

Wolverhampton City Council

OPEN DECISION ITEM

SPECIAL ADVISORY GROUP STANDARDS COMMITTEE

Date: **12 November 2010**
18 November 2010

Originating Service Group(s)	OFFICE OF THE CHIEF EXECUTIVE
Contact Officer(s)/	J WRIGHT
Telephone Number(s)	4058
Title/Subject Matter	<u>REPORT OF THE INDEPENDENT REMUNERATION PANEL</u>

1.0 **RECOMMENDATION**

- 1.1 That the Special Advisory Group considers the report of Independent Remuneration Panel and recommends that the Standards Committee and the Council accept the Panel's recommendations.
- 1.2 That the Council be requested to consider whether the revised scheme of allowances should be effective from 1st April 2010 or from 1st January 2011.

2. **BACKGROUND**

- 2.1 Local councils are required by The Local Authorities (Members' Allowances) (England) Regulations 2003 to establish and maintain an Independent Remuneration Panel to make recommendations on the level of basic and special responsibility allowances and associated matters that are paid to Councillors. In recent years this function had been carried out by a single panel operating on behalf of this Council, Dudley MBC and Sandwell MBC. However the other participating Councils decided to set up separate review panels and its meeting held on 19 November 2009 this Committee approved the establishment of an Independent Remuneration Panel. Following a selection process the membership of the Panel was confirmed as

Mr Brian Clarke	Wolverhampton and Bilston TUC
Mr Phillip Farmer	Public
Mr Peter Holmes	Public
Mr David Jukes	Wolverhampton Chamber of Commerce
Mr David Seager	Representing St. Peters Church Wolverhampton
Rev Nick Watson	Representing the Bishop of Wolverhampton

- 2.2 The Panel held its first meeting on 11 February and agreed its work programme. It had originally been intended that the Panel would be able to complete its review in time to submit its report to the meeting of Council on 17 March which would in turn have enabled the adoption of any changes to the current scheme of allowances before the start of the next financial year. However the Panel identified that in order to carry out a full and through review it would not be possible to complete the review in that timescale.
- 2.3 At its meeting on 17 March Council considered a report on the Members Allowances Scheme. The report detailed the reasons for the establishment of the Independent Remuneration Panel and informed members that :

Following the process of appointing Independent Panel members, the Panel held its first meeting on 11 February and approved its work programme. It had originally been intended that the Independent Panel would be able to complete its review in time to submit its report to this meeting of the Council which would in turn have enabled the adoption of any changes to the current scheme of Members Allowances before the start of the next financial year. The Panel has already identified that in order to carry out a full and thorough review, it will not be possible to complete the review within that timescale. The Independent Panel anticipates that its report will be submitted to the Standards Committee in April for consideration by the Annual Council meeting on 19 May 2010.

The report recommended :

That the current Members Allowances Scheme be approved for implementation with effect from 1 April 2010 and pending consideration of the recommendations of the Independent Remuneration Panel at the Annual Council meeting on 19 May 2010

Council Resolved (Minute 105):-

That the report of the Standards Committee on Members' Allowances Scheme 2010/11 (28 in Report Book 9) be approved.

- 2.4 The Panel has now completed its review and a copy of the Panel's report is attached at appendix 1.
- 2.5 In carrying out its review the Panel was keen to ensure that the review was comprehensive and encompassed all aspects of the allowances scheme. The Panel endeavoured to carry out the review in an impartial manner and to base its conclusions and recommendations on the evidence they received. Throughout the review the aim of the Panel has been to produce an allowances scheme that is fair and equitable and which is appropriate for needs of this Council. The Panel were clear that they did approach the review with cost cutting in mind as this was not what they had been asked to do.
- 2.6 The Panel has used a range of sources of evidence and in particular took account of the evidence they received in their face to face sessions with Members and of the allowances paid to Members of the fifteen similar sized councils in this Councils CiPFA family group. The latter analysis showed that in comparison with other councils the Basic Allowance paid by this Council is the third lowest but that this Council pays more Special Responsibility Allowances than other Councils and those Special Responsibility Allowances are frequently at a higher level than other councils pay.
- 2.7 The Panel consider that the recommendations they have made will bring this Council's allowances scheme in line with those of comparative sized councils and will be appropriate for the needs of this Council.
- 2.8 The Panel was tasked with making recommendations for the allowances scheme for the whole of 2010/11. Because the review did not begin until February the Panel were unable this year to submit its report in time to allow implementation from 1st April. The Members Allowances Scheme forms part of this Council's Constitution and Section 10.1 of the scheme states

*"If this Scheme is amended and any amendment is made which affects an allowance payable for the year in which the amendment is made then the entitlement to such allowance as amended **may** apply (if the Council so determines) with effect from the beginning of the year in which the amendment is made."*

- 2.9 However as the Panel is recommending the reduction of some allowances and the removal of others any backdating would lead to members being asked to repay allowances they had previously been paid. The more pragmatic approach therefore would be to set a date for implementation shortly after the report is considered by the Council. The Remuneration Panel suggest that an appropriate date would be 1st January 2011.

3. **LEGAL IMPLICATIONS**

- 3.1 Regulation 20 of the Local Authorities (Members' Allowances) (England) Regulations 2003 requires that each council **must** establish an independent remuneration panel. This regulation also specifies who can and cannot be on such a panel.
- 3.2 Regulation 4 requires that
(1) *An authority shall -*

- (a) *make a scheme in accordance with these Regulations which shall provide for the payment of an allowance in respect of **each year** to each member of an authority, and the amount of such an allowance shall be the same for each such member ("basic allowance"); and*
- (b) *pay basic allowance and any other allowance permitted by these Regulations only in accordance with such a scheme.*

- 3.3 Regulation 21 requires that an independent remuneration panel shall produce a report making recommendations on -
- (a) the responsibilities or duties in respect of which the following should be available -
 - (i) special responsibility allowance;
 - (ii) travelling and subsistence allowance; and
 - (iii) co-optees' allowance;
 - (b) the amount of such allowances and the amount of basic allowance;
 - (c) whether dependants' carers' allowance should be payable to members of an authority, and the amount of such an allowance;
 - (d) whether, in the event that the scheme is amended at any time so as to affect an allowance payable for the year in which the amendment is made, payment of allowances may be backdated;
 - (e) 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;
 - (f) which members of an authority are to be entitled to pensions; and
 - (g) whether basic allowance or special responsibility allowance, or both, are amounts in respect of which such pensions are payable

A copy of the report must be sent to the Council.

- 3.4 Regulation 22 requires that once an authority receives a copy of a report made to it by an independent remuneration panel in it shall, as soon as reasonably practicable -
- (a) ensure that copies of that report are available for inspection by members of the public at the principal office of the authority, at all reasonable hours; and
 - (b) publish in one or more newspapers circulating in its area, a notice which -
 - (i) states that it has received recommendations from an independent remuneration panel in respect of its scheme;
 - (ii) describes the main features of that panel's recommendations and specifies the recommended amounts of each allowance mentioned in the report in respect of that authority;
 - (iii) states that copies of the panel's report are available at the council's offices for inspection by members of the public at such times as may be specified in the notice; and
 - (iv) specifies the address of the council offices at which such copies are made available.

The regulation also requires that the Council "*shall supply a copy of a report made by an independent remuneration panel in accordance with regulation 21 to any person who requests a copy and who pays to the authority such reasonable fee as the authority may determine*".

- 3.5 A public notice setting out details of the Remuneration Panel's report was published in the Express and Star on 13th August 2010.

- 3.6 Regulation 19 requires that before a council makes or amends a scheme, the authority **shall have regard to the recommendations** made in relation to it by an independent remuneration panel.
- 3.7 Regulation 6 requires that “*An authority shall, as soon as reasonably practicable after the making or amendment of a scheme, make arrangements for its publication*”. The regulation specifies that the following steps must be taken
- (a) copies of the scheme are available for inspection by members of the public
 - (b) a notice must be published in a local newspaper which amongst other things
 - (i) states that the authority amended the scheme and specifies the period of time for which the scheme has effect;
 - (ii) describes the main features of the scheme and specifies the amounts payable in respect of each allowance mentioned in the scheme;
 - (iii) describes any responsibilities or duties specified in the scheme in relation to special responsibility allowance and travelling and subsistence allowance;
 - (iv) confirms that in making or amending the scheme, the authority complied with the duty to have regard to the recommendations of an independent remuneration panel;
 - (v) describes the main features of that panel's recommendations and specifies the recommended amounts of each allowance mentioned in its report for that authority;
 - (vi) states that copies of the scheme and copies of a record kept in accordance with regulation 15(1) and (2) are available at council's offices for inspection by members of the public; and
 - (vii) specifies where copies are available.

SH/14102010/H.

4. **FINANCIAL IMPLICATIONS**

- 4.1 Within the Council's budget provision is made for the payment of Member's allowances. The current budget available for the financial year 2010-2011 is

	£
Basic Allowances	522,920.00
Special Responsibility Allowances	543,360.00
Mayoral allowances	24,910.00
Total	<u>1,091,190.00</u>

- 4.2 Current expenditure on all allowances is £1,082,988 giving a current underspend of £8,202

- 4.3 The scheme of allowances proposed by the Remuneration Panel would amend the budget as follows

	£
Basic Allowances	630,000.00
Special Responsibility Allowances	301,875.00
Mayoral allowances	24,910.00
Total	<u>955,762.00</u>

- 4.4 If all the Panels recommendations are accepted total expenditure would reduce to £955,762 giving a full year saving of £135,428
- 4.5 If the revised scheme of allowances should come into effect from the 1st January 2011 the savings for 2010/11 will be £33,860.

[DM/06102010/R]

5. **EQUALITIES IMPLICATIONS**

- 5.1 The Independent Remuneration Panel has borne in mind the Council's equality and diversity policy whilst carrying out its review of the members allowances scheme in order to ensure that no individual or community group is deterred or prevented from serving or seeking election to the Council.

6. **ENVIRONMENTAL IMPLICATIONS**

- 6.1 None

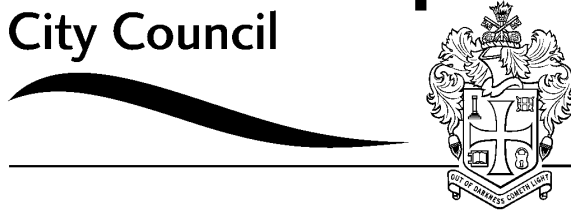
7. **SCHEDULE OF BACKGROUND PAPERS**

Local Authorities (Members' Allowances) (England) Regulations 2003

Wolverhampton City Council Constitution Scheme of Member Allowances

Department for Communities and Local Government. Guidance on Regulation for Local Authority Allowances

Wolverhampton
City Council



WOLVERHAMPTON CITY COUNCIL

REPORT OF THE

INDEPENDENT REMUNERATION
PANEL

AUGUST 2010

Index

Section	Page
Introduction	3
Summary	4
The Terms of Reference	6
Background	6
How the Panel Approached the Review	7
Allowances Scheme - An Overview of Allowances	8
Basic Allowance	9
Leader of the Council	11
Deputy Leader of the Council	12
Leader Main Opposition	12
Deputy Leader Main Opposition	13
Leader Minority Opposition	13
Cabinet Member	14
Scrutiny Board Chair	15
Scrutiny Panel Chair	15
Planning Committee Chair	16
Licensing Committee Chair	16
Audit Committee Chair	17
Superannuation Committee Chair	17
Superannuation Committee Vice Chair	18
Human Resources Appeals Panel Chair	19
Scrutiny Board Vice Chair	19
Scrutiny Panel Vice Chairs	19
Planning Committee Vice Chair	20
Licensing Committee Vice Chair	20
Audit Committee Vice Chair	20
Shadow Chairs	21
Shadow Portfolio Holder/Spokesperson	22
Member Champion	22
Petitions Committee Chair	23
Petitions Committee Vice Chair	23
Mayor	24
Deputy Mayor	24
Independent Chair of the Standards Committee	25
Dependants' Carers' Allowance	25
Travelling and Subsistence Allowances	26
Co-optees Allowances	26
Conclusion	26
Recommendations	27
Background Papers	30
Appendix A Comparison of recommended allowance with current allowance	33
Appendix B Comparison of allowances paid by Wolverhampton with those paid by similar sized councils	35
Appendix C Comparison of budget for recommended allowance with budget for current allowance	42

Introduction

The Independent Remuneration Panel was established in 2009 to review the Members Allowances Scheme for Wolverhampton City Council. The allowances were previously reviewed by the Black Country Independent Remuneration Panel.

The Panel was established to report, with recommendations, on –

- the amount of basic allowance which should be payable to elected Members.
- the roles and responsibilities for which a special responsibility allowance should be payable and as to the amount of each such allowance.
- other miscellaneous expenses, such as travel allowances (including cars, cycles and public transport), dependant carer's allowance and a co-optees allowance.

The Panel is expected to report to the Council each year and this report makes recommendations for the municipal year 2010/2011.

As this has been the first time an Independent Remuneration Panel has solely concentrated on reviewing the allowances paid to Wolverhampton councillors the Panel has been keen to ensure that the review has been comprehensive and encompassed all aspects of the allowances scheme. The Panel has endeavoured to carry out the review in an impartial manner and to base our conclusions and recommendations on the evidence we received. We have aimed to be fair and equitable to all. In carrying out the review the Panel wanted to set a benchmark from which further reviews would follow.

The Panel wish to make it clear that they do not receive an allowance for their work and neither has any Panel member claimed any expenses for attending meetings.

We would like to thank the councillors and officers who gave their time to attend Panel meetings and to assist the work of the Panel.

On behalf of the Panel I commend this report and its recommendations to the Council.



David Seager
Chair of the Independent Remuneration Panel

Summary

This report reviews the current Members Allowances Scheme and proposes changes to the scheme which should be implemented in the current (2010/2011) municipal year.

The Panel wish to be clear that they have not approached this review with cost cutting in mind. Throughout the aim has been to ensure that the review produced an allowances scheme that is fair and equitable and which is appropriate for the needs of this Council. The Panel are of the opinion that as this was their first opportunity to review the allowances scheme the conclusions they reached should be used as a benchmark against which further reviews should be measured.

The Panel has used a range of sources of evidence and in particular took account of the evidence they received in their face to face sessions with members and of the allowances paid to members of the fifteen similar sized councils in this Councils CIPFA family group. The latter analysis showed that in comparison with other councils the Basic Allowance (BA) paid by this Council is the third lowest but that this Council pays more Special Responsibility Allowances (SRAs) than other Councils and those SRAs are frequently at a higher level than other councils pay.

The Panel has looked at each allowance and has come to a conclusion as to those allowances which it considers provide value to the Council and those which it thinks do not.

The Panel has recommended an increase in BA this year in recognition for the amount of work members do in their wards. In recommending an increase the Panel are aware that the current allowance has not increased in the last two years and are of the opinion that they would not expect that the BA would increase further, except for any possible cost of living increase, in the next few years.

The Panel gave detailed consideration to SRAs. The Panel is recommending a reclassification of some of the levels of duties, responsibilities and time spent by Councillors who receive SRAs. This is reflected in a change of recommended payments. As all Councillors receive the BA where there has been a decrease in the SRA that may, to some extent, be compensated for by the recommended higher level of BA. Where the Panel found that the allowances paid by this Council were considerably above those of comparable sized councils the Panel has recommended reductions in allowances.

The Panel received evidence that, in some cases, Vice Chairs play a limited role in the work of some committees and Panels but in other cases the role is more demanding. Consequently the Panel recommends that the allowance for Committee Vice Chairs should be set at a lower level than at present and no allowance should be paid to other Vice Chairs.

The evidence received regarding the role of Shadow Chairs showed the Panel that they performed a largely political role. Also no other council paid an allowance for such a role. The Panel recommends they receive no allowance.

The Panel also concluded that most other comparator councils do not pay Shadow Portfolio Holders an allowance and considers this Council should follow suit and recommends that they should not receive an SRA.

The Panel welcomes the agreement of the Pension Fund to take on the payment of the allowances for the Chair and Vice Chair of the Superannuation Committee.

The Panel considers its recommendations are evidence based and are fair and reasonable.

As stated above the Panel did not set out with a cost cutting agenda however the consequence of the proposed revisions to the allowances scheme would be that savings of £135,428 would be made from the current allowances budgets.

The Panel is legally required to make recommendations each year on the allowances scheme. Having carried out a detailed review for 2010/11 in the forthcoming year the Panel intends to carryout a detailed review of the allowances for the Mayor, Deputy Mayor and the Chair and Vice Chair of the recently established Petitions Committee.

The Terms Of Reference

The terms of reference of the Panel are

“To consider and keep under review and, as when appropriate, to submit reports [containing recommendations] to the Council on

- ◆ *The amount of Basic Allowance payable to all members.*
- ◆ *The responsibilities or duties in respect of which Special Responsibility, Travelling, Subsistence and Co-optees’ should be available and the amounts of such allowances.*
- ◆ *Any arrangements for the withdrawal of Basic and/or Special Responsibility Allowance if a member is wholly or partially suspended.*
- ◆ *Whether Dependants’ Carers’ Allowance should be payable and the amount of such an allowance.*
- ◆ *Whether there is any backdating of allowances payable for the year in which an amend*
- ◆ *Whether there is any backdating of allowances payable for the year in which an amendment is made.*
- ◆ *Whether adjustments to the allowances are to be determined according to an index and if so, how long the index shall apply before review [maximum of four years].*
- ◆ *Which members of an authority are entitled to pensions in accordance with a scheme made under Section 7 of the Superannuation Act 1972.*
- ◆ *Whether Basic Allowance or Special Responsibility Allowance, or both, are treated as the amounts for which pensions are payable.*
- ◆ *Any proposals for the introduction of an Allowances Scheme for members of a Parish Council.*
- ◆ *The development of job specifications for roles and responsibilities and key accountabilities for the standard role of a Councillor and for those roles for which a Special Responsibility Allowance is or might be paid.”*

Background

Previously the functions of the Independent Remuneration Panel were performed by a Joint Panel which considered the allowances of Wolverhampton, Dudley, Sandwell and Walsall. The Joint Panel ceased to exist and consequently there was a need to establish a new Panel for Wolverhampton. Advertisements were placed in the local press seeking members of the public to serve on the panel and a range of local community organisations were approached to nominate people to serve. The Standards Committee interviewed all candidates and the Panel met for the first time in February 2010.

The Panel is composed of six members

Mr Brian Clarke – Representing Wolverhampton and Bilston TUC

Mr Philip Farmer – Member of the public

Mr Peter Holmes M.B.E. – Member of the public

Mr David Jukes – Representing the Wolverhampton Chamber of Commerce

Mr David Seager – Representing the Rector of St. Peters Church
Wolverhampton

Rev Nick Watson– Representing the Bishop of Wolverhampton

At the first meeting Mr David Seager was elected Chair and Mr Peter Holmes as Vice Chair.

How The Panel Approached The Review

The Panel chose five main means of gathering evidence.

- **Consideration of relevant legislation and guidance**

Councillors allowances are paid in accordance with Local Government and Housing Act 1989 and the Local Government Act 2000. Section 18 of the 1989 Act, as amended by section 99 of the Local Government Act 2000 makes provision in relation to basic, special responsibility and childcare and dependants' carers' allowances for members of local authorities. Section 100 of the 2000 Act allows the Secretary of State to make provision in relation to travel and subsistence allowance for members of local authorities and an allowance for non councillors who are members of a council's committee or sub-committee.

The Local Authorities (Members' Allowances) (England) Regulations 2003 were made under these provisions. The Regulations provide that it is for each local authority to decide its scheme and the amounts to be paid under that scheme. Councils are required to establish an independent remuneration Panel which will provide the local authority with advice on its scheme, the amounts to be paid and the pensionability of allowances where relevant. The Council must have regard to this advice from the Panel.

- **Consideration of the current scheme of allowances**

The Panel were required to review the range of allowances currently paid to members of Wolverhampton City Council. Details of the current schedule of the allowances is included at Appendix A which also shows the proposed new allowances.

- **Review of comparative allowances**

We sought to understand the level of allowances paid to councillors performing similar roles at similar sized Councils. We considered the current (2009/10) members allowances schemes for of the fifteen councils in this Council's CiPFA family group namely Bolton, Coventry, Derby, Dudley, Gateshead, Kingston upon Hull, Middlesbrough, Oldham, Peterborough, Rochdale, Rotherham, Salford, Sandwell, Stoke on Trent and Walsall. Details of the allowances paid are attached as Appendix B.

This showed that the BA paid by Wolverhampton is relatively low in comparison to other councils but that this Council paid more Special Responsibility Allowances SRAs than the comparator councils and that those SRAs were usually higher than those paid by the comparator councils.

- **Questionnaire**

A questionnaire was circulated to all members of the Council to ensure that all members of the council had the opportunity to make their views known. It was

disappointing that only a third of members completed and returned the questionnaire on time.

- **Interviews with councillors**

It was felt that one of the best ways to gain an understanding of the work of those who receive a Special Responsibility Allowance was to conduct a series of face to face interviews. We would like to thank the following councillors who attended meetings of the Panel to express their views on the allowances scheme: Councillors Dass, Davis, Gwinnett, Heap, Roger Lawrence, O'Neill, Neville Patten, Judith Rowley, Paul Singh, Mrs Thompson and Whitehouse. We also spoke to Mr Auger from Unison and Mr Parker Independent Chair of the Standards Committee.

Allowances Scheme

An overview of allowances

The Panel was impressed by the fact that many Councillors interviewed reported that their primary motive for standing for office was effective service to their community with any remuneration received being seen as secondary.

The common view of those members who were interviewed was that they thought the purpose of allowances is as a combination of pay for the work done as a councillor and as compensation for loss of income and time. Payment enabled members to take time off work to contribute to the running of the City without suffering financial hardship. It was also seen as a means to attract people to the role. There was also a view from some witnesses, that because some of the SRA roles are very demanding and would prevent members from being in full or in some cases part time employment, the allowance for SRA holders should, to some extent, reflect the number of hours they put in. The Panel were aware that Sections 50 and 51 of the Employment Rights Act 1996 entitle a Councillor to take "a reasonable amount of time" off during working hours to attend meetings and other duties for the purpose of the discharging the local authority's functions.

The Panel want to be clear that the allowances must not be seen as salaries as this would raise issues about whether councillors are employees, and might be seen to constrain the nature of their work.

The allowances scheme should provide a basic level of remuneration to allow committed councillors to give their time to public service without incurring financial hardship as a result. We recognise the commitment given by councillors, and the outstanding efforts made by many in the service of their ward residents.

All those who were interviewed were asked their views on whether, in light of the current economic situation, the allowances should be altered. Members expressed a clear view that it would not be acceptable to increase allowances at this time. As will be shown later the Panel is recommending a realignment and change to the allowances within the existing budget.

The Office of the Deputy Prime Minister (ODPM) Guidelines specify that some element of a Councillor's work is expected to be seen as voluntary and that time is not remunerated. According to the Councillors Commission the accepted public service discount norm for England is 30–33 per cent, but it can vary between 25 and 50 per cent. However the majority of councillors responding to the questionnaire disagreed that a proportion of the hours they worked on behalf of the Council should be unpaid. The Panel is of the opinion that in standing for public office candidates are putting themselves forward as the representative of the population who elect them. This is clearly a public service and therefore the allowance should reflect this.

Some witnesses told us that they had been asked to choose between promotion at work or continuing to be a councillor. Others were clear that in order to carry out their work as an SRA post holder they had given up paid employment. This was balanced by the view that being a councillor and accepting an SRA post was a matter of personal choice and which may mean making compromises. It should be for the individual to decide which is more important to them.

To date SRAs have been based on multipliers of the BA. This system is simple and transparent. There was no clear message from members as to whether they felt that SRAs were appropriate. Some felt that the SRAs did not reflect the effort they put in, some felt the SRAs were at around the right level and others considered that there was scope for review. There was an interesting difference of views between some SRA holders who each thought their role was more demanding than others.

As will be seen below the Panel is recommending a reclassification of some of the levels of duties, responsibilities and time spent by Councillors who receive SRAs. This is reflected in a change of recommended payments. As all Councillors receive the BA where there has been a decrease in the SRA that may, to some extent, be compensated for by the recommended higher level of BA.

Basic Allowance

Current Allowance	£8,980
Range of allowances paid by comparator councils	£6,120 – 12,404
Average allowance paid by comparator councils	£9031.63

The Statutory Guidance on the Regulations for Local Authority Allowances (ODPM, 2003) asserts that the BA is a recognition of the time and commitment spent by all councillors in carrying out their role and includes attendance at meetings with officers and constituents and attendance at political group meetings. It is also intended to cover incidental costs such as the use of their homes.

Some councils pay travelling and subsistence claims as they are incurred. However the current BA includes an element which covers travelling and subsistence costs for journeys within the West Midlands, this system was welcomed by members. Councillors are expected to make use of their own

computers, internet connection and telephone for council business and the costs of doing so are met from the BA. The responses to the questionnaire showed that most members paid between £20 and £40 a month on telephone and broadband bills. The Council has a policy which enables Councillors to be issued with mobile phones or a Personal Digital Appliance (PDA) and the Panel was surprised to learn that only half of the members took advantage of this policy.

It was noted that one councillor when submitting his tax return was able to offset the communication costs against his income tax charge. The Panel were of the opinion that councillors should be made aware that they may also be able to do so.

The Panel found that overall members seemed to be satisfied with the current system of including communication costs within the basic allowance. It is straightforward and has no additional administrative costs.

Consideration was given to whether it would be possible to pay a BA related to an individual Councillor's work. The IRP noted the large differential in time that Councillors spend on their ward duties and responsibilities varying from 2 hours to 70 hours per week. We received evidence that when the current allowances scheme had been set up the basic allowance had been calculated on the basis that a backbench member would spend around one day a week on their duties, a committee chair would spend two days a week, a cabinet members three days and the leader four days. This had been used as the basis for calculating their respective allowances. However according to the National Census of Local Authority Councillors 2008 the councillors spend an average of 22 hours a week on council duties. This was re-enforced by the responses to the questionnaire with half of those responding saying they spent between 20 and 30 hours a week on issues related to their ward or attending committee meetings. This would make the original basis for calculating allowances open to question and revision.

Questionnaire responses showed the majority of members

- Considered the current basic allowance to be approximately correct
- Wanted either to keep the basic allowance at its current level or to increase it only by the cost of living.

None of the councillors felt they were "out of pocket" as a result of their council activities.

In calculating a new level of BA we took in to account the allowances paid by the comparator councils and in particular those which were Black Country councils. When compared to the 'family group' of 15 other similar councils WCC currently pays the 3rd lowest BA. The Panel felt that it is important to recognise the importance of the work of councillors within their ward and their connection with the community they represent. There was an acknowledgement that the current relatively low level of BA did not properly reflect the time and effort members put in to the role.

The Panel considers that clearly, there has to be a sensible balance between genuine motivation and a realistic remuneration for the work. The BA should

also be high enough to be attractive to younger and other ‘hard to reach’ persons to encourage them to come forward to stand as Councillors.

It was recognised that the allowances had not been increased in the last two years. The Panel was also conscious that the BA is used as the basis for calculating the SRAs.

The Panel took a considerable amount of time in coming to a conclusion as to the appropriate level at which the BA should be set. Overall the Panel concluded that the BA should be increased to properly reflect the time and effort members put in to the role of ward councillor and to encourage them to spend more time in their ward. In proposing an increase in this allowance the Panel would not expect any further increase, except any possible cost of living increase, in the next few years.

Recommendation

1. The basic allowance be £10,500
2. That all councillors be made aware that they can request that they be provided with a council mobile phone or PDA for council business
3. That all be Councillors made aware that if they submit their own tax return they may be able to offset their stationery and other costs against their income tax charge.

Leader of the Council

Current Allowance	£26,942
Range of allowances paid by comparator councils	£19,080 – 31,355
Average allowance paid by comparator councils	£25,584.56

The Leader plays a significant role as the political figurehead of council. Alongside the Mayor, who is the civic figurehead, and the Chief Executive the Leader is the public face of the Council. The Leader represents the Council within the City and at many regional forums. The Leader chairs the Cabinet and can be considered the first among equals balancing the needs of the various portfolio holders.

On a political level the Leader is primarily responsible for delivering his party’s manifesto and for keeping the Council on track to deliver on its commitments within the corporate strategy. The Leader must take responsibility for the decisions taken by the Council and must frequently respond to media enquiries.

The Leader also leads the controlling group. He must guide and advise fellow Councillors within the group on the direction that the Cabinet believe the Council should be going.

The Leader must ensure that the views of non-executive Councillors within the group are listened to and properly taken into account, but, in any case, to ensure that the views of the Group as a whole, the decision that the Group

has taken, is enacted upon. The success of this relies on good management, both within the Group, and within the decision making mechanisms of the Council

The Panel acknowledges that this can be a time consuming, demanding and pressurised role.

Recommendation

4. The SRA for the Leader of the Council be £26,250 (BA x 2.5)

Deputy Leader of the Council

Current Allowance	£22,452
Range of allowances paid by comparator councils	£9,009 – 22,224.74
Average allowance paid by comparator councils	£16,093.44

The Deputy Leader of the Council is expected to support the work of the Leader. This ranges from work to enable the Cabinet to make effective decisions through to attending events on behalf of the Leader. The Panel considers this to a significant role in the efficient and effective running of the Council. In calculating the allowance the Panel recognises that as well as providing a supporting role to the Leader the Deputy Leader is a Cabinet Member and has to take on the responsibilities of a portfolio holder.

Recommendation

5. The SRA for the Deputy Leader of the Council be £15,750 (BA x 1.5)

Leader Main Opposition

Current Allowance	£17,961
Range of allowances paid by comparator councils	£3,180 (if 10+ members of group) -13,425
Average allowance paid by comparator councils	£9,051.16

In many ways the role of opposition leader is similar to that of the Leader of the Council. There are two main roles, as group leader, and as leading the opposition to the controlling group. In the latter role there is significant media contact for responses to proposals but forward or decisions taken by the controlling group.

The Panel recognises that this is a significant role which is important to the democratic functioning of the Council and is vital if opposition to the controlling group is to be effective.

However the significant difference between the Leader of the Council and the Leader of the Opposition is that the latter does not have to take responsibility for the decisions of the Council.

In considering the appropriate level to set the allowance the Panel noted that there is a considerable difference between the allowance paid by this Council and that of any of the other comparator councils. It is currently almost twice

the average allowance and exceeds that of the next highest by over £4,500. The Panel concluded that the allowance should be set at a level which is comparable to that of a Portfolio Holder and Committee Chair.

Recommendation

6. The SRA for the Leader of the Opposition be £13,125 (BA x 1.25)

Deputy Leader Main Opposition

Current Allowance	£5,927
Range of allowances paid by comparator councils	£1,062 (if 10+ members of group) – 6,028
Average allowance paid by comparator councils	£4,084.80

The Panel considers that in comparison with role the Deputy Leader of the Council the role of the Deputy Leader of the Opposition is much more limited. The Deputy Leader of the Opposition has a role in supporting the work of the Leader of the Opposition. The Panel concluded that this is essentially a political role that contributed to the work of the opposition group rather than the effective decision making of the Council.

In deciding upon the appropriate level of allowance the Panel noted that of other comparative councils only 5 pay an allowance to the Deputy Opposition Leader.

Recommendation

7. That no SRA be paid to the Deputy Leader of the Main Opposition

Leader Minority Opposition

Current Allowance	£4,490 (if group is at least 10% of membership of council)
Range of allowances paid by comparator councils	£3,060 (if 10+ members of group) -8,220 (6+ members)
Average allowance paid by comparator councils	£4897.36

The Panel gave lengthy consideration to this allowance.

At present there are three political parties represented on the Council.

The role, influence and importance of the minority group leader is directly influenced by the size of the other parties on the Council. If one group has a majority then the minority group has a limited role providing opposition to the controlling group.

However where there is no overall majority and no formal agreement to work with another party to work as an alliance the minority group holds the balance of power. It means that the group leader spends a considerable amount of

time in discussion with the Leader of the Council and gives the group influence on the decisions made.

It is important to recognise that whilst the size of the group may be smaller the functions of Group Leader are performed. In particular the need to respond to the media is a significant part of the role.

The minority group must currently have at least six members before the Leader qualifies for an allowance. The Panel considered whether that limit should be altered as a situation could arise where the three main groups on the council had very similar group sizes but the smallest group leader would have a much smaller allowance. It was felt appropriate that a minority group should contain members from at least two wards but that the current level of six members, ten per cent of the council membership, was too high and should be reduced.

Recommendation

8. The SRA for the Leader of a Minority Opposition Group be £5,250 (BA x 0.5)
9. A minority group should contain a minimum of five members before the leader of the group qualifies for the allowance

Cabinet Member

Current Allowance	£17,961
Range of allowances paid by comparator councils	£5,301 – 15,676
Average allowance paid by comparator councils	£12,165.76

Working alongside the Leader of the Council the Cabinet Member is responsible for providing the political lead on an area of the councils work. They have responsibility for ensuring that area of work is performing well. They have lead responsibility for some areas of council work. They are the spokesperson for the area of the Council's work that they represent and consequently have to deal with the media. Evidence was received that it could be a highly pressurised role.

It was noted that most of the Cabinet Members were retired and the Panel were informed that they felt that they were only able to perform the role effectively because they were able to devote the time to do so.

In calculating an appropriate allowance the Panel was conscious that the current allowance is higher than any of the other comparator councils. The Black Country equivalents are Dudley £5,301, Walsall £8,220, and Sandwell £15,612. Whilst acknowledging that the exact roles and responsibilities of Cabinet Members will vary from council to council the Panel does not believe that there were any significant variation and there was no reason why the demands on a Cabinet Member at this Council should be more exacting than those at other councils. The Panel therefore concluded the allowance should more closely align with those of the other councils.

Recommendation

10. The SRA for Cabinet Members be £13,125 (BA x 1.25)

Scrutiny Board Chair

Current Allowance	£17,961
Range of allowances paid by comparator councils	£7,165.95 - 15,676
Average allowance paid by comparator councils	£11,473.70

The Scrutiny Board plays an important role in holding the Cabinet to account. The Scrutiny Board considers all Cabinet and Cabinet Panel reports which are “called in”. It co-ordinates the work of the Scrutiny Panels and the Chair needs not only to have knowledge of the reports that are being considered by the Cabinet but also needs to have a detailed knowledge of the forthcoming work programme of the scrutiny panels.

The Panel acknowledges that each council will arrange its scrutiny function in a slightly different way and therefore direct comparisons with the work of other scrutiny chairs are more difficult to achieve. However it is noted that the allowance currently paid exceeds that paid by any other comparator council. The Panel considers that if the role of Scrutiny Board Chair is carried out properly it will be as demanding and time consuming as that of a Cabinet Member

Recommendation

11. The SRA for the Chair of the Scrutiny Board be £13,125 (BA x 1.25)

Scrutiny Panel Chair

Current Allowance	£13,472
Range of allowances paid by comparator councils	£3,180 – 14,066
Average allowance paid by comparator councils	£6,994.15

The Scrutiny Panels play an important role in examining particular areas of the council’s work. Each scrutiny panel has responsibility for examining a particular area of the council’s work. The Panel considered that this was an important role but not as demanding as that of the Scrutiny Board Chair as the Panels do not have the responsibility for dealing with reports that have been “called in”.

In calculating the allowance the Panel acknowledges that each council will arrange its scrutiny function in a slightly different way and therefore direct comparisons with the work of other scrutiny chairs are more difficult to achieve. However it is noted that in comparison with the “family group” of councils the allowance currently paid is the second highest and is at least twice the amount paid by six other councils.

Recommendation

12. The SRA for the Chairs of the Scrutiny Panels be £7,875 (BA x 0.75)

Planning Committee Chair

Current Allowance	£17,961
Range of allowances paid by comparator councils	£5,301 – 13,009
Average allowance paid by comparator councils	£8,216.18

The Planning Committee is one of the meetings the public are most engaged with. It provides a statutory, quasi judicial, function deciding whether planning permission should be granted. The decisions can often be controversial which can mean frequent dealings with the media. It is a demanding role and involves several briefings, pre meetings and site visits.

The Panel acknowledge the importance of this role to the functioning of the Council and the demands it puts on the Chair.

The Panel were concerned that the current allowance is significantly higher than any of the other comparator councils and is over twice the average allowance. The Panel did not believe that there were any significant reasons why the demands on the Chair of the Planning Committee at this Council should be more exacting than those at other councils and therefore concluded that the allowance should more closely align with those of the other councils.

Recommendation

13. The SRA for the Chair of the Planning Committee be £13,125 (BA x 1.25)

Licensing Committee Chair

Current Allowance	£13,472
Range of allowances paid by comparator councils	£3,180 –11,718
Average allowance paid by comparator councils	£6,603.22

The role of the Licensing Chair is very similar to that of the Planning Chair. The Committee and its sub committees carry out a statutory, quasi judicial, function in making decisions on the various licensing functions. The decisions can often be controversial. It is a demanding role and involves several briefings and pre meetings.

The Panel acknowledge the importance of this role to the functioning of the council and the demands it puts on the Chair.

The Panel concluded that the allowance should match that of the Chair of the Planning Committee.

Recommendation

14. The SRA for the Chair of the Licensing Committee be £13,125 (BA x 1.25)

Audit Committee Chair

Current Allowance	£13,472
Range of allowances paid by comparator councils	£632- 10,453
Average allowance paid by comparator councils	£5,677.28

The Audit Committee has a statutory role in examining the Council's accounts. The Committee contributes to the effective working of the Council. Councils are currently under and will remain under enormous pressure to audit themselves properly.

The Panel were of the opinion that the role was as important to the functioning of the Council as that of Planning Committee Chair and the Licensing Committee Chair and despite the fact that the current allowance is significantly higher than any of the other comparator councils and is over twice the average allowance it should be increased to match that of the Chairs of the other two committees.

Recommendation

15. The SRA for the Chair of the Audit Committee be £13,125 (BA x 1.25)

Superannuation Committee Chair

Current Allowance	£13,472
Range of allowances paid by comparator councils	N/A
Average allowance paid by comparator councils	N/A

The West Midlands Local Government Pension Fund is administered in Wolverhampton on behalf of all the councils in the West Midlands. There was no reason why this Council should be solely responsible for paying an allowance to the Chair of a body to which other councils were equal members. Consideration was given to recommending that the cost of the allowance be split between the member authorities but it was not clear how this could be achieved. Following discussion with the Director of Pensions it has been indicated that the Pension Fund would be willing to pay the allowances of the Chair and Vice Chair and then recharge the cost of those allowances to the member authorities.

In recommending that the Pension Fund assume responsibility for paying this allowance the Panel felt that before doing so it should recommend an appropriate level for the allowance. The Panel felt that it was a very responsible role and therefore the allowance should be set at a similar level to other committee Chairs such as Planning and Licensing.

Recommendation

16. The recommended allowance for the Chair of the Superannuation Committee be £13,125 (BA x 1.25)
17. That the offer from the West Midlands Local Government Pension Fund to pay the allowance of the Chair of the Superannuation Committee be accepted
18. That West Midlands Local Government Pension Fund be requested to review any future increases in the allowance paid to the Chair of the Superannuation Committee
19. That, subject to the acceptance of recommendation 16 above, the allowance payable to the Chair of the Superannuation Committee be removed from this Council's scheme of members allowances

Superannuation Committee Vice Chair

Current Allowance	£4,490
Range of allowances paid by comparator councils	N/A
Average allowance paid by comparator councils	N/A

Following discussion with the Director of Pensions it has been indicated that the Pension Fund would be willing to pay the allowances of the Vice Chair and then recharge the cost of those allowances to the member authorities.

In recommending that the Pension Fund assume responsibility for paying this allowance the Panel felt that before doing so it should recommend an appropriate level for the allowance. Evidence was received which showed that the Vice Chairs provided a supporting role to the Chairs. Vice Chairs usually attend the same number of additional meeting such as briefings as the Chair. They were however rarely required to chair a meeting in the absence of the Chair. Consequently the Panel has concluded that the role of Vice Chair is not a significant role and does not put a high level of additional duty on the post holder. The Panel considers that the Vice Chair should not receive an allowance.

Recommendation

20. That no allowance be payable to the Vice Chair of the Superannuation Committee.
21. That the offer from the West Midlands Local Government Pension Fund to pay the allowance of the Vice Chair of the Superannuation Committee be accepted
22. That West Midlands Local Government Pension Fund be requested to review any future increases in the allowance paid to the Vice Chair of the Superannuation Committee

23. That, subject to the acceptance of recommendation 20 above, the allowance payable to the Vice Chair of the Superannuation Committee be removed from this Council's Scheme of Members Allowances

Human Resources Appeals Panel Chair

Current Allowance	£4,490
Range of allowances paid by comparator councils	£1,791.48 – 5,137.50
Average allowance paid by comparator councils	£3,464.49

The Appeals Panel considered appeals for employees relating dismissal and disciplinary issues.

In calculating the allowance the Panel acknowledged that the work of the Human Resources Appeals Panel Chair could be very time consuming with a great deal of preparation before meetings and due to the nature of the business of the Panel could be quite stressful.

Recommendation

24. The SRA for the Chair of the Human Resources Appeals Panel be £5,250 (BA x 0.5)

Scrutiny Board Vice Chair

Current Allowance	£5,927
Range of allowances paid by comparator councils	£1,745 – 2,484
Average allowance paid by comparator councils	£2,114.50

Evidence was received which showed that the Vice Chair provided a supporting role to the Chair. The Vice Chair usually attend the same number of additional meeting such as briefings as the Chair. However the Vice Chair was rarely required to chair a meeting in the absence of the Chair.

The Panel considers that for the reasons stated above the Vice Chair should not receive an allowance.

Recommendation

26. That no allowance be payable to the Vice Chair of the Scrutiny Board

Scrutiny Panel Vice Chairs

Current Allowance	£5,927
Range of allowances paid by comparator councils	£1,062 – 4,685
Average allowance paid by comparator councils	£2,451.64

Evidence was received which showed that the Vice Chairs provided a supporting role to the Chair. The Vice Chair usually attend the same number of additional meeting such as briefings as the Chair. However the Vice Chair was rarely required to chair a meeting in the absence of the Chair.

The Panel considers that for the reasons stated above the Vice Chair should not receive an allowance.

Recommendation

27. That no allowance be payable to the Vice Chairs of the Scrutiny Panels

Planning Committee Vice Chair

Current Allowance	£5,927
Range of allowances paid by comparator councils	£1,203 – 5,862
Average allowance paid by comparator councils	£3,173.39

The Panel received evidence that because of the quasi judicial nature of the work of the Planning Committee the demands placed on the Vice Chair were greater than those placed upon the Vice Chairs of the Scrutiny Board and Panels and therefore payment of a small allowance would be appropriate.

Recommendation

28. The SRA for the Planning Committee Vice Chair be £2,625 (BA x 0.25)

Licensing Committee Vice Chair

Current Allowance	£4,490
Range of allowances paid by comparator councils	£1,203 – 5,862
Average allowance paid by comparator councils	£4,197.60

The Panel received evidence that because of the quasi judicial nature of the work of the Licensing Committee the demands placed on the Vice Chair were greater than those placed upon the Vice Chairs of the Scrutiny Board and Panels. In particular the Panel noted that the Vice Chair chaired meetings of the Licensing hearings and therefore payment of a small allowance would be appropriate.

Recommendation

29. The SRA for the Licensing Committee Vice Chair be £2,625 (BA x 0.25)

Audit Committee Vice Chair

Current Allowance	£4,490
Range of allowances paid by comparator councils	£1,203– 5,862
Average allowance paid by comparator councils	£1,336.67

The Panel considers that the demands upon the Vice Chair of the Audit Committee are equal to that of the Planning and Licensing committees and therefore a similar level of allowance should be recommended.

Recommendation

30. The SRA for the Audit Committee Vice Chair be £2,625 (BA x 0.25)

Shadow Chairs

Current Allowance	£4,490
Range of allowances paid by comparator councils	None Paid
Average allowance paid by comparator councils	N/A

The Panel considered the allowances paid to the Shadow Chairs of the Planning, Licensing, Audit and Superannuation Committees.

The Panel received evidence that the Shadow Chairs were the party spokespersons on those committees. The Council's Constitution required that Shadow Chairs be contacted for their approval on items of urgent business. The Panel concluded that in its opinion the minor role in the approval of urgent decisions did not warrant the paying of an allowance.

The Shadow Chairs receive a separate briefing from officers in advance of each meeting of the committee.

In relation to the Superannuation Committee, as the Pension Fund had agreed to pay the cost of allowances to the Chair and Vice Chair it would not be appropriate for this Council to continue to pay an allowance to the Shadow Chair. The Fund should be asked to consider if it wished to pay an allowance to a Shadow Chair.

Most significantly the Panel noted that these allowances were paid by none of the comparator councils.

There was concern that for the majority of the time these roles seemed to be largely of a political nature, acting as the media contact on a particular area of the council's work. We could not understand why there was a need for a spokesperson from a political group on supposedly non political committees such as Planning, Licensing and Audit.

The Panel has concluded that the position of Shadow Chair does not add structurally to the work of the Committee and therefore no allowance should be paid.

Recommendation

31. That no allowance be payable to the Shadow Chairs of the Planning, Licensing, Audit and Superannuation Committees
32. The Council be asked to consider removing the allowances currently payable to the Shadow Chairs of the Planning, Licensing, Audit and Superannuation Committees from this Councils Scheme of Member's Allowances

Shadow Portfolio Holders

Current Allowance	£4,490
Range of allowances paid by comparator councils	£1,008 -1,343
Average allowance paid by comparator councils	£1,175.50

The Shadow Portfolio Holder is the opposition spokesperson on a particular area of the councils work. Each matches the areas of responsibility of the cabinet members. Their role is to provide a lead on the constructive criticism of the controlling group's proposals. Within the opposition group the Shadow Portfolio Holder informs the other group members of the policies proposed by the controlling group. Shadow Portfolio Holder is entitled to additional briefings with officers in order to facilitate the role. The Shadow Portfolio Holder has no decision making role and therefore no responsibility for decisions. Because the Shadow Portfolio Holder is the party spokesperson it is usual that they will be contacted by the media to comment on stories.

Only two of the comparator councils paid allowances to Shadow Portfolio Holders and neither allowance exceeded £1,343, less than a third of the allowance currently paid by this Council.

The Panel concluded that this is essentially a political role that contributed to the work of the opposition group rather than the effective decision making of the Council.

Recommendation

33. That no allowance be payable to the Shadow Portfolio Holders

Member Champion

Current Allowance	£4,490
Range of allowances paid by comparator councils	None Paid
Average allowance paid by comparator councils	N/A

The Panel were informed that the role of the Member Champion was to be a voice or point of concern on issues of race, gender and disability. Once an issue had been identified it was the Member Champion's role to raise it with the relevant portfolio holder and officers. Part of the role was to ensure that the Council was meeting its requirements.

The Panel were of the opinion that this wide ranging role contributed to the Council's commitment to support equality and diversity within the city. The Panel were concerned that the title of "Member Champion" did not explain clearly what the purpose of the role was and therefore proposed that the Council should change the title

Recommendation

34. The SRA for the Member Champion be £5,250 (BA x 0.5)

35. That the Council be requested to rename the position of Member Champion to give more clarity to the purpose of the role

Petitions Committee Chair

Current Allowance	£13,472
Range of allowances paid by comparator councils	None Paid
Average allowance paid by comparator councils	N/A

We were informed that all Councils were required by statute to establish a Petitions Committee. This Council had been amongst the first in the country to do so and therefore there were no comparative allowances available. As the role was new it would not be possible at present to properly quantify the time and effort required by the Chair in carrying out the role.

Consequently the Panel came to the view that this allowance should be reviewed in detail as part of the Panel's work programme during the 2010/11 review.

In the meantime it was felt that in order provide a starting point for the later review it would be appropriate to align the allowance with that of other committee chairs such as those proposed for Planning and Licensing.

Recommendation

36. The SRA for the Chair of the Petitions Committee be £13,125 (BA x1.25)
37. That SRA for the Chair of the Petitions Committee be reviewed in detail as part of the Panel's work programme for the 2010/11 review.

Petitions Committee Vice Chair

Current Allowance	£4,490
Range of allowances paid by comparator councils	N/A
Average allowance paid by comparator councils	N/A

The Panel considers that for the same reasons as stated above for the Chair of the Petitions Committee it is not possible to assess the demands placed upon the Vice Chair of the Petitions Committee. The Panel therefore concluded that until it has carried out a detailed review later in the year it would be appropriate to set the allowance at a similar level to that of the Vice Chairs of the Planning and Licensing Committees.

Recommendation

38. The SRA for the Petitions Committee Vice Chair be £2,625 (BA x 0.25)
39. That SRA for the Vice Chair of the Petitions Committee be reviewed in detail as part of the Panel's work programme for the forthcoming year.

Mayor

Current Allowance	£17,961 plus annual clothing allowance £2,000
Range of allowances paid by comparator councils	Not considered
Average allowance paid by comparator councils	Not considered

The allowance for the Mayor had been included as part of the Council's Members Allowances Scheme whilst the Panel was conducting its review. Following discussions with the Mayor and the Deputy Mayor we considered that there were a number of aspects of the mayoral allowance, such as the expectation that the Mayor would make donations to charity from his allowance, which need to be explored in more detail. As the Mayoral allowance had not formed part of the scheme of allowances at the start of the review no evidence had been gathered of the allowances paid to the Mayors/Chair of the Council of the comparative councils. We concluded that this allowance should be reviewed in detail as part of the Panel's work programme during the forthcoming year.

Recommendation

40. That the SRA paid to the Mayor remain at £17,961 plus annual clothing allowance £2,000
41. That the allowance paid to the Mayor be reviewed in detail as part of the Panel's work programme during the forthcoming year

Deputy Mayor

Current Allowance	£2,963 plus annual clothing allowance £1,000
Range of allowances paid by comparator councils	Not considered
Average allowance paid by comparator councils	Not considered

The allowance for the Deputy Mayor had been included as part of the Council's members allowances scheme whilst we were conducting the review. As the Deputy Mayoral allowance had not formed part of the scheme of allowances at the start of the review no evidence had been gathered of the allowances paid to the Deputy Mayors/Chair of the Council of the comparative councils. We concluded that this allowance should be reviewed in detail as part of the Panel's work programme during the forthcoming year.

Recommendation

42. That the SRA paid to the Deputy Mayor remain at £2,963 plus an annual clothing allowance of £1,000
43. That the allowance paid to the Deputy Mayor be reviewed in detail as part of the Panel's work programme during the forthcoming year.

Independent Chair of the Standards Committee

Current Allowance	0
Range of allowances paid by comparator councils	£546 – 5,000
Average allowance paid by comparator councils	£2,484.17

It is a legal requirement that the Chair of the Standards Committee is an independent member i.e. not a councillor. The Standards Committee plays an important role in considering changes to the Council's Constitution and in maintain high standards of behaviour in public office.

The demands on the Chair have significantly risen over recent years with a consequent increase in time spent on the role. The Panel were aware that there is a trend amongst other councils to pay the Independent Chair an allowance. The Panel considered that it was important to recognise the important work of the Committee in the governance of the Council and therefore it would be appropriate to introduce such an allowance. In deciding the level of allowance the Panel concluded that the allowance should be set at a level which was close to the average allowance paid by comparator councils.

Recommendation

44. That the Council be recommended to introduce an allowance payable to the Independent Chair of the Standards Committee
45. Subject to the approval of the above recommendation the SRA for the Independent Chair of the Standards Committee be £2,625 (BA x 0.25)

Other Comments/ Recommendations

Dependants' Carers' Allowance

The Panel was concerned to learn that the response to the questionnaires showed little awareness amongst members of the dependant carers allowance. The Panel considered that this was an allowance that could be useful to some members and therefore awareness levels should be raised.

Recommendation

46. That no change should be made to the current the Dependant Carers' Allowance
47. That all members be made aware of the Dependant Carers' Allowance

Travelling and Subsistence Allowances

The Panel concluded that no change should be made to the current Travelling and Subsistence Allowances

Recommendation

48. That no change should be made to the current Travelling and Subsistence Allowances

Co-optees Allowances

The Panel concluded that no change should be made to the current Co-optees Allowances

Recommendation

49. That no change be made to the current Co-optees Allowances

Conclusion

The Panel had not approached this review with cost cutting in mind but had aimed to ensure that the allowances scheme was fair and equitable and which was appropriate for needs of this Council. As this was the first opportunity the Panel had to review the allowances scheme it was felt that the conclusions reached should be used as a benchmark against which further reviews should be measured.

A range of sources of evidence were used and in particular account was taken of the evidence they received in their face to face sessions with members and of the allowances paid to members of the fifteen similar sized councils in this Councils CiPFA family group. The latter analysis showed that in comparison with other councils the BA paid by this Council is the third lowest but that this Council pays more SRAs than other Councils and those SRAs are frequently at a higher level than other councils pay.

The Panel looked at each allowance and concluded which recommendations on those allowances which it considers provide value to the Council and those which it thought do not. The Panel is recommending a reclassification of some of the levels of duties, responsibilities and time spent by Councillors who receive SRAs. This is reflected in a change of recommended payments. As all Councillors receive the BA where there has been a recommended decrease in the SRA that may, to some extent, be compensated for by the recommended higher level of BA. Where the Panel found that the allowances paid by this Council were considerably above those of comparable sized councils the Panel has recommended reductions in allowances.

The Panel considers its recommendations are evidence based and are fair and reasonable.

The consequence of the proposed revisions to the allowances scheme would be that savings of £135,428 would be made from the current allowances budgets. Details of the proposed revised budgets are set out at Appendix C.

Recommendations

The following recommendations are proposed for implementation in the current (2010/2011) municipal year.

1. The basic allowance be £10,500
2. That all councillors be made aware that they can request that they be provided with a council mobile phone or PDA for council business
3. That all Councillors made aware that if they submit their own tax return they may be able to offset their stationery and other costs against their income tax charge
4. The SRA for the Leader of the Council be £26,250
5. The SRA for the Deputy Leader of the Council be £ 15,750
6. The SRA for the Leader of the Opposition be £13,125
7. That no SRA be paid to the Deputy Leader of the Main Opposition
8. The SRA for the Leader of a Minority Opposition group be £5,250
9. A minority group should contain a minimum of five members before the leader of the group qualifies for the allowance
10. The SRA for Cabinet Members be £13,125
11. The SRA for the Chair of the Scrutiny Board be £13,125
12. The SRA for the Chairs of the Scrutiny Panels be £7,875
13. The SRA for the Chair of the Planning Committee be £13,125
14. The SRA for the Chair of the Licensing Committee be £13,125
15. The SRA for the Chair of the Audit Committee be £13,125
16. The recommended allowance for the Chair of the Superannuation Committee be £13,125
17. That the offer from the West Midlands Local Government Pension Fund to pay the allowance of the Chair of the Superannuation Committee be accepted
18. That West Midlands Local Government Pension Fund be requested to review any future increases in the allowance paid to the Chair of the Superannuation Committee

19. That, subject to the acceptance of recommendation 16 above, the allowance payable to the Chair of the Superannuation Committee be removed from this Council's scheme of members allowances
20. The recommended allowance for the Vice Chair of the Superannuation Committee be £0.
21. That the offer from the West Midlands Local Government Pension Fund to pay the allowance of the Vice Chair of the Superannuation Committee be accepted
22. That West Midlands Local Government Pension Fund be requested to review any future increases in the allowance paid to the Vice Chair of the Superannuation Committee
23. That, subject to the acceptance of recommendation 20 above, the allowance payable to the Vice Chair of the Superannuation Committee be removed from this Council's scheme of members allowances
24. The SRA for the Chair of the Human Resources Appeals Panel be £5,250
25. The SRA for the Chair of the Audit Committee be £13,125
26. That no allowance be payable to the Vice Chair of the Scrutiny Board
27. That no allowance be payable to the Vice Chair of the Scrutiny Panels
28. That the allowance for the Vice Chair of the Planning Committee be £2,625
29. That the allowance for the Vice Chair of the Licensing Committee be £2,625
30. That the allowance for the Vice Chair of the Audit Committee be £2,625
31. That no allowance be payable to the Shadow Chairs of the Planning, Licensing, Audit and Superannuation Committees
32. The Council be asked to consider removing the allowances currently payable to the Shadow Chair of the Planning, Licensing, Audit and Superannuation Committees from this Council's Scheme of Member's Allowances
33. That no allowance be payable to the Shadow Portfolio Holders
34. The SRA for the Member Champion be £5,250
35. That the Council be requested to rename the position of Member Champion to give more clarity to the purpose of the role
36. The SRA for the Chair of the Petitions Committee be £13,125

37. That SRA for the Chair of the Petitions Committee be reviewed in detail as part of the Panel's work programme for the forthcoming year.
38. That the allowance for the Vice Chair of the Petitions Committee be £2,625
39. That SRA for the Vice Chair of the Petitions Committee be reviewed in detail as part of the Panel's work programme for the forthcoming year.
40. That the SRA paid to the Mayor remain at £17,961 plus an annual clothing allowance of £2,000
41. That the allowance paid to the Mayor be reviewed in detail as part of the Panel's work programme during the forthcoming year.
42. That the SRA paid to the Deputy Mayor remain at £2,963 plus an annual clothing allowance of £1,000
43. That the allowance paid to the Deputy Mayor be reviewed in detail as part of the Panel's work programme during the 2010/11 review.
44. That the Council be recommended to introduce an allowance payable to the Independent Chair of the Standards Committee
45. Subject to the approval of the above recommendation the SRA for the Independent Chair of the Standards Committee be £2,625
46. That no change should be made to the current the Dependant Carers' Allowance
47. That all members be made aware of the Dependant Carers' Allowance
48. That no change should be made to the current Travelling and Subsistence Allowances
49. That no change should be made to the current Co-optees Allowances

Background Papers

Bolton Council Members Allowances Scheme

Cornwall Council A Review of Members' Allowances for Cornwall Council
A report by the Independent Remuneration Panel January 2010

Councillors Commission "Members Remuneration – Models, Issues,
Incentives and Barriers" School of Public Policy, University of Birmingham
2007

Councillors Commission "Representing the Future" - School of Public Policy,
University of Birmingham 2007

Councillors Commission "Incentives and Barriers to Becoming
and Remaining a Councillor" School of Public Policy, University of
Birmingham 2007

Coventry City Council Members Allowances Scheme

Derby City Council Members Allowances Scheme

Derby City Council 15th Report of Independent Remuneration Panel

Dudley Metropolitan Borough Council Members Allowances Scheme

Gateshead Council Members Allowances Scheme

Hull City Council Members Allowances Scheme

Local Government and Housing Act 1989 Section 18

Local Government Act 2000 Section 100

Local Authorities (Members Allowances) (England) Regulations 2003

Middlesbrough Council Members Allowances Scheme

National Census of Local Authority Councillors 2008 IDeA

New Council Constitutions: Guidance on Regulation for Local Authority
Allowances

Office of the Deputy Prime Minister Guidance "Local Government councillors
and Civic Dignitaries in England Members Allowances

Oldham Metropolitan Borough Council Members Allowances Scheme

Peterborough City Council Members Allowances Scheme

Rochdale Metropolitan Borough Council Members Allowances Scheme

Rotherham Borough Council Members Allowances Scheme

Salford City Council Members Allowances Scheme

Sandwell Metropolitan Borough Council Members Allowances Scheme

Stoke on Trent City Council Members Allowances Scheme

Walsall Metropolitan Borough Council Members Allowances Scheme

Wolverhampton City Council Constitution

Comparison Of Recommended Allowance With Current Allowance

Special Responsibility Allowance (SRA)	Current Allowance £	Recommended Allowance £
Basic Allowance	8,980	10,500
Leader	26,942	26,250
Deputy Leader	22,452	15,750
Leader of the Main Opposition Group	17,961	13,125
Deputy Leader of the Main Opposition Group	5,927	0
Leader Minority Group	£4,490 *	5,250 **
Member of the Executive	17,961	13,125
Chair - Scrutiny Board	17,961	13,125
Chair - Scrutiny Panel	13,472	7,875
Chair - Planning Committee	17,961	13,125
Chair - Licensing Committee	13,472	13,125
Chair - Audit Committee	13,472	13,125
Chair – Petitions Committee	13,472	13,125
Chair - Superannuation Committee	13,472	13,125***
Chair - Human Resources Appeals Panel	4,490	5,250
Vice-Chair - Scrutiny Board and Panels	5,927	0
Vice-Chair - Planning Committee	5,927	2,625
Vice-Chair - Licensing Committee	4,490	2,625
Vice-Chair - Audit Committee	4,490	2,625
Vice-Chair - Superannuation Committee	4,490	0
Vice-Chair - Petitions Committee	4,490	2,625
Shadow Chair - Planning Committee	4,490	0
Shadow Chair - Licensing Committee	4,490	0
Shadow Chair - Audit Committee	4,490	0
Shadow Chair - Superannuation Committee	4,490	0
Shadow Portfolio Holder/Spokesperson	4,490	0
Member Champion	4,490	5,250
Ceremonial Mayor (Inclusive of £2,000 clothing allowance)	19,961	19,961
Ceremonial Deputy Mayor (Inclusive of £1,000 clothing allowance)	3,963	3,963

*If group is at least 10% of membership of council

** If group is at least 5 members of council

***Cost of allowance to transfer to West Midlands Pension Fund

(Notes:

(i) The levels of payable clothing allowance will be shared equally with the Mayoress/Consort or Deputy Mayoress/Deputy Consort

(ii) Where a Member undertakes duties which entitle him/her to more than one SRA under the Scheme, he/she shall receive only the higher allowance)

Comparison of Allowances Currently Paid to Members By Wolverhampton (1)

	Basic Allowance	Leader	Deputy Leader	Leader Main Opposition	Deputy Leader Main Opposition	Leader Minority Opposition Group	Executive Member	Scrutiny Board Chair	Scrutiny Panel Chair	Planning Chair
Wolverhampton	8,980	26,942	22,452	17,961	5,927	4,490 (6+ members)	17,961	17,961	13,472	17,961
Bolton	11,082	29,782	17,868	10,047	6,028	8,038	11,659	-	4,976	7,783
Coventry	12,404	22,326	16,122	3,720	-	-	9,924	9,924	6,204	6,204
Derby	9,877.65	29,632.99	22,224.74	-	-	7,408.25	14,816.50	-	7,408.25	7,408.25
Dudley	9,300	19,080	9,009	3,180 (if 10+ group members)	1,062 (if 10+ group members)	3,180 (if 10+ group members)	5,301	-	3,180	5,301
Gateshead	9,375	28,132	18,751	14,066	5,791	-	14,066	-	14,066	11,718
Kingston upon Hull	11,643	23,286	17,463	11,643	-	-	14,553	11,643	5,821 (6)	5,821
Middlesbrough	6,120	-	-	-	-	3,060 (10% of council)	12,240	12,240	6,120	9,180
Oldham	8,950	26,850	17,453	13,425	5,370	2,685	13,425	8,055	5,370	8,055
Peterborough	7,962.08	21,497.85	16,123.39	7,165.95 (Pro rata)	-	7,165.95 (Pro rata)	14,331.90	7,165.95 (2)	7,165.95 (4)	7,165.95
Rochdale	7,644	22,908	11,460	10,308	-	9,168	10,308 (9)	-	7,644	-
Rotherham	11,824	31,355	20,901	10,453	-	-	15,676	15,676	10,453	10,453
Salford	9,573	26,766	13,899	7,722 (3 + members)	-	-	12,354	-	7,722	7,722
Sandwell	10,515	26,018	20,814	8,664	2,173	4,319	15,612	15,612	8,664	13,009
Stoke on Trent	10,000	30,000	15,000	-	-	-	10,000	-	7,500	7,500
Walsall	10,275	20,550	8,220	8,220	-	8,220 (6+ members)	8,220	-	8,220	7,706.25

Comparison of Allowances Currently Paid to Members By Wolverhampton (2)

	Licensing Chair	Audit Chair	Superannuation Chair	Human Resources Appeals Panel Chair	Scrutiny Board Vice Chair	Scrutiny Panels Vice Chair	Planning Vice Chair	Licensing Vice Chair	Audit Vice Chair
Wolverhampton	13,472	13,472	13,472	4,490	5,927	5,927	5,927	4,490	4,490
Bolton	7,367	-	-	-	-	-	2,678	-	-
Coventry	6,204	-	-	-	2,484	2,484	2,484	2,484	-
Derby	7,408.25	5,185.77	-	-	-	3,704.12 (6)	3,704.12	-	-
Dudley	3,180	3,180	-	-	-	1,062	1,857	-	1,062
Gateshead	11,718	-	-	-	-	4,685	5,862	5,862	-
Kingston upon Hull	5,821	-	-	-	-	-	-	-	-
Middlesbrough	9,180	-	-	-	-	-	-	-	-
Oldham	8,055	632	-	-	1,745	1,745	1,745	1,745	1,745
Peterborough	3,582.98	7,165.95	-	1,791.48	-	-	-	-	-
Rochdale	2,556	-	-	-	-	2,556	-	-	-
Rotherham	10,453	10,453	-	-	-	1,203	1,203	1,203	1,203
Salford	7,722	-	-	-	-	-	-	-	-
Sandwell	8,664	8,664	-	-	-	2,174	5,854	5,204	-
Stoke on Trent	5,000	5,000	-	-	-	-	-	-	-
Walsall	5,137.50	5,137.50	-	5,137.50	-	-	-	-	-

Comparison of Allowances Currently Paid to Members By Wolverhampton (3)

	Superannuation Vice Chair	Planning Shadow Chair	Licensing Shadow Chair	Audit Shadow Chair	Superannuation Shadow Chair	Shadow Portfolio Holder/ Spokesperson	Member Champion
Wolverhampton	4,490	4,490	4,490	4,490	4,490	4,490	4,490
Bolton	-	-	-	-	-	-	-
Coventry	-	-	-	-	-	-	-
Derby	-	-	-	-	-	-	-
Dudley	-	-	-	-	-	-	-
Gateshead	-	-	-	-	-	-	-
Kingston upon Hull	-	-	-	-	-	-	-
Middlesbrough	-	-	-	-	-	-	-
Oldham	-	-	-	-	-	1,343	-
Peterborough	-	-	-	-	-	-	-
Rochdale	-	-	-	-	-	1,008	-
Rotherham	-	-	-	-	-	-	-
Salford	-	-	-	-	-	-	-
Sandwell	-	-	-	-	-	-	-
Stoke on Trent	-	-	-	-	-	-	-
Walsall	-	-	-	-	-	-	-

Comparison of Allowances Currently Paid to Members By Wolverhampton (4)

	Petitions Chair	Petitions Vice Chair	Mayor	Deputy Mayor
Wolverhampton	13,472	4,490	19,961	-
Bolton	-	-	-	-
Coventry	-	-	-	-
Derby	-	-	7,408.25	-
Dudley	-	-	-	-
Gateshead	-	-	-	-
Kingston upon Hull	-	-	-	-
Middlesbrough	-	-	61,200 (elected mayor)	18,360 (elected mayor)
Oldham	-	-	-	-
Peterborough	-	-	-	-
Rochdale	-	-	-	-
Rotherham	-	-	-	-
Salford	-	-	-	-
Sandwell	-	-	24,308	9,673
Stoke on Trent	-	-	-	-
Walsall	-	-	-	-

Note not all councils include the Mayoral and Deputy Mayoral Allowances as part of their Members Allowances Schemes and therefore figures are not publicly available

Comparison of Allowances Currently Paid to Members By Similar Sized Councils (1)

	Deputy Leader Minority Opposition Group	Standards Committee Chair	Independent Member Standards Committee	Waste Disposal Authority member	Member Responsible for Standards	Cabinet Advisors	Adoption Panel Member	Fostering Panel Member
Wolverhampton	-	-	-	-	-	-	-	-
Bolton	5,358	1,038	518 (2)	1,405 (2)	-	-	-	-
Coventry	-	-	-	-	2,479	-	-	-
Derby	3,704.12 (2)	-	-	-	-	-	1,852.06 (2)	1,852.06
Dudley (09/10)	1,062 (if 10+ group members)	-	-	-	-	-	-	-
Gateshead	-	-	-	-	-	-	-	-
Kingston upon Hull	-	-	-	-	-	-	-	-
Middlesbrough	-	6,120						
Oldham	-	632	369	2,916	-	-	-	-
Peterborough	-	1,569.00	784.50 (7)	-	-	7,165.95	-	-
Rochdale	-	-	-	1,932 (2)	-	-	-	-
Rotherham	-	-	-	-	-	1,203	-	-
Salford	-	546	-	1,764	-	5,862	-	-
Sandwell	1,093	-	-	-	-	8,664	-	-
Stoke on Trent	-	5,000	750	-	-		-	-
Walsall	-	-	-	-	-	-	-	-

Comparison of Allowances Currently Paid to Members By Similar Sized Councils (2)

	Vice Chairs General and Taxi Licensing	Members General and Taxi Licensing	Area Committee Chair	Appeals Committee Chair	Appeals Committee Vice Chair	Community Champions	Independent Member of Audit Committee	Pensions Spokesperson
Wolverhampton	-	-	-	-	-	-	-	-
Bolton	-	-	-	-	-	-	-	-
Coventry	-	-	-	-	-	-	-	-
Derby	3,704.12	888.99	-	-	-	-	-	-
Dudley	-	-	1,062	-	-	-	-	-
Gateshead	-	-	-	9,375	4,685	-	-	-
Kingston upon Hull	-	-	5,821(7)	-	-	-	-	-
Middlesbrough				3,060		-		
Oldham	-	-	-	-	-	4,028 (1 ward) 6,041 (2 wards) 7,048 (3 wards) 8,056 (4 wards)	-	-
Peterborough	-	-	7,165.95 (3)	-	-	-	784.50	-
Rochdale	-	-	-	-	-	-	-	3,724
Rotherham	-	-	-	-	-	-	-	-
Salford	-	-	-	-	-	-	384	-
Sandwell	-	-	-	-	-	-	-	-
Stoke on Trent	-	-	-	5,000	-	-	-	-
Walsall	-	-	-	-	-	-	-	-

Comparison of Allowances Currently Paid to Members By Similar Sized Councils (3)

	Pensions Member	Co-opted member	Employment Committee Chair	General Purposes and Arbitration Chair	Chair of the Council	Vice Chair of the Council	Taxi Licensing Sub Chair
Wolverhampton	-	-	-	-	-	-	-
Bolton	-	-	-	-	-	-	-
Coventry	-	-	-	-	-	-	-
Derby	-	-	-	-	-	-	-
Dudley	-	-	-	-	-	-	-
Gateshead	-	-	-	-	-	-	-
Kingston upon Hull	-	-	-	-	-	-	-
Middlesbrough		-	6,120	-	6,120	3,060	-
Oldham	-	-	-	-	-	-	-
Peterborough	-	-	-	-	-	-	-
Rochdale	1,203	-	7,644	-	-	-	-
Rotherham	-	-	-	-	-	-	-
Salford	-	546 if chair 384 if member	-	-	-	-	-
Sandwell	-	-	5,204	8,664	-	-	-
Stoke on Trent	-	500 or 250	5,000	-	-	-	-
Walsall	-	-	-	-	-	-	7,706.25

Appendix C

CURRENT ALLOWANCE 2010/11

RECOMMENDATIONS

CURRENT BASIC ALLOWANCE 8,980

RECOMMENDED BASIC ALLOWANCE 10,500

	Share of Basic Allowance	Current Allowance	Number of Members	Total Paid		Share of Basic Allowance	Proposed New Allowance	Number of Members	Total Paid
BASIC ALLOWANCE	1	8,980	60	538,800		1	10,500	60	630,000
SPECIAL RESPONSIBILITIES									
Leader	3	26,940	1	26,940		2.5	26,250	1	26,250
Deputy Leader	2.5	22,450	1	22,450		1.5	15,750	1	15,750
Shadow Leader	2	17,960	1	17,960		1.25	13,125	1	13,125
Shadow Deputy	0.66	5,927	1	5,927		0	0	0	0
Minority Group Leader	0.5	4,490	1	4,490		0.5	5,250	1	5,250
Portfolio Holder	2	17,960	8	143,680		1.25	13,125	8	105,000
Chair Scrutiny Board	2	17,960	1	17,960		1.25	13,125	1	13,125
Chair - Scrutiny Panel	1.5	13,470	6	80,820		0.75	7,875	6	47,250
Chair - Planning Committee	2	17,960	1	17,960		1.25	13,125	1	13,125
Chair - Petitions	1.5	13,470	1	13,470		1.25	13,125	1	13,125
Chair - Licensing Committee	1.5	13,470	1	13,470		1.25	13,125	1	13,125
Chair - Audit Committee	1.5	13,470	1	13,470		1.25	13,125	1	13,125
Chair - Superannuation Committee	1.5	13,470	1	13,470		1.25	13,125	1	0
Chair - Human Resources Appeals	0.5	4,490	1	4,490		0.5	5,250	1	5,250
Vice Chair - Scrutiny	0.66	5,927	7	41,488		0	0	0	0
Vice Chair - Superannuation Committee	0.5	4,490	2	8,980		0	0	0	0
Vice Chair - Audit Committee	0.5	4,490	1	4,490		0.25	2,625	1	2,625
Vice Chair - Petitions	0.5	4,490	1	4,490		0.25	2,625	1	2,625
Vice Chair Planning Committee	0.66	5,927	1	5,927		0.25	2,625	1	2,625
Vice Chair Licensing Committee	0.5	4,490	1	4,490		0.25	2,625	1	2,625
Shadow Chair -Planning Committee	0.5	4,490	1	4,490		0	0	0	0
Shadow Chair - Licensing Committee	0.5	4,490	1	4,490		0	0	0	0
Shadow Chair - Superannuation Committee	0.5	4,490	1	4,490		0	0	0	0
Shadow Portfolio Holder	0.5	4,490	8	35,920		0	0	0	0
Members Champion	0.5	4,490	1	4,490		0.5	5,250	1	5,250
Proposed Additional Allowance									
Independent Chair of Standards Committee	0	-	0	-		0.25	2,625	1	2,625
Total SRAs			51	520,301				31	301,875
MAYORAL ALLOWANCES									
Mayor	2.22	19,936	1	19,936		N/A	19,936	1	19,936
Deputy Mayor	0.44	3,951	1	3,951		N/A	3,951	1	3,951
Total				23,887					23,887
TOTAL ALLOWANCES PAID									
Total Basic Allowances				538,800					630,000
Total SRAs				520,301					301,875
Mayoral Allowances				23,887					23,887
Total			53	1,082,988				33	955,762
2010/11 BUDGET									
Special Responsibilities				543,360					543,360
Basic Allowances				522,920					522,920
Mayoral Allowance				24,910					24,910
Total				1,091,190					1,091,190
VARIANCE									
Total budget - total allowances				(8,202)					(135,428)