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**The report of the Independent Remuneration Panel  
appointed to review the allowances paid to Councillors  
of Eastbourne Borough Council**

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November 2023

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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 Eastbourne Borough 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). 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:
    - (i) special responsibility allowances.
    - (ii) travelling and subsistence allowance.
    - (iii) 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.
- 1.4 In addition, the Panel was invited to review the allowances payable to the Mayor and Deputy Mayor to meet the expenses of their respective offices 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 these allowances as part of the general review of the scheme of councillors' allowances.
- 1.5 We have also 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 Eastbourne Borough Council in January 2020. The recommendations of the Panel in

respect of the Basic Allowance, Special Responsibility Allowances and A Parental Leave Policy were not accepted by the Council. The 2023 Panel undertaking this review continue to be of the view that the recommendations made in January 2020 are still robust and appropriate and this report and its recommendations reflects this view. The current scheme of allowances was brought into effect and have remained at the same level since 2015.

- 2.2 The Scheme currently provides that all councillors are each entitled to a total basic allowance of **£2,808** 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.<sup>1</sup> 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 the January 2020 IRP review and was clearly quantified. To provide transparency and increase an understanding of the Panel's work, we will again 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 continues to subscribe 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*

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

*participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage as a result of doing so.*<sup>2</sup>

- 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:
- (i) allowances should apply to roles within the Council, not individual councillors.
  - (ii) 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
  - (iii) 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:
- (i) the voluntary quality of a councillor's role.
  - (ii) the need for appropriate financial recognition for the expenses incurred and time spent by councillors in fulfilling their roles; and
  - (iii) the overall need to ensure that the scheme of allowances is neither an incentive nor a barrier to service as a councillor in Eastbourne.
- 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*

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

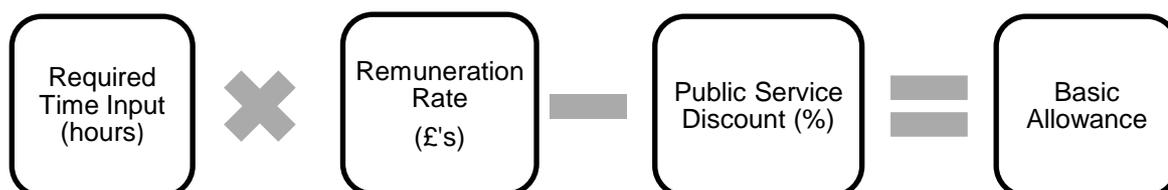
*authorities will need to take a view on the rate at which, and the number of hours for which, councillors ought to be remunerated.”<sup>3</sup>*

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.<sup>4</sup> 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 a questionnaire 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.<sup>5</sup>

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 continues to be 11 hours per week.

#### Public Service Discount (PSD)

<sup>3</sup> paragraph 67.

<sup>4</sup> paragraphs 66-81.

<sup>5</sup> Summary responses to the questionnaires are available on request.

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 continue to 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.

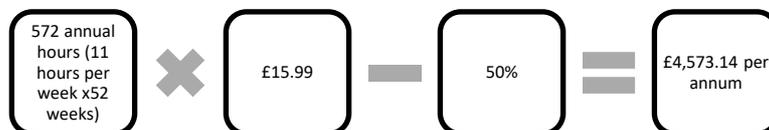
### Remuneration Rate

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 gross<sup>6</sup> wage per hour by place of residence for Eastbourne. The latest available figure is £15.99.<sup>7</sup>

### Calculating the basic allowance

4.11 After determining the amount of time required each week to fulfil the role (11 hours), the level of PSD to be applied (50%) and the hourly rate to be used (£15.99), we calculated the basic allowance as follows:



4.12 The gross Basic Allowance before the PSD is applied is **£9,146.28**. Following the application of the PSD this leads to a basic allowance of **£4,573.14** per annum. This is then rounded to **£4,573**.

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).

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

<sup>7</sup> The Nomis official labour market statistics: Hourly Pay – Gross median (£) For full-time employee jobs by place of residence: UK December 2022.

<b>Council</b>	<b>Sussex District and Borough Councils: Basic Allowances (£) 2023<sup>8</sup></b>
Adur District Council	5,279
Arun District Council	6,033
Chichester District Council	5,200
Crawley Borough Council	6,948
<b>Eastbourne Borough Council</b>	<b>4,573</b> <b>(recommended)</b>
Hastings Borough Council	6,429
Horsham District Council	5,739
Lewes District Council	3,451
Mid Sussex District Council	5,700
Rother District Council	4,930
Wealden District Council	4,846
Worthing Borough Council	5,531
<b>Average</b>	<b>5,388</b>

4.15 The Panel in 2023 as in 2020 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 2020 review had *begun* to make recommendations to ensure that the recommended basic is in accordance with the principle of fair remuneration and the 2023 review recommendation continues the approach to establish fair remuneration. Despite this recommendation the rate is still low by comparison with similar size district and borough councils and considerably lower than the Sussex average for district and borough councils.

**WE THEREFORE RECOMMEND that the Basic Allowance payable to all members of Eastbourne Borough Council be £4,573 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.<sup>9</sup>

<sup>8</sup> Figures drawn from the South East Employers, Members' Allowances Survey 2023 (October 2023).

<sup>9</sup> paragraph 72. Local Government Regulations 2003

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
- The Mayor and Deputy Mayor
- Chair of the Planning Committee
- Other Members of the Planning Committee
- Chair of the Overview and Scrutiny Committee
- Chair of the Audit and Governance Committee
- Chair of the Licensing Committee
- Chair of the Licensing Sub Committee
- Ordinary Member of a Licensing Sub Committee
- Chair of Joint Staff 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 continues to 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 (14 Members) should receive an SRA at any one time. However, we recognise that due to a relatively low number of Councillors (27) in comparison to similar size councils then this continues to be 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 four tiers of responsibility is discussed below.

#### Leader (Tier One)

- 4.26 The Council elects for a four-year term of office 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 200%, or 2.0 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 £9,146.

**WE RECOMMEND that the Leader of the Council continue to receive a Special Responsibility Allowance of 200% of the basic allowance, £9,146 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 50% 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 £4,573.
- 4.29 From the evidence gathered, including questionnaire response and face to face interviews we consider the members of the Cabinet and the Mayor should also receive an allowance of £4,573, 50% 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.
- 4.31 The Panel was of the view that the role of Mayor continues to have a high impact and profile across the Borough and has a very high number of engagements and commitments. We therefore recommend that the role continues to be recognised at Tier- Two and receive an allowance of £4,573, 50% of the Leader's Special Responsibility Allowance.
- 4.32 The role of the Largest Opposition Group Leader 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 Largest Opposition Group Leader receive a Tier-Two allowance of £4,573, 50% of the Leader's Special Responsibility Allowance

**WE RECOMMEND that the Deputy Leader, Members of the Cabinet, the Mayor and the Leader of the Largest Opposition Group receive a Special Responsibility Allowance of 50% of the Leader's Special Responsibility Allowance, £4,573.**

The Chair of the Planning Committee and Chair of the Scrutiny Committee, (Tier Three)

- 4.33. The Panel is of the view that the Chair of the Planning Committee performs a significant role that has a high impact across the Borough. 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, £3,658.

- 4.34. The Scrutiny Committee does not have formal decision-making powers; but is influential and since 2000 Governments have sought to increase the scope and influence of the scrutiny role and function. We have considered the requirements of the role of Chair and consider that it is a significant statutory function. We consider this role should also receive a Tier- Three allowance of £3,658, 40% of the Leader's Allowance

**WE RECOMMEND that the allowance for the Chair of Planning and the Chair of the Scrutiny Committee should receive a Special Responsibility Allowance of 40% of the Leader's Special Responsibility Allowance, £3,658.**

The Chair of the Licensing Committee, Chair of Audit and Governance Committee and Members of the Planning Committee (Tier Four)

- 4.35 The Panel is also of the view that the Chair of Licensing Committee and Chair of Audit and Governance Committee should both receive a Tier 4 Special Responsibility Allowance, 25% of the Leaders Allowance, £2,287.
- 4.36 The role of Member of the Planning Committee is both demanding in respect of time, twelve meetings per year plus additional site visits and is also a role that has significant local impact. The Panel therefore recommend that the Members of the Planning Committee should receive a Special Responsibility Allowance of £2,287, 25% of the Leader's Allowance.

**WE RECOMMEND that the allowance for the Chair of the Licensing Committee, Chair of Audit and Governance Committee and Members of the Planning Committee should receive a Special Responsibility Allowance of 25% of the Leader's Special Responsibility Allowance, £2,287.**

Other Allowances

- 4.37 The Panel is of the view that the allowance for Deputy Mayor should continue to be based on a percentage of the allowance for Mayor. Currently the Deputy Mayor receives an SRA of £1,404. The Panel consider that this allowance should be £2,287, 50% of the Mayor's Special Responsibility Allowance.
- 4.38 With regard to the role of Deputy Leader of the Largest Opposition Group the Panel as in 2020 was of the view that this role should *not* receive a Special Responsibility Allowance. Therefore, the Panel recommends that *no* allowance should be payable to the role of Deputy Leader of the Largest Opposition Group.
- 4.39 Following discussion the Panel was of the view that the Reserve Members of the Planning Committee should continue to receive a Special Responsibility

Allowance. The Panel recommends that the Reserve Members of the Planning Committee should receive a Special Responsibility Allowance of 50% of the Members of the Planning Committee, £1,144.

- 4.40 The Chair of the Joint Staff Committee has since May 2020 been a joint committee with Lewes District Council and will have 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.
- 4.41 The Panel also recommends that the Chair of the Licensing Sub Committee should receive an allowance of £100 per meeting and the Ordinary Member of a Licensing Sub Committee receive an allowance of £65 per meeting.

**WE RECOMMEND that the Deputy Mayor should receive an allowance of 50% of the Mayor's Special Responsibility Allowance, £2,287. The Chair of the Joint Staff Committee should receive an allowance of 5% of the combined Lewes District Council and Eastbourne Borough Councils Leader's Allowance. The Reserve Members of the Planning Committee should receive an allowance of 50% of the Planning Committee Members, £1,144.**

**Finally, WE RECOMMEND, that no allowance should be payable to the role of Deputy Leader of the Largest Opposition Group.**

#### **Travelling and Subsistence Allowance**

- 4.42 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.
- 4.43 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 Independent Person in connection with any approved duties in accordance with the current scheme of allowances. Travel and when required subsistence allowances will continue to be only payable for activities outside of the Borough boundary.**

### **Dependants' Carers' Allowance**

- 4.44 The dependants' carers' allowance should ensure that potential candidates are not deterred from standing for election because they have caring responsibilities. The allowance should also enable current councillors to continue in the role if they have caring responsibilities.
- 4.45 Following the 2020 review and recommendation the Panel continues to be of the view that the Dependants' Carers Allowance should be based on two rates, general childcare and specialist care. The Panel was 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 be at market rates upon production of receipts.

**WE THEREFORE RECOMMEND that the Dependants' Carers' Allowance should continue to be based on two rates. 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.**

**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**

- 4.46 The Panel reviewed the Approved Councillor Duties and recommended that no changes be made.

**WE THEREFORE RECOMMEND that no changes be made to the Approved Councillor Duties.**

### **Parental Leave**

- 4.47 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'.
- 4.48 We are of the view that support should be provided for parental leave although we do not wish to stipulate an exact policy/procedure of another Council, the Panel is aware that the Local Government Association (LGA) has developed a model policy that has been adopted by a growing number of councils across the south east region.

4.49 There is no legal right to parental leave of any kind for people in elected public office. However, as a way of improving the diversity of Councillors the Panel would recommend that the Members' Allowance Scheme should be amended to include provisions that clarify that:

- a. 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
- b. 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
- c. 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
- d. 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.

4.50 The Panel is conscious that these provisions do not replicate the LGA policy but that policy introduces elements that are more akin to employees which in terms of employment legislation does not include Councillors. We feel that our recommendations more simply and adequately reflect the situation relating to Councillors and clarify for them what they can expect. Borough Councillors however may wish to further develop the above recommendations so that they reflect the LGA policy.

**WE RECOMMEND as in 2020 that the approach outlined is adopted as a basis of a Policy to support parental leave for councillors.**

#### 4.51 **Information Technology Allowance**

The Council currently provides an Information Technology (IT) Allowance of £429 per annum. The Panel is of the view that this should continue at the current rate and be subject to any Indexation that may apply.

**WE RECOMMEND that the current IT Allowance for Councillors of £429 per annum continues, subject to any indexation that may apply.**

## **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 and the dependants' carers' allowance to be adjusted annually. The Panel recommend that this indexation should be in line with increases in staff salaries at Eastbourne Borough Council.

**WE RECOMMEND that the basic allowance, each of the SRAs and the IT Allowance a 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 19 of the 27 councillors, which represents **70%** of the Councillors. The information obtained was helpful in informing our deliberations.
- 5.2 We interviewed eleven current councillors, including the Leader of the Council and the Leader of the Largest Opposition 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 B.

**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	Number	Recommended Allowance (50% PSD)	Recommended Allowance Calculation
<b>Total Basic:</b>	<b>£2,808</b>	<b>27</b>	<b>£4,573</b>	

Special Responsibility:				
Leader of the Council	£4,212	1	£9,146	200% of BA
Deputy Leader	£2,808	1	£4,573	50% of Leader's Allowance
Members of the Cabinet	£2,808	5	£4,573	50% of Leader's Allowance
Mayor	£2,808	1	£4,573	50% of Leader's Allowance
Deputy Mayor	£1,404	1	£2,287	50% of the Mayor's Allowance
Leader of the Largest Opposition Group	£2,106	1	£4,573	50% of Leader's Allowance
Deputy Leader of the Largest Opposition Group	£1,404	1	No SRA to be payable	
Chair of Scrutiny	£1,404	1	£3,658	40% of Leader's Allowance
Chair of Planning	£2,106	1	£3,658	40% of Leader's Allowance
Members of the Planning Committee	£1,404	7	£2,287	25% of Leader's Allowance
Reserve Members of the Planning Committee	£702	4	£1,144	50% of the Planning Committee Members

Chair of Audit and Governance	No SRA	1	£2,287	25% of the Leader's Allowance
Chair of Licensing	£1,404	1	£2,287	25% of the Leader's Allowance
Chair of a Licensing Sub Committee	£93 per meeting	1	£100 per meeting	
Ordinary member of a Licensing Sub Committee	£62 per meeting		£65 per meeting	

<b>Chair of Joint Staff Committee</b>	£0	1	£ 1 (tbc)	5% of the combined Leader's allowance
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<b>Dependent Carers' Allowance</b>	Childcare and Carers' of Dependents: reimbursed at cost upon production of receipts		Childcare and Carers' of Dependents: reimbursed at cost upon production of receipts	
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1. Allowance payable every other year, due to a rotating Chair with Lewes DC

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

Answered: 19 Skipped: 0

#	RESPONSES	DATE
1	10	10/11/2023 5:29 PM
2	Approximately 20 hours	10/11/2023 4:37 PM
3	20 hours	10/11/2023 1:33 PM
4	approx 25 hours	10/11/2023 12:05 PM
5	10	10/11/2023 10:57 AM
6	10 +	10/11/2023 10:53 AM
7	15 - 20	10/11/2023 10:04 AM
8	4	10/10/2023 5:41 PM
9	16	10/10/2023 12:04 PM
10	10	10/8/2023 2:37 PM
11	20	10/6/2023 10:47 AM
12	About 15 hours	10/5/2023 4:04 PM
13	Cross over with casework, ctte work and community. Min 10 hours	10/4/2023 4:11 PM
14	As Group Leader - most of my activity is related to my special responsibility.	10/3/2023 7:13 PM
15	I don't count them	10/3/2023 1:43 PM
16	5	10/3/2023 1:34 PM
17	20	10/2/2023 4:52 PM
18	30	10/2/2023 4:50 PM
19	20 hours	10/2/2023 4:41 PM

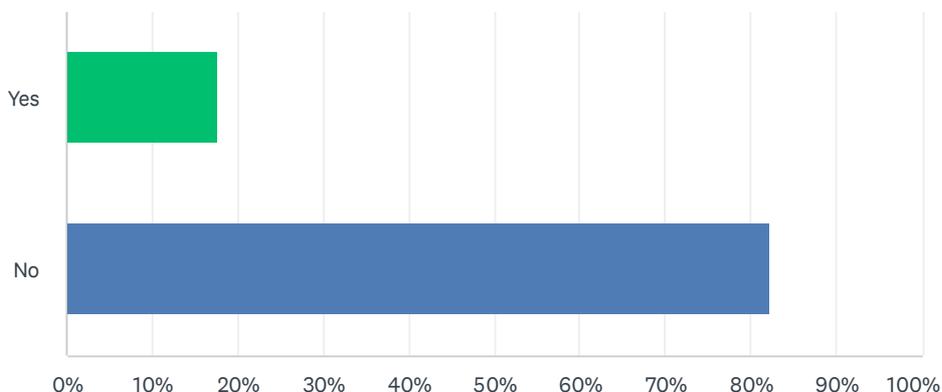
Q2 If you hold a role(s) within the Council i.e. Group Leader, Cabinet Member, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.] Please specify specific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

Answered: 15 Skipped: 4

#	RESPONSES	DATE
1	Group Leader 10	10/11/2023 5:29 PM
2	Deputy Leader of the opposition - average of 4 hours per week	10/11/2023 4:37 PM
3	Cabinet lead on climate change. 15 hours, 5 hours on local issues.	10/11/2023 1:33 PM
4	Cabinet - 2-3 hours Chair of Scrutiny - 5-6 hours	10/11/2023 12:05 PM
5	Cabinet Member for Finance and Resources 15	10/11/2023 10:57 AM
6	2 planning	10/10/2023 5:41 PM
7	Shadow Cabinet - Finance and IT = 6 hours	10/10/2023 12:04 PM
8	N/A	10/8/2023 2:37 PM
9	2 hours	10/5/2023 4:04 PM
10	Scrutiny role covering a range of specialist areas 5 hours	10/4/2023 4:11 PM
11	Group Leader - 12 hours a week	10/3/2023 7:13 PM
12	Cabinet member but I don't count the hours	10/3/2023 1:43 PM
13	Deputy Leader - 3 Lead member for Tourism, Leisure, Accessibility and Community Safety - 12	10/3/2023 1:34 PM
14	Chair Conservation Advisory Group 1hour	10/2/2023 4:50 PM
15	Lead opposition member on planning committee. 5 hours	10/2/2023 4:41 PM

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

Answered: 17 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	17.65% 3
No	82.35% 14
TOTAL	17

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Fuel costs	10/11/2023 4:37 PM
2	Difficult to quantify - travel mainly within the ward	10/11/2023 12:05 PM
3	car, fuel, paper, office.	10/11/2023 10:53 AM
4	Meeting residents in coffee shops, parking and fuel.	10/5/2023 4:04 PM

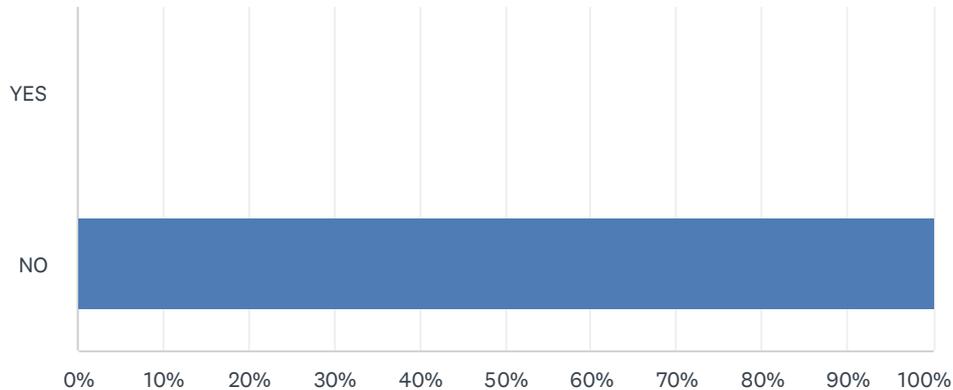
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time 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: 19 Skipped: 0

#	RESPONSES	DATE
1	?	10/11/2023 5:29 PM
2	20%	10/11/2023 4:37 PM
3	15	10/11/2023 1:33 PM
4	10-15 %. Remember that not all voluntary work we do is because of the "Councillor" label. Often we were already engaged in voluntary work before being elected.	10/11/2023 12:05 PM
5	40%	10/11/2023 10:57 AM
6	5 - 10	10/11/2023 10:53 AM
7	At least 50%, probably closer to 75%	10/11/2023 10:04 AM
8	10%	10/10/2023 5:41 PM
9	20%	10/10/2023 12:04 PM
10	50%	10/8/2023 2:37 PM
11	25	10/6/2023 10:47 AM
12	25%	10/5/2023 4:04 PM
13	I spend over 30 hours a week on Council/community activity. I consider 75% to be in the community/voluntary area	10/4/2023 4:11 PM
14	75%	10/3/2023 7:13 PM
15	20	10/3/2023 1:43 PM
16	50%	10/3/2023 1:34 PM
17	50%	10/2/2023 4:52 PM
18	20%	10/2/2023 4:50 PM
19	33%	10/2/2023 4:41 PM

## Q5 The present level of Basic Allowance payable to all Councillors is £2,808. Do you think this is appropriate?

Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	0.00%	0
NO	100.00%	19
TOTAL		19

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher - should be in line with other Councils	10/11/2023 5:30 PM
2	Higher - it is not enough to cover costs and therefore does not attract a cross section of people	10/11/2023 4:49 PM
3	Higher	10/11/2023 1:34 PM
4	Much higher	10/11/2023 12:06 PM
5	It should be higher as we need to attract younger people to stand for council and they may incur significant financial losses as a result. Also, the basic allowance has remained unchanged for the past 16 years.	10/11/2023 10:58 AM
6	Higher	10/11/2023 10:54 AM
7	A little bit higher	10/11/2023 10:07 AM
8	higher	10/10/2023 5:43 PM
9	Higher - I'm fortunate enough have a very understanding employer and to have no dependants, but if I were to have a family in the future I would have to stand down as a councillor as I couldn't justify this much time for £2,800 (which you are left with very little of after travel costs, stationary, printing, IT etc) - And this may not be able to be factored in to the levels allowances are set at, but in my ward all of the candidates from other parties were people who were paper candidates who didn't even want to win, which was broadly the case across the whole town at the last election. The offer to prospective candidates of campaigning in a target ward for several years in the hope you can swing enough votes to switch it is not an offer anyone wants to take up.	10/10/2023 12:25 PM
10	Higher. Much of my time is taken up involves reading about and understanding the workings of the council in order to make informed decision. In addition to meetings there will be preparation and follow up work. This is the professional element of being a councillor and should be paid accordingly. Meeting and working with residents should be the voluntary aspect of being a councillor in my view.	10/8/2023 3:14 PM

## Independent Remuneration Panel Members' Allowance Survey Eastbourne Borough Council 2023

11	Higher or lower dependant upon the councillors commitment	10/6/2023 10:48 AM
12	Higher. EBC Cllrs have the lowest allowances in the County.	10/5/2023 4:05 PM
13	Higher, It has been held back for many years. One of lowest in the country so deters some people from standing for Council.	10/4/2023 4:13 PM
14	I don't believe the basic rate is sufficient compared to other areas. However, it is difficult with councils faced with funding pressures.	10/3/2023 7:15 PM
15	Higher	10/3/2023 1:43 PM
16	Higher. The amount of time expected to be spent on council business by councillors has gone up over the last few years especially since COVID. Residents expect more from councillors and instant solutions. Social media has also had an impact on expectations	10/3/2023 1:38 PM
17	Higher	10/2/2023 4:53 PM
18	Higher	10/2/2023 4:51 PM
19	It is too low	10/2/2023 4:42 PM

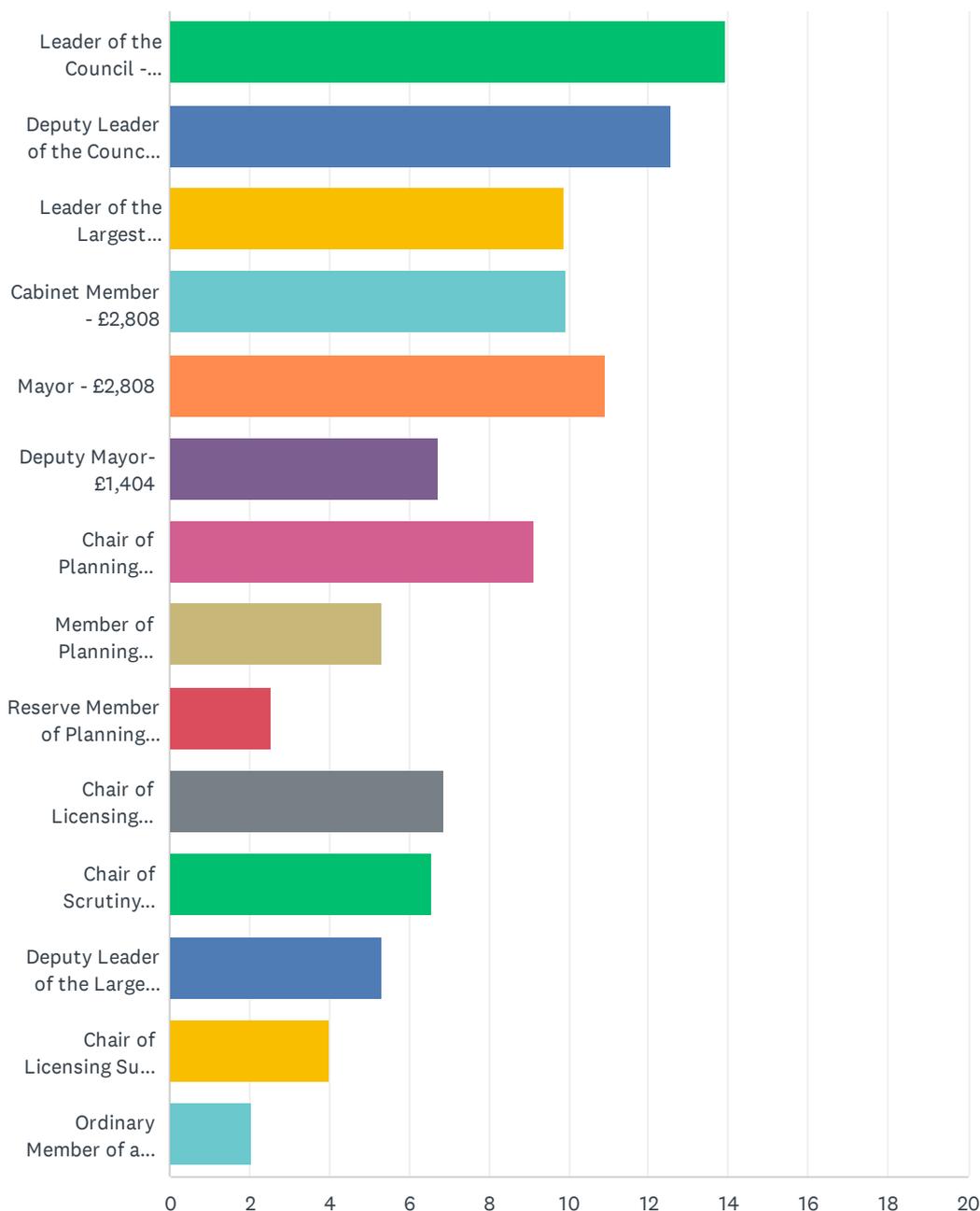
## Q6 If you are able to, please indicate an appropriate level £:

Answered: 17 Skipped: 2

#	RESPONSES	DATE
1	In line with other Councils	10/11/2023 5:30 PM
2	£5,000	10/11/2023 4:49 PM
3	8000.00	10/11/2023 1:34 PM
4	At least £5,000	10/11/2023 12:06 PM
5	3600	10/11/2023 10:58 AM
6	£4.500	10/11/2023 10:54 AM
7	Circa £k per annum: at £3,000 this would equate to £250 per month, which I don't think is excessive.	10/11/2023 10:07 AM
8	£4,000	10/10/2023 5:43 PM
9	I would look towards Hastings Borough Council which has a basic allowance of £6458. They have seen a far more diverse range of councillors elected and this level of allowance has been high enough not to act as a barrier to finding candidates willing to seriously contest non-safe seats.	10/10/2023 12:25 PM
10	I am factoring in a full day of 'professional' councillor work spread over a week. The minimum wage is currently £10.42 per hour. For an 8 hour day this equals £83.36 and for a year this will be £4,334.72. This figure is based on the minimum wage for doing unskilled work. Councillors however develop a profession in Town Hall administration over a period of their tenure. Further, a decent daily rate for councillors would allow me to switch down to 4 days working at my main profession and one day a week working on borough council matters.	10/8/2023 3:14 PM
11	£5,000	10/5/2023 4:05 PM
12	I think there needs to be a gradual rise to bring EBC more inline with other Councils of a similar size	10/4/2023 4:13 PM
13	I note that Lewes is £3,451. I'm not sure it can be increased this high at this stage, but I think £3k would be reasonable as a basic.	10/3/2023 7:15 PM
14	Can't say	10/3/2023 1:43 PM
15	£3,500-4,000	10/2/2023 4:53 PM
16	circa £5000	10/2/2023 4:51 PM
17	£4,500	10/2/2023 4:42 PM

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: 16 Skipped: 3

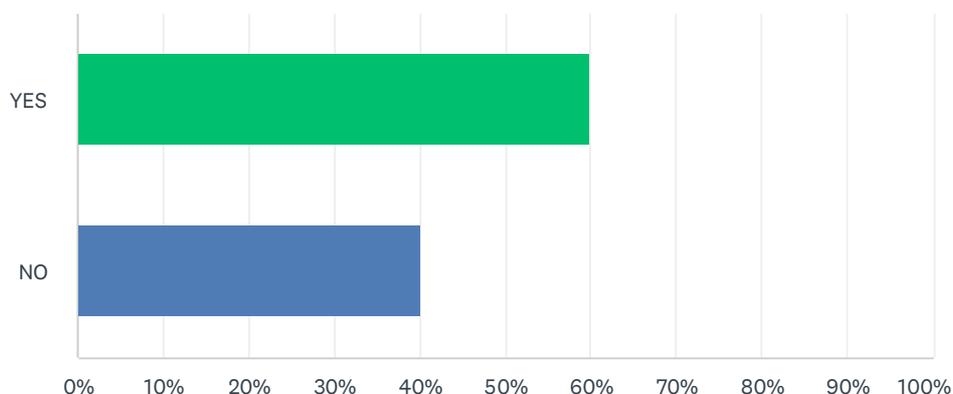


Independent Remuneration Panel Members' Allowance Survey Eastbourne Borough Council 2023

	1	2	3	4	5	6	7	8	9	10	11
Leader of the Council - £4,212	93.75% 15	6.25% 1	0.00% 0								
Deputy Leader of the Council - £2,808	6.25% 1	62.50% 10	18.75% 3	6.25% 1	6.25% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Leader of the Largest Opposition Group - £2,106	0.00% 0	25.00% 4	12.50% 2	6.25% 1	12.50% 2	18.75% 3	6.25% 1	12.50% 2	0.00% 0	0.00% 0	0.00% 0
Cabinet Member - £2,808	0.00% 0	0.00% 0	46.67% 7	20.00% 3	6.67% 1	6.67% 1	0.00% 0	0.00% 0	6.67% 1	0.00% 0	6.67% 1
Mayor - £2,808	0.00% 0	6.67% 1	20.00% 3	46.67% 7	13.33% 2	13.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Mayor- £1,404	0.00% 0	0.00% 0	6.67% 1	0.00% 0	13.33% 2	6.67% 1	20.00% 3	6.67% 1	13.33% 2	6.67% 1	13.33% 2
Chair of Planning Committee- £2,106	0.00% 0	0.00% 0	0.00% 0	13.33% 2	26.67% 4	26.67% 4	26.67% 4	6.67% 1	0.00% 0	0.00% 0	0.00% 0
Member of Planning Committee- £1,404	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.67% 1	0.00% 0	6.67% 1	13.33% 2	13.33% 2	20.00% 3	20.00% 3
Reserve Member of Planning Committee- £702	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.14% 1	0.00% 0	0.00% 0	14.29% 2
Chair of Licensing Committee - £1,404	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.00% 3	13.33% 2	33.33% 5	6.67% 1	20.00% 3	6.67% 1
Chair of Scrutiny Committee- £1,404	0.00% 0	0.00% 0	0.00% 0	12.50% 2	0.00% 0	6.25% 1	12.50% 2	0.00% 0	43.75% 7	6.25% 1	12.50% 2
Deputy Leader of the Largest Opposition Group- £1,404	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.67% 1	0.00% 0	13.33% 2	6.67% 1	13.33% 2	26.67% 4	13.33% 2
Chair of Licensing Sub Committee- £93	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.25% 1	0.00% 0	0.00% 0	12.50% 2	0.00% 0	18.75% 3	6.25% 1
Ordinary Member of a Licensing Sub Committee - £62.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.25% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.25% 1

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

Answered: 15 Skipped: 4

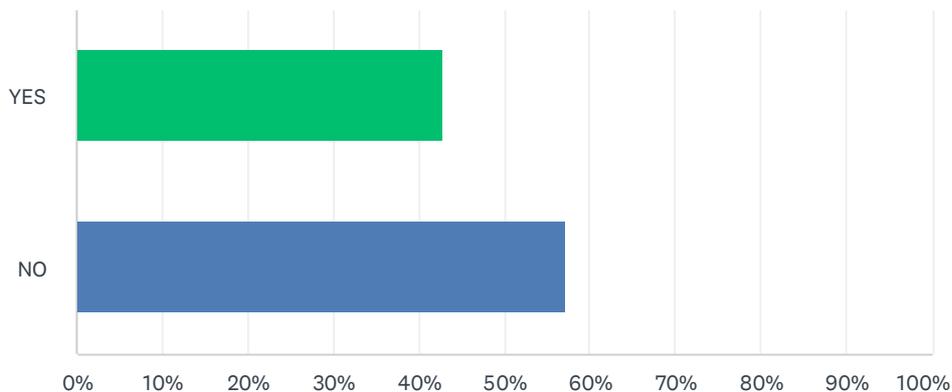


ANSWER CHOICES	RESPONSES
YES	60.00% 9
NO	40.00% 6
TOTAL	15

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	All should have modest uplift	10/11/2023 4:55 PM
2	Increased	10/11/2023 1:39 PM
3	Equalize allowances for Chair of committees, members etc so there is no hierarchy. The opposition leader should definitely be recognised as an important part of the Governance of the Council.	10/11/2023 12:18 PM
4	Leader, Deputy Leader/Cabinet Members allowances brought into line with Lewes District Council	10/11/2023 11:02 AM
5	Commensurate increases in line with an uplift in the basic allowance	10/11/2023 10:10 AM
6	I would increase them across the board - leading a borough council should require at least enough hours to be a full time job and the allowance should be at a level to not require additional employment. I would also say that cabinet members and leader of the opposition are both very significant jobs in terms of responsibility and time commitments and this should be reflected.	10/10/2023 12:31 PM
7	Increase them all	10/5/2023 4:08 PM
8	broadly in agreement with present ranking if not amount.	10/4/2023 4:18 PM
9	I'm not comfortable commenting on the importance of my roles relative to others. However, given the financial restraints of the authority, I am content with my current allowance	10/3/2023 7:19 PM
10	All improved by 20%	10/2/2023 4:44 PM

## Q9 Would you like to see any new SRAs introduced?

Answered: 14 Skipped: 5

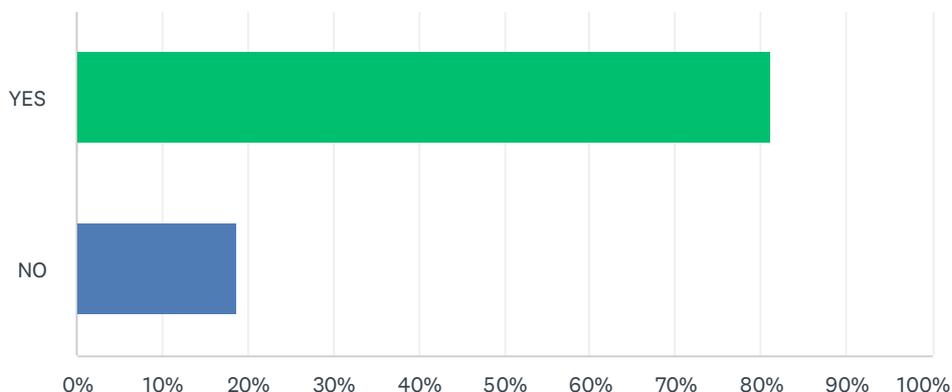


ANSWER CHOICES	RESPONSES
YES	42.86% 6
NO	57.14% 8
TOTAL	14

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Chair of Audit and Governance;	10/11/2023 12:18 PM
2	Chair of Audit and Governance Committee currently does not get an SRA and should be in line with Licensing Chair	10/11/2023 11:02 AM
3	Audit & Governance members	10/5/2023 4:08 PM
4	No. I would also suggest that some could be removed, to try to make this more cost effective - such as the reserve positions.	10/3/2023 7:19 PM
5	Deputy Chair of Scrutiny	10/3/2023 1:42 PM
6	Champion roles	10/2/2023 5:02 PM
7	Chair Audit and Governance and chair of Conservation Advisory Group	10/2/2023 4:58 PM

## Q10 Dependent Carers' Allowance - Reimbursed at cost . Do you support this allowance?

Answered: 16 Skipped: 3

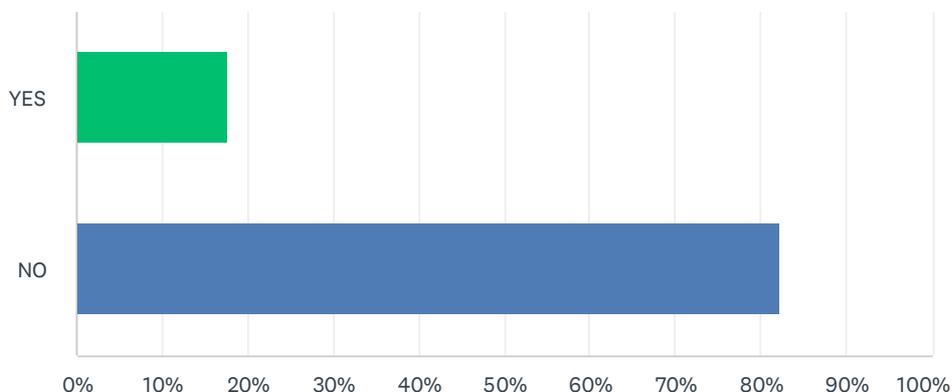


ANSWER CHOICES	RESPONSES	
YES	81.25%	13
NO	18.75%	3
TOTAL		16

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	OR maybe 20-25% of care allowance to be regularly reviewed. Does it encourage young mothers to be be Councillors?	10/11/2023 12:20 PM
2	A necessary allowance to ensure that no section of the community is dissuaded from becoming a councillor.	10/11/2023 10:11 AM
3	Carers need support	10/5/2023 4:08 PM
4	I believe this should continue, to support those who need help to support their dependents and still remain a councillor. It's important we attract as many diverse backgrounds.	10/3/2023 7:20 PM

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

Answered: 17 Skipped: 2

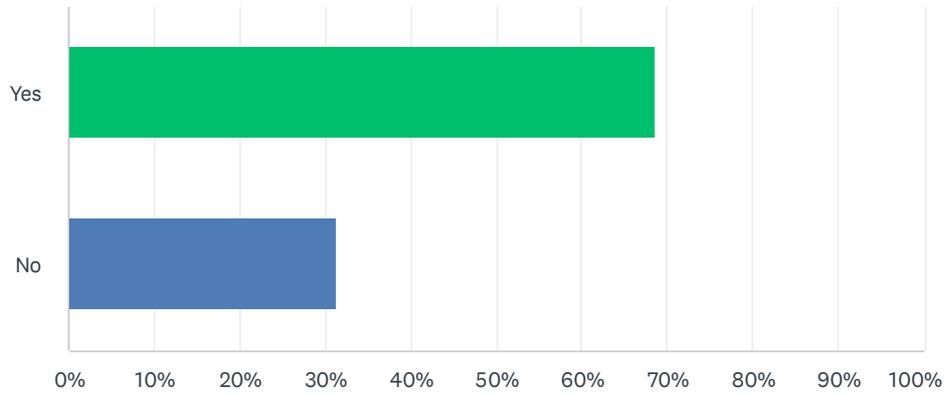


ANSWER CHOICES	RESPONSES
YES	17.65% 3
NO	82.35% 14
TOTAL	17

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	It is very restricted and does not really compensate adequately	10/11/2023 12:21 PM
2	increase	10/11/2023 11:00 AM
3	Rarely used!	10/3/2023 7:21 PM

## Q12 Parental Leave Policy for Councillors. Would you be supportive of a Parental Leave Policy for Councillors?

Answered: 16 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	68.75%	11
No	31.25%	5
TOTAL		16

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

Answered: 5 Skipped: 14

#	RESPONSES	DATE
1	The allowances are not comparable to other Councils and do not encourage younger people to take up these responsibilities	10/11/2023 12:21 PM
2	The current level of allowance acts as a major barrier for working people to become and remain councillors and its no surprise that the vast majority of councillors in Eastbourne are retired. We only have 1 councillor who is below the average age of an Eastbourne resident (45) - It is also almost impossible to convince people to stand as candidates outside of the safest of seats once people are aware of the very large amount of work needed to win a non held seat and the very low level of allowance if they are successful. I don't believe any councillors in Eastbourne have stood due to the money offered, but given the cost of getting yourself elected its not unreasonable for people to not want to be out of pocket at the end of it.	10/10/2023 12:54 PM
3	Given the financial constraints - maybe the scheme could be means tested? Perhaps so that it is done based on the requirements of the Councillor (those claiming state benefits such as UC or Disability to receive more than those who don't)	10/3/2023 7:21 PM
4	Purely that with inflation so rampant, the allowance is fast becoming redundant with out inflationary increase at least	10/2/2023 5:03 PM
5	As there is a voluntary vcomponent and no salary just allowance I think an increased basic rate should apply . Leave is taken when required a policy is not required. If basic allowance was increased that would mitigate need for additional reimbursements	10/2/2023 5:02 PM

## Q14 Name:

Answered: 16 Skipped: 3

#	RESPONSES	DATE
1	Penny di Cara	10/11/2023 4:56 PM
2	KOBE	10/11/2023 12:21 PM
3	Robin Maxted	10/11/2023 11:03 AM
4	Ciir Pat Rodohan	10/11/2023 11:00 AM
5	Nigel Goodyear	10/11/2023 10:11 AM
6	Nicholas Ansell	10/10/2023 5:50 PM
7	David Small	10/10/2023 12:54 PM
8	Ali Dehdashty	10/8/2023 3:20 PM
9	Andy COLLINS	10/6/2023 10:52 AM
10	Christina Ewbank	10/5/2023 4:09 PM
11	Cllr Alan Shuttleworth	10/4/2023 4:20 PM
12	Cllr Stephen Holt	10/3/2023 7:21 PM
13	Margaret Bannister	10/3/2023 1:42 PM
14	Daniel Butcher	10/2/2023 5:03 PM
15	Kathy Ballard	10/2/2023 5:02 PM
16	Jane Lamb	10/2/2023 4:44 PM

				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 £.72 (1.20%) £.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 <del>8.48</del> 8.90% <del>8.73</del> Lunch <del>11.72</del> 12.90% <del>12.06</del></p> <p>Tea <del>6.64</del> 6.90% <del>6.78</del> Evening Meal <del>14.51</del> 15.90% <del>14.93</del></p> <p>APPENDIX E TRAVEL AND DISTURBANCE ALLOWANCES</p> <p>Excess Travelling Expenses <del>5.10</del> 5.40% <del>5.22</del> Lodging Allowances <del>174.22</del> 178.40% <del>178.40</del> Advertising Costs <del>34.03</del> 34.40% <del>44.44</del> Tenancy Costs <del>23.58</del> 23.40% <del>36.15</del> Disturbance Allowance <del>2577.19</del> 2639.04% <del>2639.04</del> OUT OF POCKET EXPENSES Per night <del>5.55</del> 5.37% <del>6.70</del> Per week <del>6.17</del> 6.37% <del>6.79</del> MEAL CHARGES FOR RESIDENTIAL AND ALLIED STAFFS</p> <p>Breakfast <del>0.98</del> 1.20% <del>0.99</del> Dinner/Main Meals <del>1.72</del> 1.20% <del>1.74</del> Tea <del>0.49</del> 1.20% <del>0.50</del> Snack Supper <del>0.79</del> 1.20% <del>0.80</del> % 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 &amp; Finance Corporate Support            Planning Policy Housing &amp; 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