pa if do 13-26 meetings, £829pa for 27-40 meetings, £1105 pa for 41 or more meetings. | Parental Leave All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave relate to maternity, paternity, adoption shared parental leave or sickness absence. SRA for 6 months for same. Replacement rep can claim SRA during six month absence on pro rota basis. |
| Mid Sussex District Council | £0 | £0 | 0 |
| Rother District Council | | 0 Member Champions / spokespersons (non-Cabinet Members) £494.00 | 0 |

| Council name | IT allowance | Any other allowances | Maternity/parental leave |
|--------------------------|--|---|--|
| Wealden District Council | N/A | Chair and Deputy Chair of the Council receives an additional £1,002 and £300 respectively under Section 3 of the LGA 1972 | N/A |
| Worthing Borough Council | Cllrs are supplied with a device upon election | | <p>0 Parental Leave All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave relate to maternity, paternity, adoption shared parental leave or sickness absence Councillors entitled to a Special Responsibility Allowance shall continue to receive their allowance in full for a period of six months, in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence Where for reasons connected with sickness, maternity leave, adoption leave, paternity leave or shared parental leave a Councillor is unable to attend a meeting of the Council for a period of six months, a dispensation by Council can be sought in accordance with Section 85 of the Local Government Act 1972 If a replacement to cover the period of absence under these provisions is appointed by Council or the Leader (or in the case of a party group position the party group) the replacement shall be entitled to claim a Special Responsibility Allowance pro rata for the period over which the cover is provided. If a Councillor stands down, or an election is held during the period when a Councillor is absent due to any of the above and the Councillor is not re-elected or decides not to stand down for re-election, their Basic Allowance and any Special Responsibility Allowance will cease from the date they leave office.</p> |

| Council name | Type of council | County area | Population | How are current levels of SRA calculated? Please provide a brief summary (eg as a percentage of the Leader's SRA) | Date current allowances were approved? | Date of your next review | Have your allowances been updated since last year, or frozen? | Other | Have you established a formula for updating the allowances annually? | If 'yes' please detail |
|-----------------------------|-----------------|-------------|------------|---|--|--------------------------|---|--|--|--|
| Adur District Council | District | West Sussex | 65000 | percentage of leaders | 20/02/2024 | 02/08/2024 | Updated | | Yes | indexed to njc |
| Arun District Council | District | West Sussex | 164900 | By reviewing workload of each role that attracts an SRA under Committee form of governance | 13/01/2021 | 13/03/2024 | Other (please specify) | All SRAs were increased in line with staff pay as well as the Basic Allowance | Yes | They increase in line with national pay award |
| Chichester District Council | District | West Sussex | 124000 | SRA level is calculated by the panelist by examining the relevant responsibility and obligations of each role as well as carrying out a comparison exercise regionally with other authorities and also by wider comparison work using employment data | 17/05/2023 | 01/05/2024 | Frozen | | No | N/A |
| Crawley Borough Council | District | West Sussex | 119000 | Considered by an IRP - evidence based on workloads, consultation with councillors/chairs, other authorities' rates etc | 19/10/2022 | 01/06/2026 | Other (please specify) | All allowances increased by 5% for 2023/24 in line with the Council's increase in fees and charges | Yes | Historically the officers' pay increase had been used as the annual indexation for councillors' allowances - in its absence this year the IRP chose to use the Council's increase in fees and charges as a guide for the councillors' percentage increase. |
| Eastbourne Borough Council | District | East Sussex | 101600 | Unknown | 01/04/20 | 17/10/23 | Frozen | | No | |

| Council name | Type of council | County area | Population | How are current levels of SRA calculated? Please provide a brief summary (eg as a percentage of the Leader's SRA) | Date current allowances were approved? | Date of your next review | Have your allowances been updated since last year, or frozen? | Other | Have you established a formula for updating the allowances annually? | If 'yes' please detail |
|-----------------------------|-----------------|-------------|------------|---|--|--------------------------|---|-------|--|---|
| Hastings Borough Council | District | East Sussex | 95000 | IRP recommendations, raised in line with Officer salary previously. Due to inflation rates the allowances are now calculated separately | 26/04/2023 | 15/11/2023 | Frozen | | No | n/a |
| Horsham District Council | District | West Sussex | 144000 | Benchmarked against comparator local authorities and public bodies. Interviews with cross-section of Cllrs and senior officers. Questionnaire to all Cllrs to get their views and hours of work undertaken. review of organisational changes. | 22/02/2023 | 07/04/2025 | Frozen | | Yes | All allowances (apart from Travel and Subsistence) index linked to any staff percentage increase. (last year's lump sum increase was calculated at a 4.9% increase) |
| Lewes District Council | District | East Sussex | 102744 | Uplift on previous values. | 21/02/22 | 01/04/24 | Updated by index | | Yes | Based on staff pay uplift, average of pay award. |
| Mid Sussex District Council | District | West Sussex | 278016 | By an Independent Remuneration Panel. The SRA's are linked to the Basic Allowance in the following way: Leader's allowance = 4 times the basic allowance Deputy Leader = 2 times the basic allowance Cabinet Members = 1.6 times the basic allowance Chairman = 1.3 times the basic allowance | 26/07/2023 | 26/03/2024 | Updated | | Yes | As above, the SRA's are a linked to the basic allowance. |
| Rother District Council | District | East Sussex | 93100 | Based on ratios. | 20/02/2023 | 26/11/2023 | Updated | | No | ? I answered no to this, so no answer necessary? |
| Wealden District Council | District | East Sussex | 160180 | Assessment of time spent on council business | 22/02/2023 | 21/02/2024 | Updated | | Yes | Remuneration Panel Review annually |
| Worthing Borough Council | District | West Sussex | 100000 | Percentage of Leader's allowance | 23/02/2023 | 02/08/2026 | Updated | | Yes | raised inline with the NIC over four years |

| Council name | How did you recruit your Independent Remuneration Panellists? If you advertised, please state where. | What rate of pay do Independent Remuneration Panellists receive? | Please detail any recent changes to the structure within your authority (including number and/or political persuasion of members involved) | Is the Leader full-time? | If the Leader is not full time, please detail the number of hours worked on average per week | Please detail the number of hours your Cabinet members work on average per week | Please detail any significant changes made to SRAs | Please detail the size and composition of your authority's Overview and Scrutiny committee(s) and panels. |
|-----------------------------|---|--|--|--|--|---|--|--|
| Adur District Council | social and traditional print media | £75 per meeting (£100 for the chair) | additional executive sub-committee | If not, please detail the number of hours worked on average per week | N/A | N/A | N/A | 8 members out of 16 jointly with wbc 8 members on Adur OSC |
| Arun District Council | Council's Web Page Advert in the local press Council's Business Partnership magazine HR web page - job advertisements | £60 per meeting attended | Arun moved to a Committee form of Governance in May 2021 Since 2019 the political persuasion has changed 3 times. | Yes | | Under a committee system we do not have Cabinet Members - a review is currently underway on the allowances scheme under a Committee structure and so the number of hours each Committee Chair works will be confirmed as part of that review. | N/A | We do not have any Scrutiny Committee |
| Chichester District Council | Public advertisement in local newspaper and on the Council website | ~£50 for each meeting per panelist | Lib - 25 Con - 5 Local Alliance - 4 Green - 2 | Yes | | Variable | n/a | 11 Members (excluding members of the Cabinet and the Chairman of the Council) based on political proportionality |
| Crawley Borough Council | Local businesspeople/community leaders e.g. police, school governors | £150 | N/A | Yes | | N/A | N/A | 1x Overview and Scrutiny Commission (11 members). Currently no live Scrutiny Panels. |
| Eastbourne Borough Council | Chair from SEE. Other panel members - advertised and asked for recommendations from neighbouring authorities. | SEE rate for Chair, £100 per day + expenses for other panel members. | 19 Lib Dem, 8 Cons (changed in May from 17 Lib Dems, 7 Conservative, 3 Independent) | No | We do not record that information. | We do not record that information. | None | Scrutiny Cttee - 8 members (5 Lib Dems, 3 Conservatives). Opposition member in the chair. |

| Council name | How did you recruit your Independent Remuneration Panellists? If you advertised, please state where. | What rate of pay do Independent Remuneration Panellists receive? | Please detail any recent changes to the structure within your authority (including number and/or political persuasion of members involved) | Is the Leader full-time? | If the Leader is not full time, please detail the number of hours worked on average per week | Please detail the number of hours your Cabinet members work on average per week | Please detail any significant changes made to SRAs | Please detail the size and composition of your authority's Overview and Scrutiny committee(s) and panels. |
|-----------------------------|--|---|---|--|--|---|---|--|
| Hastings Borough Council | Ask other LA's, advertise in the community | £2000 Chair, other member £1500 | Restructure of senior managers. hung council with 15 labour, 11 conservative, 5 Green and 1 Reform UK | Yes | | 16 | None | 11 members on 1 committee |
| Horsham District Council | Advertised on website. Two were interviewed and recruited who had been previously interviewed for the Independent Person role the year before. | £700 for last full review (2021) Interim review rate tbc | Change of administration in May 2023 - from Conservative majority to Liberal Democrat majority. No structure changes though Cabinet has one fewer member. | If not, please detail the number of hours worked on average per week | Unknown. He is continuing in employment elsewhere on a part-time basis | Unknown. | N/A | 15 members. 9 Lib Dem, 3 Conservatives, 2 Green, 1 Independent. Task & Finish Groups ad hoc, normally 3 or 4 members. |
| Lewes District Council | Chair from SEE, Panel members by advert and recommendations from neighbouring councils. | Chair - SEE rates, Other panel members £100 a day. | Since May 2023- Administration of 17 Green and 9 Labour Councillors. 15 Liberal Democrats in opposition. Previously Administration of 9 Lib Dem, 8 Green, 4 Labour and 1 Ind, 18 Conservatives in opposition and 1 Independent. | Yes | Data not collected. | Not recorded | None | The policy and performance advisory committee has 11 Members - 4 Green, 4 Lib Dem, 3 Labour. Chaired by opposition member. |
| Mid Sussex District Council | Advertised on own website, through Town and Parish Council's and external advertising sites. | £700 pa | There has been a reduction of total number of Members from 54 to 48. This comprises 20 Liberal Democrat, 18 Conservative, 4 Green, 4 Independent Group, 1 Burgess Hill Independent and 1 Labour. | Yes | | Unquantifiable. | The increase remains based on the same link to the basic allowance as in the previous year. | There are 2 Scrutiny Committees with 11 Members on each. The composition of Members is politically balanced. |
| Rother District Council | On website only and via parish / councillor networks | Fee for work as agreed 4 meeting @90 per meeting and one training session @ 90. | None since elections in May 2023. The allowances were only set for 1 year - the IRP will be reconvened in the Autumn to look at allowances for next year and hopefully set for the remainder of the term of office. | If not, please detail the number of hours worked on average per week | unknown | unknown | None significant - changes to opposition group leader - flat rate rather than amount per member. New allowance for V-C of planning committee. | One OSC 12 Members. NO standing panels - task and finish groups as and when. |
| Wealden District Council | 3-year appointment | £280 per year | N/A | If not, please detail the number of hours worked on average per week | Not recorded | Not recorded | N/A | 1 Committee consisting of 12 members |
| Worthing Borough Council | via social media and traditional print media | £75 per meeting (£100 for the chair) | additional executive committees to reflect differences across partner authorities | If not, please detail the number of hours worked on average per week | N/A | N/A | the SRA's were given a thorough review and a number were changed significantly.. most notably the vice Chair of committees were reduced | 8 members from WBC along with 8 members from ADC fo joint arrangements. 16 members on WBC Scrutiny Committee |