



REPORT OF THE

INDEPENDENT REMUNERATION PANEL

ON

THE COUNCILLORS' ALLOWANCES SCHEME 2024 - 2025

FOR

SPELTHORNE BOROUGH COUNCIL

February 2024

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1. INTRODUCTION AND BACKGROUND

1. This report has been prepared in accordance with the *Local Authorities (Members' Allowances) (England) Regulations 2003* ("the 2003 Regulations") as amended, which require all local authorities to appoint an Independent Remuneration Panel ('the Panel') to advise on the terms and conditions of their scheme of councillor's allowances ('the Scheme').
2. Spelthorne Borough Council formally appointed the following persons to undertake this process and make recommendations to the Council on the type of allowances and the amounts to be paid in its future scheme.

Sir Ivan Lawrence KC (Chair)
Mr. Colin Squire
Ms. Alison Osmond

3. The members of the Panel have between them diverse experience in central Government, the law, local and national business, human resources and charity work.
4. The Panel is fully independent of the Council and is not fettered in any way from providing impartial enquiry, scrutiny, advice and recommendation.
5. The Panel does not receive any payment for the time or work that it expends in undertaking the annual review of councillors allowances.

Terms of reference

6. Our terms of reference are in accordance with the requirements of the 2003 Regulations, together with "Guidance on Consolidated Regulations for Local Authority Allowances" ("the Guidance") issued jointly by the former Office of the Deputy Prime Minister and the Inland Revenue (July 2003). We are required to make recommendations to the Council about the following:
 - a) The amount of basic allowance payable to all councillors.
 - b) The level of allowances and whether allowances should be payable for:
 - i. special responsibility.
 - ii. travel and subsistence and the approved duties in respect of which they can be paid.
 - iii. the care of children and dependants.
 - iv. co-optees (for example the independent members appointed by the Council to serve on the Council's Standards Committee).and the amount of that allowance.
 - 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.

2. CURRENT SCHEME

7. The last review of councillors allowances was undertaken by the Panel in October 2023 for the financial year 2023/24. The Council agreed its recommendations which were backdated to be effective from 1 April 2023.
8. The Council took the decision to move from a Leader and Cabinet model of governance to that of a Committee System in May 2021. Following a Local Government Association (LGA) Corporate Peer Challenge in November 2022 which recommended the Council review how the Committee System was working, proposals were developed to change the structure of the current Committee model at Spelthorne. Whilst this task was underway, the Panel took 'a light touch' approach to its reviews and compared the Council's allowances against other Surrey authorities. As Spelthorne's allowances compared favourably with those of neighbouring local authorities, the Panel recommended, and Council agreed, increases in all allowances which reflected the staff pay award for 2023/24.
9. The proposed changes for the restructure of the Committee system have been finalised and this has prompted a more in-depth approach to the Panel's review for 2024/25.
10. The Scheme currently provides that all councillors are each entitled to a basic allowance of £6662 per annum. In addition, some councillors receive special responsibility allowances for undertaking additional duties.
11. 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

12. 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
13. Since 2008 a Public Service Discount of 33% has been applied to the Basic Allowance. In the current Scheme councillors are remunerated on the basis of spending 15 hours a week on Council and constituency work. The application of the discount means that the councillor gives 5 hours '*pro bono publico*' and is remunerated for the remaining 10 hours through the Basic Allowance.
14. The Panel found that a public service concept or ethos was articulated and supported by the Leader and Deputy Leader, who we interviewed to assist this review, and in the vast majority of responses to the questionnaire² completed by councillors as part of our review.

¹Guidance on Consolidated Regulations for Local Authority Allowances issued jointly by the former Office of the Deputy Prime Minister and the Inland Revenue (July 2003)

²Responses to councillor questionnaire – Appendix 2

15. Given the weight of evidence presented to us, we determined that our deliberations should continue to be underpinned by the principle that councillors' allowances are not intended to compensate for loss of earnings, nor are they to recompense for the total number of hours councillors spend on their duties. Councillors are not paid employees of the Council and their allowances should not be treated as salary. Maintaining the Public Service Discount at 33% seems to us to appropriately reflect the voluntary element of service in fulfilling the role of a local councillor.

The Fair Remuneration Principle

16. Alongside the general principle that the payment of an allowance is not intended to compensate for loss of earnings, we advocate a principle of fair remuneration. The Panel 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 participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage as a result of doing so.³

17. The Panel is keen to ensure that our recommended scheme of allowances provides reasonable financial compensation for councillors. We aspire to a Scheme that is both fair and easy to understand by councillors and members of the public.
18. Hence our deliberations continue to be underpinned by the following principles:
- (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 just the extra time required.
19. In making our recommendations, we have therefore sought to maintain a balance between:
- (i) the need for appropriate financial recognition for the expenses incurred and time spent by councillors in fulfilling their roles;
 - (ii) the overall need to ensure that the scheme of allowances is neither an incentive nor a barrier to service as a councillor; and
 - (iii) the need to maintain a Scheme which is fair, easy to understand and straightforward to administer.
20. 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.

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

4. OUR INVESTIGATION

Background

21. The Panel met on 13 February 2024 to consider the following background information to inform our deliberations, in particular:
 - The current structure and composition of Council committees, compared to the proposed restructure and composition of Committees, as discussed by the Committee System Working Group (comprising all the Group Leaders), to be recommended to the Council at its April 2024 meeting to come into effect from the Council AGM in May 2024.
 - The draft proposed calendar of meetings for 2024-2025 (subject to Council approval in April 2024).
 - Relevant benchmarking information about members' allowances elsewhere in Surrey and the Southeast. (Paragraph 24 and **Appendix 2**)
 - The proposed staff pay award for 2024-25 of 2.8%.
 - Statistics reflecting the number of decisions made at Committees over the past three years and an estimated projection based on past records, of the likely workload of each Committee under the proposed new structure.
22. Since the introduction of the Committee system of governance in 2021, the Panel has undertaken only 'light touch' reviews. This was to allow for a 'bedding-in' period of the new arrangements and subsequently a Borough election in May 2023, at which 22 new members joined the Council. The Panel considered it was now the right time to take a more thorough look at the current Scheme and the workload of councillors under the Committee system. Hence:
 - we interviewed the Leader, Councillor Sexton and the Deputy Leader, Councillor Bateson. We are grateful to them for their assistance.
 - a survey was circulated to all councillors seeking comments on their workloads and views on the current Scheme. Responses were received from 29 of the 39 councillors (74% response). The information obtained was helpful in informing our deliberations. (**Appendix 3** – summary of responses)

5. CONSIDERATIONS AND RECOMMENDATIONS

Basic Allowance

23. The Panel noted the statutory guidance it must pay regard to, that the authority's Scheme of allowances must include provision for a basic allowance, payable at an equal flat rate to all councillors.⁴
24. The Panel compared Spelthorne's current Basic Allowance against the other Surrey Boroughs and Districts. We noted that Spelthorne's remuneration for Basic Allowance

is third highest in Surrey for the 7th year running. We also noted that compared to the other Councils in Surrey operating a committee system, Spelthorne’s remuneration was above that of Runnymede BC our closest neighbour, and considerably above that of Tandridge DC and Epsom and Ewell BC.

Council	Basic Allowance (£) 2023-24 ⁵
Guildford Borough Council	8348
Woking Borough Council	7380
Spelthorne Borough Council (Committee System)	6662
Reigate & Banstead Borough Council	5956
Elmbridge Borough Council	5736
Surrey Heath Borough Council	5711
Runnymede Borough Council (Committee System)	5665
Waverley Borough Council	5609
Mole Valley District Council	5163
Tandridge District Council (Committee System)	4857
Epsom & Ewell Borough Council (Committee System)	4032

25. The Panel noted the results of the survey to which:
 - 15 councillors responded the Basic Allowance was too low against 13 who say it is about right.
 - 19 councillors do not consider themselves financially disadvantaged as a result of their role.
 - 26 councillors either were not aware of the allowance before they were elected, or were aware but it did not factor in their decision to stand.
26. The Panel finds that Spelthorne Borough Council’s level of Basic Allowance still compares favourably against the other Surrey authorities and does not appear to constitute a barrier to candidates from all sections of the community standing, or re-standing for election.
27. The Panel was of the view that an increase in Basic Allowance by reference to the proposed staff pay increase for 2024/25 of 2.8%, would be both fair and reasonable and ensure that most councillors continue to not be financially disadvantaged as a result of undertaking their role.

WE THEREFORE RECOMMEND that the Basic Allowance payable to all members of Spelthorne Borough Council be £6,849 per annum with effect from 1 April 2024.

Annual Adjustment of Allowances

28. A scheme of allowances may make provision for an annual adjustment of allowances in line with a specified index. We propose not to commit to an annual adjustment index to be applied in future years. We consider this approach appropriate in view of the proposed forthcoming changes to the committee structure, the impact of which we will review in a year’s time.

⁴The Local Authorities (Members’ Allowances) (England) Regulations 2003: Part 2, Regulation 4.

⁵ Figures drawn from the South East Employers, Members’ Allowances Survey 2023 (October 2023)

Special Responsibility Allowances

29. A Special Responsibility Allowance (SRA) may be awarded to recognize the significant additional responsibilities that certain roles in the Council require of councillors, over and above the roles and expenses covered by the basic allowance. The SRAs do not have to be the same across different roles.
30. 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 allowance to any one councillor. The current Members' Allowances Scheme includes a 'one SRA only' rule in common with many councils. The Regulations also specify the categories of role for which the Council may make provision to award an SRA.
31. The Panel's considerations of SRAs for this review assumed that the proposed re-structure of Committees in the Council's Committee system of governance, would be agreed by Council at its meeting on 25 April 2024 for implementation from the Annual Council meeting in May 2024. Therefore any recommendations of the Panel in relation to SRAs would be effective from that meeting in May 2024.
32. The Panel considered the evidence for continuing to award SRAs to those roles which we had previously concluded bore significant additional responsibilities. We also considered whether membership of the proposed Commercial Assets Sub-Committee was likely to be a role with significant additional responsibilities.
33. The Panel concluded that it is difficult to accurately assess the time and effort which may be required by members of the Commercial Assets Sub-Committee before it starts meeting in May 2024. However, based on the evidence of the proposed responsibilities of this Sub-Committee we concluded these were significant in terms of the decisions members will make on the Council's investment assets involving large rents and property values. We will review this conclusion next year after the Sub-Committee has been in operation for at least 6 months.
34. We therefore conclude that the following roles bear significant additional responsibilities for which an SRA should be awarded:
 - Leader of the Council
 - Deputy Leader
 - Strategic Committees Chairs and Vice-Chairs (4)
 - Planning Committee Chair and Vice-Chair
 - Licensing Committee Chair and Vice-Chair
 - Audit Committee Chair and Vice-Chair
 - Members of Commercial Assets Sub-Committee
 - Co-Opted and Independent members

One SRA Only Rule

35. The Panel noted that in common practice with many councils, the current Scheme includes a One SRA Only Rule. This rule avoids the possible anomaly of the Leader receiving a lower allowance than another councillor. The Panel hopes it also dissuades councillors from taking on more than one significant role. Our calculations for the SRAs are based on this principle. We have seen no evidence to suggest that the rule should be removed.

The maximum number of SRAs payable

36. The Panel continues to be satisfied that the roles we have identified as meriting the award of an SRA are likely to have significant additional responsibilities and therefore it does not wish to impose a limit on the number of SRAs payable.
37. The Panel noted that of the 10 other Surrey Boroughs and Districts, 9 do not apply any rule in this regard and the remaining one applies a 50% rule, in place of a one third rule.

WE THEREFORE RECOMMEND that the ‘One SRA Only’ rule be retained in the Scheme.

Allowance for Leader of the Council

38. The Panel noted that the majority of councillors responding to the survey (18 of 29) agreed that the current methodology of calculating SRAs as a percentage of the Leader’s allowance was an appropriate approach.
39. The Panel considered the Leader’s comments on her current workload and compared Spelthorne’s Leader’s allowance to that awarded by the three other Surrey authorities operating a Committee model of governance, as well as four other councils in the Southeast. **(Appendix 2)**
40. The Panel notes that the Leader’s role includes appointment as the Chair of the Policy and Resources Committee. In view of the One SRA Only rule discussed above, we are not therefore making a recommendation for an additional SRA for that particular role.
41. The Panel concluded that the Leader’s allowance compared favourably to the other authorities in Surrey and adequately reflects the time commitment and responsibilities of the role.
42. The Panel was of the view that an increase in the Leader’s Allowance by reference to the proposed staff pay increase for 2024/25 of 2.8%, would be both fair and reasonable.

WE THEREFORE RECOMMEND that the Leader’s Allowance at Spelthorne Borough Council be £11,530 per annum.

Levels of SRAs

43. The Panel noted the current hierarchy and percentages for the other SRAs as shown below:

1 st Tier	Chair and Vice-Chair of Corporate Policy and Resources Committee	Leader Deputy Leader (50% of Leader’s Allowance)
2 nd Tier	Service Committee Chairs	70% of Leader’s Allowance
3 rd Tier	Planning Committee Chair	60% of Leader’s Allowance
4 th Tier	Licensing Committee Chair	50% of Leader’s Allowance
5 th Tier	Audit Committee Chair	40% of Leader’s Allowance
6 th Tier	Vice-Chairs of all Committees	50% of the Chair’s allowance
	Members of Development Sub-Committee	Flat rate of £2000

44. We compared the SRAs paid by the three other Surrey authorities operating the Committee model and four others in the Southeast. We also considered the SRAs awarded for roles related to the Regulatory Committees throughout Surrey, as these Committees operate in the same way under both the Committee and Cabinet models (**Appendix 2**).⁶
45. To establish whether the current hierarchy and levels of SRA fairly reflected the time and responsibilities demanded by each role we also considered:
 - Comments of the Leader and Deputy Leader.
 - Comments made by individual councillors in response to the survey.
 - The draft proposed calendar of meetings for 2024-2025.
 - Statistics reflecting the number of decisions made at Strategic Committees over the past three years and an estimated projection based on past records, of the likely workload of each Committee under the proposed new structure.
 - The meetings of the Licensing Committee and Sub-Committee in the past year.
46. The Panel is of the view, based on the evidence gathered, that the remaining 3 Strategic Committees (Corporate Policy and Resources was discussed at Paragraph 39) under the proposed re-structure (Environment and Sustainability, Business, Infrastructure and Growth, and Community Wellbeing and Housing) have the same levels of responsibility and despite their proposed widened remit, the frequency of meetings is proposed to remain the same. We will review in a year's time whether in fact additional meetings needed to be scheduled to deal with ordinary business.
47. The Panel is of the view that the workload and frequency of meetings of the Planning Committee is at least equal to that of the Strategic Committees. The Panel judges that the Planning Committee should sit within the same tier as the Strategic Committees.

WE RECOMMEND that the Chairs of the Strategic Committees and the Chair of Planning Committee should receive an allowance of 70% of the recommended Leader's Allowance, £8,071.

48. The Panel concludes on the evidence gathered, that the levels of SRA awarded to the Deputy Leader, Chair of Audit and the Vice-Chairs of all the Committees, fairly reflect the time and responsibilities demanded by those roles.
49. However, the Panel is of the view that the same cannot be said for the level of SRA awarded to the Chair of Licensing Committee. This is currently paid at the same rate as the Deputy Leader. The Panel concludes on the evidence gathered that the role of the Licensing Committee Chair is comparable to that of the Audit Chair in terms of time commitment and responsibility.
50. The Panel considers that although meetings of both the Licensing Committee and Sub-Committees are scheduled on an ad hoc basis they are generally held as frequently as the four scheduled meetings of Audit Committee. In terms of responsibility, the Panel notes that Licensing Sub-Committees deal with quasi-judicial business, which is equal in significance to the responsibilities of the Audit Committee.

⁶ Data from South East Employers, Members' Allowances Survey 2023 (October 2023)

51. For the same reasons as described at Paragraph 32 in relation to members of the Commercial Assets Sub-Committee, the Panel concludes that it is fair and reasonable to award those members the same flat rate of allowance as was payable to the members of the Development Sub-Committee. We will review this recommendation next year after the Sub-Committee has been in operation for at least 6 months.

WE RECOMMEND that the Deputy Leader should receive an allowance of 50% of the recommended Leader's Allowance, £5,765.

WE FURTHER RECOMMEND that the Chairs of the Audit and Licensing Committees should receive an allowance of 40% of the recommended Leader's Allowance, £4,612.

WE ALSO RECOMMEND that the Vice-Chairs of all the Committees should receive an allowance of 50% of the recommended respective Chair's Allowance:

Vice-Chairs of Strategic and Planning Committee, £4,036.

Vice-Chairs of Audit and Licensing Committee, £2,306

WE RECOMMEND that the members of the Commercial Assets Sub-Committee should receive a flat rate allowance of £2,000 each.

Co-opted Members of Standards Committee

52. The current Scheme pays an allowance of £1500 and £750 to the Chair and Vice-Chair respectively of the Standards Committee, both of whom are co-opted members.
53. The Panel considers these allowances continue to be fair and reasonable, based on the evidence gathered.

WE RECOMMEND that no change be made to the current remuneration of £1500 and £750 for the Chair and Vice-Chair respectively, of the Standards Committee.

Independent Person on Audit Committee

54. The Panel considered the role of the Independent Person (IP) appointed to the Audit Committee and the fact that since their appointment the number of meetings had increased from 3 to 4 a year.
55. We took the view that this role required a similar commitment to that of the Vice-Chair of Standards Committee and therefore that the remuneration should be the same.

WE RECOMMEND that an allowance of £750 be paid to the Independent Person on the Audit Committee.

Other Allowances

IT Allowance

56. The Panel noted that in addition to the Basic Allowance, all councillors receive a one-off IT allowance to spend solely on ICT equipment (such as broadband, printers and mobile telephones) over their 4-year term, of £250. We also noted that councillors are provided with a Council owned Microsoft Surface pro which can be used for all Council communications and on which they receive all the papers related to Council and Committee meetings.

57. The Panel considered evidence from responses to the councillor survey in relation to the IT allowance. We concluded that it was reasonable for councillors to want to improve their Broadband service and to purchase a mobile 'phone specifically for Council business. We considered that the current allowance was not sufficient to pay for these items over 4 years.
58. The Panel concluded that it was fair and reasonable to recommend an increase in the IT allowance from a £250 lump sum payment at the start of the term (which would require repayment on a pro-rata basis if a councillor resigned during their term of office) to an annual payment of £100 over each of the four years of the term.

WE RECOMMEND that all councillors be paid an IT allowance of £100 per annum.

Dependants' Carer's allowance

59. The current Scheme for Dependants' Carer's allowance (DCA) provides that members are reimbursed the actual costs incurred for expenditure in relation to the care of dependant relatives or children while they are undertaking approved Council duties, subject to submission of receipts/invoices in support of claims.
60. The Panel considered that the reasoning underpinning the level of this allowance had not changed since its previous review. We noted there had been two claims in the current year at a cost of £138.

WE RECOMMEND that no change be made to the current Scheme in relation to Dependants' Carer's allowances.

Travel and Subsistence allowances

61. The Panel notes that Spelthorne Borough Council has provision for officers to claim a travel allowance for using their own vehicle for business journeys. The current travel allowances for councillors for journeys undertaken in relation to approved duties reflect the officer rates. The rates at which the allowance can be claimed are:

Vehicle Cylinder size	Payment per mile
up to 999cc	46.9p
1000cc - 1199cc	52.2p
1200cc and over	65p
Electric vehicles	46.9p

62. The current payment for motorcycles is 24p per mile and for bicycles is 20p per mile above.
63. The Panel considered evidence that the travel allowances are broadly similar to those of other Surrey districts and boroughs⁶ and in the past year 3 members had claimed travel allowance to a total amount of £395. The survey responses suggest the lack of claimants is due to ignorance of the allowance or a reluctance to claim.
64. The Panel noted that the Scheme also provides for reimbursement of subsistence expenses actually incurred in carrying out approved duties, subject to submission of receipts/invoices in support of claims. No such claims were received in the past year

65. The Panel is of the view that no changes are required in respect of travel and subsistence allowance rates.

WE RECOMMEND that no changes are made to the current arrangements for payment of travel and subsistence allowances, in relation to 'Approved Duties'.

Approved Councillor Duties

66. The Panel considered response to the survey in which a high majority said they believed the scope of meetings for which expenses could be claimed (as set out in the Approved Duties section of the current scheme) was 'about right'.
67. The Panel concludes that no change is required to the recommended duties for which allowances should be payable.

WE RECOMMEND that no changes are made to the Approved Councillor Duties as outlined in the current Members' Allowance Scheme.

**Sir Ivan Lawrence (Chair of the Independent Remuneration Panel)
Colin Squire
Alison Osmond**

February 2024

SUMMARY OF PANEL'S RECOMMENDATIONS

The Panel makes the following recommendations to the Council on the Members' Allowances Scheme for 2024-2025:

Allowance	Current amount for 2023/24	Recommended Allowance for 2024/2025	Number
Basic:	£6,662	6,849	39
Special Responsibility:			
Leader of the Council and Chair of Policy & Resources Committee	£11,220	£11,530	1
Deputy Leader and Vice-Chair Policy & Resources Committee	£5,610	£5,765 (50% of Leader's allowance)	1
Strategic Committee Chairs	£7,850 (4)	£8,071 (70% of Leader's allowance)	3
Strategic Committee Vice-Chairs	£3,930 (4)	£4,036 (35% of Leader's allowance)	3
Planning Committee Chair	£6,730 (60% of Leader's allowance)	£8,071 (70% of Leader's allowance)	1
Planning Committee Vice-Chair	£3,360 (30% of Leader's allowance)	£4,036 (35% of Leader's allowance)	1
Licensing Committee Chair	£5,610 (50% of Leader's allowance)	£4,612 (40% of Leader's allowance)	1
Licensing Committee Vice-Chair	£2,800 (25% of Leader's allowance)	£2,306 (20% of Leader's allowance)	1
Audit Committee Chair	£4,490	£4,612 (40% of Leader's allowance)	1
Audit Committee Vice-Chair	£2,240	£2,306 (20% of Leader's allowance)	1
Administrative Committee Chair	£2,240	N/A	-
Administrative Committee Vice-Chair	£1,120	N/A	-
Members of Development Sub-Committee	£2000 (12 of which 7 in receipt)	N/A	-
Members of Commercial Assets Sub-Committee	N/A	£2000	5
Co-optees' Allowance	£1500 (Chair) £750 (Vice-Chair)	£1500 (Chair) £750 (Vice-Chair)	1 1
Independent Person on Audit	£500	£750	1
Total Budget	£369,108	£359,670	22 councillors

IT Allowance

Current allowance paid in 2023	Recommended allowance for 2023 - 2027
£250 for the four-year term	£100 per annum

Allowance for expenditure incurred in relation to Approved Duties (Schedule 1 to Scheme)	Unchanged allowances for 2024/25
Dependants' Carer's Allowance	Reimbursement of actual costs incurred

Travelling and Subsistence Allowances	
Motor Mileage Allowance	(per mile)
Petrol/diesel/hybrid Cars	Up to 999cc – 46.9p 1000cc – 1199cc – 52.2p 1200cc and over – 65p
Electric Cars	46.9p
Motorcycles	24p
Cycle	20p
Day Subsistence Allowance	Reimbursement of actual costs incurred

The Panel recommends that the 'one SRA only' rule be retained as in the current Scheme.