

Ward: All

Joint Independent Remuneration Panel Report on the Scheme of Members Allowances for Adur District Council and for Worthing Borough Council

Report by the Director for Communities

1.0 Summary

- 1.1 To receive a report from the Joint Independent Remunerations Panel (JIRP) on Members allowances for Adur District Council and Worthing Borough Council, for the municipal years 2016/17, which recommends that the Councils (via this Joint Committee) consider the attached reports and the proposals therein.

2.0 Background

- 2.1 The Local Authorities (Members' Allowances) Regulations 2001 requires local authorities to establish an Independent Remuneration Panel to make recommendations about the levels of allowances payable to Members.
- 2.2 The Panel Members were advised and supported by Officers from Finance and Democratic Services and have submitted a report that is attached as appendix A.
- 2.3 The Panel undertook a consultation exercise with Members as well as considering comparative data with other local authorities.

3.0 Proposals

- 3.1 That the Joint Governance Committee consider the report of the JIRP and make recommendations to Adur District Council and Worthing Borough Council on the level of Members' Allowances for the municipal years 2016/17

4.0 Legal

- 4.1 An Independent Remuneration Panel is a requirement of the Local Authorities (Members' Allowances) Regulations 2003 (The 2003 Regulations).
- 4.2 The 2003 Regulations states that before an authority makes or amends a scheme, the authority shall have regard to the recommendations made in relation to it by an independent remuneration panel
- 4.3 The 2003 Regulations sets out the role of the independent remuneration panel to make recommendations to the authority as to the amount of basic allowance which

should be payable to its elected members. There is also the authority to make recommendations regarding special responsibility allowances (SRA) – and the roles and responsibilities for which the SRA applies, expenses or arranging the care of children and dependants.

5.0 Financial implications

5.1 The current proposals put forward by the Joint Independent Remuneration Panel will have different impacts upon the two Councils. The options outlined within the reports for Adur District Council will result in growth within the 2016/17 revenue budget principally due to the suggesting of harmonising the ‘allowance units’ as follows:

		2016/17 draft budget £	Estimated cost £	Estimated growth £
Option 1:	2% increase	164,940	188,230	23,290
Option 2:	2% increase + £100	164,940	192,880	27,940
Option 3:	4% increase	164,940	192,000	27,060

The details of the proposed allowances for Adur District Council are included in the appendix at the end of the report.

5.2 The proposals for a 2% increase together with the increase to some individual allowances will result in growth of £7,120 for Worthing Borough Council. Details of the individual allowances are included in the appendix at the end of the report.

6.0 Recommendation

6.1 The Committee is requested to consider the report and recommendations of Independent Remuneration Panel and to recommend to Adur District Council the level of Members’ Allowances for the municipal years 2016/17.

6.2 The Committee is requested to consider the report and recommendations of Independent Remuneration Panel and to recommend to Adur District Council the level of Members’ Allowances for the municipal years 2016/17.

Local Government Act 1972

Background Papers:

Local Authority (Members' Allowances) Regulations 2003

Guidance on members' allowances for local authorities in England available from www.communities.gov.uk

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Schedule of Other Matters

1.0 Council Priority

1.1 Matter considered and no issues identified.

2.0 Specific Action Plans

2.1 Matter considered and no issues identified.

3.0 Sustainability Issues

3.1 Matter considered and no issues identified.

4.0 Equality Issues

4.1 Matter considered and no issues identified.

5.0 Community Safety Issues (Section 17)

5.1 Matter considered and no issues identified.

6.0 Human Rights Issues

6.1 Matter considered and no issues identified.

7.0 Reputation

7.1 Matter considered and no issues identified.

8.0 Consultations

8.1 There are no consultation implications as the Panel is the consultee, however the Council must arrange publication of the panel's recommendation, the council's response and at the end of the year the actual amounts paid to each councillor.

9.0 Risk Assessment

9.1 Matter considered and no issues identified.

10.0 Health & Safety Issues

10.1 Matter considered and no issues identified.

11.0 Procurement Strategy

11.1 Matter considered and no issues identified.

12.0 Partnership Working

- 12.1 The impact of partnership working has been considered previously with a Joint Panel for Adur and Worthing Councils producing independent reports for the specific council.

**REPORT OF ADUR AND WORTHING COUNCILS
JOINT INDEPENDENT REMUNERATION PANEL
ADUR DISTRICT COUNCIL
November 2015**

1.0 Introduction

The Local Government Act 2000 and the Local Authority (Members' Allowances) (England) Regulations 2001 require local authorities to set up an independent panel to review Member Allowances. These regulations specifically abolished the payment of Attendance Allowances and also allowed for a dependent carers' allowance. These regulations have been subsequently updated by further acts and regulations.

2.0 Composition of the Panel

2.1 The current composition of the Council's Joint Independent Remuneration Panel (JIRP) is:-

Mr Barry Hillman (Chairman)
Ms Verity Lockhart
Mr Andrew Murton
Ms Barbara Nye
Mr Martin Phillips
1 x Vacancy

3.0 Terms of Reference

3.1 The Panel's terms of reference are set out below:-

The Panel shall, unless a Council has adopted a scheme under (f) below which has been in place for less than 4 years, by 31st January 2015 and thereafter by the 30th November each year, including 2015, produce a Report making recommendations to each of the Borough, District and Parish Councils as to:

- a) the amount of the basic allowance which should be payable to its Elected and Co-opted Members;
- b) the responsibilities, roles or duties where special responsibility allowance should be payable and the amount of such allowances (District and Borough Councils only);
- c) the amount of any travelling and subsistence allowance which should be payable to its Elected and Co-opted Members
- d) whether dependants' carers' allowance should be payable and the amount of such allowance;
- e) whether payment of allowances may be backdated in cases where a scheme is amended at a time which would affect allowances payable in that year;

- f) whether adjustments to the level of allowances may be determined according to an index, and which index and for how long before its use is reviewed (subject to a maximum of 4 years);
- g) those items of expenditure that Elected and Co-opted Members may reclaim as expenses; and
- h) any other Members' allowances or reimbursement matters reasonably falling within the remit of the Panel; this may include to relevant bodies on matters of joint working and parity;
- i) such other functions as may be allocated to the Panels by Statute.

3.2 The Panel's Reports shall be submitted to the Councils by way of the Joint Governance Committee.

4.0 Background Papers

4.1 In preparing its recommendations the Panel considered the following research provided by the Council's Officers which detailed:-

- the current budget provision made for Members' Allowances;
- the current scheme of Members' Allowances paid to Members;
- the previous report of the joint independent remuneration panel;
- Members Allowances paid by other local authorities in the south east were obtained from South East Employers (SEE);
- the current scheme of allowances paid to Members of Worthing Borough Council;
- Part 4 of the Consistutions of Adur District Council and Worthing Borough Council;
- Fees and charges for babysitting and caring

4.2 Group Leaders were canvassed on their views regarding levels of allowance

4.3 All Members were offered the opportunity to submit their thoughts via a Survey which was circulated electronically to all Members on the 14 September 2015. The Survey results were presented to the Panel at its meeting on the 15 October 2015.

4.4 The panel interviewed several members on their views

5.0 General Principles

5.1 The Members' Allowances scheme recognises that public service, rather than material reward, should remain the primary motivation for involvement in local government, whilst at the same time, it should aim to attract and retain Members who are representative of the demographic make-up of the District.

5.2 That the level of Basic Allowance paid to Adur Councillors is significantly lower than that of Authorities in the South East and Neighbouring Authorities and significantly lower than its close partner, Worthing Borough Council.

- 5.3 That the workloads of individual Councillors will vary according to their roles.
- 5.4 That there are expenses associated with being a Member of the Council.
- 5.5 That Chairmen and Vice Chairmen on the Council's Committees and the Executive Members carry out the same duties as their Worthing counterparts but on the whole receive a significantly lower Special Responsibility Allowance in cash amount and in terms in the level of multiplier

6.0 Basic Allowance

- 6.1 The Panel has noted that the basic allowance in Adur is the third lowest in the Southeast and is currently approximately 17% less than its partner authority in Worthing. It had previously been argued that this difference was accounted for by the different sizes of the authorities however, the Panel does not agree with this view and believes that the role carried out by members is similar across both areas. Members noted that survey results indicated that members spent similar amounts of time on work associated with the Council.
- 6.2 The Panel is of the opinion that Adur Councillors are underpaid when compared to other authorities in the south east and its partner authority to the West. The Panel has concluded that it would recommend to the Council introducing parity with the basic allowance of Worthing Borough Council.
- 6.3 The Panel realises that significant expenditure would be needed to achieve this aim so is recommending a graduated increment with the aim to achieving near parity over a period of seven years. The level of increment should be reviewed annually.

7.0 Claiming of more than one Special Responsibility Allowance

- 7.1 Members considered the question of the claiming of more than one allowance. It was determined that each Special Responsibility came with an increased workload and that this increased workload should be recognised by payment of a Special Responsibility Allowance, therefore the Panel recommends that there should be no limit to the number of special responsibilities paid to an individual Member should they be carrying out multiple special responsibilities.

8.0 Special Responsibility Allowance Parity

- 8.1 The Panel gave consideration to the harmonising of Special Responsibility Allowances between Adur and Worthing based upon the high level of joint working between the two Councils. At present, the multipliers for calculating SRAs vary between the two authorities, there are some significant variances.
- 8.2 On the whole Joint Committee, Chairmen, Vice-Chairman and Executive Members across Adur and Worthing have similar roles and responsibilities as set out in part 4 of both Councils' Constitutions. Using the comparative data the Panel had collated and interviews that it had conducted, the Panel considered that the positions of Special Responsibility across Adur and Worthing were similar in comparison. It is

therefore recommending that the Council amend the Special Responsibility Allowances in Adur to match those in Worthing.

9.0 Consideration

9.1 The Panel is aware that the following proposals before members represent an increase of note to the Members Allowance budget for 2016/17, however on balance, the Panel felt Members of Adur are being underpaid for the contribution that they make and it is hoped that if adopted, the proposals go some way to redressing that imbalance.

10 Proposals

10.1 The Panel proposes two options for the Councils consideration as justified below

- (i) The Panel believes that the current level of basic allowance is low in comparison with neighbouring authorities and other similar authorities in the South East;
- (ii) The Panel acknowledged that as a result of joint working, the basic allowances of Adur and Worthing Councillors should be more closely aligned in the short term and have parity in the long term;
- (iii) The Panel has acknowledged that as a result of joint working, there is some justification for matching SRA multipliers across Adur and Worthing Councils;
- (iv) The Panel is satisfied that the levels currently paid at Worthing Borough Council represent a fair recompense for the additional burden placed upon the time and obligation required to carry out those Special Responsibilities by an individual.

10.2 Option 1

10.2.1 This option is indexed to the Officer's NJC National Pay Bargaining agreement plus an increase of £100 to the basic allowance for 2016/17.

10.2.2 It is proposed that the unit based multiplier model be revised to mirror that used to set the allowances of Worthing Borough Council. The suggested multiples to be used for calculating each Special Responsibility Allowance are outlined in Appendix 1

10.2.3 It is proposed that there should be no limit to the number of special responsibilities paid to an individual Member should they be carrying out multiple special responsibilities.

10.3 Option 2

10.3.1 The panel recognises the financial implications of implementing option 1 and is therefore suggesting a less expensive option as laid out below and set out in appendix 1

10.3.2 This option is indexed to the Officer's NJC National Pay Bargaining agreement plus an increase of 2% to the basic allowance for 2016/17.

10.3.3 It is proposed that the unit based multiplier model be revised to mirror that used to set the allowances of Worthing Borough Council. The suggested multiples to be used for calculating each Special Responsibility Allowance are outlined in Appendix 1.

10.3.4 It is proposed that there should be no limit to the number of special responsibilities paid to an individual Member should they be carrying out multiple special responsibilities.

10.4 Childcare Allowance / Carers Allowance / Travel and Subsistence Allowance (applicable to both option 1 and option 2)

10.4.1 It is proposed that Childcare Allowance (contribution towards the costs of employing a carer for children) should be paid at £10.25 per hour, the panel investigated this cost and found that £10.25 was sufficient to cover the costs of childcare and should be maintained at this rate.

10.4.2 Having investigated the costs of carers (carers for sick and / or disabled / elderly dependants) the panel were of the view that the rate for carers allowance should be differentiated from the child care allowance and set at up to £15 per hour.

10.4.3 It is proposed that Travelling and Subsistence should be paid at the appropriate rates set by the National Joint Council for Local Government Services from time to time and based on claims submitted by Members.

11.0 Recommendation

11.1 The Panel recommends that the Council adopts option 1, but if that is not acceptable, adopts option 2 instead.

Mr Barry Hillman (Chairman)

Ms Verity Lockhart

Mr Andrew Murton

Ms Barbara Nye

Mr Martin Phillips

Members' Allowances



Notes

Harmonising of SRA denominators
2% NJC Pay Award

Harmonising of SRA denominators
2% NJC Pay Award
Plus £100 increase to SRA

OPTION 1
Harmonising of SRA denominators
2% NJC Pay Award
Plus additional 2% increase to SRA

	Adur allowance 2015/16 (5% increase) wef 13/6/14 - 12/6/15				Adur allowance 2016/17 increase 2%				Adur allowance 2016/17 increase 2%				Adur allowance 2016/17 increase 2%			
	No.	Units per Member	£	Total £	No.	Units per Member	£	Total £	No.	Units per Member	£	Total £	No.	Units per Member	£	Total £
Basic Allowance	29	1	3,969	115,101	29	1	4,048	117,392	29	1	4,148	120,292	29	1	4,129	119,741
Special Responsibility Allowances																
Leader of the Council	1	2.5	9,923	9,923	1	3	12,144	12,144	1	3	12,444	12,444	1	3	12,387	12,387
Deputy Leader	1	1	3,969	3,969	1	1.5	6,072	6,072	1	1.5	6,222	6,222	1	1.5	6,194	6,194
Executive Portfolio Holders																
Environment	1	1	3,969	3,969	1	1.25	5,060	5,060	1	1.25	5,185	5,185	1	1.25	5,161	5,161
Health and Wellbeing	1	1	3,969	3,969	1	1.25	5,060	5,060	1	1.25	5,185	5,185	1	1.25	5,161	5,161
Customer Services	1	1	3,969	3,969	1	1.25	5,060	5,060	1	1.25	5,185	5,185	1	1.25	5,161	5,161
Leader	1	1	3,969	3,969	1	1.25	5,060	5,060	1	1.25	5,185	5,185	1	1.25	5,161	5,161
Regeneration	1	1	3,969	3,969	1	1.25	5,060	5,060	1	1.25	5,185	5,185	1	1.25	5,161	5,161
Resources	1	1	3,969	3,969	1	1.25	5,060	5,060	1	1.25	5,185	5,185	1	1.25	5,161	5,161
Main Opposition Leader	1	0.25	992	992	1	0.5	2,024	2,024	1	0.5	2,074	2,074	1	0.5	2,065	2,065
Chairpersons																
Council	1	0.5	1,985	1,985	1	0.5	2,024	2,024	1	0.5	2,074	2,074	1	0.5	2,065	2,065
Planning Committee	1	0.5	1,985	1,985	1	1	4,048	4,048	1	1	4,148	4,148	1	1	4,129	4,129
Joint Overview & Scrutiny	1	0.5	1,985	1,985	1	0.75	3,036	3,036	1	0.75	3,111	3,111	1	0.75	3,097	3,097
Licensing	1	0.25	992	992	1	0.75	3,036	3,036	1	0.75	3,111	3,111	1	0.75	3,097	3,097
Joint Governance Committee	1	0.5	1,985	1,985	1	0.5	2,024	2,024	1	0.5	2,074	2,074	1	0.5	2,065	2,065
Joint Staff Committee																
Joint Senior Staff Committee																
Joint Senior Staff Appeals Committee																
Vice Chairpersons																
Council	1	0.25	992	992	1	0.25	1,012	1,012	1	0.25	1,037	1,037	1	0.25	1,032	1,032
Planning Committee	1	0.25	992	992	1	0.25	1,012	1,012	1	0.25	1,037	1,037	1	0.25	1,032	1,032
Joint Overview & Scrutiny	1	0.25	992	992	1	0.25	1,012	1,012	1	0.25	1,037	1,037	1	0.25	1,032	1,032
Licensing	1	0.13	496	496	1	0.25	1,012	1,012	1	0.25	1,037	1,037	1	0.25	1,032	1,032
Joint Governance Committee	1	0.25	992	992	1	0.25	1,012	1,012	1	0.25	1,037	1,037	1	0.25	1,032	1,032
Joint Staff Committee																
Joint Senior Staff Committee																
Joint Senior Staff Appeals Committee																
TOTAL				167,194				187,220				191,845				190,966

13000-1001-0

Budget 15/16

£161,710 Budget 16/17 (2% increase)

£164,940 Budget 16/17 (2% increase)

£164,940 Budget 16/17 (2% increase)

£164,940

Growth / (Saving) against Budget

£5,484.13

Growth / (Saving) against Budget

£22,280

Growth / (Saving) against Budget

£26,905

Growth / (Saving) against Budget

£26,026

**REPORT OF ADUR AND WORTHING COUNCILS
JOINT INDEPENDENT REMUNERATION PANEL
WORTHING BOROUGH COUNCIL
November 2015**

1.0 Introduction

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2.0 Composition of the Panel

2.1 The current composition of the Council's Joint Independent Remuneration Panel (JIRP) is:-

Mr Barry Hillman (Chairman)
Ms Verity Lockhart
Mr Andrew Murton
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1 x Vacancy

3.0 Terms of Reference

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- a) the amount of the basic allowance which should be payable to its Elected and Co-opted Members;
- b) the responsibilities, roles or duties where special responsibility allowance should be payable and the amount of such allowances (District and Borough Councils only);
- c) the amount of any travelling and subsistence allowance which should be payable to its Elected and Co-opted Members
- d) whether dependants' carers' allowance should be payable and the amount of such allowance;
- e) whether payment of allowances may be backdated in cases where a scheme is amended at a time which would affect allowances payable in that year;

- f) whether adjustments to the level of allowances may be determined according to an index, and which index and for how long before its use is reviewed (subject to a maximum of 4 years);
- g) those items of expenditure that Elected and Co-opted Members may reclaim as expenses; and
- h) any other Members' allowances or reimbursement matters reasonably falling within the remit of the Panel; this may include to relevant bodies on matters of joint working and parity;
- i) such other functions as may be allocated to the Panels by Statute.

3.2 The Panel's Reports shall be submitted to the Councils by way of the Joint Governance Committee.

4.0 Background Papers

4.1 In preparing its recommendations the Panel considered the following research provided by the Council's Officers which detailed:-

- the current budget provision made for Members' Allowances;
- the current scheme of Members' Allowances paid to Members;
- the previous report of the joint independent remuneration panel;
- Members Allowances paid by other local authorities in the south east were obtained from South East Employers (SEE);
- Part Four of the Constitution of Worthing Borough Council
- Fees and charges for babysitting and caring

4.2 All Members were offered the opportunity to submit their thoughts via a Survey which was circulated electronically to all Members on the 14 September 2015. The Survey results were presented to the Panel at its meeting on the 15 October 2015.

4.3 Group Leaders were canvassed on their views regarding levels of allowance

4.3 The panel interviewed several members in the course of their review

5.0 General Principles

5.1 The Members' Allowances scheme recognises that public service, rather than material reward, should remain the primary motivation for involvement in local government, whilst at the same time, it should aim to attract and retain Members who are representative of the demographic make-up of the Borough.

5.2 That the level of Basic Allowance paid to Worthing Borough Council is at a similar level to other Boroughs throughout the Southeast area.

5.3 That the workloads of individual Councillors will vary according to their roles.

5.4 That there are expenses associated with being a Member of the Council.

6.0 Basic Allowance

- 6.1 The Panel noted from Survey responses that the majority of Members felt that the current level of allowances was satisfactory although some felt that a higher level of allowances could attract a more diverse range of members including younger people, the panel also noted from interviews that in recent years there had been an increase in the number of younger elected members. On balance the Committee felt that it was reasonable for members to expect some increase in the level of allowances.
- 6.2 The Panel has noted that over the previous four years that the basic allowance had been indexed to the Officer's NJC National Pay Bargaining agreement and believe that the principal of linking the basic allowance to raises in Officer remuneration is a good method and should be retained.

7.0 Claiming of more than one Special Responsibility Allowance

- 7.1 Panel members considered the question of the claiming of more than one allowance. It was determined that each Special Responsibility comes with an increased workload and that this increased workload and responsibility should be recognised by payment of a Special Responsibility Allowance, therefore the panel recommends that there should be no limit to the number of Special Responsibility Allowances paid to an individual Member.
- 7.2 It is the Panel's contention that if a Member is carrying out a Special Responsibility he/she should be remunerated for it.

8.0 Vice Chairman of the Joint Governance Committee (JGC)

- 8.1 The Panel has noted that under the current scheme no allowance is paid to the Vice Chairman of the Joint Governance Committee. During the review the Panel took evidence on the workload of the position. The Panel believe that the Vice Chairman is required to carry out the same pre-meeting preparation as the Chairman of the Committee, which is significant given the nature of the papers submitted to the JGC. Bearing this in mind the Panel is recommending that the Vice-Chair be paid a Special Responsibility Allowance of (x 0.25) in line with other Vice-Chairs.

9.0 The Licensing Committee

- 9.1 During the review the Panel received a representation from the Licensing Committee Chair on the work of the Licensing Committee. The representation asked that the panel consider recommending a small allowance for those members who attended Sub-Committees and that the SRA of the Licensing Chair be increased given that the workload of the Chairman was large and the decisions of the Committee were of significant consequence to residents and businesses in the Borough.

- 9.2 The Panel considered that there was some additional workload relating to the attendance of members on Sub-Committees but felt that this would be difficult to budget for and that other Committees had Sub-Committees and Working Groups such as JGC and JOSC, so on balance has not decided to recommend that an allowance be paid for Licensing Sub-Committee attendance.
- 9.3 The Panel agreed with the Chairman that the work of the Committee had significant bearing on individuals and businesses of the Borough and was a position of real responsibility. The Panel acknowledged that the Chairman of the Committee Chaired the majority of meetings including Sub-Committee meetings (Joint Committee Chairs only chair for six months). Based upon these contentions the Panel has decided to recommend a raise on the allowance multiplier for the Licensing Committee Chairman from (x 0.5) to (x 0.75).

10. The Mayor

- 10.1 The Mayor in Worthing currently receives no Special Responsibility Allowance for the work that takes place in relation to the Chairing of the Full Council. The Panel recognises that the role of Chairing the Full Council is a difficult one because of the size of the meeting and also the nature of the business conducted at that meeting. The Panel is aware that the mayor does receive some remuneration in connection with Civic work but feels that the 'Chairing of the Council' role should be paid. The Panel is recommending that the Council institute a Special Responsibility Allowance for the Mayor with a multiplier of (x 0.5).

11.0 Proposals

- 11.1 The Panel proposes the following for the Councils consideration.

- i) that the basic allowance be referenced to the outcome of the Officers' NJC Pay bargaining agreement for a period of four years until March 2020/2021;
- ii) that Members be allowed the option to accept more than one Special Responsibility Allowance should they be undertaking more than one special responsibility;
- iii) that a Special Responsibility Allowance multiplier of (x 0.25) be introduced for the Vice Chairman of the Joint Governance Committee;
- iv) that the Special Responsibility Allowance for the Chairman of the Licensing Committee be raised to (x 0.75);
- v) that a Special Responsibility Allowance multiplier of (x 0.5) be introduced for the Mayor of Worthing.

11.2 Childcare Allowance / Carers Allowance / Travel and Subsistence Allowance

- 11.3 It is proposed that Childcare Allowance (contribution towards the costs of employing a carer for children) should be paid at £10.25 per hour, the panel investigated this cost and found that £10.25 was sufficient to cover the costs of childcare and should be maintained at this rate.

- 11.4 Having investigated the costs of carers (carers for sick and / or disabled / elderly dependants) the panel were of the view that the rate for carers allowance should be differentiated from the child care allowance and set at up to £15 per hour.
- 11.5 It is proposed that Travelling and Subsistence should be paid at the appropriate rates set by the National Joint Council for Local Government Services from time to time and based on claims submitted by Members.

12.0 Recommendations

- 12.1 It is recommended that the Councils adopt the members scheme of allowances in line with the panel's proposals

Mr Barry Hillman (Chairman)

Ms Verity Lockhart

Mr Andrew Murton

Ms Barbara Nye

Mr Martin Phillips

Members' Allowances - Worthing

Option 1

2% NJC Pay Award

Plus harmonising of SRA denominators

	Worthing allowance 2015/16 based of officers pay award wef 1/1/15				Worthing allowance 2016/17 based of officers pay award wef 1/4/16 2% estimate			
	No.	Units	per Member £	Total £	No.	Units	per Member £	Total £
Basic Allowance	37	1	4,645	171,865	37	1	4,738	175,302
Special Responsibility Allowances								
Leader of the Council	1	3	13,935	13,935	1	3	14,214	14,214
Deputy Leader	1	1.5	6,967	6,967	1	1.5	7,107	7,107
Executive Portfolio Holders								
Environment	1	1.25	5,806	5,806	1	1.25	5,922	5,922
Health and Wellbeing	1	1.25	5,806	5,806	1	1.25	5,922	5,922
Customer Services	1	1.25	5,806	5,806	1	1.25	5,922	5,922
Leader		1.25	5,806	0	1	1.25	5,922	5,922
Regeneration	1	1.25	5,806	5,806	1	1.25	5,922	5,922
Resources	1	1.25	5,806	5,806	1	1.25	5,922	5,922
Main Opposition Leader	1	0.5	2,322	2,322	1	0.5	2,369	2,369
Main Opposition Deputy Leader	1	0.25	1,161	1,161	1	0.25	1,184	1,184
Chairpersons								
Council/Mayor	1	0	0	0	1	0.5	2,369	2,369
Planning Committee	1	1	4,645	4,645	1	1	4,738	4,738
Licensing	1	0.5	2,322	2,322	1	0.75	3,553	3,553
Joint Overview & Scrutiny	1	0.75	3,484	3,484	1	0.75	3,553	3,553
Joint Governance Committee	1	0.5	2,322	2,322	1	0.5	2,369	2,369
Joint Staff Committee								
Joint Senior Staff Committee								
Joint Senior Staff Appeals Committee								
Vice Chairpersons								
Council	1	0	0	0*	1	0	0	0
Planning Committee	1	0.25	1,161	1,161	1	0.25	1,184	1,184
Licensing	1	0.25	1,161	1,161	1	0.25	1,184	1,184
Joint Overview & Scrutiny	1	0.25	1,161	1,161	1	0.25	1,184	1,184
Joint Governance Committee	1	0	0	0	1	0.25	1,184	1,184
Joint Staff Committee								
Joint Senior Staff Committee								
Joint Senior Staff Appeals Committee								
TOTAL				241,539				257,031

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Budget 15/16

£245,010

Budget 15/16/7 2% increase

£249,910

Growth / (Saving) against
Budget

£3,470.52

Growth / (Saving) against
Budget

£7,121

Actual Spend 14/15

£228,588