

**Comparison of Councillor
Allowances Schemes with
Benchmarking District/Borough
Councils in Hampshire
October 2019**

1.0 Summary

1.1 Basic Allowance

The current HBC basic allowance is lower than the mean average for the benchmark Councils.

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. 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 £2622) than the mean average 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 median average multiplier of the benchmark councils (2.84) for 2019/20, the SRA would rise to £15220 and leave the allowance £2220 lower than the mean average for the benchmark Councils.

1.2.3 Deputy Leader's SRA Allowance

Currently the Council is ranked 2nd 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 higher than the mean and median averages for the benchmark councils.

1.2.4 Cabinet Members SRA

The Cabinet Members' Allowance is currently above 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.

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 is higher than the mean and median averages of the benchmark councils.

1.29 The Mayor

The benchmark exercise shows that a majority of the benchmark council pay a special responsibility allowance to the Mayor/Chairman of the Council.

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 Basic and Special Responsibility Allowances (SRAs) had fallen behind that paid in peer authorities. The Survey also investigated whether the other benchmark councils paid an allowance for the post of the Mayor. The survey did not look beyond SRAs or Basic Allowances.

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.

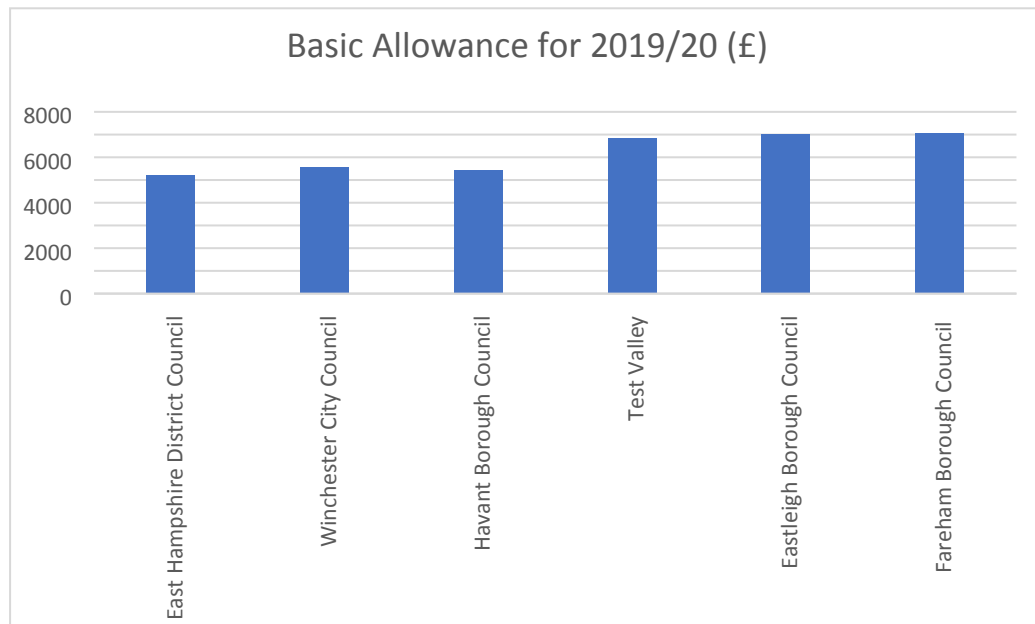
Where an SRA widely differs from the other benchmark councils, the benchmark exercise also tested to see how the increase in the SRAs, which could have been applied with the 2016 increase in the basic allowance, compared to the current allowances of the benchmark councils. The method for calculating 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 5th 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 (£6269) paid by the benchmark councils.

Council	Basic Allowance for 2019/20 (£)
East Hampshire District Council	5200
Winchester City Council	5580
Havant Borough Council	5430
Test Valley	6848
Eastleigh Borough Council	7012
Fareham Borough Council	7084
Total	37154
No. of Councils	6
Mean Average	6192
Median Average	6214

A comparison of changes to the basic allowances across the benchmark councils since 2015 shows the Council has had a 1% increase since 2016, the lowest increase of the 6 benchmark councils. The main reason for the lowest increase is due to the Council's decision to separate the IT allowance from the Basic Allowance in 2019. This increase is below the mean and median averages for the benchmark councils.

	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	2019/20 (£)	% Increase
East Hampshire District Council	4500	5200	5200	5200	5200	16
Eastleigh Borough Council	6178	6240	6240	6740	7012	13
Fareham Borough Council	6674	6741	6808	6945	7084	6
Havant Borough Council	5350	5891	5891	5891	5430	1
Test Valley	6452	6517	6582	6582	6848	6
Winchester City Council	5580	5580	5580	5580	5580	0
Total	34734	36169	36301	36938	37154	
No. of Councils	6	6	6	6	6	
Mean Average	5789	6028	6050	6156	6192	7
Median Average	5879	6066	6065.5	6236.5	6214	6

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.

Changes to the overview and scrutiny arrangements has amended the structure for calculating SRAs as shown in the diagram below:



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.

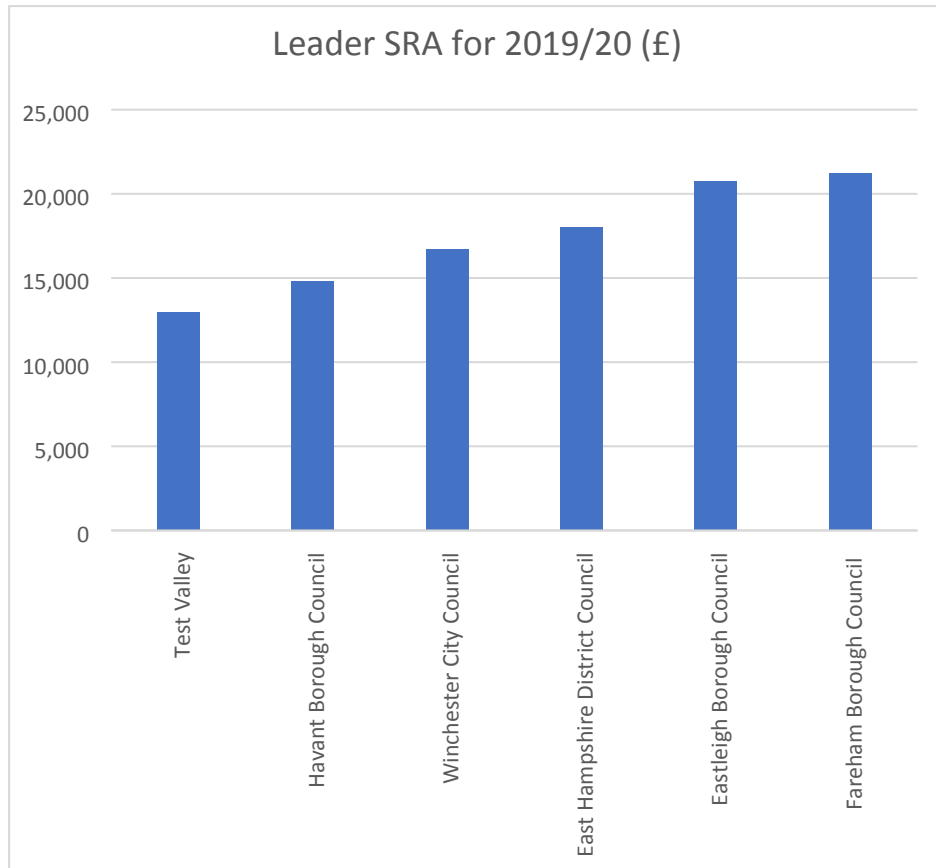
	Adopted Structure	Currently
Leader of the Council	Basic Allowance x 2.77	Basic Allowance x 2.51
Deputy Leader of the Council	60% of the Leader's Allowance	58%
Cabinet Leads	55% of the Leader's Allowance	49%
Scrutiny Board Chairman	40% of the Leader's Allowance*	34%
Licensing Chairman	20% of the Leader's Allowance	6%
Joint Human Resources Chairman	10% of the Leader's Allowance	21%

*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 (2.84) for 2019/20, the SRAs would change using the percentages set out in the adopted structure as follows:

	Current SRA (£)	Leader's SRAS Multiplied by Mean Multiplier for benchmark councils in 2018/19 (£)	Variance (£) (+/-)
Leader of the Council	14800	15241	441
Deputy Leader of the Council	10018	9144.6	-873.4
Cabinet Leads	8425	8382.55	-42.45
Scrutiny Board Chairman	5692	6096.4	404.4
Licensing Chairman	1116	3048.2	1932.2
Joint Human Resources Chairman	3643	1524.1	-2118.9

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 2019/20 (£)
Test Valley	12,982
Havant Borough Council	14,800
Winchester City Council	16,734
East Hampshire District Council	18,000
Eastleigh Borough Council	20,765
Fareham Borough Council	21,251
Total	104,532
No. of Councils	6
Mean Average	17,422
Median Average	17,367

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 2% and 1% respectively.

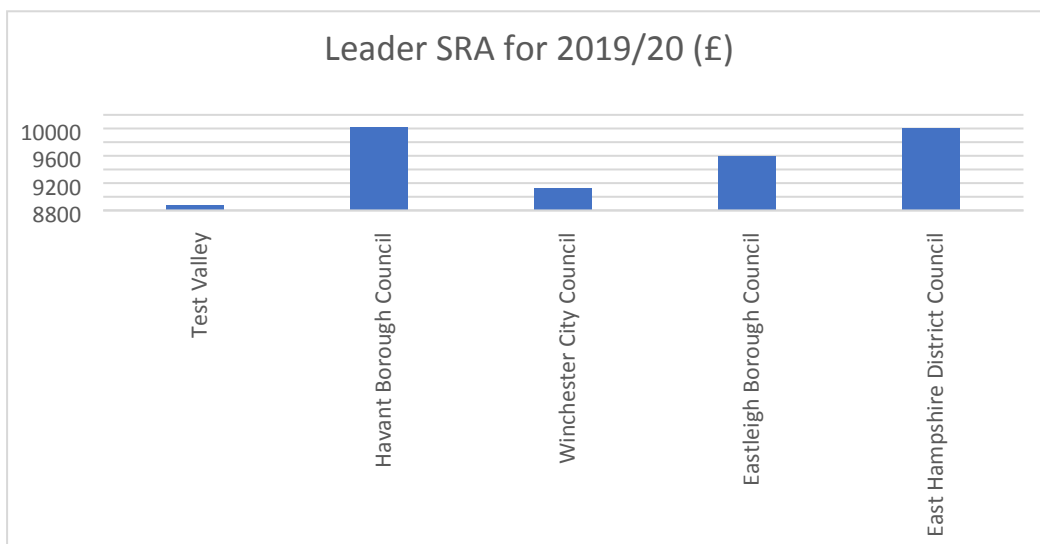
Council	2016/17 (£)	2017/18 (£)	2018/19 (£)	2019/20 (£)	% Increase
Test Valley	12355	12355	12,982	12,982	5
Havant Borough Council	14800	14800	14800	14800	0
Winchester City Council	16734	16734	16734	16734	0
East Hampshire District Council	18000	18000	18000	18000	0
Eastleigh Borough Council	19959	19959	20765	20765	4
Fareham Borough Council	20426	20426	21251	21251	4
Total	102274	102274	104531.8	104531.8	13
No. of Councils	6	6	6	6	6
Mean Average	17046	17046	17422	17422	2
Median Average	17367	17367	17367	17367	1

If the Leader's SRA was increased by the mean average multiplier of the benchmark councils (2.84) for 2019/20 (see above), the SRA would rise to £15241, which would be lower than the mean and median averages for the benchmark councils.

Council	Leader SRA for 2019/20 (£)
Test Valley	12,479
Havant Borough Council	15220
Winchester City Council	16734
East Hampshire District Council	18000
Eastleigh Borough Council	19959
Fareham Borough Council	20833
Total	103225
No. of Councils	6
Mean Average	17204
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.



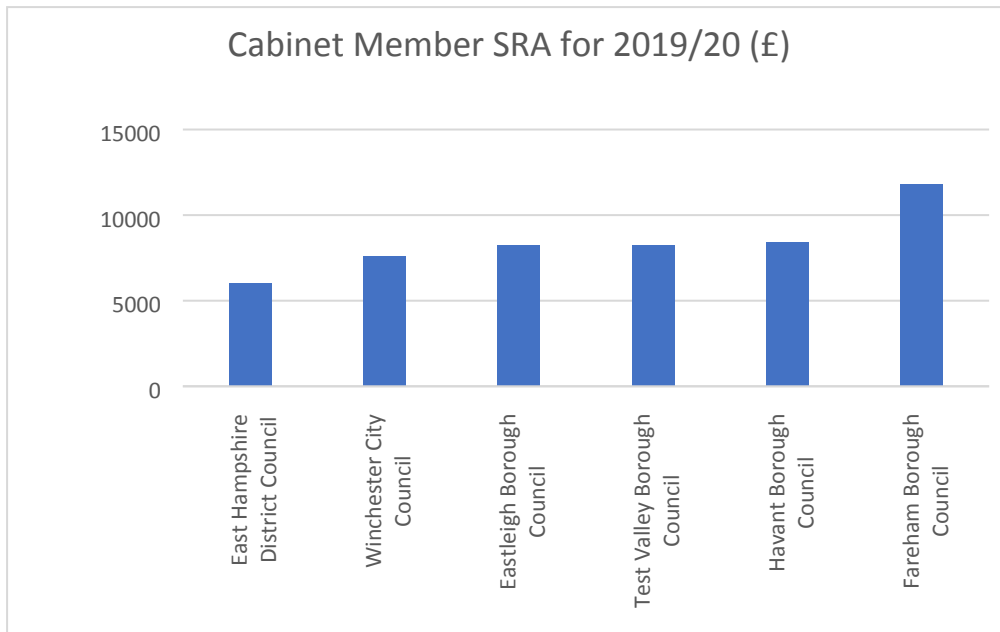
Currently the Council is ranked 2nd out of the 5 benchmark Councils, who pay an SRA for this post, in the level of special responsibility allowance for the Deputy Leader of the Council. This special responsibility allowance is higher than the mean and median averages for the benchmark councils.

Council	Leader SRA for 2019/20 (£)
Test Valley	8874
Havant Borough Council	10018
Winchester City Council	9129
Eastleigh Borough Council	9602
East Hampshire District Council	10000
Total	47623
No. of Councils	5
Mean Average	9525
Median Average	9602

A comparison of changes to the Deputy Leader SRA across the benchmark councils since 2016 shows the increase in this SRA last year is below the mean average increase and equal to the median average increase for the benchmark councils.

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	2019/20 (£)	% Increase
Test Valley	8361	8445	8529	8529	8874	6
Havant Borough Council	8880	8880	8880	8880	10018	13
Winchester City Council	9129	9129	9129	9129	9129	0
East Hampshire District Council	2767	10000	10000	10000	10000	261
Eastleigh Borough Council	9139	9230	9230	9230	9602	5
Total	38276	45684	45768	45768	47623	285
No. of Councils	5	5	5	5	5	5
Mean Average	7655	9137	9154	9154	9525	57
Median Average	8880	9129	9129	9129	9602	6

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. This special responsibility allowance is above the mean and median averages for the benchmark councils.

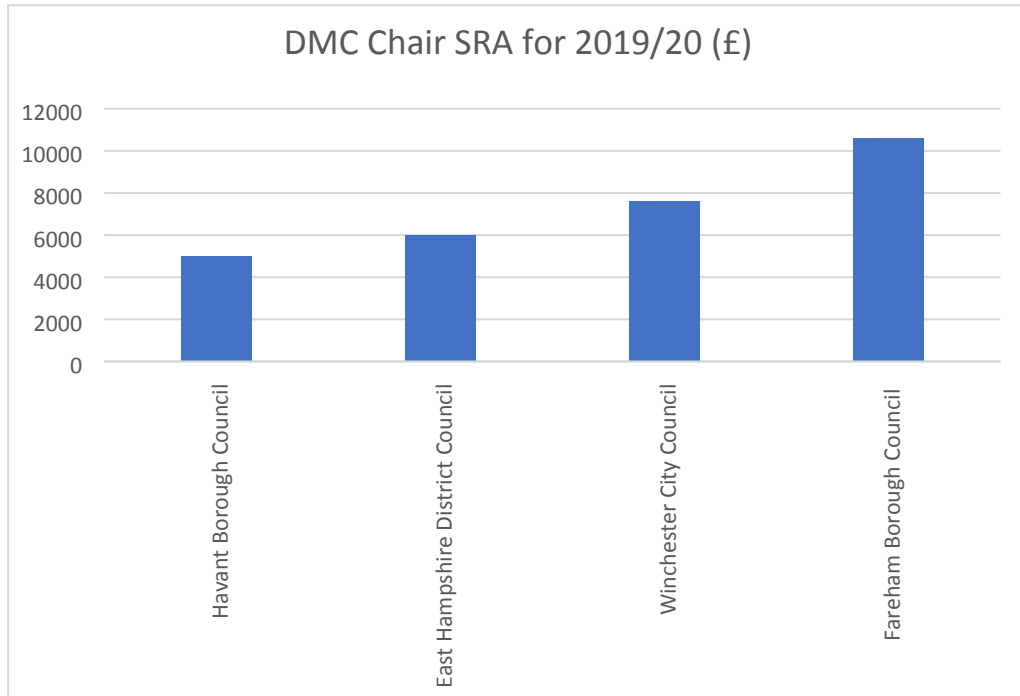
Council	Cabinet Member SRA for 2019/20 (£)
East Hampshire District Council	6000
Winchester City Council	7605
Eastleigh Borough Council	8229
Test Valley Borough Council	8271
Havant Borough Council	8425
Fareham Borough Council	11806
Total	50336
No. of Councils	6
Mean Average	8389
Median Average	8229

The increase in this SRA agreed last year is between the mean and median average increases during this period (11% and 5% respectively).

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	2019/20 (£)	% Increase
Test Valley	7794	7872	7951	7951	8271	6
Havant Borough Council	8140	8140	8140	8140	8425	4
Winchester City Council	7605	7605	7605	7605	7605	0
East Hampshire District Council	4150	6000	6000	6000	6000	45
Eastleigh Borough Council	7833	7910	7910	7910	8229	5
Fareham Borough Council	11124	11348	11348	11574	11806	6
Total	46646	48875	48954	49180	50336	65
No. of Councils	6	6	6	6	6	6
Mean Average	7774	8146	8159	8197	8389	11
Median Average	7813.5	7891	7930.5	7930.5	8250	5

4.6 DMC Chairman

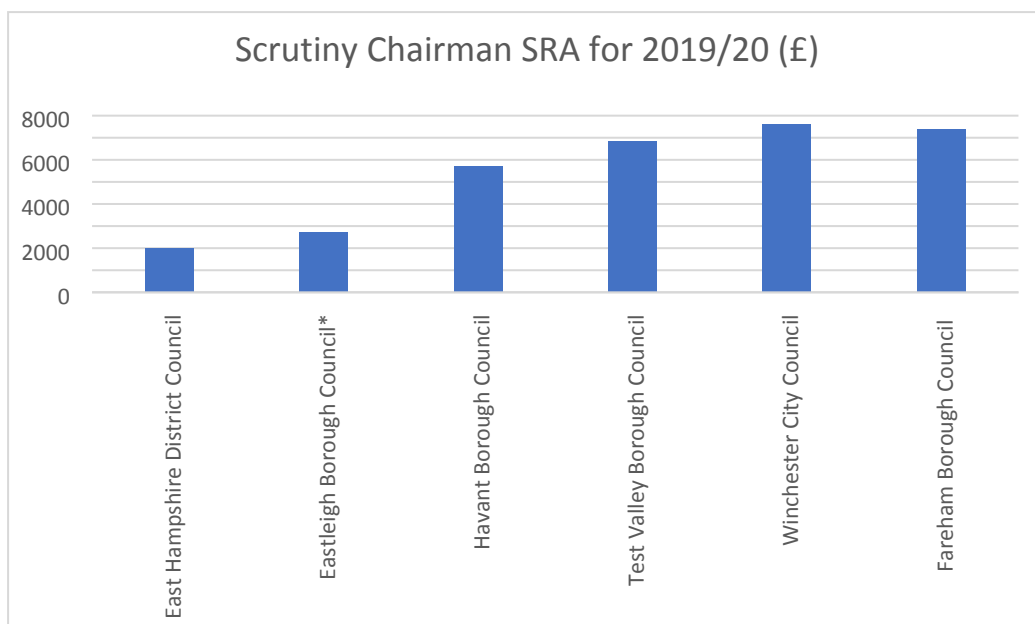
Only 4 out of the 6 Benchmark Councils paid a SRA for the post of DMC Chairman; Eastleigh and Test Valley Boroughs Council have different arrangements with planning.



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 2019/20 (£)
Havant Borough Council	5009
East Hampshire District Council	6000
Winchester City Council	7605
Fareham Borough Council	10625
Total	29239
No. of Councils	4
Mean Average	7310
Median Average	6803

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 2019/20 (£)
East Hampshire District Council	2000
Eastleigh Borough Council*	2742
Havant Borough Council	5692
Test Valley Borough Council	6848
Winchester City Council	7605
Fareham Borough Council	7379
Total	32266
No. of Councils	6
Mean Average	5378
Median Average	6270

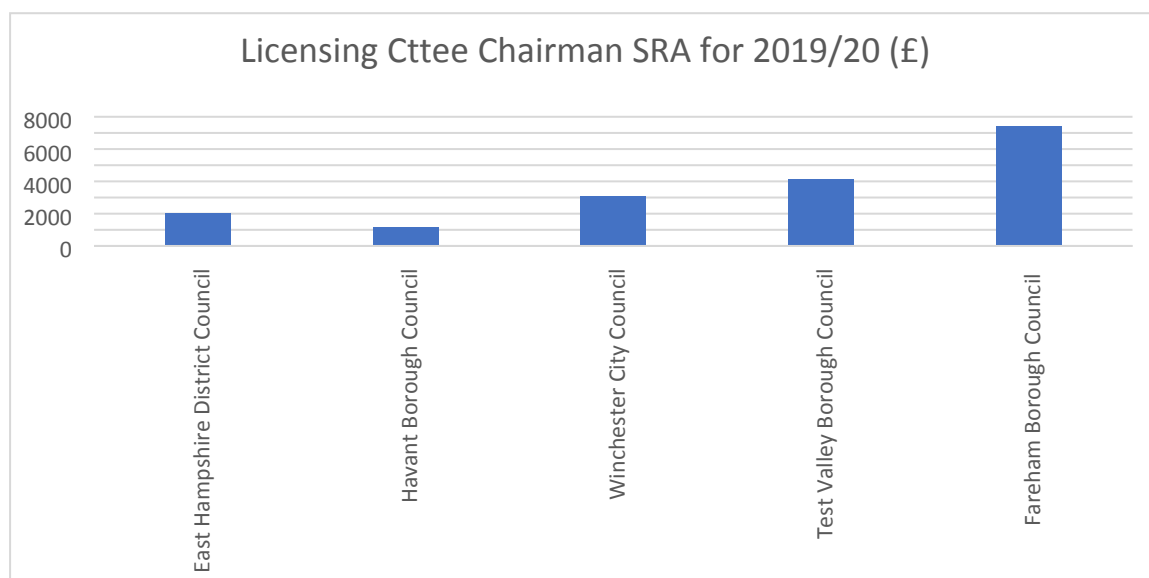
The Council's reduction in this SRA is equal to the mean average reduction and above and median average reduction from 2016.

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	2019/20 (£)	% Increase
Test Valley	6452	6516	6581	6848	6848	6

Havant Borough Council	5920	5920	5920	5692	5692	-4
Winchester City Council	7605	7605	7605	7605	7605	0
East Hampshire District Council	2767	2000	2000	2000	2000	-28
Eastleigh Borough Council	2610	2636	2636	2742	2742	5
Fareham Borough Council	7787	7944	7944	7379	7379	-5
Total	33141	32621	32686	32266	32266	-26
No. of Councils	6	6	6	6	6	6
Mean Average	5524	5437	5448	5378	5378	-4
Median Average	6186	6218	6250.5	6270	6270	-2

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 licensing committee. This special responsibility allowance is lower than the mean but equal to the median average) for the benchmark councils.

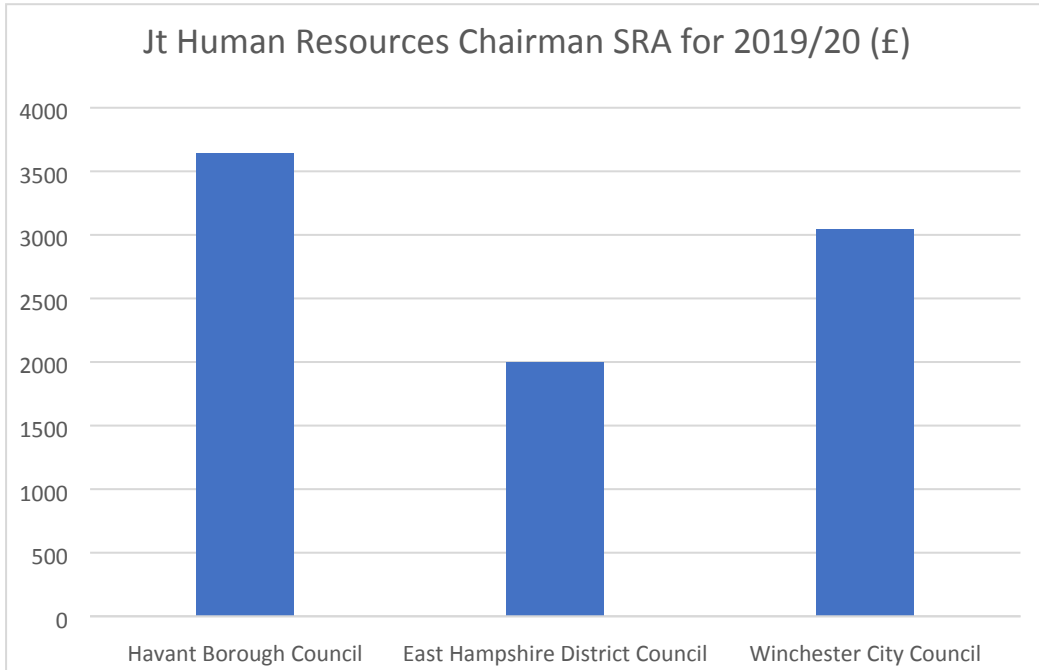
Council	Licensing Cttee Chairman SRA for 2019/20 (£)
East Hampshire District Council	2000
Havant Borough Council	1116
Winchester City Council	3042
Test Valley Borough Council	4122
Fareham Borough Council	7379
Total	17659
No. of Councils	5
Mean Average	3532
Median Average	3042

A comparison of changes to the Cabinet Lead SRA across the benchmark councils since 2016 shows the Council is alone in reducing its SRA for the Chairman of the Licensing Committee.

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	2019/20 (£)	% Increase
Test Valley	3884	3884	3961	4122	4122	6
Havant Borough Council	2960	2960	2960	1116	1116	-62
Winchester City Council	3042	3042	3042	3042	3042	0
East Hampshire District Council	692	2000	2000	2000	2000	189
Fareham Borough Council	6953	7022	7092	7234	7379	6
Total	17531	18908	19055	17514	17659	90667
No. of Councils	6	6	6	6	6	30
Mean Average	2922	3151	3176	2919	2943	28
Median Average	3042	3042	3042	3042	3042	6

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 1st out of the 3 benchmark Councils, who have an SRA for the Chairman of a Human Resources Committee, in the level of special responsibility allowance for this SRA. This special responsibility allowance is higher than the mean and median averages for the benchmark councils.

Council	Jt Human Resources Chairman SRA for 2019/20 (£)
Havant Borough Council	3643
East Hampshire District Council	2000
Winchester City Council	3042
Total	8685
No. of Councils	3
Mean Average	2895
Median Average	3042

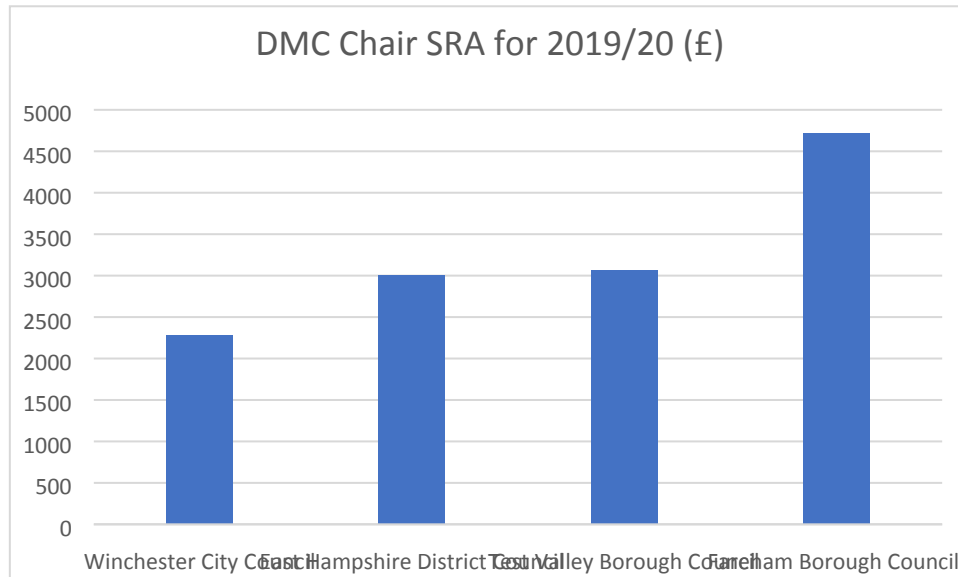
A comparison of changes to the Human Resources SRA across the 3 relevant benchmark councils since 2016 shows that the increase adopted by the Council last year is below the mean average and equal to the median average.

Council	2015/16 (£)	2016/17 (£)	2017/18 (£)	2018/19 (£)	2019/20 (£)	% Increase
Havant Borough Council	1973	973	1973	1973	3643	85
Winchester City Council	3042	3042	3042	3042	3042	0
East Hampshire District Council	692	2000	2000	2000	2000	189
Total	5707	6015	7015	7015	8685	274
No. of Councils	3	3	3	3	3	3
Mean Average	1902	2005	2338	2338	2895	91
Median Average	1973	2000	2000	2000	3042	85

5.0 Mayor/Chairman of the Council

The Council currently does not give Special Responsibility Allowance for the Mayor of the Council.

Only 4 of the six benchmark Councils currently have a special responsibility allowance for the post of Mayor/Chairman of the Council.



The mean and median averages for this allowance is £3268 and £3000 respectively.

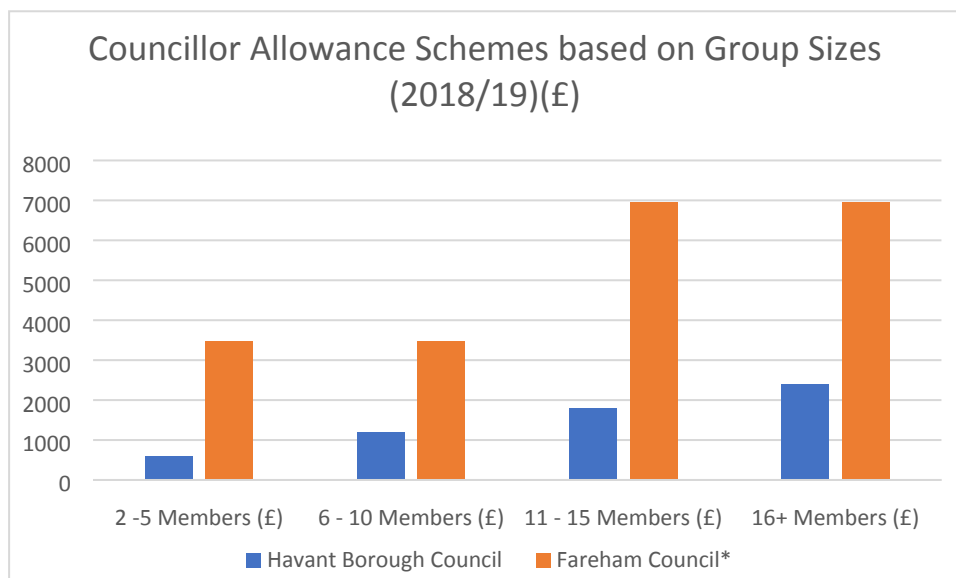
Council	DMC Chair SRA for 2019/20 (£)
Winchester City Council	2280
East Hampshire District Council	3000
Test Valley Borough Council	3067
Fareham Borough Council	4723
Total	13070
No. of Councils	4
Mean Average	3268
Median Average	3000

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)

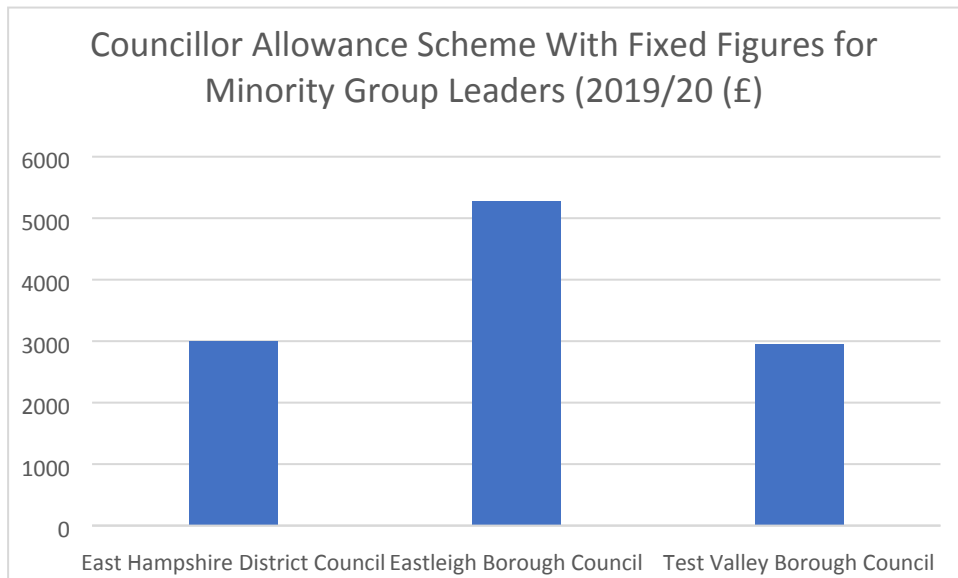
	2 -5 Members (£)	6 - 10 Members (£)	11 - 15 Members (£)	16+ Members (£)
Havant Borough Council	600	1200	1800	2400
Fareham Borough Council*	3472	3472	6944	6944

* 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 (2019/2020)

	£
Winchester City Council	7605

5 Index Linked Increases in Allowances

Only 3 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	Yes (Basic Allowance Only linked to NJC local Government Service Staff Award from 1 April 2010)
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 2019

Council Name	2015/16	2016/17	2017/18	2018/19	2019/20
East Hampshire District Council	4500	5,200	5200	5200	5200
Eastleigh Borough Council	6178	6,240	6240	6240	7012
Fareham Borough Council	6674	6741	6808	6945	7084
Havant Borough Council	5350	5,891	5891	5891	5430
Test Valley Borough Council	6452	6,517	6582	6582	6848
Winchester City Council	5580	5,580	5580	5580	5580

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 Planning Committee Chairman	Cabinet Member	Chairman of Planning Committee	Portfolio Holders	Cabinet Member with a Portfolio

	Havant Borough Council	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Test Valley Borough Council	Winchester City Council
4	Scrutiny Board Chairman	Assistant Portfolio Holder	Minority Group Leader	Chairman of Scrutiny Board	Chairman Overview and Scrutiny Committee	Chairman of The Overview and Scrutiny Committee
		Chairman of the Council				
		Minority Group Leader				
		Planning Committee Vice Chairman				
5	DMC Chairman	Other Committee Chairman	Area Committee Chairs	*Chairman of Policy Development and Review Panel	Chairman Planning Control Committee	Chairman of Planning Committee

	Havant Borough Council	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Test Valley Borough Council	Winchester City Council
6	Licensing Committee Chairman	Ward Councillor	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)		Audit & Resources Chair	Leader of Minority Group 10+	Chairman Southern Area Planning Committee	Chairman of Personnel Committee
8	Joint HR Committee Chairman		Admin Committee Chair	Mayor	Chairman Licensing Committee	Chairman of Licensing & Regulation Committee
9	Minority Group Leaders (11-15 members)		Area Committee Vice Chairs	Chairman of Audit and Governance Committee	Minority Opposition Group Leader	Chairman of the Council
10	Minority Group Leaders (6-10 members)		Scrutiny Panel Vice Chair	Leader of Minority Group -1-9:	Chairman of Council	Chairman of Audit Committee

	Havant Borough Council	East Hampshire District Council	Eastleigh Borough Council	Fareham Borough Council	Test Valley Borough Council	Winchester City Council
11	Minority Group Leaders (2-5 members)		Audit & Resources Vice Chair	Vice-Chairman of Scrutiny Board	Chairman General Purposes Committee	Other Opposition Group Leaders (not in current use) ³
12				*Vice-Chairman of Policy Development and Review Panel	Vice-Chairman Overview and Scrutiny Committee	Vice Chairman of Planning Committee
13				Vice-Chairman of Planning Committee	Vice Chairman Planning Control Committee	Chairman of Winchester Town Forum
14				Vice-Chairman of Licensing and Regulatory Affairs Committee	Vice Chairman Northern Area Planning Committee	Scrutiny Leads

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

