

## Basic allowance and special responsibility allowances calculations

### Herefordshire

#### Basic Allowance

The IRP concluded in their report of 11 May 2017 that the Basic Allowance should be calculated as follows:

90 monthly hours less a public service discount of 50% multiplied by the ONS mean hourly earnings multiplied by 12 (months)

$$((90-50\%) \times 15.72) \times 12 = \text{£}8,489$$

£8,489 was the recommended Basic Allowance by the 2017 IRP panel. A lower Basic Allowance was adopted of £7,423 which has been increased by index linking.

Basic and Special Responsibility allowance index linked in line with national joint council pay award.

#### Special Responsibility Allowance

Leader	4 x Basic Allowance
Cabinet Member	1.75 x Basic Allowance
Chairperson of Council	1.25 x Basic Allowance
Chairperson of Planning	1.25 Basic Allowance
Chairperson of Scrutiny	1.25 Basic Allowance
Chairperson of Licensing	0.75 x Basic Allowance
Chairperson of Audit and Governance	0.75 x Basic Allowance
Cabinet Support	upto 50% of Cabinet Member allowance.
Group Leaders	£1,634 plus £124 per group member if group membership exceeds 10% of the council's total member
Vice -Chairperson of Committees	no SRA

## Bathnes

### Basic Allowance

The panel were of the view that benchmarking data should only act as a guide and should not be the driver of the Basic Allowance. The panel took the median hourly wage of £14.43 applied the 30% discount and used a 22 hour week.

$$(\text{£}14.43 - 30\% = \text{£}10.101 \times 22 \times 52 = \text{£}11,555,54)$$

The panel recognises the difficult economic climate and recommends that a Basic Allowance of £11,555 should be an aspiration.

This should be achieved through a staged approach introducing incremental steps of a £750 increase per annum taking £8,201 as the starting point.

Incremental increases not being introduced until 22/23 as a result of Covid-19.

### Special Responsibility Allowance

Leader of Council	3 x Basic Allowance
Deputy Leader	2 x Basic Allowance
Cabinet Members	2 x Basic Allowance
Chairperson of the Council	1 x Basic Allowance
Vice Chairperson of Council	daily rate of £100 (£50 per day)
Chairperson of Scrutiny Committee	1 x Basic Allowance
Chairperson of Regulatory Committees (including Licensing Group Leaders	0.5 Basic Allowance £428 per member

Both the Basic Allowance and Special Responsibility Allowance is updated annually with any percentage increase agreed by the NJC.

The SRA calculations are taken from the 2017 panel report - the most recent report is March 2021 but there is no mention of the calculations for SRA.

### **Cheshire West**

#### **Basic Allowance**

Average national wage x 22 hours per week less a public service discount of 20%

#### **Special Responsibility Allowance**

Leader of Council	2.5 x basic allowance
Deputy Leader	1.25 x basic allowance
Cabinet Member	1.1 x basic allowance
Planning Committee Chairperson	0.75 x basic allowance
Licensing Committee Chairperson	0.65 x basic allowance
Audit and Governance Committee Chairperson	0.65 x basic allowance
Scrutiny Chairperson	0.65 x basic allowance
Chairperson of Council	0.5 x basic allowance
Main Opposition Leader	0.65 x basic allowance
Other Group Leader	0.33 x basic allowance
Member Champions	1,000

SRA figures are taken from report 02/03/2009 - recent reports do not address calculation.

### **Cornwall**

#### **Basic Allowance**

Average hours per week to carry out role = 31.5  
Number of weeks (allowing for 5 weeks annual leave = 47)  
Rate - ONS place of residence - £12.27  
Voluntary discount = 25%

Calculation:

$31.5 \times 47 \times 12.27 = \text{£}18,165.74$   
Less 25% = £4,541.44  
Total = £12,624.30

The following amounts are added to the Basic Allowance:

Non approved duty contribution = £100  
1% contribution toward pension provision £136.24  
Subsistence for Council Meetings - £50

Total Basic Allowance = £13,910.53

The Basic Allowance is indexed linked by the annual pay award for Cornwall Council Officers for four years from 2016.

#### Special Responsibility Allowance

Leader of the Council	1.85 x Basic Allowance
Deputy Leader	75% of Leader's SRA
Chairperson of the Council	70% of Leader's SRA
Cabinet Members	70% of Leader's SRA
Chairperson of Scrutiny	30% of Leader's SRA
Chairperson of Planning Committees	30% of Leader's SRA
Chairperson of Audit Committee	20% of Leader's SRA
Chairperson of Licensing Committee	15% of Leader's SRA
All Vice Chairpersons	30% of relevant committee chairman's SRA

These figures are based on the 2016 report. An Independent Remuneration Panel made recommendations in 2021 but these were not implemented.

## **Cumbria**

### Basic Allowance

No calculation provided in any IRP reports.

Basic Allowance takes into account 33.33% public service discount (2015 IRP report)

The Basic Allowance was increased in line with the percentage increase to the local government workforce pay (pay point 1) which is agreed by National Employers and National Joint Council (2021 IRP report)

### Special Responsibility Allowance

No calculation provided but SRAs to be increased in line with the percentage increase to the local government workforce pay (pay point 1)

which is agreed by National Employers and National Joint Council (November 2021)

## **East Riding**

### Basic Allowance

The Basic Allowance should be set at a level that recognises the voluntary nature of the role.

In comparing the allowance paid to a number of other local unitary authorities the panel considered the allowance reasonable.

### Special Responsibility Allowance

Leader of the Council	3.22 x Basic Allowance
Deputy Leader of Council	2 x Basic Allowance
Cabinet Members	1.3 x Basic Allowance
Leader of Opposition Group	0.6 x Basic Allowance
Chairperson of Scrutiny Committee	0.86 x Basic Allowance
Vice Person of Scrutiny Committee	0.21 x Basic Allowance
Chairperson of Audit Committee	0.86 x Basic Allowance
Chairperson of Planning	0.86 x Basic Allowance
Chairperson of Licensing	0.33 x Basic Allowance

The Members Allowance Scheme is index linked to National Joint Council (NJC) pay award for Local Government employees.

### **Telford and Wrekin**

#### Basic Allowance

The panel recommended a 20% increase to bring the Basic Allowance to £9,444.

This increase would move the basic allowance closer to the mean in Telford's 15 comparator authorities.

#### Special Responsibility Allowance

Telford and Wrekin do not provide a calculation for SRAs. They did make the following increases in 2019 which had not been increased since

Cabinet Members	20% increase
Group Leader	20% increase
Chairperson of Scrutiny Committee	10% increase
Chairperson of Planning Committee	20% increase
Chairperson of Licensing	20% increase
Chairperson of Audit Committee	no increase

The Leader and Deputy Leader's SRA was calculated by adding both SRAs together and increasing by 20% (this was to reflect that the Deputy Leader's SRA was much closer to the mean average of comparable

Leader of the Council	SRA increased by 2/3rds of the 20%
Deputy Leader	SRA increased by 1/3 of the 20%

Annual uprating of the Basic Allowance and Special Responsibility Allowances in line with the pay award for local authority employees.

## **Shropshire**

### **Basic Allowance**

The Basic Allowance is increased in line with % increase for Local Government workers salary as agreed by NJC or by Shropshire Council (if this is different to NJC) at SCP 18.

### **Special Responsibility Allowance**

Leader of the Council	2.25 x Basic Allowance
Deputy Leader of the Council	1.5 x Basic Allowance
Cabinet Members	1 x Basic Allowance
Deputy Portfolio Holders	0.25 x Basic Allowance
Opposition Group Leader	0.5 x Basic Allowance
Chairperson of Scrutiny Committee	1 x Basic Allowance
Chairperson of Area Planning Committee	0.75 x Basic Allowance

Chairperson of Strategic Licensing	0.25 x Basic Allowance
Chairperson of Licensing Sub-Committee	0.125 x Basic Allowance
Chairperson of Audit Committee	0.3 x Basic Allowance
Chairperson of Council	0.75 x Basic Allowance

Based on 2021 panel report and amendment made at Council meeting on 20/05/21

### **South Gloucestershire**

#### **Basic Allowance**

The Basic Allowance for 2016/17 is £11,184 with an annual review index linked to Spinal Column Point 34 on the Officers pay scales.

In the most recent report (2017) the panel is of the view that with index linking the Basic Allowance is sustainable and robust for 2020/21.

#### **Special Responsibility Allowance**

Leader of Council	190% of Basic Allowance
Cabinet Members	100% of Basic Allowance
Chairperson of Scrutiny Commission	70% of Basic Allowance
Chairperson of Regulatory Committee	70% of Basic Allowance
Group Leaders	70% of Basic Allowance
Chairperson of Council	50% of Basic Allowance
Vice Chairperson of Council	15% of Basic Allowance

### **Rutland**



### Basic Allowance

No calculation but states that all allowances are increased by index linking to NJC Officers' pay awards.

### Special Responsibility Allowance

Leader of Council	3.5 x Basic Allowance
Deputy Leader	3 x Basic Allowance
Cabinet Member	2.5 x Basic Allowance
Chairperson of Scrutiny	1.5 x Basic Allowance
Chairperson of Planning and Licensing Committee	2 x Basic Allowance
Chairperson of Audit and Risk Committee	1.25 x Basic Allowance
Chairperson of Council	£4,590 (uplifted with index linking)

The Basic Allowance and Special Responsibility Allowance is index-linked to Officers' NJC pay awards.