

**Comparison of Councillor
Allowances Schemes with
Benchmarking District/Borough
Councils in Hampshire
August 2018**

1.0 Summary

1.1 Basic Allowance

The current HBC basic allowance is slightly lower than the mean average for the benchmark Councils. However, due to the 10% increase in this allowance, it would be difficult to justify a further increase in this allowance under this review.

1.2 Special Responsibility Allowances (SRAs)

1.2.1 Structure

The Structure of the Council's SRAs is similar to the structure of the other benchmark Councils. However, the system for calculating the SRA for the DMC Chairman introduced in 2016 using simply the number of meetings does not fully reflect the work of this post holder. Calculating this SRA by using a percentage of the Leader's SRA based on roles and responsibilities and workload would be in keeping with Government Guidance and ensure that the level of this SRA is set on a firmer evidence base.

1.2.2 Leader's SRA Allowance

Currently the Council is ranked 5th out of the eleven benchmark Councils in the level of special responsibility allowance for the Leader of the Council. This special responsibility allowance is considerably lower (by £2344) than the mean and median averages for the benchmark councils.

A factor contributing towards the shortfall in this SRA was due to an increase in the basic allowance in 2016 with no corresponding increase in the Leader's SRA. If the Leader's SRA was increased by the mean average multiplier of the benchmark councils (2.81) for 2018/19, the SRA would rise to £16554 and leave the allowance £854 lower than the mean average for the benchmark Councils.

1.2.3 Deputy Leader's SRA Allowance

Currently the Council is ranked 4th out of the 5 benchmark Councils, who pay an SRA for this post, in the level of special responsibility allowance for the Deputy Leader of the Council. This special responsibility allowance is slightly lower than the mean and median averages for the benchmark councils.

1.2.4 Cabinet Members SRA

The Cabinet Members' Allowance is currently between the mean and median averages for the benchmark councils.

1.2.5 DMC Chairman SRA

This special responsibility allowance is considerably lower than the mean and median averages for the benchmark councils.

A comparison of the number of planning committees held by the relevant benchmark Councils does not justify the Councils reasons for the current level of SRA for this post.

1.2.6 Scrutiny Board Chairman

The benchmark exercise indicates that the current rate does not need amending.

1.27 Licensing Committee Chairman

The benchmark exercise indicates that the current rate does not need amending.

1.28 Joint Human Resources Committee

This SRA does appear to be amended to be in line with the rate paid by East Hampshire District Council for the same post.

1.29 Other SRA Allowances

The benchmark exercise indicates that that the Council is not missing a significant SRA.

1.30 Other Allowances

The benchmark exercise indicates that there is no need to amend or add to these allowances.

1.31 Index Link Increases to Allowances

The Council's current policy of not having index linked increases is in line with a majority of the other benchmark councils

2 Methodology for the Benchmark Exercise

“While it is entirely understandable that there should be substantial differences in allowances paid between shire districts and the large authorities, it is difficult to see any justification for substantial variations between allowances for similar responsibilities in similar authorities”

(Members remuneration – models, issues, incentives and barriers – Councillors Commission 2007, page 36)

This benchmarking exercise was collated by Democratic Services from internet searches of the benchmarking Councils in Hampshire. This exercise was done to find out whether the Havant Borough Council’s allowances had fallen behind that paid in peer authorities.

The non-unitary District or Borough Councils in Hampshire as follows:

Council Name	Type of Council (County, Unitary or District/Borough)	Population	Total number of Councillors
Basingstoke and Deane BC	District/Borough	173,860	60
East Hampshire District Council	District/Borough	120,135	44
Eastleigh Borough Council	District/Borough	124,000	44
Fareham Borough Council	District/Borough	115,000	31
Gosport Borough Council	District/Borough	85,363	34
Hart	District/Borough	90,000	33
Havant Borough Council	District/Borough	120,700	38
New Forest District Council	District/Borough	177,971	60
Rushmoor Borough Council	District/Borough	96,300	39
Test Valley Borough Council*	District/Borough	120,712	48
Winchester City Council	District/Borough	122,644	45

A fair comparison can be made if the benchmark Councils have a similar population size. An acceptable variation in population would be 20,000 leaving the following Councils:

Council Name	Type of Council (County, Unitary or District/Borough)	Population	Total number of Councillors
East Hampshire District Council	District/Borough	120,135	44
Eastleigh Borough Council	District/Borough	124,000	44
Fareham Borough Council	District/Borough	115,000	31
Havant Borough Council	District/Borough	120,700	38
Test Valley Borough Council*	District/Borough	120,712	48
Winchester City Council	District/Borough	122,644	45

The figures for the comparison of allowances since 2016 were mainly taken from an internet survey and using the SEEMP surveys to fill in any gaps.

It is acknowledged that the major weakness in this form of survey is that the details depend upon the accuracy of the web sites viewed.

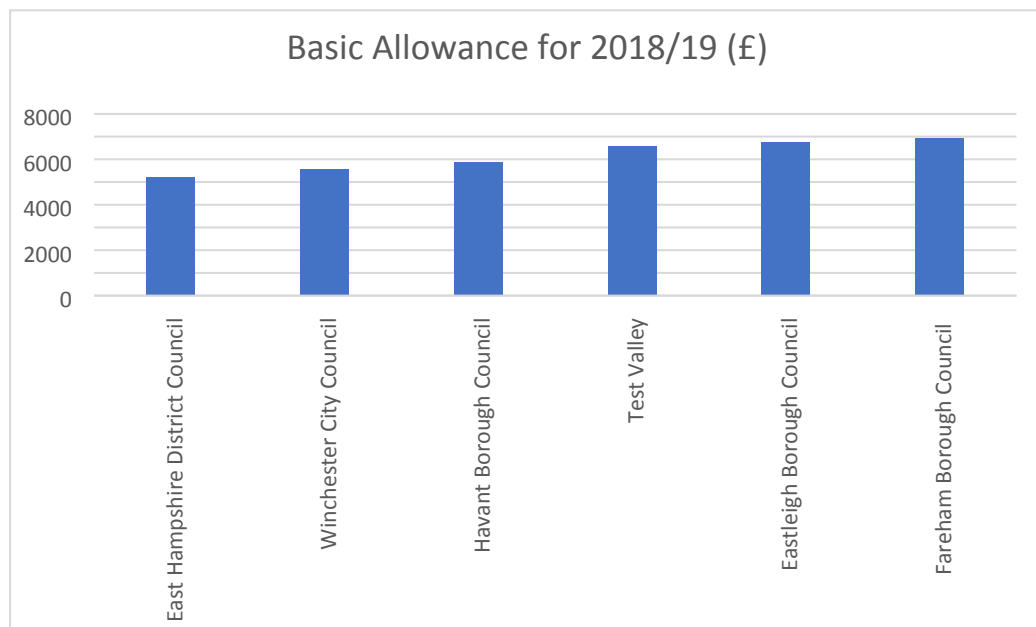
Where an SRA widely differs from the other benchmark councils, the benchmark exercise also tested to see how the increase in the SRAs, which could have been applied with the 2016 increase in the basic allowance, compared to the current allowances of the benchmark councils. The method for calculating the increase is described in section 4.1 below.

3.0 Basic Allowance

“13. Each local authority must make provision in its scheme of allowances for a basic, flat rate allowance payable to all members. The allowance must be the same for each Councillor. The allowance may be paid in a lump sum, or in instalments through the year.

14. Basic Allowance is intended to recognise the time commitment of all councillors, including such inevitable calls on their time as 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”

(Guidance on members’ allowances for local authorities in England Office of the Deputy Prime Minister (2006))



Currently, the Council is ranked 4th in the level of basic Allowance across the 6 benchmark Borough/District Councils in Hampshire (“the benchmark councils”). The current basic Allowance is lower than the mean average for the basic allowances (£6156) paid by the benchmark councils.

Council	Basic Allowance for 2018/19 (£)
East Hampshire District Council	5200
Winchester City Council	5580
Havant Borough Council	5891
Test Valley	6582
Eastleigh Borough Council	6740
Fareham Borough Council	6945
No. of Councils	6
Mean Average	6156
Median Average	6237

A comparison of changes to the basic allowances across the benchmark councils since 2015 shows the Council has had a 10% increase since 2016, the second highest increase of the 6 benchmark councils. A large part of this increase was the result of including the IT allowance into the basic allowance. This increase is above the mean and median averages for the benchmark councils.

	2015/ 16(£)	2016/ 17(£)	2017/ 18(£)	2018/ 19(£)	% Increase
East Hampshire District Council	4500	5200	5200	5200	16
Eastleigh Borough Council	6178	6240	6240	6740	9
Fareham Borough Council	6674	6741	6808	6945	4
Havant Borough Council	5350	5891	5891	5891	10
Test Valley	6452	6517	6582	6582	2
Winchester City Council	5580	5580	5580	5580	0
No. of Councils	11	11	11	11	
Mean Average	5635	5875	5960	6044	7
Median Average	5862	5921	6150	6299	7

4.0 Special Responsibility Allowances (SRAs)

“ 15. Each local authority may also make provision in its scheme for the payment of special responsibility allowances for those councillors who have significant responsibilities. The authority, or the panel, has to identify the special responsibilities for which the allowance is to be paid, and the amounts of allowance to be paid for each responsibility.

16. Where one political group is in control, and where an authority has decided to pay special responsibility allowances, the authority must make provision for the payment of a special responsibility allowance to at least one member of a minority group”

(Guidance on members' allowances for local authorities in England
Office of the Deputy Prime Minister (2006))

The 2003 regulations provide that special responsibility allowances provide that payment may be made for special responsibilities within one or more of the following categories:

- “(a) acting as leader or deputy leader of a political group within the authority;*
- (b) acting as a member of an executive where the authority are operating executive arrangements within the meaning of Part II of the Local Government Act 2000;*
- (c) presiding at meetings of a committee or sub-committee of the authority, or a joint committee of the authority and one or more other authorities, or a sub-committee of such a joint committee;*
- (d) representing the authority at meetings of, or arranged by, any other body;*
- (e) acting as a member of a committee or sub-committee of the authority which meets with exceptional frequency or for exceptionally long periods;*
- (f) acting as the spokesman of a political group on a committee or sub-committee of the authority;*
- (g) acting as a member of an adoption panel within the meaning of the Adoption Agencies Regulations 1983(1)*

- (h) *acting as a member of any committee or sub-committee that deals with any function arising under any enactment authorising the authority to license or control the carrying on of any activity*
- (i) *carrying out such other activities in relation to the discharge of the authority's functions as require of the member an amount of time and effort equal to or greater than would be required of him by any one of the activities mentioned in sub-paragraphs (a) to (h) (whether or not that activity is specified in the scheme)."*

(The Local Authorities (Members' Allowances) (England) Regulations 2003 – paragraph 5(1))

4.1 Limit on the Number of SRAs Payable

Except for Eastleigh Borough Council, the benchmark councils limit the number of SRAs payable to a Councillor to 1.

One of the reasons for the large increases in the rates paid for SRAs by East Hampshire District Council since 2016/17 was a change from having no limit on the number SRAs claimable to a limit of 1 SRA.

Council	Limit on the Number of SRAs that can be Claimed?
East Hampshire District Council	Yes
Eastleigh Borough Council	No
Fareham Borough Council	Yes
Havant Borough Council	Yes
Test Valley Borough Council	Yes
Winchester City Council	Yes

4.2 Arriving at the Levels of SRAs

“A good starting point in determining special responsibility allowances may be to agree the allowance which be attached to the most time-consuming post on the council (this may be the elected mayor or the leader) and pro rata downwards for the other roles which it has been agreed ought to receive an extra allowance.”

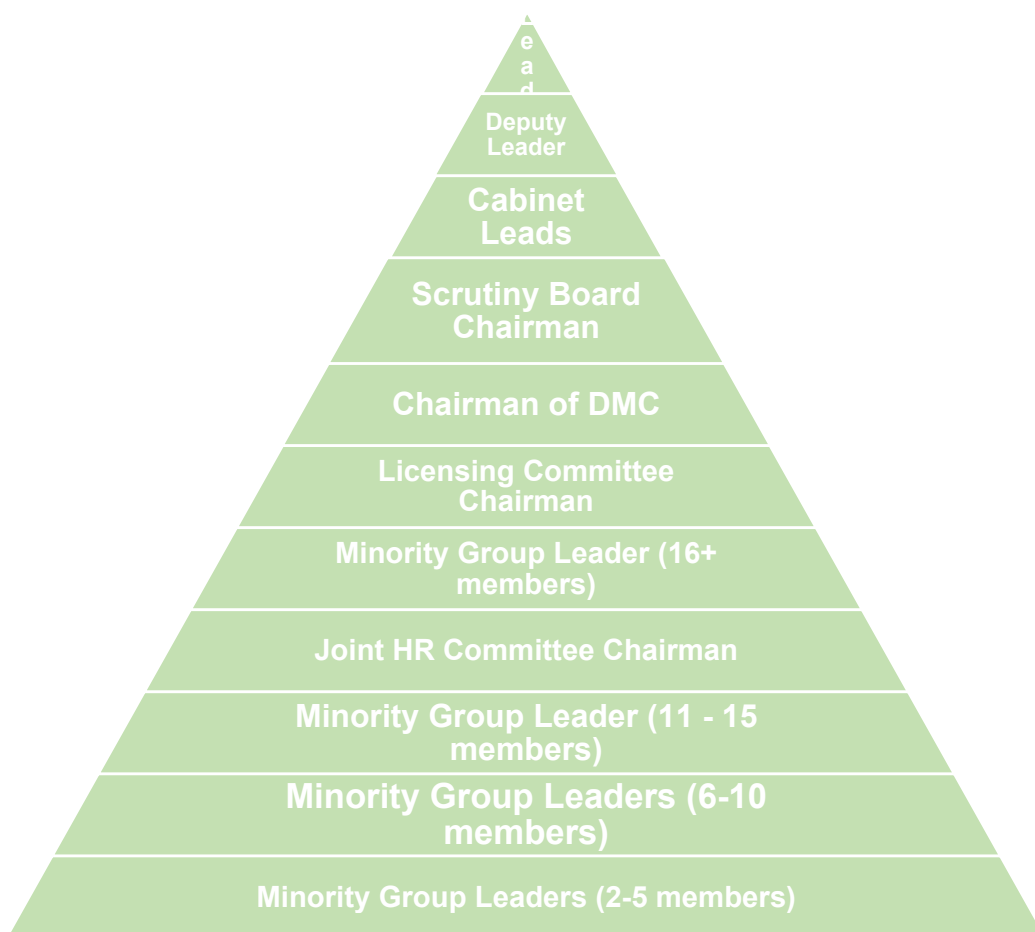
(Guidance on members' allowances for local authorities in England Office of the Deputy Prime Minister (2006))

Prior to 2016, the Leader's SRA was calculated multiplying the Basic Allowance by an average multiplier. The other SRAs were then calculated as a percentage of the Leader's SRA. The structure adopted by the Council following reviews in 2007 and 2011 is as follows:

	Adopted Structure	Band
Leader of the Council	Basic Allowance x 2.77	Band 1
Deputy Leader of the Council	60% of the Leader's Allowance	Band 2
Cabinet Leads	55% of the Leader's Allowance	Band 3
Scrutiny Board Chairman	40% of the Leader's Allowance	Band 4
DMC Chairman	30% of the Leader's Allowance	Band 5
Licensing Chairman	20% of the Leader's Allowance	Band 6
Human Resources Chairman	10% of the Leader's Allowance	Band 7

The percentage download for all SRAs, except the DMC Chairman, has been unchanged and is based on on the Council having 2 Scrutiny Boards. In 2012 the fourth independent remuneration panel recommended that, in view of the replacement of the two Boards with one Board and the creation of an SRA for Scrutiny Leads, who would undertake the scrutiny reviews, this SRA should be reduced to 30% of the Leader's SRA. However, on the recommendation of the Scrutiny Board the Council decided not to change this SRA. In 2016 the Council, on the recommendation of the Scrutiny Board, decided to calculate the DMC Chairman's SRA using a using different formula calculated on the number of meetings held.

Thereby changing the SRA structure to the following



A comparison of the Council's SRA structure with the other benchmark councils (Appendix 2) shows that at the majority of the benchmark Councils the Scrutiny Board Chairman is higher or equal to the position of the planning committee chairman.

The decision in 2016 to increase the Basic Allowance and not increase the Leader's SRA has left the SRAs being lower than envisaged by the structure adopted by the Council. The DMC Chairman's Allowance was in 2016 calculated based on the reduction in the number of meetings and their duration thereby removing this SRA from the adopted structure; the current percentage of the DMC Chairman's SRA is 24% of the Leader's SRA:

	Adopted Structure	Currently
Leader of the Council	Basic Allowance x 2.77	Basic Allowance x 2.51
Deputy Leader of the Council	60% of the Leader's Allowance	60%
Cabinet Leads	55% of the Leader's Allowance	55%
Scrutiny Board Chairman	40% of the Leader's Allowance*	40%

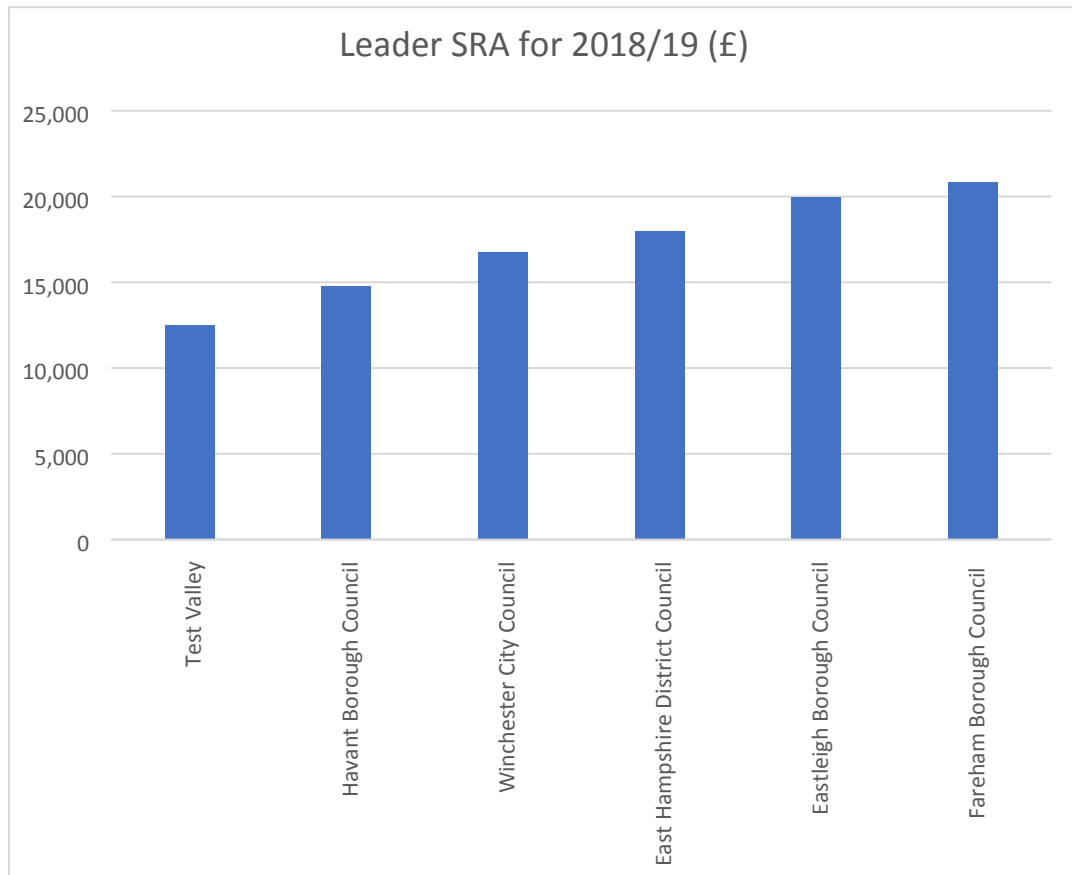
	Adopted Structure	Currently
Licensing Chairman	20% of the Leader's Allowance	20%
Joint Human Resources Chairman	10% of the Leader's Allowance	13%

*the ratio was set when the Council had more than one Scrutiny Board

If the Leader's SRA was increased by the mean average multiplier of the benchmark councils (2.81) for 2018/19, the SRAs would increase as follows:

	Current SRA (£)	Leader's SRAS Multiplied by Mean Multiplier for benchmark councils in 2018/19 (£)	Variance (£) (+)
Leader of the Council	14800	16554	1754
Deputy Leader of the Council	8880	9932	1052
Cabinet Leads	8140	9105	965
Scrutiny Board Chairman	5920	6621	701
Licensing Chairman	2960	3311	351

4.3 Leader of the Council



Currently the Council is ranked 5th out of the six benchmark Councils in the level of special responsibility allowance for the Leader of the Council. This special responsibility allowance is considerably lower than the mean and median averages for the benchmark councils.

Council	Leader SRA for 2018/19 (£)
Test Valley	12,479
Havant Borough Council	14800
Winchester City Council	16734
East Hampshire District Council	18000
Eastleigh Borough Council	19959
Fareham Borough Council	20833
No. of Councils	6
Mean Average	17134
Median Average	17367

A comparison of changes to the Leader SRA across the benchmark councils since 2016 shows the Council together with Winchester City Council have not increased this allowance since 2016. The mean and median average increases during this period were 3% and 1% respectively.

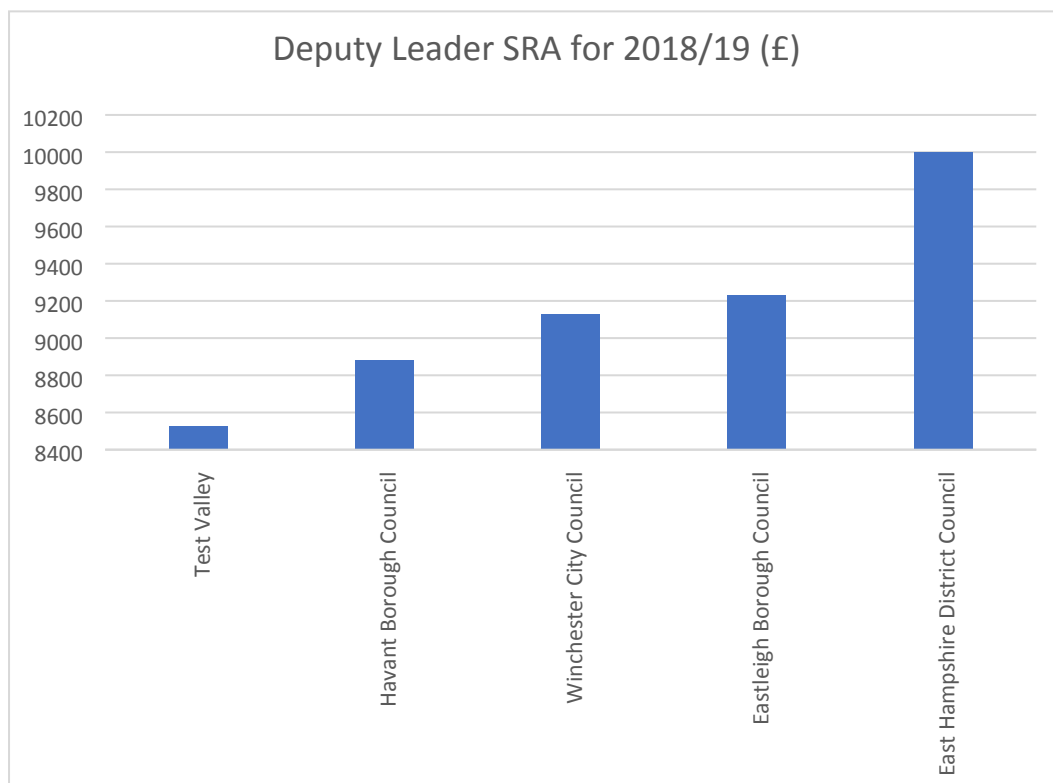
Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	% Increase
Test Valley	12355	12355	12355	12,479	1
Havant Borough Council	14800	14800	14800	14800	0
Winchester City Council	16734	16734	16734	16734	0
East Hampshire District Council	16000	18000	18000	18000	13
Eastleigh Borough Council	19761	19959	19959	19959	1
Fareham Borough Council	20023	20426	20426	20833	4
Mean Average	16612	17046	17046	17134	3
Median Average	16367	17367	17367	17367	1

If the Leader's SRA was increased by the mean average multiplier of the benchmark councils (2.81) for 2018/19 (see above), the SRA would rise to £16554, which although lower than the mean and median averages for the benchmark councils, would be more in line with the SRAs paid for this post by the other benchmark councils.

Council	Leader SRA for 2018/19 (£)
Test Valley	12,479
Havant Borough Council	16554
Winchester City Council	16734
East Hampshire District Council	18000
Eastleigh Borough Council	19959
Fareham Borough Council	20833
No. of Councils	6
Mean Average	17427
Median Average	17367

4.4 Deputy Leader of the Council

Only 5 out of the 6 Benchmark Councils paid a SRA for the post of Deputy Leader; Fareham Borough Council does not pay a SRA to their Deputy Leader.



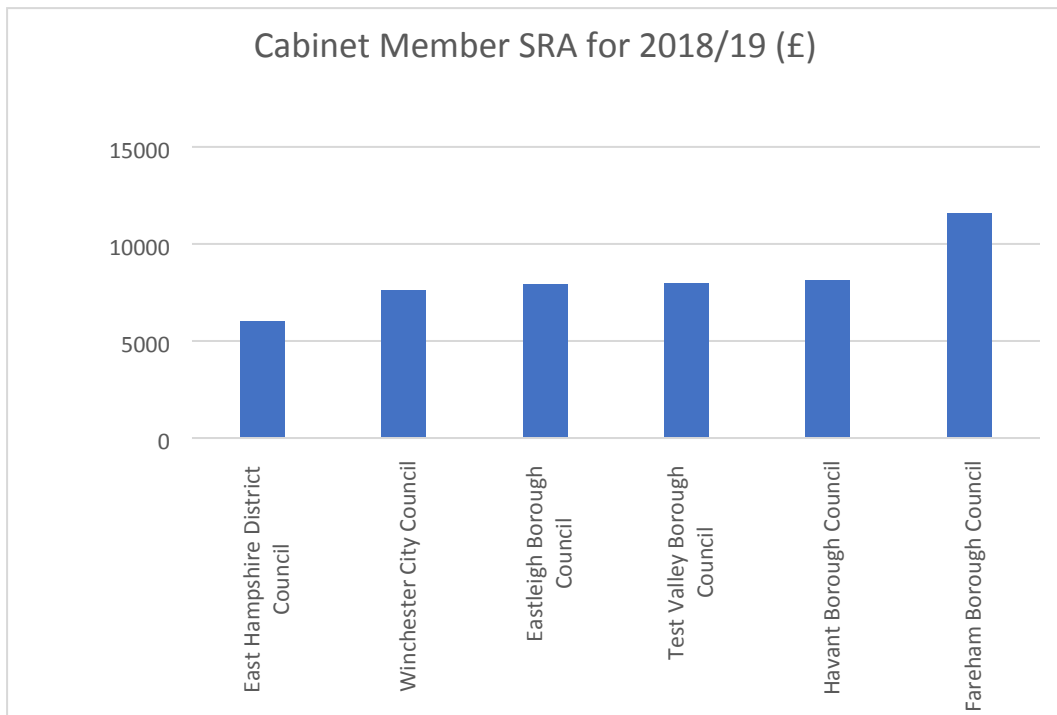
Currently the Council is ranked 4th out of the 5 benchmark Councils, who pay an SRA for this post, in the level of special responsibility allowance for the Deputy Leader of the Council. This special responsibility allowance is only slightly lower than the mean and median averages for the benchmark councils.

Council	Deputy Leader SRA for 2018/19 (£)
Test Valley Borough Council	8529
Havant Borough Council	8880
Winchester City Council	9129
Eastleigh Borough Council	9230
East Hampshire District Council	10000
No. of Councils	5
Mean Average	9154
Median Average	9129

A comparison of changes to the Deputy Leader SRA across the benchmark councils since 2016 shows the Council together with Winchester City Council have not increased this allowance since 2016, The mean and median average increases during this period were 53% and 1% respectively.

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	% Increase
Test Valley	8361	8445	8529	8529	2
Havant Borough Council	8880	8880	8880	8880	0
Winchester City Council	9129	9129	9129	9129	0
East Hampshire District Council	2767	10000	10000	10000	261
Eastleigh Borough Council	9139	9230	9230	9230	1
Mean Average	7655	9137	9154	9154	53
Median Average	8880	9129	9129	9129	1

4.5 Cabinet Members



Currently the Council is ranked 2nd out of the 6 benchmark councils in the level of special responsibility allowance for a member of the Cabinet Leader of the Council. This special responsibility allowance is between the mean and median averages for the benchmark councils.

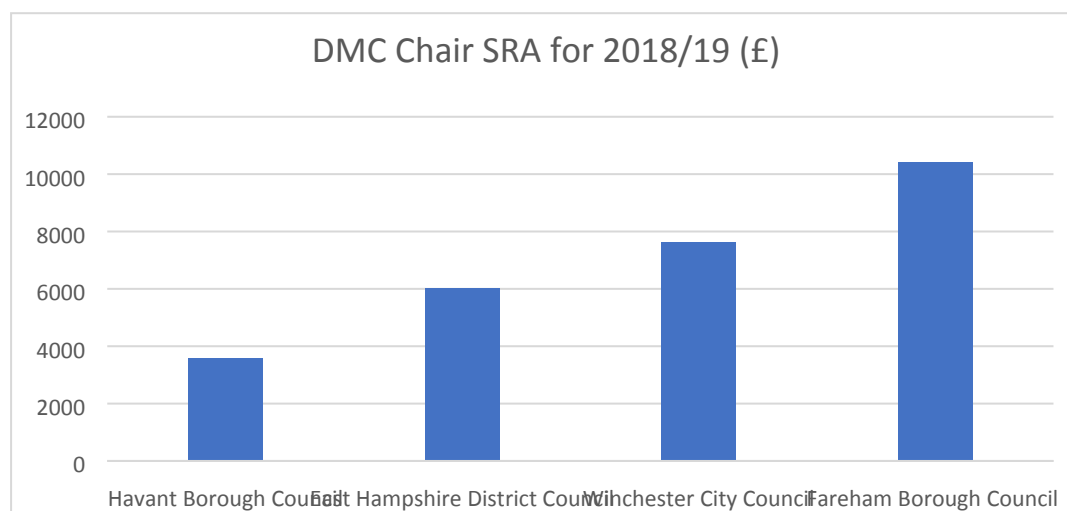
Council	Cabinet Member SRA for 2018/19 (£)
East Hampshire District Council	6000
Winchester City Council	7605
Eastleigh Borough Council	7910
Test Valley Borough Council	7951
Havant Borough Council	8140
Fareham Borough Council	11574
No. of Councils	6
Mean Average	8197
Median Average	7910

A comparison of changes to the Cabinet Lead SRA across the benchmark councils since 2016 shows the Council together with Winchester City Council have not increased this allowance since 2016, The mean and median average increases during this period were 10% and 1% respectively.

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	% Increase
Test Valley	7794	7872	7951	7951	2
Havant Borough Council	8140	8140	8140	8140	0
Winchester City Council	7605	7605	7605	7605	0
East Hampshire District Council	4150	6000	6000	6000	45
Eastleigh Borough Council	7833	7910	7910	7910	1
Mean Average	7104	7505	7521	7521	10
Median Average	7794	7872	7910	7910	1

4.6 DMC Chairman

Only 4 out of the 6 Benchmark Councils paid a SRA for the post of DMC Chairman; Eastleigh and Test Valley Boroughs Council have different arrangements with planning.



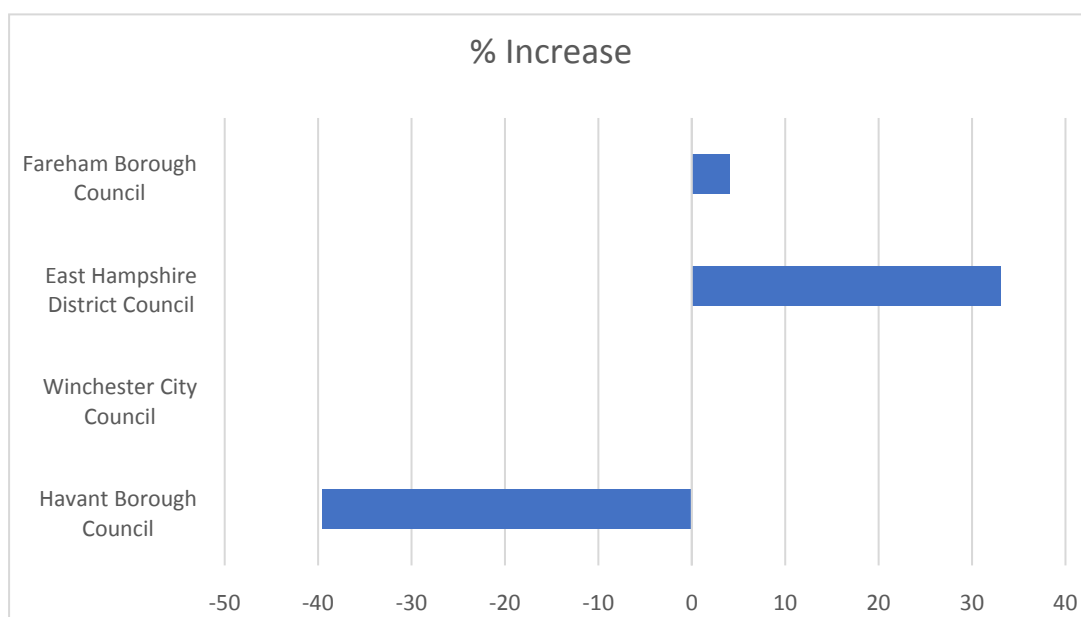
Currently the Council is ranked last out of the 4 benchmark Councils, who pay an SRA for this post, in the level of special responsibility allowance for the DMC Chairman. This special responsibility allowance is considerably lower than the mean and median averages for the benchmark councils.

Council	DMC Chair SRA for 2018/19 (£)
Havant Borough Council	3577
East Hampshire District Council	6000
Winchester City Council	7605
Fareham Borough Council	10417
No. of Councils	4
Mean Average	6900
Median Average	6803

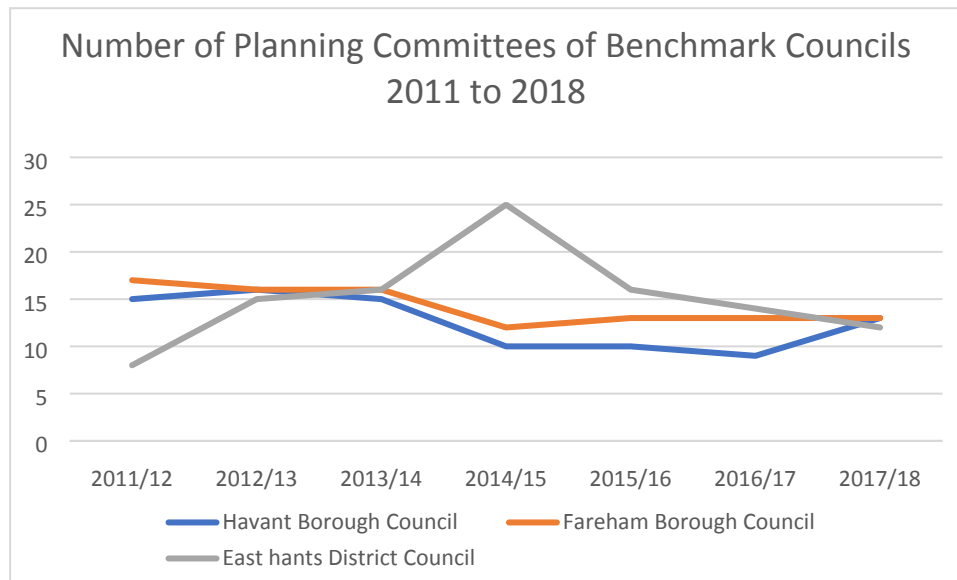
A comparison of changes to the DMC Committee Chairman SRA across the benchmark councils since 2016 shows the Council is alone in reducing the SRA for this post. In 2016 the Scrutiny Board considered the SRA for a single DMC Chairman and took the view that “although the post still satisfies the requirements for a Special Responsibility Allowance, the frequency and length of meetings no longer justifies the level of allowance set previously” (Report of the Scrutiny Board dated 29 March 2016).

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	% Increase
Havant Borough Council	5920	3577	3577	3577	-40
Winchester City Council	7605	7605	7605	7605	0
East Hampshire District Council	4510	6000	6000	6000	33
Fareham Borough Council	10012	10213	10213	10417	4
No. of Councils	4	4	4	4	4
Mean Average	7012	6849	6849	6900	-1
Median Average	6762.5	6802.5	6802.5	6802.5	2

Council	% Increase
Havant Borough Council	-40
Winchester City Council	0
East Hampshire District Council	33
Fareham Borough Council	4

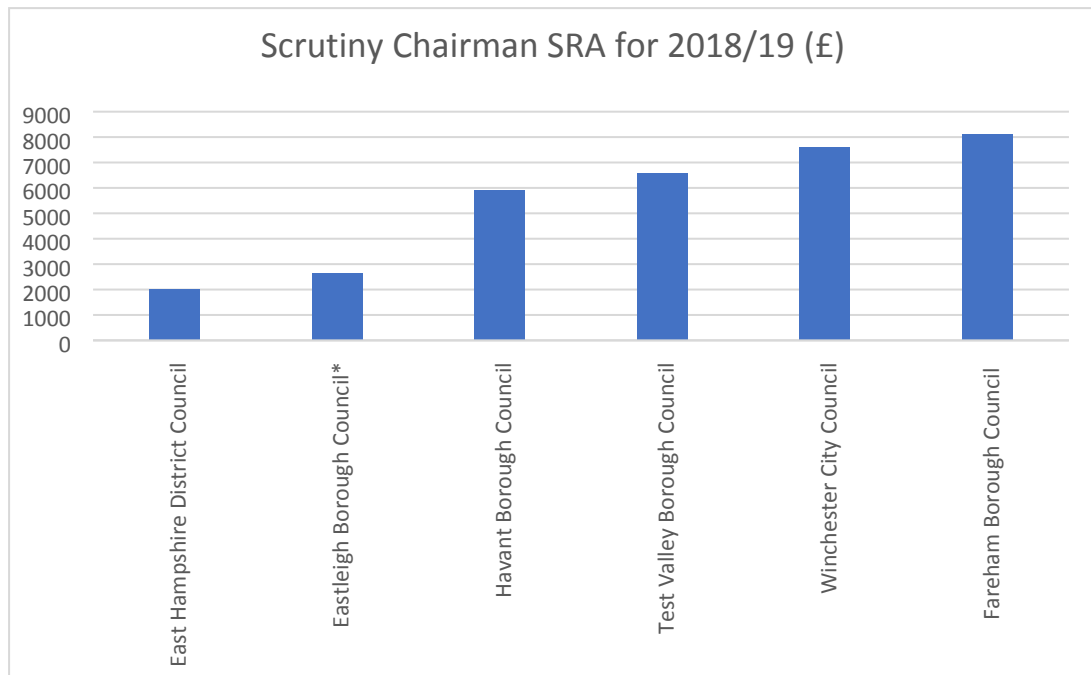


A review of the number of planning meetings held by 3 of the benchmark councils show that although there has been an increase in the number of meetings of this Council's DMC Committee in 2017/18 to the extent that the number of meetings in this year equalled the other 2 Councils.



(Figures for Winchester City Council planning meetings prior to 2016 could not be found on the internet)

4.7 Scrutiny Board Chairman



Currently, the Council is ranked 4th out of the 6 benchmark Councils in the level of special responsibility allowance for the chairman of a scrutiny board. This special responsibility allowance is higher than the mean but lower than the median average for the benchmark councils.

Council	Scrutiny Chairman SRA for 2018/19 (£)
East Hampshire District Council	2000
Eastleigh Borough Council	2636
Havant Borough Council	5920
Test Valley Borough Council	6581
Winchester City Council	7605
Fareham Borough Council	8102
Mean Average	5474
Median Average	6251

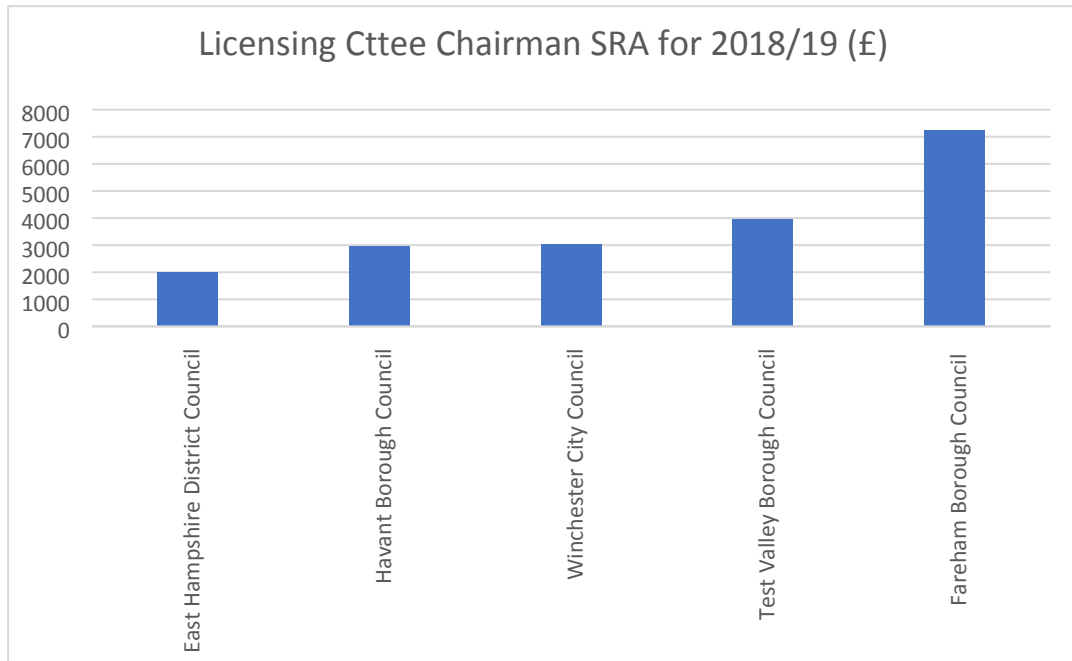
A comparison of changes to the Scrutiny Board Chairman SRA across the benchmark councils since 2016 shows the Council together with Winchester City Council have not increased this allowance since 2016. East Hampshire reduce the Scrutiny Board Chairman when it moved the scrutiny function into the Governance and Audit Committee; this reduction may reflect the level of scrutiny undertaken at this Council. The

mean and median average increases during this period were -3% and 0% respectively.

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	% Increase
Test Valley	6452	6516	6581	6581	2
Havant Borough Council	5920	5920	5920	5920	0
Winchester City Council	7605	7605	7605	7605	0
East Hampshire District Council	2767	2000	2000	2000	-28
Eastleigh Borough Council	2610	2636	2636	2636	1
Fareham Borough Council	7787	7944	7944	8102	4
Total	33141	32621	32686	32844	-21
No. of Councils	6	6	6	6	6
Mean Average	5524	5437	5448	5474	-3
Median Average	6186	6218	6250.5	6251	0

4.8 Licensing Committee Chairman

Only 5 out of the 6 Benchmark Councils paid a SRA for the post of Licensing Committee Chairman; Eastleigh Borough Council have different arrangements with licensing being one of the functions undertaken by their area committees.

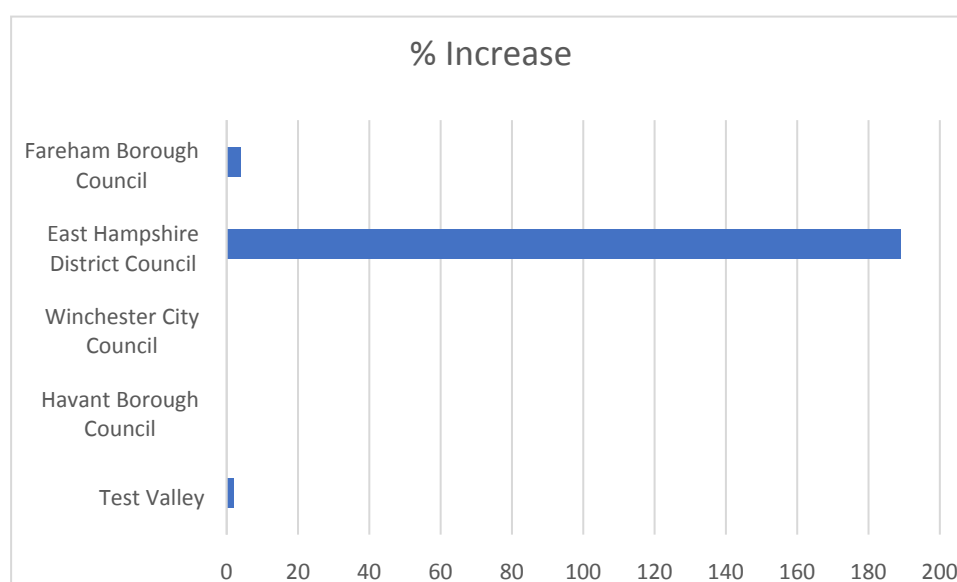


Currently the Council is ranked 4th out of the 5 benchmark Councils, who have an SRA for Chairman of Licensing, in the level of special responsibility allowance for the chairman of a scrutiny board. This special responsibility allowance is higher than the mean but equal to the median average) for the benchmark councils.

Council	Licensing Cttee Chairman SRA for 2018/19 (£)
East Hampshire District Council	2000
Havant Borough Council	2960
Winchester City Council	3042
Test Valley Borough Council	3961
Fareham Borough Council	7234
No. of Councils	5
Mean Average	3839
Median Average	3042

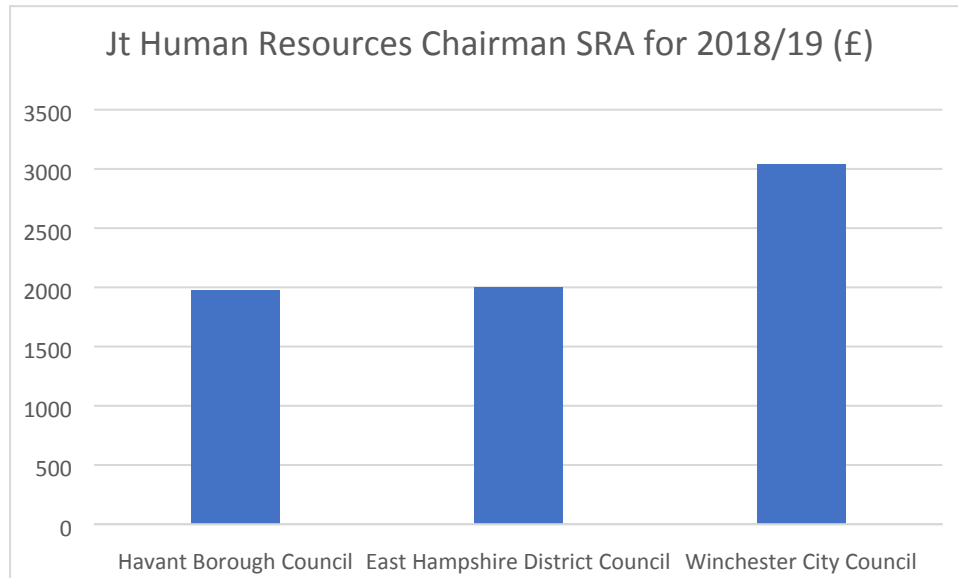
A comparison of changes to the Cabinet Lead SRA across the benchmark councils since 2016 shows the Council together with Winchester City Council have not increased this allowance since 2016, The mean and median average increases during this period were 33% and 2% respectively.

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	% Increase
Test Valley	3884	3884	3961	3961	2
Havant Borough Council	2960	2960	2960	2960	0
Winchester City Council	3042	3042	3042	3042	0
East Hampshire District Council	692	2000	2000	2000	189
Fareham Borough Council	6953	7022	7092	7234	4
Total	17531	18908	19055	19197	195
No. of Councils	6	6	6	6	6
Mean Average	2922	3151	3176	3200	33
Median Average	3042	3042	3042	3042	2



4.9 Joint Human Resources Committee Chairman

Only East Hampshire and Havant Councils have a Joint Human Resources Committee. For the purposes of this exercise, the Joint Human Resources Committee Chairman has been compared with the Human Resources Committee Chairman SRA paid by the other benchmark Councils.



Currently the Council is ranked 3rd out of the 6 benchmark Councils, who have an SRA for Chairman of Human Resources Committee, in the level of special responsibility allowance for this SRA. This special responsibility allowance is lower than the mean but equal to the median averages for the benchmark councils.

Council	Jt Human Resources Chairman SRA for 2018/19 (£)
Havant Borough Council	1973
East Hampshire District Council	2000
Winchester City Council	3042
No. of Councils	3
Mean Average	2338
Median Average	2000

A comparison of changes to the Human Resources SRA across the 3 relevant benchmark councils since 2016 shows the Council together with Winchester City Council have not increased this allowance since 2016.

East Hampshire District Council, in line with other increases to their SRAs, dramatically increase the SRA for this post in 2016. It is interesting to note that East Hampshire District Council pays a slightly higher SRA for the same post.

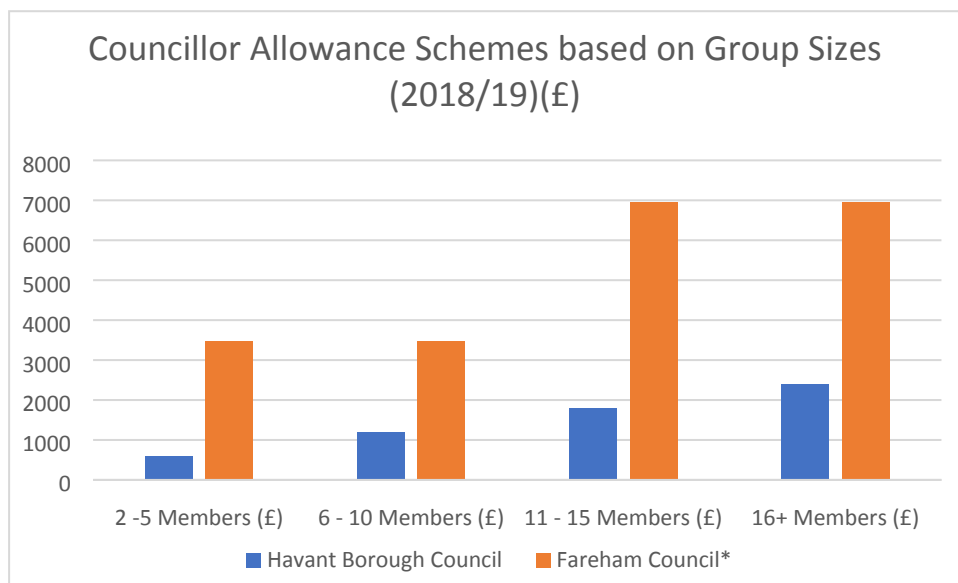
Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	% Increase
Havant Borough Council	1973	973	1973	1973	0
Winchester City Council	3042	3042	3042	3042	0
East Hampshire District Council	692	2000	2000	2000	189
No. of Councils	3	3	3	3	3
Mean Average	1902	2005	2338	2338	63
Median Average	1973	2000	2000	2000	0

4.10 Group Leaders

A direct comparison of the SRAs paid to Minority Group Leaders across the benchmark councils is difficult as the following different schemes are in place

Council	Allowances based on Group Size	Minority Group Leaders (Fixed Figure)	Leader of Principal Opposition Group
East Hampshire District Council		✓	
Eastleigh Borough Council*		✓	
Havant Borough Council	✓		
Test Valley Borough Council		✓	
Winchester City Council			✓
Fareham Borough Council	✓		

Compared to Fareham Borough Council which have a similar scheme for Minority group leaders based on group sizes HBC's SRAs are lower



Councillor Allowance Schemes based on Group Sizes (2018/19)

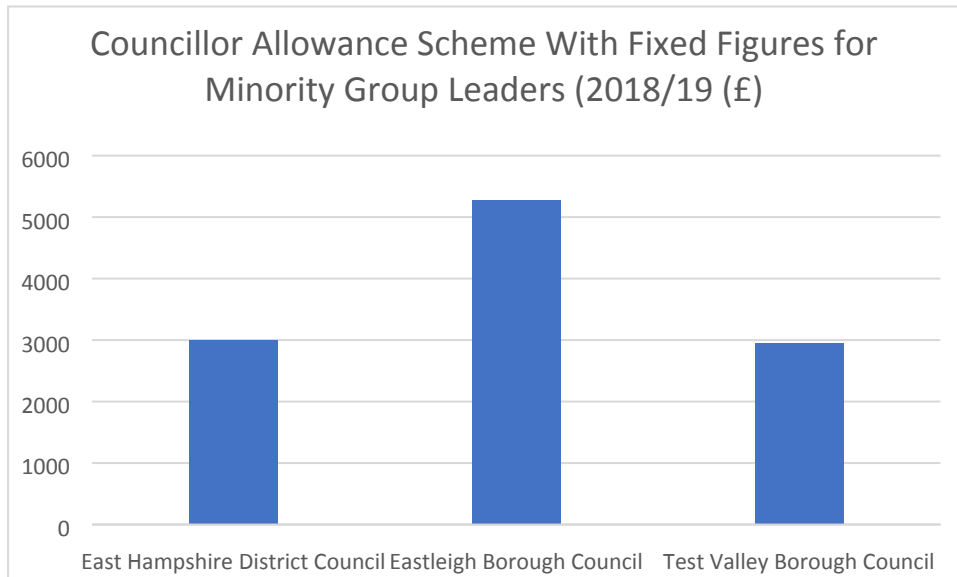
	2 -5 Members (£)	6 - 10 Members (£)	11 - 15 Members (£)	16+ Members (£)
Havant Borough Council	600	1200	1800	2400
Fareham Borough Council*	3472	3472	6944	6944

* Fareham Council have a divided their groups into two sections 1- 9 members (£3472) and 10+ (£6944)

Although the other benchmark councils have different schemes, it is clear that HBC’s SRA is lower than the other Councils

Councillor Allowances Schemes with a Fixed Figure for Each Minority Group

	£
East Hampshire District Council	3000
Eastleigh Borough Council	5274
Test Valley Borough Council	2948



Councillor Allowance Schemes that Only Paid a SRA for Leader of the Principal Opposition Group (2018/19)

	£
Winchester City Council	7605

4.11 Other SRA Allowances

Appendices 1 and 2 shows that there is a wide variety of posts that attract an SRA by the other benchmark councils, which reflect their governance systems and local needs.

5. Other Allowances

Appendix 1 shows that the other allowances paid by this Council for travel, subsidence and child care/carers allowance is not much different to the allowances paid by the other benchmark councils

6 Index Linked Increases in Allowances

Only 2 out of the 6 benchmark Councils have annual increases in their allowances; Winchester have provision for an increase but have not implemented it due to the current economic situation.

	Index Linked Increases
East Hampshire District Council	No
Eastleigh Borough Council	No
Fareham Borough Council	Yes - increase same % as pay award (normally NJC Local Government Service staff award)
Havant Borough Council	No
Test Valley Borough Council	No
Winchester City Council	Yes – NJC inflation (Not implemented)

BASE DATA

Benchmark Councils

Council Name	Type of Council (County, Unitary or District/Borough)	Population	Total number of Councillors
East Hampshire District Council	District/Borough	120,135	44
Eastleigh Borough Council	District/Borough	124,000	44
Fareham Borough Council	District/Borough	115,000	31
Havant Borough Council	District/Borough	120,700	38
Test Valley Borough Council	District/Borough	120,712	48
Winchester City Council	District/Borough	122,644	45

Basic Allowances 2015 to 2018

Council Name	2015/16	2016/17	2017/18	2018/19
East Hampshire District Council	4500	5,200	5200	5200
Eastleigh Borough Council	6178	6,240	6240	6240
Fareham Borough Council	6674	6741	6808	6945
Havant Borough Council	5350	5,891	5891	5891
Test Valley Borough Council	6452	6,517	6582	6582
Winchester City Council	5580	5,580	5580	5580

Special Responsibility Allowances

	East Hampshire District Council				Eastleigh Borough Council				Fareham Borough Council				Havant Borough Council				Test Valley Borough Council				Winchester City Council			
	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2017/18
Executive Leader	16000	18000	18000	18000	19761	19959	19959	19959	20023	20426	20426	20833	14800	14800	14800	14800	12355	12355	12355	12,479	16734	16734	16734	16734
Deputy Leader	2767	10000	10000	10000	9139	9230	9230	9230	N/A	N/A	N/A	N/A	8880	8880	8880	8880	8361	8445	8529	8529	9129	9129	9129	9129
Executive Member (excluding Leader)	4150	6000	6000	6000	7833	7910	7910	7910	11124	11348	11348	11574	8140	8140	8140	8140	7794	7872	7951	7951	7605	7605	7605	7605
Member Project Leads/Assistant Cabinet Members	3000	3000	3000	3000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Planning Committee	4150	6000	6000	6000	7833	7910	7910	7910	10012	10213	10213	10417	5920	3577	3577	3577	N/A	N/A	N/A	N/A	7605	7605	7605	7605
Vice Chairman of Planning Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	834	834	868	868	1973	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2280	2280	2280	2280
Chairman of Planning Control Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4900	4949	4949	N/A	N/A	N/A	N/A
Vice Chairman Planning Control Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NK	NK	1001	1001	N/A	N/A	N/A	N/A
Members of Planning Committee	N/A	250	250	250	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vice Chairman Northern Area Planning Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4900	4949	4949	N/A	N/A	N/A	N/A
Vice Chairman Southern Area Planning Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4900	4949	4949	N/A	N/A	N/A	N/A
Chairman of Scrutiny Board/Committee	2767	2000	2000	2000	2610	2636	2636	2636	7787	7944	7944	8102	5920	5920	5920	5920	6452	6516	6581	6581	7605	7605	7605	7605
Chairman of Policy Development and Review Panel	692	2000	2000	2000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Leader of Minority Group 10+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6944	6944	6944	6944	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Audit and Governance Committee	N/A	N/A	N/A	N/A	2610	2636	2636	2636	4172	4255	3880	4330	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2280	2280	2280	2280
Leader of Minority Group -1-9:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3404	3472	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vice-Chairman of Scrutiny Board	N/A	N/A	N/A	N/A	653	660	660	660	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	834	851	879	879	N/A	N/A	N/A	N/A
Scrutiny Leads	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1973	1973	1973	N/A	N/A	N/A	N/A	N/A	1561	1561	1561	1561
Vice-Chairman of Policy Development and Review Panel	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	834	834	868	868	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Licensing Committee	692	2000	2000	2000	N/A	N/A	N/A	N/A	6953	7022	7092	7234	2960	2960	2960	2960	3884	3884	3961	3961	3042	3042	3042	3042
Vice-Chairman of Licensing Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	834	851	834	834	N/A	N/A	N/A	N/A	777	777	792	792	N/A	N/A	N/A	N/A
Members of Licensing Committee	250	250	250	250	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Licensing Sub Committee	N/A	N/A	N/A	N/A	93*	93*	93*	93*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vice Chairman of Licensing Sub Committee	N/A	N/A	N/A	N/A	62*	62*	62*	62*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Appeals Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NK	843	851	868	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vice Chairman of the Appeals Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NK	150	170	174	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of General Purposes Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NK	NK	2159	2159	N/A	N/A	N/A	N/A
Vice Chairman of General Purposes Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NK	NK	421	421	N/A	N/A	N/A	N/A

	East Hampshire District Council				Eastleigh Borough Council				Fareham Borough Council				Havant Borough Council				Test Valley Borough Council				Winchester City Council			
	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2017/18
Chairman of Personnel Committee	2767	2000	2000	2000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1873	1973	1973	1973	N/A	N/A	N/A	N/A	3042	3042	3042	3042
Mayor/Chairman of the Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2890	2919	2948	2948	2280	2280	2280	2280
Vice Chairman/Deputy Mayor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	568	574	590	590	N/A	N/A	N/A	N/A
Minority Group Leader 2-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	600	600	600	600	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Minority Group Leader 6-10 Members	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1200	1200	1200	1200	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Minority Group Leader 11-15 Members	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1800	1800	1800	1800	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Minority Group Leader 16+ Members	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1800	1800	1800	2400	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Winchester Town Forum	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Task & Finish Panel	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Community Forum Chairman	2767	2000	2000	2000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Admin Committee	N/A	N/A	N/A	N/A	NK	NK	1650	1650	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Group Manager	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1521	1521	1521	1521

* Per meeting

KEY

N/A Not Applicable

NK Not Known

Other Allowances

	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Havant Borough Council	Test Valley Borough Council	Winchester City Council
Travelling / Mileage	45 per mile	Not Published	45per mile	45p per mile	45p per mile	45p per mile
Passenger	5p per passenger per mile	Not Published	5p per mile regardless of the number of passengers	5p per passenger per mile	5p per passenger per mile	N/A
Motor Cycle Allowance	N/A	Not Published	24p per mile	N/A	24p per mile	24p per mile
Bicycle Mileage	20p per mile	Not Published	20p per mile	20p per mile	20p per mile	20p per mile

	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Havant Borough Council	Test Valley Borough Council	Winchester City Council
Subsistence allowance	<p>£5.73 Breakfast</p> <p>£7.92 Lunch</p> <p>£9.80 Meal</p>	Not Published	<p>£8.03 Breakfast</p> <p>£11.09 Lunch</p> <p>£4.39 Tea</p> <p>£13.79 Evening Meal</p> <p>£179.62 Overnight stay (including meal and accommodation)</p>	<p>£5.73 breakfast</p> <p>£7.92 Lunch</p> <p>£9.80 Meal</p> <p>Max £43 per day</p>	<p>£6.96 Daytime Allowance</p> <p>£12.18 Evening Allowance</p> <p>£151.61 Overnight stay</p>	<p>£5.17 Breakfast</p> <p>£7.13 Lunch</p> <p>£2.79 Tea</p> <p>£8.82 Evening Meal</p> <p>£86.03 Overnight stay outside London</p> <p>£98.11 Overnight stay in London</p>
Child Care	£8.75 per hour	Not Published	£7.83 per hour (max £1769 per claimant)	£8.75 per hour	£12.76 per hour	£8.08 per hour
Carers allowance	£8.75 per hour	Not Published	£7.83 per hour (max £1769 per claimant)	£14.20 per hour	£12.76 per hour	£8.08 per hour

	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Havant Borough Council	Test Valley Borough Council	Winchester City Council
IT allowance	Not applicable	Not Published	Not Applicable	Included in Basic Allowance	Included in Basic Allowance	Tablets provided to each member
Other allowances						co-optees £240 pa

APPENDIX 2

Comparison of Structure of Special Responsibility Allowances Across the Benchmark Councils

The coloured boxes indicate equivalent Special Responsibility Allowances (SRAs). The position of the SRAs indicate their position in the SRA structure of each Council e.g. Leader of the Council (coloured green) is first across all Councils. The white boxes indicate SRAs that are not given by this Council.

	Havant Borough Council	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Test Valley Borough Council	Winchester City Council
1	Leader	Leader	Leader	Executive Leader	Leader of Council	Leader
2	Deputy Leader	Deputy Leader	Deputy Leader	Executive Member (excluding Leader)	Deputy Leader	Deputy Leader with a Portfolio
3	Cabinet Member	Cabinet	Cabinet Member	Chairman of Planning Committee	Portfolio Holders	Cabinet Member with a Portfolio
4	Scrutiny Board Chairman	Planning Committee Chairman	Minority Group Leader	Chairman of Scrutiny Board	Chairman Overview and Scrutiny Committee	Chairman of The Overview and Scrutiny Committee

	Havant Borough Council	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Test Valley Borough Council	Winchester City Council
5	DMC Chairman	Chairman of the Council	Area Committee Chairs	*Chairman of Policy Development and Review Panel	Chairman Planning Control Committee	Chairman of Planning Committee
6	Licensing Committee Chairman	Member Project Lead	Scrutiny Panel Chair	Chairman of Licensing and Regulatory Affairs Committee	Chairman Northern Area Planning Committee	Leader of Principal Opposition Group
7	Minority Group Leaders (16+members)	Development Policy Panel Chairman	Audit & Resources Chair	Leader of Minority Group 10+	Chairman Southern Area Planning Committee	Chairman of Personnel Committee
8	Joint HR Committee Chairman	Community Forum Chairman	Admin Committee Chair	Mayor	Chairman Licensing Committee	Chairman of Licensing & Regulation Committee
9	Minority Group Leaders (11-15 members)	Governance, Audit & Scrutiny	Area Committee Vice Chairs	Chairman of Audit and Governance Committee	Minority Opposition Group Leader	Chairman of the Council

	Havant Borough Council	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Test Valley Borough Council	Winchester City Council
10	Minority Group Leaders (6-10 members)	Joint Human Resources Committee Chairman	Scrutiny Panel Vice Chair	Leader of Minority Group -1-9:	Chairman of Council	Chairman of Audit Committee
11	Minority Group Leaders (2-5 members)	Minority Group Leader	Audit & Resources Vice Chair	Vice-Chairman of Scrutiny Board	Chairman General Purposes Committee	Other Opposition Group Leaders (not in current use) ³
12		Licensing Committee Chairman		*Vice-Chairman of Policy Development and Review Panel	Vice-Chairman Overview and Scrutiny Committee	Vice Chairman of Planning Committee
13		Licensing Committee member		Vice-Chairman of Planning Committee	Vice Chairman Planning Control Committee	Chairman of Winchester Town Forum

	Havant Borough Council	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Test Valley Borough Council	Winchester City Council
14		Planning Committee Member		Vice-Chairman of Licensing and Regulatory Affairs Committee	Vice Chairman Northern Area Planning Committee	Scrutiny Leads
15				Chairman of Appeals Committee	Vice Chairman Southern Area Planning Committee	Chairmen of Task & Finish &/or Ad Hoc Working Groups/Panels with Significant Impact
16				Deputy Mayor	Vice-Chairman Licensing Committee	Chairman of Standards Committee
17				Minority Group Spokesmen (for each Executive Portfolio area)	Vice-Chairman of Council	Group Managers

	Havant Borough Council	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Test Valley Borough Council	Winchester City Council
18				Vice-Chairman of Appeals Committee	Vice-Chairman General Purposes Committee	