

**A Review of Members' Allowances for North Herts District Council.**

**Report of the Independent Remuneration Panel – December 2024.**

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## **1. Introduction and Background**

- 1.1. The Independent Remuneration Panel (IRP) was convened to undertake a full review of Members' Allowances. The review was undertaken and the Panel convened in accordance with The Local Authority' (Members' Allowances) (England) Regulations (SI 1021) (2003) and the Guidance on Regulation for Local Authorities Allowances (2003).
- 1.2. The Panel met on 26<sup>th</sup> September, 15<sup>th</sup>, 27<sup>th</sup> October and 8<sup>th</sup>, 17<sup>th</sup> & 17<sup>th</sup> November. Membership of the Panel was Julie Byrom, Independent Member for numerous Councils, Tom Etheridge, HM Treasury and local resident and Margaret Waller, MCIPD.
- 1.3. The Panel was assisted and supported throughout by Melanie Stimpson, Democratic Services Manager, James Lovegrove, Committee Member and Scrutiny Manager and Faith Churchill, Democratic Services Apprentice.

## **2. Terms of Reference**

- 2.1. The Regulations provide for independent remuneration panels to have the following functions:
- to make recommendations to the authority as to basic allowances that should be payable to its elected members.
  - to make recommendations to the authority about the responsibilities or duties which should lead to the payment of a special responsibility allowance and as to the amount of such an allowance.
  - to make recommendations to the authority about the duties for which a travelling and subsistence allowance can be paid and the amount of this allowance.
  - to make recommendations as to the amount of co-optees' allowance, in this case the Independent Persons (Standards), Reserve Independent Person and Independent Person Audit and Risk.
  - to make recommendations as to whether the authority's allowance scheme should include an allowance in respect of the expenses of arranging for the care of children and dependants and if it does make such a recommendation, the amount of this allowance and the means by which it was determined.
  - to make recommendations on whether any allowance should be backdated to the beginning of a financial year in the event of the scheme being amended.
  - to make recommendations as to whether annual adjustments of allowance levels may be made by reference to an index, and, if so, for how long such a measure should run.

### **3. Deliberations of the Panel**

- 3.1. The Panel referred to its previous report of 2023 which informed its work for this year. The Panel looked at all posts receiving Special Responsibility Allowances in greater detail than last year. In particular we reviewed the posts of Chair, Vice Chair, Chair of Community Forums, as well as Independent Person of the Standards Committee, and Independent Member of the Finance, Audit and Risk Committee which were not recommended for increase last year.
- 3.2. The Panel gained the views of stakeholders by survey and interview. A questionnaire was sent to all 51 Councillors. 30 Councillors responded. A response rate of 58%. The survey results are attached at Appendix 1.
- 3.3. The Panel also sent separate questionnaires to Group Leaders and interviewed them. The interviews were very informative and the Panel thank all parties for their participation and views. Interviews also took place with the Chair and Vice Chair of Council, Chairs of the Community Forums and the Monitoring Officer, as well as one of the Independent Person.
- 3.4. A key role of the Panel is to recommend a scheme of allowances which recognises both Members' responsibilities and workloads. The Panel was mindful of financial restraints, inflation and the cost of living when making recommendations.
- 3.5. The Panel were also made aware of difficulty in filling certain posts in receipt of an SRA due to heavy workload and the possible impact on an individual's employment.
- 3.6. It should be noted that of the 30 respondents to the survey for Councillors (referred to in para 3.2) 29 had other income, although it is not known whether this was by private means or by employment. 23 out of 30 respondents reported that they would be unable to be a Councillor without another income.

### **4. Basic Allowance**

- 4.1. The current Basic Allowance is £5763. It was increased by 6.6% as a result of the last IRP report in 2023/24. It was recommended that the Basic Allowance be increased annually in line with council staff pay awards thereafter. The next increase in allowance will therefore be payable from 1 April 2025 and will be the 2024 National Joint Council's Pay Award.
- 4.2. The 2024 National Joint Council's Pay Award was a flat amount of £1290, equivalent to a 5.77% increase for the lowest paid workers.
- 4.3. There are various ways of interpreting this increase for Councillors Basic Allowance:
  - 4.3.1. Taking the total cost of the pay award and dividing it by the salary bill giving a percentage of 3.7%

4.3.2. Working out the increase for every post in percentage terms. An average of this is 4.1%.

4.4. The Panel decided that a 4.1% increase was more appropriate given that even with this increase North Herts is still just below average in terms of the Basic Allowance paid to Councils. The recommended basic allowance would therefore be £5999. (see Recommendation One)

## **5. Special Responsibility Allowances (SRAs)**

5.1. The Panel is aware of the 'Guidance for Local Authorities 2003' which states:

*Para 68 – A special responsibility allowance may be paid to those members of the Council who have significant responsibilities over and above the generally expected duties of a Councillor. These responsibilities must be related to the discharge of the Authority's function.*

*para 71 – The Regulations do not limit the number of special responsibility allowances which may be paid, nor do the regulations prohibit the payment of more than one special responsibility allowance to any one member.*

*para 72 – However, these are important considerations for Local; Authorities. If the majority of members of a council receive a special responsibility allowance the local electorate may rightly question whether this was justified. Local authorities will wish to consider very carefully the additional roles of members and the significance of these roles, both in terms of responsibility and real time commitment before deciding which will warrant the payment of a special responsibility allowance.*

5.2. It is noted that five North Herts Councillors receive more than one SRA. All five have a specialist responsibility and are members of a Community Forum as Chair. This seems usual in Councils which have established Community Forums for a part of its structure. Seventeen Councillors receive an SRA. This is, at 33%, less than 50% of Councillors and the Panel expressed no concern regarding this number. The Leader receives more than one SRA as he is currently an interim for a vacant Executive post.

## **6. IRP approach to Special Responsibility Allowances**

6.1. The Panel were anxious to benchmark posts receiving SRAs wherever possible.

We used four methods:

- looking at local comparators (see Appendix 3)
- using national data to try and 'pin' where various posts should sit (see Appendix 4)
- Councillors were asked their views on the most important and least important roles to receive SRAs (See appendix 1)

- Looking at the number of scheduled meetings for each post receiving an SRA (see Appendix 2)

6.2. This approach has certain advantages and disadvantages. Looking at both local and national data we cannot be sure that we are comparing like for like but these figures do at least provide an indication of what looks 'high' and what looks 'low'.

6.3. This was supplemented by a 'sense check' based on what the Councillors' survey and interviews with Group Leaders told us.

6.4. On the whole, many posts were seen as 'low' rather than 'high' and hence our recommendations below and given in summary in paragraph 10.

6.5. After this year it is recommended that the National Joint Council's recommended pay award for Pay Grade 6.6 (as a percentage if a flat amount) be applied as an indexation to SRAs apart from situations where the IRP recommends that they be held at the current rate until the next full review of allowances (as outlined at 8.2).

6.6. The current SRAs and those paid by other local Councils are at Appendix 3.

6.7. Comments on individual posts are as follows:

#### **Leader of the Council**

6.8. In other councils, the Leader is frequently paid three times the Basic Allowance. Evidence for this is provided by Dr Declan Hall who has advised on Councillor's allowances for the last 20 years (see, in particular, his paper for the Councillor's Commission '*Member's Remuneration. Models, Issues, Incentives and Barriers.*')

6.9. Under the current remuneration rates, the Leader is paid 2.8 times Basic Allowance. It is recommended therefore that a rate of three times Basic Allowance be implemented.

#### **Deputy Leader**

6.10. Under the previous joint administration, this post was held by a Councillor from the second largest party. In a single-party administration, this needs re-examination. The allowance is £2858 plus £6858 for an Executive role, giving an amount equivalent to just under 64% of the Leader, within national parameters.

6.11. In the paragraph below, the Panel recommends that members are paid 50% of the Leader's allowance. If this increase is added to the Deputy Leader's Allowance, this would give 66% of the Leader's payment, slightly above national guidelines. It is therefore recommended that the total payment be 65% of the Leader's in total. i.e. a small reduction in the Deputy rate.

### **Executive**

6.12. The Executive plays an important part in ensuring the objectives of the administration are met. The Panel heard that the level of remuneration was a factor in attracting Councillors to take up these roles. The Panel considered that 50% of the Leader's allowance is appropriate. As the Panel has recommended an increase to the Leader's remuneration, this also means a recommended increase to the remuneration of the Executive.

### **Chair of Planning Control Committee**

6.13. Representations were made that this post was one of the most demanding posts in the Council. This is evidenced by the high number of scheduled meetings in the year – 22. Even if all of these do not take place the workload to implement the local plan is extensive. Considering this, the Panel felt that this post should be seen as equivalent to an Executive post and should be paid 50% of the Leader's allowance. As with the Executive members, this means the Panel has recommended an increase in remuneration for the Chair of Planning.

### **Chairs of Finance, Audit & Risk Committee and Overview & Scrutiny Committee**

6.14. Again, these posts were seen as important for the proper functioning of the administration. It was considered that due to the ability O&S Committee to call in Council's decisions and the importance of the governance function these posts should remain at 24% of the Leader's allowance.

### **Chair of Licencing & Regulation Committee**

6.15. This SRA appeared low when compared with neighbouring councils and national figures. The Panel understands that the Chair is only required for one meeting per year. Bearing that in mind it is considered that the current SRA is correct and should be held at the current rate until the next review full of allowances.

### **Leader – Main Opposition Party/Leader Other Parties (min. 3 members)**

6.16. The Panel considered that any administration should be able to be challenged by an effective opposition. The Leader of the Opposition posts were considered equal in value to the Chairs of FAR and O&S Committees. They were currently paid below either local or national comparators. It is recommended that they be 24% of the Leader.

### **Chair & Vice Chair of the Council**

6.17. The Chair is an important civic role and in the current remuneration structure sits between the Chairs of Planning and Chairs of FAR and O&S. This is viewed by the Panel as correct, and the current allowance was considered satisfactory. The Panel recommends that the allowance should be held at the current rate until the next full review of allowances.

### **Chairs of Community Forums**

6.18. The Panel recognised that these forums posts provided an accessible way for local issues to be addressed and brought to the attention of the Council. It was however considered by the Panel that no increase in allowance could be justified and that the allowance be held at the current rate until the next full review of allowances.

### **Independent Members and Persons**

6.19. Interviews took place with the Monitoring Officer and the Independent Person of Standards. The service provided is an excellent one and Reserve Independent Persons are also being recruited to assist where there are conflicts of interest. As the payment made to the Independent Person of Standards is already high, it is recommended it be held at the current rate until the next full review of allowances.

6.20. The Independent Member for Finance Audit and Risk is currently paid £1060 and this is in line with other similar posts therefore no change is recommended.

## **7. Transparent performance expectations**

7.1. The Panel identified a year ago that there is considerable variation between different Councillors' approaches to positions of responsibility in the Council.

7.2. A year ago, the Council accepted a recommendation that it should set clear and publicly transparent performance expectations for the holders of SRAs. As we noted in our last report, this variation makes recommending changes to SRAs difficult.

7.3. The IRP have tried to provide an objective view of the value of posts independent of the postholder and in line with the statutory guidance.

## **8. Index Linking**

8.1. It is recommended that from 1 April 2026, Basic Allowance and SRAs be increased in line with the National Joint Council's recommended pay award for Pay Grade 6.6 (as a percentage if flat amount), a year in arrears, except where the recommendation is to hold allowances at the current level until the next full review of allowances.

8.2. For the purposes of clarification these roles will not have indexation applied:

8.2.1. Chair of Licensing & Regulation Committee.

8.2.2. Chair and Vice Chair of Council.

8.2.3. Chairs of Community Forums.

8.2.4. Independent Person and Reserve Independent Persons of the Standards Committee.

8.2.5. Independent Member of the Finance Audit and Risk Committee.

## **9. Dependant Carers and Child Allowance**

9.1. It is recommended that no change be made to this allowance apart from to update the rate for care to the October 2024 London Weighted Real Living Wage per-hour (£13.85). This should be amended every year to match the most recent Real Living Wage figure.

## **10. Travel and Subsistence Allowances.**

10.1. The Travel and Subsistence Allowances are in line with HMRC recommendations and are in line with Staff rates. This should continue.

10.2. Representations were made to include the possibility of Council members claiming taxi fares. It is recommended that Councillors be allowed to claim taxi fares only when no public or private transport is available. Fares may be claimed subject to the production of receipts. Gratuities/tips should not be claimed.

10.3. Few Councillors claim expenses. Indeed, only £2043.10 was claimed by seven Councillors in 2023/24.

## **11. Future Reviews**

11.1. The Panel believes these recommendations place remuneration on a sustainable footing until after the next all-out elections scheduled for 2028. The Panel therefore recommends that there are no further IRP reports until after the 2028 elections unless there are meaningful changes to the structure of council responsibilities, which should be accompanied by recommendations on remuneration narrowly targeted at those changes.



## 12. Recommendations

**Recommendation 1.** The Basic Allowance should be increased for 2025 to £5999 in line with the average across all pay scales for the National Joint Council's 2024 pay agreement. It should also be increased by National Joint Council's pay award for Pay Grade 6.6 for the next three years i.e. 2026, 2027 and 2028. The increase of 2026 being the 2025 National Joint Council's Pay Award (Pay Grade 6.6), the increase of 2027 being the National Joint Council's Pay Award (Pay Grade 6.6) for 2026 and the increase of 2028 being the National Joint Council's Pay Award (Pay Grade 6.6) for 2027.

**Recommendation 2.** That the Leader of the Council be paid 3x Basic Allowance.

**Recommendation 3.** That the Deputy Leader's SRA be both the allowance for being Deputy Leader £2523 and the allowance for being a member of the Executive £8995.

**Recommendation 4.** That the Executive be paid 50% of the Leader's allowance.

**Recommendation 5.** That the Chair of Planning Control Committee be paid 50% of the Leader's allowance.

**Recommendation 6.** That the Chair of Finance, Audit and Risk and the Chair of Overview & Scrutiny be paid 24% of the Leader's allowance.

**Recommendation 7.** That the SRA for the Chair of Licensing be held at the current rate until the next review of allowances.

**Recommendation 8.** That the Leader of the Opposition Parties (with a minimum of 3 members) be paid 24% of the Leader's allowance.

**Recommendation 9.** That the Chair and Vice Chair of Council SRA should be held at the current rate until the next review of allowances.

**Recommendation 10.** That the Chairs of the Community Forums SRAs held at the current rate until the next review of allowances.

**Recommendation 11.** That the payments made to the Independent Person of the Standards Committee, Reserve Independent Persons of the Standards Committee and Independent Member of the Finance, Audit and Risk Committee should be held at the current rate until the next review of allowances.

**Recommendation 12.** That SRAs be increased as outlined in Section 6 of this report from 1 April 2025 and should then be in line with the National Joint Council's Pay Award from 1 April 2026 unless the role is listed under 8.2 of this report.

**Recommendation 13.** That the Dependent Carers and Child Allowance is updated to the October 2024 London Weighted Real Living Wage per-hour and amended every year to match the most recent Real Living Wage figure

**Recommendation 14.** That the Travel and Subsistence allowance scheme be amended to allow taxi fares to be claimed when no public or private transport is available subject to the production of receipts. Gratuities/tips should not be claimed.

**Recommendation 15.** That the next full review of allowances takes place after the 2028 elections and IRP reports before then are limited to any meaningful changes to the structure of Council responsibilities.

### **13. Implementation Date**

The Implementation Date for all recommendations is 1 April 2025.

### **14. Appendices**

**Appendix 1** – Questionnaire for Councillors – Members Allowance

**Appendix 2** – Number of Council meetings in 2024-25 Civic Year

**Appendix 3** – Councillor Allowances Scheme at neighbouring authorities

**Appendix 4** – SRA Payment Rationale

# **Questionnaire for Councillors – Members Allowance**

*(30 responses)*

**Key:**

*\*Compulsory Question*

**Question 1 – What Political Party do you represent? (24 Responses)**

Labour	15
Liberal Democrats	5
Conservative	4

**Question 2 - In addition to being a District Councillor, are you a Parish or County Councillor? Please tick all that apply. \* (30 Responses)**

No	24
Parish Councillor	2
County Councillor	5

**Question 3 - Do you have any specific areas you would like the IRP to consider? (21 Responses)**

- “the amount of time devoted to the role has been more than I'd anticipated particularly in terms of the high traffic of emails that we receive and the high volume of papers to read and digest for each meeting. The meetings themselves can also take 3/4 hours and we have also had a number of briefings and inductions that have been time consuming (not to criticise this - it's important to have training and inductions but it has taken up a lot of time).”
- “The IRP should consider the additional work required by single-ward members.”
- “Allowances for Vice Chairs of Committees.”

- “Rural Councillors have multiple Parish Councils to report to, and attend each month, along with village-based community groups. This demands many hours of evening commitment, etc.”
- “Committee Chairs Vice Chair of Council Deputy Leader”
- “That the hours we tend to ‘work’ would be considered unsociable hours most of the time, and that a lot of us are doing this alongside working full time/ part time jobs and having families and caring responsibilities.”

**Question 4 – How long have you been a District Councillor? \* (30 Responses)**

0-12 months	10
13-24 months	6
25-36 months	4
37 months-onwards	10

**Question 5 - On average, how many District Council meetings do you attend each month? (Including formal Council meetings, informal briefings with officers, etc.) \* (30 Responses)**

1-3 meetings	9
4-6 meetings	10
7-10 meetings	6
11+ meetings	5

**Question 6 - How many hours do you spend in a month on duties associated with your Basic Allowance? \* (i.e. Casework, reading, attending meetings, etc.) (30 Responses)**

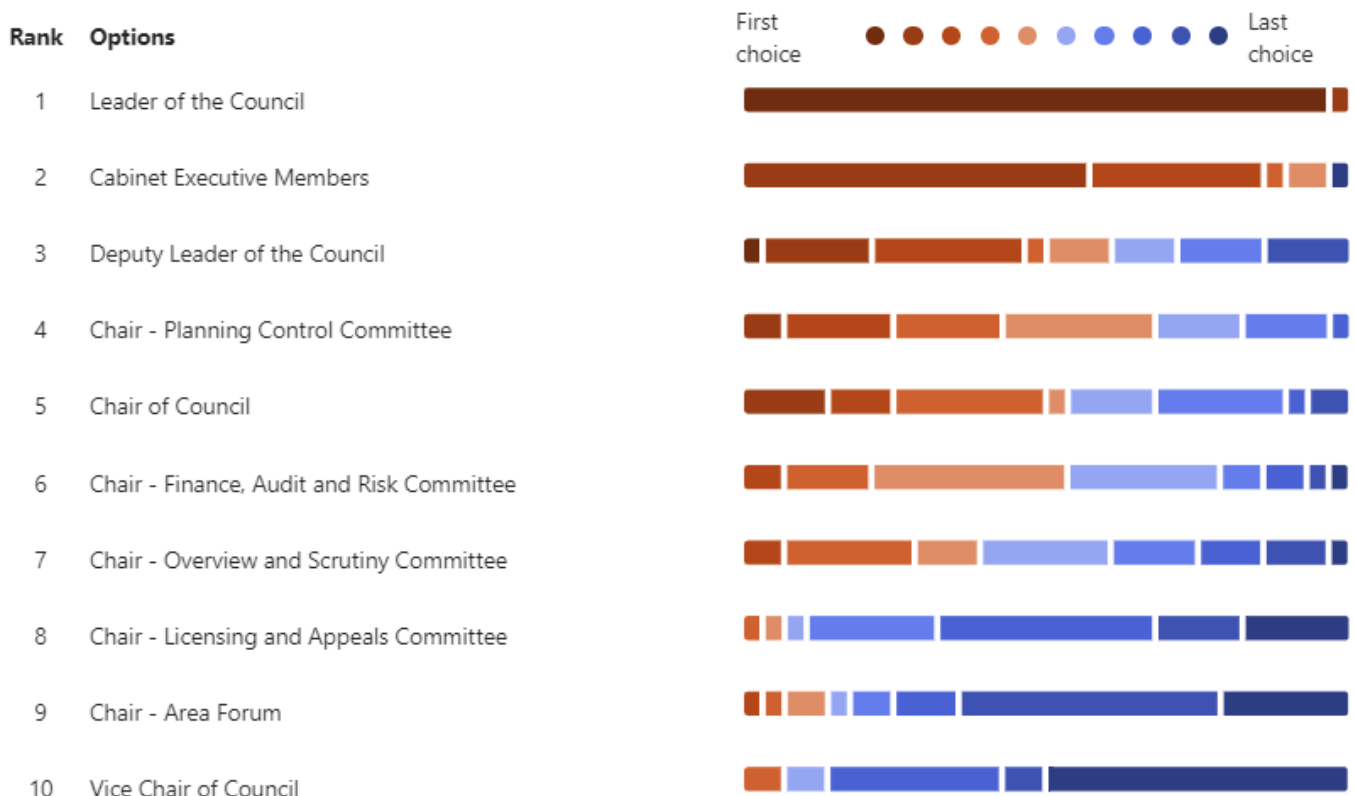
0-3 hours	0
4-6 hours	0
7-9 hours	4

10-12 hours	5
13+ hours	21

**Question 7** - If you have a role that receives a Special Responsibility Allowance, please indicate how many hours per month you spend specifically on this role. (12 responses)

0-3 hours	0
4-6 hours	2
7-9 hours	1
10-12 hours	4
13+ hours	5

**Question 8** - Place rank the importance of the roles - the most important at the top and the least important at the bottom. (28 Responses)



**Question 9 - Any comments as to why you have ranked in this order? (14 Responses)**

- “Certain committees have more responsibility and attention from the public, and also sit more. Leader and Cabinet have the majority of responsibility day to day.”
- “The area forums are a good thing to have, but they don't feel critical. The vice-chair of the council seems only occasionally to be a consequential role”
- “The Leader and Cabinet Members are responsible for strategic decisions and need to attend a lot of meetings both within the Council, Herts (County) wide and with local residents across the district. Chair of Planning involves 2 meetings per month, briefings and a lot of documents to read which is very time consuming and it is also a public facing role. The Deputy Leader is of less importance in a single party administration but the role is very time consuming in a joint administration and is usually accompanied by a Cabinet role as well. The role of Chair of Council varies according to the post holder and is therefore difficult to define. However the Chair is often the public face of the Council more than a Deputy Leader in a single party administration.”
- “I’ve considered time spent and time expected in these roles and the level of responsibility”
- “Leader and cabinet members have considerable responsibility. However chair of PCC is an extremely demanding role that makes decisions that are very visible to the public. The number of members of the public that attend PCC is far in excess of any other council meeting.”

**Question 10 – Do you have other income? \* (30 responses)**

Yes	29
No	1

**Question 11** - Would you be able to be a Councillor without other income? (i.e. only on Basic Allowance and possible SRA) \* (30 responses)

Yes	7
No	23

**Question 12** - Does the Basic Allowance pay for your associated costs with being a Councillor? (i.e. cost of phone, internet access, etc.) \* (30 responses)

Yes	22
No	8

**Question 13** - What are your views on the current expenses paid under the scheme? (i.e. mileage rates, subsistence allowances, etc.) \* (30 responses)

- “I don't claim expenses and I don't really know what the rates are.”
- “They seem reasonable but I have not had an opportunity to claim since becoming a new Councillor in May. I was unable to claim petrol expenses for my first few months, as unfortunately I had not kept my petrol receipts. This has been a learning experience that I will take note of in the future.”
- “I do not use them. The basic allowance covers my needs.”
- “The current system seems to be in line with other authorities, other than the usage of Trains and Private Hire Vehicles.”
- “Travel by public transport should be incentivised.”
- “Need to update for EVs”



- “Far far to low. I could have incredibly qualified council leaders but they cannot afford to risk leaving, or losing due to time constraints, high paying jobs”

**Question 14 - Do you have any views on other expenses that should be covered by the scheme? (15 Responses)**

- “Members should be able to claim childcare costs for attending meetings in the evening (I do not know if that is currently possible).”
- “Private Hire Vehicles”
- “Memberships of relevant organisations eg ILM”
- “The car allowance has not been considered for many years, despite massive increases in fuel cost and maintenance.”

***The other 10 responses said “No”***

**Question 15 - Have you claimed any expenses within the last 12 months? \* (30 Responses)**

Yes	4
No	26

**Question 16 - If so, do you feel the payments are enough to cover your expenses? If not, please add comments below as to why not. (11 Responses)**

- “If so, do you feel the payments are enough to cover your expenses? If not, please add comments below as to why not.”
- “Specifically childcare reimbursement to attend Full Council Meetings which were reimbursed in full.”
- “Expenses if claimed I believe cover the expenses”
- “No, but I didn't choose to become a councillor for the money.”

**Question 17** - If you do not claim expenses, why do you not claim them? Please select all that apply. (24 Responses)

Not worthwhile for small amounts	17
The information is publicly available	2
Basic Allowance/SRA is enough to cover my expenses	9
Unsure of the claim process	8
Other	3

## Scheduled Council Meetings – 2024-2025 Civic Year

<b>Committee</b>	<b>Number of meetings per year</b>
Annual Council	1
Cabinet	7
Cabinet Panel on the Environment	6
Cabinet Sub (Council Charities)	1
Cabinet Sub (LA Trading)	2
Council Tax Setting	1
Finance, Audit and Risk	6
Full Council	5
Joint Staff Consultative	4
Licensing and Regulation	1
Licensing Sub-Committee	2
Overview and Scrutiny	7
Planning Control Committee	22
Standards Committee	2
<b>Total</b>	<b>67</b>

### Council Allowance Scheme

<u>Local Authority</u>	<u>Basic Allowance</u>	<u>Leader of the Council</u>	<u>Deputy Leader of the Council</u>	<u>Cabinet Executive Members</u>	<u>Chair – Area Forums</u>	<u>Chair – Finance, Audit and Risk Committee</u>	<u>Chair – Overview and Scrutiny Committee</u>	<u>Chair – Planning Control Committee</u>	<u>Chair – Licensing and Appeals Committee</u>	<u>Leader of each Opposition Group</u>	<u>Chair of the Council</u>	<u>Vice-Chair of the Council</u>
North Herts Council	£5,763	£16,003	£2,858	£6,858	£1,081	£4,000	£4,000	£6,858	£1,715	£2,858	£5,830	£1,124
Welwyn Hatfield Council	£6,357.42	£13,772.56	£11,477.97	£11,003.22	N/A	£4,279.03	£4,279.03	£6,112.90	£4,279.03	£8,630.85	£7,335.48	£3,667.74
East Herts	£5,678.79	£19,767	£12,225.96	£9,780.96	N/A	£6,646.04	£6,464.04	£7,336	£6,051	A factor of 0.1 of the Basic Allowance multiplied by the number of members	£6,500	£1,450
Hertsmere	£7,234	£28,936	£17,362	£15,915	N/A	£2,894	£7,234	£8,681	£2,894	£8,681 (Of largest group), £2,894	£2,894	N/A
Three Rivers	£5,460	£10,920	N/A	N/A	N/A	£2,730	N/A	£5,460	£2,730	£4,095(Of largest group), £1,638	£5,460	£2,730
Stevenage Borough Council	£8,819	£24,756	N/A	£12,124	N/A	£4,952	£10,888	£12,124	£4,952	£3,988 (Leader of the opposition), £2,658 (Leader of minority opposition party)	£14,540	£5,810
Dacorum Borough Council	£6,120	£18,360	N/A	£12,240	N/A	£6,120	£6,120	£6,120	£6,120	£7,650	£9,481	£1,774
Watford	£8,441	£76,986	N/A	£3,229	N/A	£8,878	£8,878	£8,878	£8,878	£112 p.a per group member	£4,500	£1,500

Post	Current SRA (£)	Previous IRP % of BA Recommendation	Percentage of Leader (National Data)	Recommendation	Comments
Leader	16003	2.8x BA	3x BA	£17,997.00	3x BA
Deputy Leader	9716 (2858 + 6858)	0.5x BA	55-66%	£11,518.00	65% of leader (2523 + 8995)
Executive	6858	1.2x BA	40-55%	£8,999.00	50% of leader
Chair Planning	6858	1.2x BA	20-35%	£8,999.00	50% of leader
Chair FAR	4000	0.7x BA	20-35%	£4,319.00	24% of leader
Chair O&S	4000	0.7x BA	25-35%	£4,319.00	24% of leader
Chair Licensing & Regulation	1715		20-25%	£1,715.00	
Leader - Opposition Parties (min 3 Members)	2858	0.5x BA	20-35%	£4,319.00	24% of leader
Chair of Council	5830			£5,830.00	
Vice Chair of Council	1124			£1,124.00	
Chair Community Forums	1081			£1,081.00	
<p>Basic Allowance 4.1% increase from £5,763 to £5,999.  Average, not including Watford, is £6,098  Leader average, not including Watford, is £18,930.</p>					