

**REPORT OF THE
INDEPENDENT REMUNERATION PANEL
ON
MEMBERS' ALLOWANCES
FOR
ARUN DISTRICT COUNCIL**

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1. Introduction

1. Under the Local Authorities (Members' Allowances) (England) Regulations 2003, the Council is required to establish and maintain an Independent Remuneration Panel (IRP). The purpose of the Panel is to consider and make recommendations to the Council about the allowances paid to Members under its Scheme of Allowances, hereafter referred to in this report as "the Scheme". The Council must make the final decision on its Scheme but in doing so it must have regard to the advice of the IRP before making any changes. See Appendix 1 for details.
2. The Panel has recommended separately that the 2023-24 Basic and Special Responsibility Allowances be increased by 5.72% based on the total average of the increase in Officer's pay (excluding Apprenticeships, Directors and the Chief Executives) and in line with the national LGA pay award.
3. The Panel accepts that its role is to make recommendations and it is for the Members to decide what to do with the Panel's recommendations.

2. The Independent Remuneration Panel (IRP)

The current IRP was appointed at Council in November 2018 and further extended in March 2023 by the Audit & Governance Committee. The Panel consists of five Members: John Thompson MBE (Chair), Alan Ladley, Andrew Kelly, Sarah Miles and Celia Thomson-Hitchcock. The Members of the Panel come with a wide range of experience. Their profiles are at Appendix 2.

3. Executive Summary

The Panel believes that access to democracy is an important objective - while people should not take on public office mainly for the allowances, good candidates should not be put off standing by financial pressures. If they are, then those who can stand for election come increasingly from unrepresentative groups. The Panel have tried to reflect this in its recommendations, while being mindful of the effects on the Authority's Budget.

The Panel met over a period of five months to conduct a wide-ranging review of Members' Allowances. It listened to Members and Officers and examined a broad range of written data. The Report contains a series of recommendations, which are set out on page 9. In arriving at these, the Panel considered a range of issues.

The Panel found that due to the ongoing effects of Covid, the financial crisis and the change in governance structure to a Committee system, the workload of Members has increased, so a modest increase in the Basic Allowance (BA) would be appropriate.

The Chairs of Service Committees SRAs were set before the workloads and levels of responsibility were known. It is now clear that these SRAs are too high when compared with Regulatory Committee Chairs. The Panel was advised that the Chairs have very limited decision-making responsibilities, with Members having an increased decision-making role, therefore it is right that the remuneration is re-allocated from the Chairs of the SRAs to all Members, via the BA, thus making the rise in the BA almost budget neutral.

The Panel considered carefully and in great detail the role of Vice Chairs and Deputies and have standardised their Allowance at 30% of the Chairs' and Leader's SRAs.

Both Members and the Panel are aware that the SRA payable to the Leader of the Council is one of the lowest in the Southeast, including the five Authorities in the Southeast operating service Committee arrangements. Therefore, the Panel recommends an uplift to ensure that applicants of sufficient calibre are attracted to the role.

The SRAs payable to the Chair and Vice Chair of the Authority are higher than average in the area. It does however include an allowance, which is taxed, for out-of-pocket expenses so the Panel recommends no change in the amount currently paid.

The Planning Committee has been identified as having a significantly higher workload and responsibility than others, so the Panel proposes a modest increase to the SRAs of the Chair and Vice Chair. Some minor changes to other SRAs are recommended. As is the introduction of a modest SRA for the Vice Chair of the Standards Committee.

Travel and Subsistence Allowances should continue to be paid at the current rate (the maximum allowed under HMRC guidelines).

The Panel has considered at length the need for realistic Allowances for Dependent Adults and Children. Current levels are found to be too low, so it is recommended they are increased, together with improved arrangements to further ensure the Allowances are well publicised, easily accessible and flexible while easily auditable. Additionally, the Authority is asked to consider arrangements for Maternity, Paternity and Adoption leave.

The Panel continues to recommend that a Member should be able to claim all SRAs to which they are entitled. Obviously, Members are free to renounce any SRA if they choose.

Parish Allowances were looked at; it is the decision of individual Parishes if any are paid, most do not. The Panel do not see any reason to recommend changes to the current arrangements.

The Panel has identified that the proposed changes to the Basic and Special Responsibility Allowances will increase costs in the region of £1,933 a very modest 0.443%, while assuring that Roles and Responsibilities are fairly and correctly rewarded.

Finally, the Panel recommends all allowances should be linked to any rises in Officers' Pay, so removing the anomaly of some allowances not being so linked. This keeps the allowances reasonably up to date in the four-year gaps between reviews. If workloads and responsibilities for which SRAs are payable change considerably during this period, a light touch review in the intervening period is recommended.

4. Investigation Methodology

The Panel carried out a full review of the Scheme of Allowances. Before starting work they met with the Audit and Governance Committee in July 2023. The Panel then held a well-attended open seminar for Members. (Ap 3) Following this, all members were invited to complete a detailed questionnaire and 25 responded: more than in previous years (Ap 4). A series of 12 interviews were held with selected Members; (Ap 5), Senior Officers' views were also obtained (Ap 5), Reference was made to comparisons with other West Sussex and Southeast Authorities (Ap 6&7). Additional, desk-based research was undertaken, examining Members' roles and responsibilities in ADC and comparisons with other Authorities, together with National and Local Policies (Ap 6)

The Panel also considered the outcomes following the previous Panel Report. This information was helpful and was used as a significant element of the evidence upon which the Panel has based its report and recommendations.

5. General Principles

1. With rising energy and other costs of living increases, the Panel is very aware that the Council is faced with great challenges in setting a balanced budget for 2024-25 and beyond.
2. Recruitment of Members has always been recognised as an important part of the Panel's consideration. The introduction of the current national Scheme in 2000 was driven by the need to make engagement in local governance more widely accessible.
3. The Panel reflected on the importance of the role of elected Members and the importance of clarity in identifying and setting out these roles.
4. Voluntary Service Element is a reduction in the BA paid to all Members to reflect that part of a Councillor's work should be voluntary and not remunerated. There is no statutory requirement to show a discount and only a third of Authorities covered by the Southeast Employers do so. The Panel and Members believe it is important that some element of the work of Members continues to be voluntary, ie, that some hours are not remunerated. This must be balanced against the need to ensure that financial loss is not suffered by elected Members, and further to ensure that, despite the input required, people are encouraged to come forward as elected Members and that their service to the community is retained. In Arun this is set at 30% a figure accepted by most Members.

5. The Panel advocates that Members' allowances should be based on an external benchmark, so ensuring Allowances are maintained at a level appropriate to the wider economic landscape, removing them from the political arena and local pressures. The Panel considered the Consumer Price Index (CPI) as a useful benchmark. There is universal support within the Members and the Panel that to continue to link the BA and Special Responsibility Allowances (SRAs) to Officers' pay is the best benchmark for the Authority.
6. The Panel also felt it is important that both current and potential future Councillors were able to easily access information on the requirements of the role, and to ensure that the Scheme of Allowances is consistent with the expectations of these roles. With this in mind, the Panel had access to ADC Member role profiles.

Findings

1. Feedback to the Panel was that due to the ongoing effects of Covid, (an increase in digital working has led to greater public involvement with the workings of the Council) the financial crisis (leading to more constituents' demands) and the move to the Service Committee system, a modest increase in the **Basic Allowance** would be appropriate. (Recommendation 1)
2. The **Chairs of Service Committees** SRAs were set before workloads and levels of responsibility were known. With some years of experience of how these Committees work, it is now clear to the Panel that these SRAs are too high and should be brought in line with Regulatory Committee SRAs. The Panel was advised that the Chairs have very limited decision-making responsibilities, with Members having an increased decision-making role, therefore it is right that the remuneration is re-allocated from the Chairs of the SRAs to all Members, via the BA. (Recommendation 4)
3. By the same argument **Vice-Chairs of Service Committees** should also be reduced and be set at 30% of the Chairs' SRA. Some Members expressed the view that SRAs should not be paid to Deputies and Vice-Chairs. The Panel focussed on this in interviews with Members and were convinced that the Vice Chairs played an important role in agenda setting and supporting the Chair; as well as deputising for the Chair. (Recommendation 5)
4. There was some support and justification for an increase in the **Leader's SRA**. The allowance paid to the Leader, even with the SRA as Chair of the Policy and Finance Committee added, is one of the lowest in the Southeast (41 out of 56). The allowance was set by removing the former Cabinet Member SRA from the Leader's SRA. Even before then the Leader's SRA had been in the lowest quartile of Southeast Leaders' SRAs. This SRA should be set at a reasonable level so that good candidates are attracted to applying when elections take place. The Panel therefore recommends an increase in the Allowance, noting it is still below the average SRA paid to Leaders in the Southeast (2nd lowest overall) and lowest by District population paid in West Sussex. (Recommendation 2)
5. The **Deputy Leader's** SRA is increased very slightly so that it is 30% of the Leader's Allowance. (Recommendation 3)

6. The SRAs paid to the **Chair and Vice Chair of the Council** are much higher than elsewhere in West Sussex. However, unlike other Authorities, their out-of-pocket expenses are included in the allowance, which means also they are subject to tax. Although administratively more difficult, out-of-pocket expenses could be paid as flat allowances per month, possibly with larger items claimed against an invoice. No recommendations are made: the Authority might compare their arrangements with other authorities.
7. The **Chair of the Planning Committee** SRA is clearly too low. This Committee meets twice as frequently as any other Committee, meetings can extend into a second day. The high profile and level of external scrutiny and challenge to the decision-making responsibility in a District with major housing building projects were taken into account by the Panel. The increase would take the SRA to near the top SRAs paid in West Sussex. (Recommendation 6)
8. The **Vice-Chair of the Planning Committee** should also be increased and set at 30% of the Chairs' SRA. (Recommendation 7). The Panel proposes no change to the SRAs paid to Members of the Planning Committee or named substitutes.
9. The Panel propose a new SRA for the **Vice Chair of the Standards Committee**. It corrects the anomaly of the Standards Committee being the only Committee where the Vice Chair does not receive an SRA, although they fill similar roles to Vice Chairs on other committees. In line with other Vice Chairs the SRA is set at 30% of the Chair's SRA. (Recommendation 8)
10. The SRA paid to the **Leader of the Opposition** who has limited decision-making responsibilities is in the Panel's view too high and should be reduced. It should be about 50% of the Leader's SRA and similar to the SRA for Chairs of Service Committees. (Recommendation 9)
11. Some Members expressed concern about a few Members' poor attendance at meetings and failure to undertake statutory training, particularly for planning and licensing. This does not fall within the remit of the review. However, the panel were reassured that Group Leaders recognised the importance of good attendance and behaviour.
12. Similarly, the Panel believes the SRA paid to **Panel Members and Co-optees Allowances** should increase by £5, to partly mitigate the effects of inflation, and from now on be linked to Officers' Pay. (The Panel declare an interest as they are remunerated at the rate paid to Co-opted Members). (Recommendation 10)
13. The Panel makes no recommendation to change any of the other SRAs currently in payment.
14. 33% of Districts & Boroughs in the South-East operate a **one SRA per Member policy**. This Council is amongst the majority who do not. The Panel's agrees strongly with Members that if a Member undertakes a responsibility, they should be remunerated for it. (Note that the split of the Leader's and Deputy Leader's SRAs from their constitutional responsibilities to lead the Policy and Finance Service Committee make the one SRA policy well-nigh impossible.)
15. The ability to claim **Child and Dependent Carers' Allowances** has a potentially significant impact on the ability of people to stand for election and work effectively as a Member, who might not otherwise be able to do so. Research shows current hourly rates are too low and should be set at levels that allow these costs to be met in full. The cost to the Council is low as there are few claimants. The panel has made

recommendations to increase the rates to more realistic maxima. The setting of annual limits is unrealistic as the need is usually ongoing and the Member may be disenfranchised. The Panel heard that claiming arrangements need to be both clearer and more flexible, whilst still ensuring that claims are properly evidenced. However, the Panel do not consider a Business receipt is always possible or indeed necessary. Councillors face particular challenges in finding babysitters or carers, as the demand is sporadic and often in the evening, where for example it is difficult to access nurseries or child minders. The Head of Paid Service should continue to arbitrate on claims made where there is uncertainty. (Recommendations 11 and 12).

16. There is a scheme covering **Adoption, Maternity and Paternity for Members** in line with a scheme for Officers. This should be reflected in the Scheme of Allowances and the Officers' scheme should be published on the Authority's public facing website. (Recommendation 13)
17. There were no demands to change the **Travel and Subsistence allowances**. The arrangement for claiming these allowances needs to be clearly communicated to Members. They remain linked to the rates payable to Officers (and are currently set at HMRC maximum).
18. No recommendations are made to change the list of approved duties for which allowances, etc may be claimed.
19. **Town and Parish Councils** were invited to complete a short questionnaire 7 did so. There was no desire to change the current arrangements whereby Town and Parish Councillors may be paid up to 10% of District Council's Basic Allowance. Few Councils chose to pay any allowance. Those who do, meet the cost from their own precept.
20. Continuing a **four-year review** process works well. Targeted reviews can be commissioned at any time.

Recommendations

Having considered the Scheme in line with the Terms of Reference laid out in Appendix 1 following the Methodology (Ap 3-7) and the General Principles above, the Panel's recommendation for each allowance paid are as follows:

Basic Allowance	
Recommendation 1:	The Basic Allowance be increased from £6,378 to £6,638 .
Special Responsibility Allowances (SRAs)	
Recommendation 2:	The Special Responsibility Allowance paid to the Leader of the Council be increased from £6,654 to £8,000 .
Recommendation 3:	The Special Responsibility Allowance paid to the Deputy Leader be increased from £2,355 to £2,400 .
Recommendation 4:	The Special Responsibility Allowance Service Committee Chairs be reduced from £5,667 to £4,000
Recommendation 5:	The Special Responsibility Allowance Service Committee Vice-Chairs be reduced from £1,869 to £1,200
Recommendation 6:	The Special Responsibility Allowance paid to the Chair of Planning be increased from £6,982 to £7,500
Recommendation 7:	The Special Responsibility Allowance paid to the Vice-Chair of Planning be increased from £2,305 to £2,500
Recommendation 8:	A Special Responsibility Allowance of £349 be paid to the Vice-Chair of Standards
Recommendation 9:	The Special Responsibility Allowance paid to the Leader of the Opposition be reduced from £4,559 to £4,000 .
Recommendation 10:	The Appeals Panel and Co-optees Allowances be increased from £60 per meeting to £65 per meeting and now be linked to Officers' Pay.
Recommendation 11:	That the hourly rate for Childcare be increased from £10 an hour to a maximum of £12 per hour for one child and £15 per hour for two or more children. That the annual limit be removed and the rules for claiming be clarified.
Recommendation 12:	That the Adults Dependant Care rate be raised to a maximum of £24.95 an hour. The rules be clarified, annual limit be removed, and that Head of Paid Service will decide on the rate be paid on a case-by-case basis.
Recommendation 13:	A scheme of allowances covering Adoption, Maternity and Paternity be adopted for Members in line with a scheme for Officers and the Officers' scheme be published on the Authorities public facing website.
Recommendation 14:	Town and parish Councils may pay up to 10% of the Authority's Basic Allowance to their own Members.

Effective Date for Changes

The Panel recommend that the effective date for changes to the Scheme be 1 of April 2024 for all Allowances.

Budget Impact

The net cost of these changes is £1,933 for both the Basic Allowance and Leader's SRA increases. The proposed increase to the Dependent Adults and Child Carers' Allowances is not expected to impact the budget, as the number of Members claiming this allowance is very small. The recommendations for 2024/25 represent a 0.443% increase to the 2023/24 cost for the Scheme of Allowances.

Renunciation

Any Member may, on notifying the Head of Paid Service, renounce all or part of any allowance to which they are entitled. The request must be made in writing and clearly state the period for which the reduction is to be applied.

Future Reviews

The Panel recommends a four-yearly cycle of full reviews, with a light touch review of SRAs in the intervening period.

Revocation of Previous Schemes

The previous scheme of Members' Allowances as approved by Council on 19 July 2019 is revoked with effect from 1 April 2024.

Acknowledgements

The Panel is grateful for the support and co-operation received from Members and Senior Officers and for the excellent assistance of Jane Fulton in Committee Services.

Appendix 1. Terms of Reference

The Independent Remuneration Panel's Terms of Reference are to consider and make recommendations:

- to the authority as to the amount of Basic Allowance that should be payable to its elected members
- 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 the authority about the duties for which a travelling and subsistence allowance can be paid and as to the amount of this allowance
- as to the amount of co-optees' allowance
- as to whether the authority's allowances 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 is determined.
- on whether any allowance should be backdated to the beginning of a financial year in the event of the scheme being amended
- 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 to make recommendations as to which members of an authority are to be entitled.

The Panel should also have regard to:

- the nature and type of role and responsibility of Elected Members and the level of commitment involved.
- the difference in responsibility and time commitment of Leading Members; Service Committee and statutory Committee Chairs and back-bench Members and the Chair and Deputy Chair of the Council.
- schemes operating in similar authorities elsewhere.
- the level of remuneration paid for other types of public duties.
- whether allowances should be payable to meet Members' out of pocket expenses
- the need to attract and retain Members of appropriate calibre and representative of the demographic make-up of the district.
- the need to ensure that the scheme is straight-forward; economic to operate and justified in terms of affordability (in the public's perception) and working within existing budgetary constraints.
- a scheme that aims to compensate for the time put into the roles and responsibilities undertaken – bearing in mind that there should be an element of public service.
- a scheme that encourages Councillors to work flexibly and to develop themselves and their role in the community.

Appendix 2. Members of the Independent Remuneration Panel

The Panel Members are:

- John Thompson MBE – has worked in the public, private and charity sectors. Has been on IRPs and an Independent Person for various Authorities since 2001. He was appointed to the Board of Governors of Chichester University in July 2022. He has been a School Governor for many years. He is Chair of the Avisford Medical Group Patient Participation Group.
- Celia Thomson-Hitchcock – Owns Head to Toe Beauty Salon. She was Chair of the Littlehampton Traders Partnership for eight years and continues to work closely with local businesses, veterans and the wider community promoting Littlehampton and good causes.
- Alan Ladely – has lived in West Sussex for nearly 50 years and was a police officer with Sussex Police for 36 years, serving in Horsham, Bognor Regis, Littlehampton and Chichester as well as the police HQ in Lewes. He retired in 2009 at the rank of Detective Superintendent. Subsequently he worked for six years for Sussex Police as the Force Information Manager, overseeing the forces' information assets as well as the management of Data Protection and Freedom of Information. Alan now lives in Bognor Regis and helps his wife who runs a retail business in the town.
- Andrew Kelly - has lived in West Sussex since the late 1980s. He is a Fellow of the Chartered Institute of Personnel and Development and has had a career in Human Resources spanning over 35 years. Initially he worked in the private sector -hospitality, food retailing and financial services, then as HR Director for several NHS Trusts and more latterly worked in local government. Now retired after operating his own HR consultancy business, he has continued with voluntary work for local organisations, currently as Chair of Trustees with Arun Counselling Centre in Littlehampton.
- Sarah Miles MBA- has worked in the academic, public, private and charity sectors. A former entrepreneur, University Lecturer at Portsmouth Business School, Business Improvement Director and private Business Consultant, she has recent experience as a Trustee at Mind (Brighton and Hove) and Dove Lodge (Littlehampton).

Appendix 3. Methodology- Seminar

The main points from Members were as follows, including the Panel's response:

- The Vice Chair of Standards Committee should receive an SRA – Recommended in the Panel's Report.
- Re Panel interviews with Members, can previous SRA holders and Members be interviewed as they will bring experience/views covering the years since the last review to the attention of the Panel? On advice the Panel decided not to interview former Members, even with recent changes there remained a wealth of experience and corporate knowledge that the panel was able to draw up on.
- How do we ensure that IRP members are independent and do not make political comments? The Panel relies entirely on the evidence, the process is clear and transparent -For example, the questionnaire is managed by Committee Services, the names of respondents are not known; the interviews are based on what interviewees

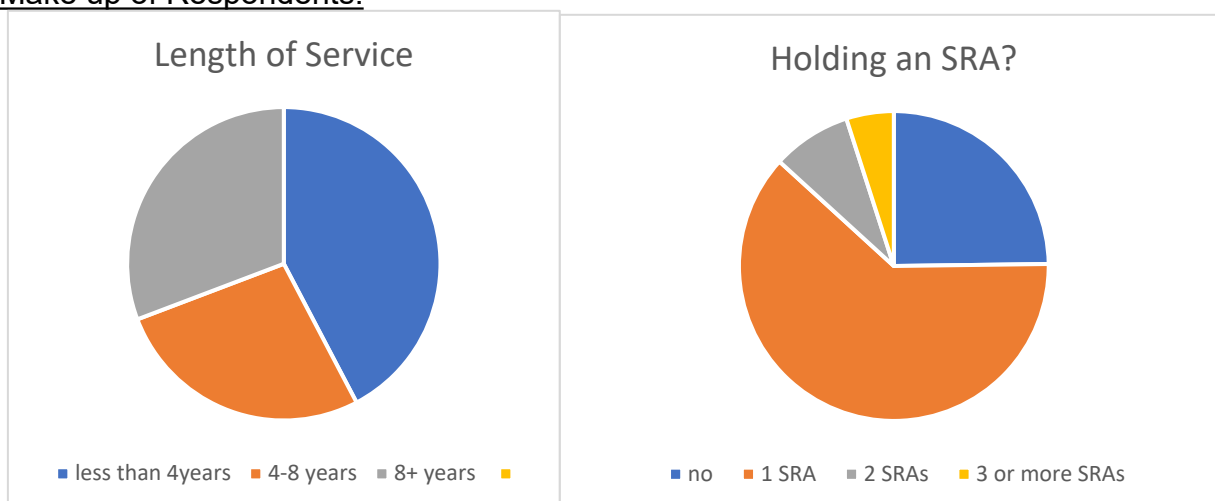
do, not which party they belong to. None of the Panel hold any political office in or without the District.

- How will interviews be organised? They were set up by the Committee Services Manager and wherever possible at least two members of the panel attended all meetings with Members and Officers.
- Can interviewees see the questions beforehand? All interviewees were sent a copy of questions before interview.
- Full Council resolved to look into reducing the number of Cllrs that the Council has. Would any revised Councillor numbers figure into what you are doing as this could affect workload? This review was conducted on the basis of the existing number of Members and structure of the Council. Should there be a reorganisation a Panel would be convened to consider the impact of the changes on responsibilities and workload.
- Have you spoken to any Councils who have an alliance as this could impact allowances paid? We have looked at other Authorities that operate a Committee system and to an authority where groups work in a similar way to Arun. We could find no near model to what was operating at Arun during the period of our review.
- Will you be interviewing members of the Planning Committee in terms of what that role is and what a Planning Committee Member does and does not do? The role is a massive responsibility. The Panel interviewed a Planning Committee Member and had hoped to interview the Chair. The Panel's report reflects the concerns expressed in the seminar.
- No requests were made for the data collected to be provided before interviews.
- What other data is used? The hours spent by members in all Council meetings form an important part of the review. The Panel also comments on attendance at meetings and training. Ward work responsibility was covered in the survey and interviews.

Appendix 4. Methodology- Questionnaire

All members were emailed a questionnaire to complete anonymously. 26 completed them (around 50%, a higher proportion than previously). The findings were valuable and helped to inform areas to explore at interview.

Make up of Respondents:

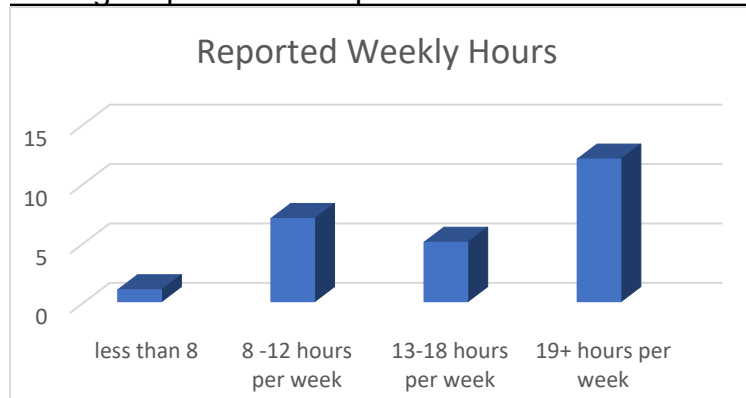


84% said they were happy with the Travel and Subsistence Allowance

60% thought the Childcare Allowance was too low.

4% said the BA was too high, the remaining 92% said about right or too low.

Average reported hours per week on Basic Members work:



Although not scientifically valid, the self-reported hours are a useful insight into the hours Members spend on Council work, not including any work that attracts an SRA. Note that the proposed increased allowance equates to approximately 18 hours a week for 45 weeks of the year x National Living Wage of £11.42, minus 30% PSE.

Appendix 5. Methodology- Interviews

The Panel met and/or corresponded with the following Members and Officers to explore any issues regarding allowances:

- Councillor Matt Stanley, Leader of the Council and Chair of the Policy & Finance Committee
- Councillor Carol Birch, Chair of the Housing and Well-being Committee; Member of the Policy & Finance Committee, Deputy Leader of the Green Group
- Councillor Billy Blanchard-Copper, Chair of the Licensing Committee; Member of the Planning Committee, Member of the Environment Committee,
- Councillor James Walsh, Chair of the Audit and Governance Committee; Vice-Chair of the Council; Vice-Chair of the Economy Committee, Member of the Housing & Wellbeing Committee
- Councillor David Huntley, Chair of the Standards Committee; Leader of the Independent Group; Member of the Planning Policy Committee;
- Councillor Shirley Haywood, Vice Chair of the Licencing Committee; Vice-Chair of the Housing & Wellbeing Committee; Member of the Audit & Governance Committee; Named Substitute for Planning
- Councillor Richard Bower, Member of the Planning Committee; former Chair of the Planning Policy Committee and Planning Committee; Member of the Corporate Support Committee;
- Councillor Francis Oppler, Chair of the Corporate Support Committee; Member of the Policy & Finance Committee; Member of the Audit & Governance Committee;
- Councillors Alison and Andy Cooper, Chair of the Council; former Chair of Housing & Wellbeing Committee; and former Chair of the Council; former Chair of the Licensing Committee and former Chair of the Economy Committee – current Member of the Policy & Finance Committee and Economy Committee and Licensing Committee

- Councillor Sue Wallsgrove – Leader of the Green Group; Chair of the Environment Committee; Vice-Chair of Planning; Member of the Audit & Governance Committee
- Councillor Mike Northeast – Leader of the Labour Group and Member of the Planning Committee and Economy Committee
- Daniel Bainbridge, Group Head of Law & Governance and Monitoring Officer
- Jane Fulton, Committee Services Manager
- The Corporate Management Team and Officers from the Finance Team

Several Councillors were unable to fix mutually convenient dates for interview.

Appendix 6. Information examined.

The Panel accessed the following:

- The Arun District Council Constitution
- The Arun District Council website
- Committee Memberships list
- The Municipal Calendar
- Copies of previous Independent Remuneration Panel Reports
- Extracts of Full Council and Committee Agendas and Minutes
- Annual Schedules of Payments to Members
- Southeast Employers' Survey of Allowances Paid to Members
- Details of the Basic and SRA Allowances in payment and increase due following the 2023 pay award to Officers.
- Other Authorities' Schemes of Allowances, particularly. Gosport, Runnymede, Spelthorne, Swale and Tandridge where Service Committee systems are operated.
- Various local and national Policies.

Appendix 7. SE Employers' Data

This data set provides some interesting but limited external comparisons. The only relevant comparisons are:

- Looking at West Sussex Districts and Boroughs the current rankings of key SRA holders in ADC are:
 - Leader 7th out of 7 authorities paying this SRA.
 - Deputy Leader 6th out of 6 – One authority did not report an SRA.
 - Service Committee Chairs – not reported and vary between the 5 authorities referred to at App 6.
 - Chair of Planning 3rd out of 7
 - Vice Chair of Planning 3rd out of 7
 - Chair of Audit 2nd out of 7
 - Chair of Licencing 2nd out of 7

- All authorities pay travel and subsistence (the majority pay the HMRC maximum of 45p a mile) and run schemes that allow claims for dependents and maternity, paternity and adoption. Most deal with these claims on a case-by-case basis.