

**Report of the
East Lindsey Independent
Remuneration Panel**

**Review of the
East Lindsey District Council
Members' Allowances Scheme**

Foreword from the Independent Remuneration Panel for East Lindsey District Council

It is 17 years since the legislation that governs members' allowances came into force and with it the introduction of local independent remuneration panels to provide independent recommendations and reports to councils on their allowances scheme.

Since then, and following numerous reviews, the ELDC Members' Allowances Scheme has become well-established having been in place and refined over this period. Our latest review has therefore aimed to identify the case for change, since the previous review in 2016, using a comprehensive review of benchmarking data and local information including the views of Councillors.

We're grateful to those that contributed their thoughts to this review, all of which have been considered and are referenced in this report.

Our report and the recommendations contained within it aim to set out an evidence based Members' Allowances Scheme for the Council for the next 4 year period.

Finally we would like to put on record our appreciation to the Council officers John Medler (Corporate Support Service Manager and Deputy Monitoring Officer) and James Newton (Corporate Governance Apprentice) who supported our work.

Mr Arthur Kitson

Mr Stuart Childs

Mr Terry Pinder

Recommendations

The Independent Remuneration Panel recommends the following be applied to the East Lindsey District Council Members' Allowances Scheme from 1 April 2020 for a 4 year period:

1. That the Basic Allowance be increased by £50 per annum.
2. That the Special Responsibility Allowances for the Chairman and Vice Chairman of the Planning Committee be adjusted to reflect those paid to Chairmen and Vice Chairmen of the Council, Overview Committee and Audit and Governance Committee.
3. That the Basic Allowance and Special Responsibility Allowances continue to be index linked to the Local Government Pay Award as agreed by the National Joint Committee for Local Government Services.
4. That the Dependants' Carers' Allowance continues to be paid up to and index linked to the National Living Wage.
5. That mileage rates continue to be index linked to the HMRC approved mileage rates and that subsistence rates continue to be index linked to the ELDC officer subsistence rates.
6. That the criteria for mileage claims be clarified within the Scheme to reflect that the maximum claim be from the Member's home address to the place of the approved duty and that mileage ordinarily incurred (e.g. commuting mileage) be deducted from any claims.

1. Background and context

- 1.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 require that before making or amending a Members' Allowances Scheme, an authority shall have regard to the recommendations of an Independent Remuneration Panel (The Panel) set up specifically to advise on the matter.
- 1.2 East Lindsey District Council's Members' Allowances Scheme (the Scheme) was last reviewed by the Panel in 2016 with a 4 year scheme (1 April 2016 to 31 March 2020) subsequently agreed by the Council.
- 1.3 The Panel is required to consider all areas within its remit under the Regulations, and then to make recommendations to the Council. In general, these recommendations relate to the following matters:
 - The value of the basic allowance that should be made available to all councillors.
 - The responsibilities or duties which should lead to the payment of a special responsibility allowance (SRA) and the value of such allowances.
 - Whether the Scheme should include a co-optees' allowance and the value of such an allowance.
 - Whether the Scheme should include a dependants' carers' allowance and the value of the allowance.
 - The duties for which a travelling and subsistence allowance can be paid and the value of this allowance.
 - Whether annual adjustments of allowance levels may be made by reference to an index.
- 1.4 The Panel is no longer required to decide whether councillors should be entitled to receive a councillor pension as the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 removed access for councillors to the pension scheme from 1 April 2014.
- 1.5 In line with legislation and government guidance, the Panel again draws attention to the voluntary nature of the councillor role. Allowances should not be regarded as a salary but as remuneration for costs incurred and a degree of time spent on Council business. The level and type of allowances should ideally not act as a disincentive to those wishing to stand for public office. Rather they should be designed to provide appropriate remuneration for those elected to serve the public.
- 1.6 The Panel recognises that there are natural variations in the manner in which councillors undertake their role largely influenced by the individual circumstances of the Councillor. The Panel has considered these variations and has aimed to deliver recommendations that

appropriately remunerate councillors for the roles they undertake rather than any individual approaches.

- 1.7 The Panel has undertaken and utilised benchmarking information as evidence within this review. This is an important evidence base as it provides a starting point for comparison. However, it is important to recognise that this information does not and cannot represent the full picture as local arrangements vary between councils.
- 1.8 Finally the Panel acknowledges that the Council has to take a political decision in deciding the level and type of allowances for councillors taking into account the ongoing significant financial challenges the Council faces and the national and local economic picture.

2. Methodology and evidence

- 2.1 To understand if there was a compelling case for change the Panel undertook a consultation exercise with all councillors and considered the following documentation in developing its recommendations:
 - The Local Authorities (Members' Allowances) (England) Regulations 2003.
 - Details of the Council's existing Scheme of Members' Allowances.
 - Comparative information relating to statistically nearest neighbour authorities (as defined by CIPFA) and Lincolnshire District Councils. When reviewing this data the Panel identified a few 'outlier' councils that provided significantly greater allowances than the majority within the comparator groups. The Panel was of the view that the CIPFA comparator group provided the most appropriate comparator group as it is recognised nationally as statistically more comparable and is also less impacted by 'outlier' councils when compared with the Lincolnshire District County group. The Panel did however, still review allowances paid by Lincolnshire District Councils to provide an additional check within the review process. The benchmarking data with the CIPFA comparator group can be found in Annex A
 - Developments since the previous review relating to ELDC's organisational and governance arrangements.
 - Information relating to council meetings including the number of meetings and their duration.
 - Electoral and council size figures
- 2.2 Through a consultation exercise, all councillors were invited to contribute their views and supporting evidence on the Council's current Scheme. Respondents were asked to indicate which of the following two statements most accurately reflected their view:

A. I am satisfied with the current ELDC Members' Allowances Scheme and believe the existing arrangements, including the existing uplift of £50 per annum to the Basic Allowance and index linked

increases for Basic and Special Responsibility Allowances, should continue into future years. OR

B. I believe the ELDC Members' Allowances Scheme should be changed. If you select this option please state which arrangements within the Scheme you think should be changed and the reason for this including any evidence you wish us to consider.

- 2.3 A total of 9 responses were received to the consultation. Given the low response rate the Panel came to the conclusion that the majority of councillors were satisfied with the arrangements. This is not to be unexpected given the weight of evidence that been used to refine the Scheme since its inception in 2003.
- 2.4 Of the 9 responses, 4 supported statement A with the remaining respondents suggesting one or more change to the Scheme. The Panel reviewed all of the responses to inform this report and its recommendations. Details of the anonymised responses can be found in Annex B and are referenced through this report.

3. The Basic Allowance

- 3.1 The Regulations state that an authority shall provide for the payment of a basic allowance for every member of the Council and it will be the same amount for each such member.
- 3.2 Councillors undertake a wide variety of tasks as part of their role as a local ward member (e.g. supporting individuals, businesses and communities within their ward) and as a member of the Council (e.g. preparation and attendance at Council meetings and outside bodies). All councillors can attend 'Full' Council meetings, thereafter Councillors may be appointed to council committees or outside bodies depending on a range of factors including their experience, knowledge and availability to undertake these roles.
- 3.3 The Panel considered the impact of its previous recommendation in 2016 which resulted in an uplift of the ELDC basic allowance by £471 over a 4 year period. It was noted that the ELDC basic allowance was no longer the lowest paid in Lincolnshire and remained similar to the average of the CIPFA comparator group (see table below).

Local Authority	Basic Allowance (£)
East Lindsey District Council	4,753
Average for statistical nearest neighbours authorities	5,021

N.B figures based on published schemes as of January 2020.

- 3.4 The Panel reviewed electoral and council size figures against the comparator group to identify the average number of electors each

councillor represents and the number of councillors available to undertake the business of the Council. This research revealed that:

- Each ELDC councillor represents on average a very similar number of electors (1,988), compared to the comparator group (1,970).
 - ELDC consists of 55 councillors compared to the average of the comparator group (46.5). This suggests that there are a greater number of councillors available to support the work of the Council.
- 3.5 Feedback from the councillor consultation highlighted that 4 councillors wished to continue with the existing basic allowance arrangements.
- 3.6 A further two councillors provided feedback in support of a change to the current basic allowance arrangements. It was highlighted that rural district councillors had additional time commitments due to the number of parishes and parish councils they supported compared to councillors representing more urban areas. In addition a view was expressed that the principle of paying allowances should be related to councillor attendance or performance to reflect the work of the local councillor. The Panel does not have any powers to reflect the above viewpoints as the basic allowance is required to be the same for each councillor regardless of the councillor's attendance at Council meetings and any individual differences in work load between those representing rural and urban communities.
- 3.7 A councillor also expressed a view that attendance records should be considered by Political Group Leaders as a standing item at their meetings. As a Panel we consider this is a matter for the Group Leaders to consider. It should be noted that whilst Group Leaders lead their political group including orchestrating nominations to council committees and outside bodies they have no legislative powers over the entitlement of a councillor to receive the basic allowance. In addition councillor attendance records are already available publically on the ELDC website (via the web address <https://www.e-lindsey.gov.uk/councillors>).
- 3.8 Ultimately the Panel considers that the performance of councillors is judged at the ballot box at election time and by the public in-between elections.
- 3.9 Based on the evidence gathered the Panel came to the conclusion that ELDC's basic allowance should continue to be aimed towards the current average of the comparator group and that therefore the current arrangements should be maintained.

Recommendation 1 – That the Basic Allowance be increased by £50 per annum.

4. Special Responsibility Allowances

- 4.1 The Regulations state that an authority may provide for the payment for each year for an allowance to such councillors of the authority as have special responsibilities in relation to the authority.
- 4.2 Any scheme must specify the amount of each special responsibility allowance and it must provide that where an authority is divided into at least two political groups that a special responsibility allowance is paid to at least one person who is not a member of the controlling group.
- 4.3 The Panel reviewed the Council's current special responsibility allowances (SRA) which provide allowances to the following roles:
- Leader and Deputy Leader of the Council
 - Executive Board Members
 - Chairman and Vice Chairman of the Council
 - Chairmen and Vice Chairmen of the Council's standing committees
 - Political Group Leaders
 - Chairmen of Scrutiny and Policy Panels (one off payment on completion of work)
- 4.4 Currently 24 SRAs are paid by the Council, excluding those paid to Chairmen of Scrutiny and Policy Panels. Councillors are able to claim one SRA. The exception to this 'rule' is when a councillor is also a Political Group Leader or acts as a Chairman of a Scrutiny and Policy Panel. The Panel was in agreement that the current policy was appropriate and should be continued.
- 4.5 It was noted that the Council's committee structure had not significantly changed since the previous review. The number of Executive Board Members had recently increased from 8 to 9 but other committee sizes and roles had remained consistent with the exception of an additional independent co-opted member supporting the Audit and Governance Committee.
- 4.6 The Panel reviewed the comparator group information. It noted that it was more difficult to draw direct comparisons between authorities for SRAs as councils operate different governance arrangements to fulfil their statutory responsibilities. The information was therefore used as a guide to reflect if there was a case for further investigation. That said the Panel was struck by the large variation in equivalent SRAs paid by the comparator group; the largest range being a £14,702 difference for the Leader of the Council SRA. Even with local differences it is hard to understand how such variations can be justified.
- 4.7 The SRA comparison exercise revealed that ELDC does not pay either the highest or lowest SRAs. On the whole SRAs tend to be within £1,000 either way of the average for the comparator group with a greater number (9) being below the average than above (5). It should

be noted that ELDC is the only Council that has a Planning Policy Committee and hence there are no SRA comparisons in this area.

- 4.8 The Panel noted that the most significant SRA difference between the comparator group average and ELDC related to the allowance payable to the Chairman of the Planning Committee. The Panel decided to undertake further investigation into this SRA. It reviewed the number and length of meetings to understand how the Planning Committee compared to other ELDC committee meetings. It was noted that ELDC's Planning Committee met more than any other ELDC committee (once a month) and that due to the number of decisions being made the average length of meeting was significantly longer. Finally the Panel noted that the Planning Committee had more public interaction than any other council meeting and that the Chairman is responsible for managing this interaction. Based on the above evidence the Panel recommends a change to the SRA for the Chairman and Vice Chairman of the Planning Committee so that they be remunerated in line with the Chairmen and Vice Chairmen of the Council, Overview Committee and Audit and Governance Committee.

Recommendation 2 – That the Special Responsibility Allowances for the Chairman and Vice Chairman of the Planning Committee be adjusted to reflect those paid to Chairmen and Vice Chairmen of the Council, Overview Committee and Audit and Governance Committee.

- 4.9 The Panel reviewed the Political Group Leader SRA arrangements. It was noted that authorities adopted different SRA models in this area with some recognising multiple Political Group Leaders whilst others only recognised the main opposition Political Group Leader. The Panel continues to support the ELDC SRA arrangements in this area as they reflect the size of each political group and recognise multiple Political Group Leaders for the role they play within the Council.
- 4.10 Attention then turned to the feedback from the councillor consultation exercise which highlighted that 3 councillors felt there should be a change to the SRAs payable. These consisted of the following suggestions and questions:

SRAs relating to the Licensing Committee

- *I would like to on this occasion draw your attention to the special allowances paid to the Chair and Vice Chair of Planning and Licensing. I can see no reason why they should differ. The chair of Planning receives 679.81 more, whilst the Vice Chair receives an extra 216.86. Both Committees are just as important as each other, with the Licensing committee sitting on extra days as required as a Sub Committee. Each Committee must get their decision correct, as any failure could cost the authority and the tax payer a great deal of money. I recall one such hearing that went right to the Law Courts in London,*

fortunately on this occasion the Law Lord decision fell on the side of the Council.

- 4.11 The Panel agrees that the Licensing Committee undertakes an important role for the District and that as a regulatory committee there are similarities with the role of the Planning Committee. Benchmarking evidence highlighted no significant differences in the level of allowance received by the Chairman and Vice Chairman of the Licensing Committee when compared to the average of the comparator group.
- 4.12 The Panel also reviewed data relating to the number and length of the Licensing Committee meetings, including sub-committee meetings. This revealed that there were consistently fewer Licensing Committee meetings than Planning Committee Meetings and also that the average length of a Licensing Committee meeting was significantly shorter than that of a Planning Committee meeting with fewer decisions taken. The Panel does acknowledge that the volume of Licensing Sub-Committee work has varied over the past 4 years but in 2019 just 1 sub-committee meeting was held. Based on the latest data the Panel did not feel this justified recommending a change in SRAs for the Chairman and Vice Chairman of the Licensing Committee.

SRAs relating to Vice Chairmen

- *I find it difficult to understand why the vice-chairman of any standing committee or indeed the Council should be in receipt of a special responsibility allowance. What exactly does a vice-chairman actually do? Do they attend any additional meetings for example agenda-setting? Do they attend any pre-meetings? That information can easily be obtained from Chairmen/Officers. I accept the argument that a vice-chairman may have to stand in as Chairman if the Chairman were absent for any reason but surely that is recorded and so can be rewarded accordingly. I have no doubt that Chairing a formal meeting and the additional responsibility that it entails deserves some payment but again my point would be that this should all be output-focussed and so a Chairman in absence should receive a reduced payment in order to compensate the vice-chairman for stepping up.*
- 4.13 The Panel has through earlier reviews considered the extra commitments associated with Vice Chairman positions and how these roles support the Chairman and the work of the respective committees. The commitments broadly fall into the following categories:
- Attendance at additional meetings outside of committee work
 - Responsibility for standing in for the Chairman as required
- 4.14 The CIPFA benchmarking data identified that Councils take different approaches in this area with 7 authorities providing SRAs to all Vice Chairmen whilst others made SRA's available to some of their Vice Chairmen.

- 4.15 The Panel did not feel there was sufficient evidence presented to recommend changes to the Vice Chairman SRAs. The Panel will if requested by the Council undertake further work in this area.

Executive Support Councillors

- 4.16 The Panel received evidence relating to a new Executive Support Councillor position and a request to consider if a SRA should be applied to councillors undertaking this role. It was noted that the intention was for the role to act as a support for Executive Board Members by representing the Council at external meetings and networking opportunities but that the role would not act as a decision maker. In addition the role would provide an opportunity to add to the knowledge base in the Council and support succession planning. The Panel received the following councillor feedback that suggested the role would create additional time commitments on those appointed:
- *I am very much aware of the time commitment to attend Meetings, which are invariably held at venues outside East Lindsey. I hope that the remuneration allowance awarded to these posts will fully recognise the preparation (reading of Agendas and information), and note taking that will be involved in liaising with the Portfolio Holders before and following Meetings, and the actual time spent travelling to, and spent in Meetings.*
- 4.17 Whilst recognising the above information the Panel felt unable to recommend a SRA at this time as it was unclear, due to the 'newness' of the role, as to what time commitments would be associated with it. The Panel, if requested by the Council, would consider at a later date how the role has developed and if an SRA should be applied.
- 4.18 The Panel was in agreement that councillors undertaking duties associated with these roles should be able to claim travel and subsistence allowances as they are representing the Council when undertaking these duties.

5. Annual Index Linking and Backdating

- 5.1 Under the Regulations the basic allowance and SRAs can be linked to an annual index for a period of up to 4 years. The Panel was in agreement that it continues to be appropriate to apply annual index linking to the East Lindsey District Council Scheme to reflect increasing costs. The Panel considers the Local Government Pay Award as the most appropriate index as this is determined nationally and is reflective of the financial climate relating to the sector.

Recommendation 3: That the Basic Allowance and Special Responsibility Allowances be index linked to the Local

Government Pay Award as agreed by the National Joint Committee for Local Government Services.

- 5.2 The Panel is in agreement that the Scheme should continue to allow for any in year amendments to be applied with effect from the beginning of the financial year (1 April) in which the amendment is agreed.

6. Co-optees' Allowance

- 6.1 The Panel received a request to consider if a Co-optees' Allowance should be paid to Independent Co-opted Members on the Council's Audit and Governance Committee and the Lincolnshire Police and Crime Panel (which is hosted by ELDC). The Panel reviewed the information relating to these roles and noted that the positions had been advertised as unpaid and that the Council had successfully recruited a high standard of candidate to these roles. Based on this evidence the Panel reiterates its previous view that no allowance should be made payable to Co-optees but that Independent Co-optees should be able to claim travel, subsistence and dependants' carers' allowances and that the Scheme should specifically make reference to this.

7. Dependants' Carers' Allowance

- 7.1 A scheme may provide for the payment of a dependants' carers' allowance which members can claim to assist them with the cost of arranging for the care of their children or dependants whilst engaged on approved Council duties. It is an allowance that is explicitly designed to enable a wider range of candidates to stand and remain on the Council.
- 7.2 The Panel continues to be supportive of the dependants' carers' allowance and considers that the current dependants' carers' allowance arrangements should continue including index linking the allowance up to the National Living Wage.

Recommendation 4: That the Dependants' Carers' Allowance continues to be paid up to and index linked to the National Living Wage.

8. Travel and Subsistence Allowance

- 8.1 The Panel continues to believe that the current travel allowances reflecting the HMRC mileage payment guidelines and subsistence allowances reflecting the ELDC officer subsistence rates are appropriate. Therefore no amendments are recommended to the Travel and Subsistence Allowance.

Recommendation 5: That mileage rates continue to be index linked to the HMRC approved mileage rates and subsistence rates continue to be index linked to the ELDC officer subsistence rates.

- 8.2 The Panel then considered evidence relating to the application of the travel scheme. It was noted that this had operated effectively. On rare occasions enquiries had been raised in relation to claiming mileage from a work base. The Panel is of the view that commuting or indeed any personal mileage should be deducted from any claim so that the public purse only reimburses additional mileage to that which would ordinarily have been incurred by the councillor. The maximum claim should be from the councillor's home address to the place of the approved duty. The Panel would like to highlight that all claims have been processed in accordance with the above criteria but that for clarity confirmation of this should be included within the rules of the Scheme.

Recommendation 6: That the criteria for mileage claims be clarified within the Scheme to reflect that the maximum claim be from the Member's home address to the place of the approved duty and that mileage ordinarily incurred (e.g. commuting mileage) be deducted from any claims.

9. Approved duties

- 9.1 The Council's approved duties for claiming travel, subsistence and dependants' carers' allowances are set in line with 2003 regulations.

Attendance at Parish Council Meetings

- 9.2 Through the consultation two councillors indicated that they felt that attendance at Parish Council Meetings when acting as a representative of the Council should be an approved duty. It was also highlighted that some ELDC Councillors now represent larger wards with more parishes and therefore costs had increased for those attending parish council meetings. Furthermore it was suggested that including attendance at a parish council meeting as an approved duty would bring ELDC into line with the majority of councils in Lincolnshire. Full details of the councillor's comments are included in Annex B.
- 9.3 A benchmarking exercise of Lincolnshire District Councils revealed a mixed picture in relation to whether attendance at a Parish/Town Council was listed as an approved duty. The results are shown below:

Appendix 1

Lincolnshire District Council	Details relating to attendance of Town/Parish Councils
Boston Borough Council	<p>NON-APPROVED DUTIES For the avoidance of doubt, the attendance by a Councillor at any of the following are not approved duties:-</p> <ol style="list-style-type: none"> 1. Civic and social events (excluding civic Council meetings i.e. AGM) 2. Meetings of the Cabinet, Boards, Committees, Panels, Sub Committees or Working Groups of the Council to which they are not formally appointed, unless acting as a substitute for another Member. 3. Meetings of and with Parish Councils.
East Lindsey District Council	Non approved duty
North Kesteven District Council	<p>The approved duty for the payment of travelling and subsistence allowances includes the following categories:- Attendance at Parish Council meetings when acting as a representative of the District Council.</p>
South Holland District Council	Not listed as an approved duty or non-approved duty
South Kesteven District Council	<p>Travelling expenses are payable for the following: (xiii) Town and Parish Council meetings, including Parish Meetings within the Members' Ward that they attend as a representative of South Kesteven District Council.</p>
West Lindsey District Council	<p>Approved Duties The following are approved duties for which members may, if they wish, claim dependant carers', travelling and subsistence expenses: The attendance by a Councillor at meetings of the Town/Parish Council(s)/Meeting(s) in his/her ward provided the meeting is not within the Councillor's own parish.</p>

9.4 Whilst recognising that attendance at parish council meetings as a way of building local relationships with the parish the Panel notes that it is not compulsory for district councillors to attend parish council meetings. Indeed these are meetings of the parish council not the district council. The Panel notes that councillors would not ordinarily be able to claim for attendance at meetings organised by other bodies in their capacity as the local ward member.

Appendix 1

- 9.5 The Panel remains of the view that attendance at a Town or Parish Council should remain a non-approved duty for District councillors attending these meetings in their capacity as the local Ward Member.
- 9.6 The Panel does however recognise that ultimately it is a decision for the Council as to whether it wishes to include attendance at a parish/town council Meeting as an approved duty.

Attendance at civic events

- 9.7 A further councillor comment was received requesting that attendance at civic events should be classed as an approved duty for all councillors. The Panel is firmly of the view that this should not be classed as an approved duty other than for the Chairman or Vice Chairman that participate in these events as part of their designated roles.

10. Provision for withholding allowances

- 10.1 The Panel is of the view that the current arrangements contained within the Scheme remain suitable.

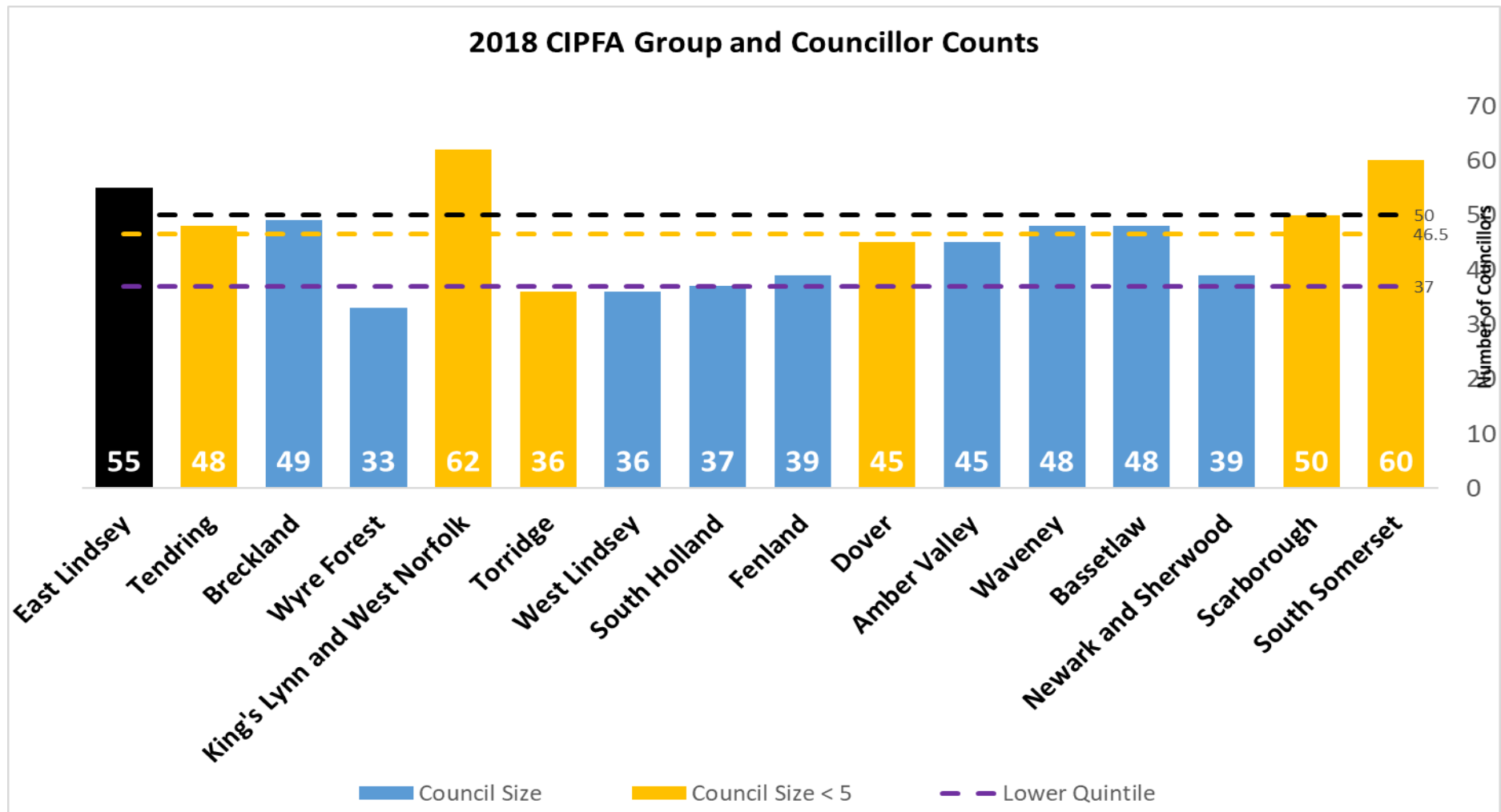
11. Implementation of recommendations

- 11.1 If the recommendations within this report are agreed the effective date for amendments to allowances shall be 1 April 2020 and the scheme shall apply for a 4 year period unless otherwise amended.

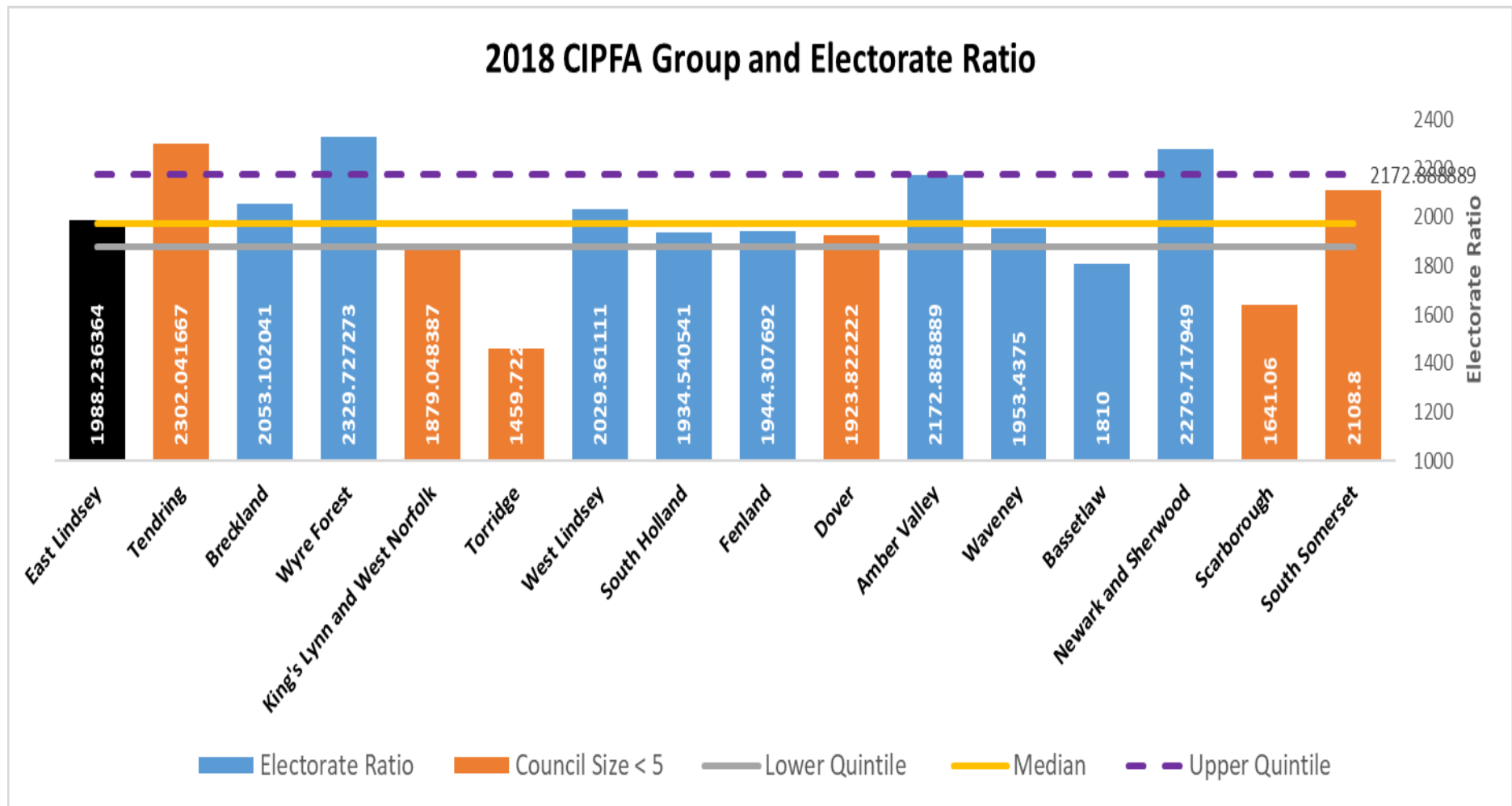
Annex A – CIPFA Nearest Neighbours Benchmarking Information

	East Lindsey	Average	Difference (ELDC to average)	Highest	Lowest	Range
Basic Allowance	£4,753	£5,021	£-269	£6,620	£3,871	£2,749
Leader Allowance	£13,631	£14,896	£-1,265	£22,277	£7,575	£14,702
Deputy Leader Allowance	£6,816	£7,277	£-462	£14,616	£2,759	£11,857
Executive Board/Cabinet Member Allowance	£4,773	£5,742	£-969	£11,832	£3,105	£8,727
Chairman of Council	£4,092	£5,178	£-1,086	£7,979	£3,360	£4,619
Vice Chairman of Council	£1,230	£1,614	£-384	£2,784	£0	£2,784
Chairman of Planning Committee	£3,408	£5,325	£-1,917	£11,832	£2,323	£9,509
Vice Chairman of Planning Committee	£1,025	£979	£46	£2,518	£0	£2,518
Chairman of Licensing	£2,728	£2,949	£-221	£6,708	£927	£5,781
Vice Chairman of Licensing	£819	£441	£378	£2,476	£0	£2,476
Chairman of Overview/Scrutiny	£4,092	£5,077	£-985	£11,832	£1,742	£10,090
Vice Chairman of Overview	£1,230	£736	£493	£1,981	£0	£1,981
Chairman of Audit and Governance	£4,092	£3,119	£973	£6,708	£1,156	£5,552
Vice Chairman of Audit and Governance	£1,230	£504	£726	£1,981	£0	£1,981
Chairman of Planning Policy	N/A	N/A	N/A	N/A	N/A	N/A
Vice Chairman of Planning Policy	£1,025	N/A	N/A	£1,025	N/A	N/A

Source: Information gathered from published Members' Allowances Schemes available on Council websites to produce the above table.



Source: The Local Government Boundary Commission for England



Source: The Local Government Boundary Commission for England

Annex B – Councillor Consultation Responses (Anonymised)

Councillor Consultation Responses (Anonymised)
I would support scheme A
With regard to the member allowances I feel that the current system is fine. Option A would be my choice. I am more than happy with how I have been supported so far.
I am happy with statement A however for me, based on the number of hrs required to deliver my function the allowances work out to approx £9/hr which does not reflect the responsibility involved and arguably it is not particularly attractive.
Option A please
<p>In reply to the attached e-mail, whilst on the whole I can agree the Members Allowances for E.D.L.C. although I understand the allowance at this authority is slightly lower than other Districts of similar size.</p> <p>I would like to on this occasion draw your attention to the special allowances paid to the Chair and Vice Chair of Planning and Licensing. I can see no reason why they should differ. The chair of Planning receives 679.81 more, whilst the Vice Chair receives an extra 216.86. Both Committees are just as important as each other, with the Licensing committee sitting on extra days as required as a Sub Committee. Each Committee must get their decision correct, as any failure could cost the authority and the tax payer a great deal of money. I recall one such hearing that went right to the Law Courts in London, fortunately on this occasion the Law Lord decision fell on the side of the Council. This is my only observation and in thank you for this opportunity to share this with you.</p>
I had a request from Councillor xxx re mileage claims. He wondered if attendance at civic events could be considered. If you recall I mentioned that it's not customary to pay mileage to the civic service (other than for the Chairman) but he feels that although it's not currently recognised as an approved duty it should be considered.

Councillor Consultation Responses (Anonymised)

I am inclined to go with statement B.

The approved duties in relation to mileage claims should include parish council meetings.

“Attendance at Parish Council meetings when acting as a representative of the District Council”

This is in line with nearly all the district councils within Lincolnshire and the County Council.

I am more than happy to meet with the IRP to discuss as I presume the panel will want to speak to cllrs if possible.

Thank you for the notification re the Meeting of the Remuneration Panel, and the opportunity to respond to the statements regarding the future allowances. I am listing below my reasons for indicating that statement B reflects my feeling about the level of allowances. I would like to make a case for recognition of the additional work, and expenditure incurred by Councillors Elected to represent Rural Wards.

I am a Councillor for a Rural Ward, and have been so since 2003. As a result of the Boundary changes part of the area of the original Ward changed and greatly increased. As did the number of Parish Councils that I am required to attend. I do emphasise “required”. There has been a gradual change in the way that Parish Councils view their liaison with their District Councillor. I find that I am very much welcomed by each of the Councils and asked to sit at the table during Meetings, and actively asked to respond and guide Councillors where appropriate.

Increasingly, I am expected (and willing to), take their concerns and queries to the Council. In my experience, the whole ethos of Parish Councils has changed and they very much wish to work with their District Councillor to improve their knowledge, and mutually, support their community. I am certainly required to be much better prepared to answer questions about the District Council and its work! I am invited to Annual Parish Meetings of the Councils, often as a speaker, and always to be available to residents that attend. When first elected, and for a number of years following this Councillors representing Rural Wards were permitted to claim for mileage for attending monthly meetings.

Unfortunately, more recently we were notified that we could no longer be reimbursed. I am wishing to make the case that Councillors Elected to represent Rural Wards play a very valuable part as a conduit to promote and inform rural residents of the work of the District Council, and that financial recognition of this should be made. Councillors representing urban Wards do not have the same problems. Each of our towns have one Town Council.

I am very much aware of the time commitment to attend Meetings, which are invariably held at venues outside East Lindsey. I hope that the remuneration allowance awarded to these posts (*Executive Support Cllrs*) will fully recognise the preparation (reading of Agendas and information), and note taking that will be involved in liaising with the Portfolio holders before and following Meetings, and the actual time spent travelling to, and spent in Meetings. I will be totally committed to the role as looking after and improving the lives of our residents is of great importance to the work of the Council.

Councillor Consultation Responses (Anonymised)

With regards to your email, I have thought for a long time that Members Allowances should be subject to a more fundamental review rather than simply inflation related increases. However I am not sure whether the remuneration panel has the scope and flexibility to enable the changes to the scheme that I would want to see and seek your advice as to what can be achieved or at least partially achieved.

With regards to Councillors Basic Allowance, my underlying principle is that the payment should in some way be linked to performance or attendance in that there should be some mechanism to ensure that Councillors are paid for what they actually do. I cite the following example: My predecessor in the xxx Ward achieved an attendance record at ELDC of just 32% in his last year. Is it right that he should have received his full basic allowance when it was also well known that he had attended very few meetings of the x Parish Councils within the Ward? I know this does not chime with the public as I have received lots of comments about this.

It is possible with some thought to at least limit this kind of behaviour by performance management. Clearly each Councillor is different in their approach to ward work but attendance at Council/ELDC committees is monitored and recorded and so I do not think it would be too troublesome for group leaders to have an input into some mechanism that could restrict those excesses. Perhaps as a starter, attendance figures could be placed as a standing item on Group Leaders Meetings.

My second point relates to special responsibility allowances. I find it difficult to understand why the vice-chairman of any standing committee or indeed the Council should be in receipt of a special responsibility allowance. What exactly does a vice-chairman actually do? Do they attend any additional meetings for example agenda-setting? Do they attend any pre-meetings? That information can easily be obtained from Chairmen/Officers. I accept the argument that a vice-chairman may have to stand in as Chairman if the Chairman were absent for any reason but surely that is recorded and so can be rewarded accordingly. I have no doubt that Chairing a formal meeting and the additional responsibility that it entails deserves some payment but again my point would be that this should all be output-focussed and so a Chairman in absence should receive a reduced payment in order to compensate the vice-chairman for stepping up.

I hope this makes sense and challenges the status quo and offers some pointers as to how the Council could make this difficult subject more acceptable to the public.