



Horsham
District
Council

Report of the Independent Remuneration Panel



August 2015

Horsham, West Sussex, RH12 1RL
www.horsham.gov.uk

Independent Remuneration Panel

Dear Mr. Crowley

REPORT OF THE INDEPENDENT REMUNERATION PANEL – August 2015

We have pleasure in enclosing a copy of the Report of the Independent Remuneration Panel commissioned by the Council.

The Panel first met in November 2014 and were initially advised that the Council would not wish to receive its report before the May 2015 elections. We were subsequently informed that the earliest the report would be considered by the Council would be at its meeting in 09 September 2015. If you so wish, we shall be pleased to present the report to Members on that occasion and respond to any questions.

We have carried out a full review of the Scheme of Allowances and do not recommend radical changes. We want our deliberations to be as transparent to Members as possible and we have, therefore, reported on our reflections and observations in some detail so that the arguments are captured and placed on record. We feel that this will be useful at future reviews, provides some measure of consistency of future recommendations and also demonstrates the wide ranging nature of our deliberations.

Ann Swain resigned from the Panel in April 2015. The remaining Panel members wish to acknowledge Ann's contribution to its work but she left before the Panel finalised this report.

We would like to express our gratitude to all those Councillors and Officers who made submissions to us and to those who gave up their time to talk to us. We have been well supported by the staff work of Officers and would like to record our thanks to them, especially Lesley Morgan.

Please ensure that in accordance with Regulation 22 of The Local Authorities (Members' Allowances) (England) Regulations 2003 copies of the Panel's Report are available for public inspection and that the appropriate notices are published in the Press.

Yours sincerely

Malcolm Grubb (Chairman)
Caroline Instance
Martin Loates

Mr T Crowley
Chief Executive
Horsham District Council

Executive Summary

This report of the 2014 Independent Remuneration Panel (“the Panel”) sets out for consideration by Horsham District Council our conclusions and recommendations on Members’ allowances for the period 1 April 2015 to 31 March 2016.

The Panel has complied with the statutory requirements to gather relevant data, to hear and consider evidence and now makes recommendations on

- The amount of basic allowances to be paid
- Those positions that should receive special responsibility allowances (“SRA’s”), and the level of those allowances
- Travel, subsistence and certain other allowances

In the current economic climate and given the 2.2% uplift in all Councillors’ allowances with effect from 1 January 2015, the Panel now recommends

- No increase in the basic allowance of £4768 currently paid to all Councillors
- That certain positions currently not paid a SRA allowance should receive one in the future. The current scheme identifies fourteen categories of special responsibility entitled to receive an SRA. Having reviewed the responsibilities, expectations and experience required, and following evidence submitted, the Panel have identified a further four positions which it believes should be considered for a SRA. These are set out in the table below and full details are set out in Section 5 of the detailed report.
- An uplift to dependents’ carer’s allowance to bring it in line with the Living Wage.
- Only minor amendments to travel, subsistence and other allowances

Full Year Effect of SRA Recommendations

New SRAs	£	
Deputy Leader	1500	
Vice Chair Council	1620	
Working Group Chairs (2)	4626	7746
Increases to existing SRAs		
Leader	1228	
Minority Group Leader	91	
Parish Co-optees Standards (2)	530	
Vice Chair Scrutiny	616	
Chair Accounts & Audit	1501	
Chair Personnel	1501	5467
Reductions to current SRAs		
Chair Licensing	-1341	-1341
Total full year impact		11872

Independent Remuneration Panel Report - July 2015

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1. Formation and Membership

- 1.1 The current Independent Remuneration Panel (“the Panel”) was appointed for a four-year period in late 2014 in accordance with The Local Authorities (Members’ Allowances) (England) Regulations 2003/1021 (as amended) (“the Regulations”). It has subsequently met on a number of occasions to review Members’ responsibilities, and the current levels of allowances in each of the statutory categories set out in the Regulations. The Panel’s recommendations are contained in this statutory report to which the Council must have due regard in setting its allowances.
- 1.2 It is for the Council to decide on the Councillors’ allowances scheme that is put in place having regard to this Panel’s recommendations. Previous Panel Reports and recommendations were published in November 2007 and May 2009. This is the first review by an Independent Remuneration Panel since the May 2009 Report of a previous Panel. Since then in the absence of formal Panel reviews, increases in Councillors’ allowances have been linked to Local Government Staff Pay Awards subject to Councillors’ agreement. There were no Staff Pay Awards during the period 2010 to 2013 and Councillors waived any increases applicable in the years from and including 2009 to 2013. Allowances however were increased on 1 January 2015 in line with the 2.2% Staff Pay Award.
- 1.3 The Panel met on 11 occasions in 2014/2015.
- 1.4 Going forward, the Panel recommend that it meets formally at least once a year during its four year tenure.
- 1.5 The final Panel comprises:
- Malcolm Grubb (Chairman)
Caroline Instance
Martin Loates
- Biographical details of the Panel members are set out in Appendix 2.
- 1.6 One Panel member, Ann Swain, resigned before the Panel completed its conclusions and finalised its report. As the Regulations allow for a quorum of three the Panel was able to continue its work. We recommend that the Council consider appointing a fourth member to join the Panel.
- 1.7 The Panel undertook its review against a background of continued austerity and increasing pressure on the public purse.

2. The Panel’s approach

- 2.1 We approached our task with two different perspectives –
- To look at the levels of allowances paid to elected Councillors and co-optees (the independent and Parish Council members of the Standards Committee) in terms of responsibilities, the absolute amount paid and the relative differences between the various allowance categories.
 - To assess whether the level of Basic Allowance might be a barrier to people from a wide range of backgrounds and a wide range of skills standing for election or serving as Councillors.

3. Methodology

3.1 We used the following methods of research:–

- Scrutiny of background documents (Appendix 3) and various information and data supplied by officers
- Questionnaires were sent to all Councillors (Appendix 4) to ensure that all Councillors had an opportunity to express their views
- Interviews with a cross-section of Councillors and Officers (Appendix 5)
- Review of the organisational changes affecting the political management structures within the Council which have taken place since the report of the previous IRP Panel in 2009
- Comparisons with allowances paid by other authorities and public bodies (Appendix 9).

3.2 In carrying out our review we focused on three key areas:-

- the principle of voluntarism and public service
- remuneration versus compensation and
- the relative responsibilities and accountabilities of Councillors.

We address each of these points later in the report.

3.3 Finally, we believe that any allowance scheme should be simple, easy to administer and be fair, transparent and logical.

4. Findings

The Questionnaires

4.1. A copy of the questionnaire sent to all 44 Councillors in post as at November 2014 is set out in Appendix 4. It asked Councillors to record and report time spent on council business, questioned them on some matters of principle and sought opinions on the levels of allowances. It should be noted that questionnaires were completed prior to the increase in Councillors' allowances implemented on 1 January 2015.

4.2. Of the 44 Councillors, 21 completed questionnaires (approximately 48%) and two Councillors submitted short points via email. The response rate could be taken as indicating that those who did not respond felt that the allowance package did not need review. However we were disappointed at the low level of engagement of Councillors with this important issue. The response rate was actually down on 2007 (55% returned). At our next review we shall look closely at this aspect of our research to see if we can modify our approach in order to improve the response rate. We would also welcome feedback from those Councillors who did not respond as to why, to facilitate improvements in our methodology going forward.

4.3. A summary of the questionnaire findings is set out in Appendix 6.

4.4. We would like to thank all those who completed our questionnaire and/or agreed to be subsequently interviewed. The process gave us a greater insight into the current structure and modus operandi of the Council and the respective activities and responsibilities of Councillors.

Councillors' Workload reported in questionnaires

4.5. There are wide variations in the self-reported number of hours each Councillor spends per month on council business. The lowest recorded number of hours was 10 and the highest 101, with an average of 53. We were able to obtain information about the number of meetings held from Officers but we had no means of assessing the work undertaken by Councillors other than through their own information.

- 4.6. The number of Councillors elected for the first time in 2011, was 15. All Councillors were up for re-election in May 2015. Many of the newly elected Councillors in 2011 commented that it took 12-18 months before they felt they understood issues and procedures sufficiently to make a useful contribution. There was a general feeling that initial training could be improved and thereby shorten the period of the new Councillors learning curve. The Panel understands and welcomes the fact that a working group was established to review the training and induction programmes for new Councillors.

Level of allowances

- 4.7. Of 21 respondents, 10 (48%) thought the current level of the Basic Allowance 'about right'. Two respondents (9%) considered the Basic Allowance to be too high. A significant proportion (38%) believed the Basic Allowance is too low. In respect of Special Responsibility Allowances ("SRAs") 38% thought the allowance "about right", 34% too low and 14% too high.
- 4.8. There were suggestions in some returns that payment of allowances be linked to the number of committees served on and attendance records. We did consider these issues and asked those Councillors interviewed for their opinion. A majority felt strongly that this might foster the wrong attitude to Councillors' responsibilities in both fulfilling their duties and their meaningful contribution at meetings. Attendance did not necessarily equate to contribution. We tend to agree with this view and believe that any change might provide a perverse incentive. We are therefore not recommending payment of allowances linked to either number of committees served on or attendance records.

Interviews

- 4.9. We interviewed 11 Councillors and the list of interviewees appears at Appendix 5. They reflected Cabinet, Chairmen and ordinary Councillors both newly elected and experienced. We also interviewed the Chief Executive, the Director of Corporate Resources and the Head of Legal and Democratic Services.

Organisational changes noted

- 4.10. We were informed that a number of Scrutiny & Overview Standing Committee Working Groups and Cabinet Member Advisory Groups had been established since the 2009 report. We understand that a governance review is to be shortly undertaken by the Council and we would recommend that as a part of that review the role, status and contribution of these various working groups be reviewed given the demands on Councillors' time.
- 4.11. Many of the Councillors interviewed highlighted the importance of the Business Improvement Working Group and the Finance & Performance Working Group (both set up by the Scrutiny & Overview Standing Committee) in the reshaping and refocusing of the Councils service delivery, budget setting and performance review. We are therefore recommending that their respective Chairmen be paid a special responsibility allowance of £2313. We considered that it might make for effective and tight working of the Scrutiny & Overview Committee if the two Working Group chairmen could be appointed as Vice Chairs. However, we understand that this would require constitutional change and therefore could be considered to be outside our remit. This idea therefore does not form one of our recommendations, but it may be something the Council might wish to consider in the future.
- 4.12. Finally, we reviewed the current workload of the Licensing Committee compared to that at its inception. We noted that much of the workload is now routine and is largely handled by Officers offline without the need for formal committee meetings. We were informed that

only two Committee meetings were held in 2014, and that no Licensing Sub Committees have been held since November 2012. We are therefore recommending a reduction in the SRA paid to the Chairman.

Comparisons with other authorities

- 4.13. For comparison purposes we used the 2014/15 Survey of Members Allowances for the District & Borough Councils South East (SDSE). This category of Councils provides the most meaningful comparison with Horsham in terms of size and type of District. With a population of 131,300 Horsham District Council has 114% of median population for this group. Where we could make meaningful comparisons we have incorporated them in the table of recommended allowances in section 5. Appendix 9 sets out the comparison table. Please note that the figures used for Horsham reflect our recommendations and not the current amounts paid.
- 4.14. We also discovered that Justices of the Peace (Magistrates) and appointed independent members of the Sussex Police and Crime Panel receive no allowance apart from travel and subsistence.

5. Recommended allowances

- 5.1. Our unanimous recommendations are described in this section and summarised in Appendix 8. For them formally to take effect the Council must adopt a revised Scheme of Members' Allowance. We have left Officers to produce the required formal documentation. In the summary table the term 'existing' refers to the level of allowances in place at 1 January 2015, following the 2.2% increase.

Basic Allowance

- 5.2. We believe that Basic Allowances should be reasonable compensation to Councillors for the expenses they incur and the time they commit in relation to their role but not be remuneration for their work. We think it important to maintain the ethos of compensation for voluntary public service as opposed to remuneration for doing a job. We therefore see no strong case for changing the level of the basic allowance from the current level of £4768 which represents 106% of the SDSE median and 103% of the SDSE average. The panel do not recommend an increase in the basic allowance to reflect the use of Councillors own printers given the Council's focus on reducing paper.
- 5.3. Appendix 7 provided by Officers, sets out the information as what is covered by the basic allowance.

Special Responsibility Allowances (NB all SRA's are paid in addition to the basic allowance)

- 5.4. We believe that Special Responsibility Allowances should recognise the additional responsibilities which are attached to some roles, not just the extra time incurred. We are recommending four new SRA's - for the positions of Deputy Leader, Deputy Chairman of the Council and recognition for the important work carried out by the two Scrutiny Working Groups (Finance & Performance and Business Improvement). At a time when there are continuing pressures on public finances and increased focus on improving the Council's efficiency and effectiveness these latter two working groups play a key role. We therefore recommend that the Chairmen of the Finance & Performance, and Business Improvement working groups, receive a SRA of £2313.

The changes to the allowances we recommend are shown below.

Post	Current	Recommendation	Comment
Leader of the Council	£10,772	£12,000	88% of SDSE median 89% of average
Deputy Leader of the Council	Not paid an SRA	£8,169 (Cabinet plus £1,500)	117% of SDSE median 113% of average
Leader of Minority Group	£3909	Relationship of 1/3 of allowance paid to the Leader (£4,000)	Paid to the Leader of the largest Minority Group. 140% of SDSE median. 114% average.
Cabinet Member	£6,669	No change (£6,669)	103% of SDSE median 98% of average
Chairman of Council	£4,860	No change (£4,860)	107% of SDSE median. 91% of average
Vice Chairman of Council	Not paid an SRA	New SRA of £1620 1/3 of rate for Chairman	New SRA at 109% of SDSE median 91% of average
Chairman of Scrutiny & Overview	£5,084	No change (£5,084)	149% of SDSE median 136% of average
Vice Chairman of Scrutiny & Overview	£1,697	£2,313	187% of SDSE median 183% of average
Chairmen Development Control DC(N) & DC(S)	£3,654	No change (£3,654)	81% of SDSE median 83% of average.
Vice Chairmen DC(N) & DC(S)	£1,221	No change (£1,221)	98% of SE median. 86% of average
Chairman Standards	£3,654	No change (£3,654)	
Chairman of Finance & Performance Working Group	Not paid an SRA	New SRA £2,313	Recognise importance of this working group
Chairman of Business Improvement Working Group	Not paid an SRA	New SRA £2,313	Recognise importance of this working group
Chairman Licensing	£3,654	Reduce to £2,313 because of workload	100% of SDSE median 90% of average
Chairman Personnel	£812	Increase to £2313	No SDSE comparator
Chairman Accounts, Audit, Governance	£812	Increase to £2313	111% of SDSE median 100% of average

Dependants' Carers' Allowance

- 5.5. The current level of £6.35 per hour or part thereof was been in place since 1st April 2007. We recommend that it now be set at a level equivalent to the hourly Living Wage rate (currently £7.85) and be kept in line with that annually.

Pensions

- 5.6. A significant majority (67%) of respondents to the questionnaire thought that allowances paid should not be pensionable. As our view is that allowances should not be regarded as remuneration, we also do not believe they should be pensionable. It should be noted that Councillors are excluded from the legislation on auto-enrolment into a pension scheme. They are, of course, able to make their own pension arrangements in respect of any income they may have.

Travelling and subsistence

- 5.7. We were informed that Travelling Allowances were based on 1 April 2010 levels and Subsistence Allowances were based on 1 June 2008 levels, and that both were linked to Officer rates. In the case of mileage allowances for cars we saw no reason why Councillors should be paid more than HMRC approved rates. We are now informed however that the NJC mileage rates have been brought in line with the HMRC approved rates of 45p per mile for all car sizes and we recommend that Members' allowances should be reduced accordingly. We also recommend that rail travel be re-imbursed at the second-class fare rate, with the use of rail cards being encouraged (costs being reimbursable). We recommend that where subsistence expenditure is necessarily and exclusively incurred in undertaking council duties, rates for Councillors be equivalent to the rates paid to Officers of the Council subject to the provision of supporting receipts.

Co-optees allowance

- 5.8. We recommend that allowances paid to Independent Representatives and Parish Council Representatives co-opted on to the Standards Committee be brought into line and that both be paid £1221 per annum.

Indexation

- 5.9. In the absence of formal annual reviews of allowances by an Independent Remuneration Panel we recommend that basic, special responsibility and dependants' carers' allowances are increased in line with increases in Officers' pay and that allowances for travel and subsistence be equivalent to Officer rates.

Implementation dates

- 5.10. Where we have recommended changes or new allowances we recommend that these be paid with effect from the first Council meeting following the 7 May 2015 elections.

Financial Impact

- 5.11. The net impact of our recommendations for SRA's is an additional full year spend of £11,872. This equates to a 3.9% increase in the full year budget. The full year impact of the 2.2% increase to all allowances applied on 1 January 2015 is £6,583.

Giving effect to our recommendations

- 5.12. We further recommend the adoption of a revised scheme of Members' allowances to incorporate our proposals. Officers should prepare the required formal documentation.

6. Observations and Reflections

Effect of the level of Basic Allowance on the democratic process because of how it impacts on who stands for office

- 6.1 We wanted to assess whether the level of Basic Allowance might be a barrier to people from a wide range of backgrounds and a wide range of skills standing for election or serving as Councillors. When looking at the make-up of the Council as a whole it does not reflect proportionately all sectors of the electorate but generally comprises an older group with a high proportion being retired or with their own businesses. (See Appendix 6) These may be a group, which can afford to give of their time with the autonomy to arrange their own working hours accordingly.
- 6.2 The questionnaire sent to Members did not directly question the influence of allowances on “the democratic process”. However, one question (Part C, Question 1) asked was, ‘what percentage of time spent on Council business should be regarded as public service?’, and nearly 60% of respondents replied, “100%”. This implies the majority of people who become Councillors are doing it as public service rather than a job for which they should be paid. In fact many commented in interview that they had not even known there would be an allowance when they decided to stand.
- 6.3 Despite the virtues of paying ‘compensation’ in ‘recognition’ of service given rather than remuneration for a job done, almost all Councillors are aware of the downside in terms of the democratic process. The pool of people from whom Councillors are likely to be drawn is restricted to those who can afford to lose that much time for such a relatively small reward. Typical of the comments returned on questionnaires are:
- “There has to be an element of community service but I am concerned that the financial sacrifices that need to be made will be too great for some individuals.”
- “A working Councillor has to give up part-time work or business-opportunities and this is not taken into account.”
- “Allowances should be set to compensate for loss of working hours to encourage younger and working Councillors.”
- “Are we encouraging competent people with a vision of community life to stand as Councillors and take on responsibility?”
- 6.4 We discussed this issue with a number of Councillors during the interviews. This led us to the view that the matter is not purely financial. Even if a person were remunerated at the same level, as they would be if working, not everyone would want to take time away from their career or profession because they would miss out on experience and skill development. A higher allowance might lead to more “career politicians” standing rather than a broader pool of candidates.
- 6.5 One thing the Council could do to encourage more participation is to take advantage of the fact that many employers encourage their employees to participate in voluntary activity in the community. The Council could consider the provision of incentives for local employers to allow staff flexibility to give time to local politics or community voluntary activity.
- 6.6 All other Councils in our area pay allowances at broadly similar levels. There would have to be a shift in the views of the public as a whole to the appropriateness of a change from compensation for time spent in public service to Councillors being paid a fair rate for a job.
- 6.7 We did note that applying the average number of 53 hours spent each month by Councillors to the national minimum wage of £6.70 per hour (payable from October 2015) would equate to a payment of £4261 per annum. This would rise to £4993 per

annum if the Living Wage rate of £7.85 per hour were used. We are recommending that the Basic Allowance remains unchanged at £4768.

- 6.8 Finally, as we have largely adopted the *status quo* as our benchmark for levels of allowances then our review cannot be said to be root and branch or to question fundamentals. It would be interesting to hear Councillors and the community debate these issues and to monitor trends such as the reportedly increasing difficulty of finding volunteers prepared to give up their time in order to serve their community.

7. Consequences of Adopting the Proposals

7.1 We have considered our proposals in relation to their impact of the following:

- the risks attached
- reduction of crime and disorder
- the promotion of human rights
- equality and diversity and
- sustainability

The proposals taken as a whole are intended to promote the proper discharge of Councillors' duties and are therefore intended to promote and enhance citizens' Convention rights, particularly those under Article 6 (determination of rights) and Article 8 (right to family life etc.). Given that everything is broadly similar we see no negative in any of the areas considered. Where we have suggested parity between groups we have increased equality. Our recommendation to increase carers allowance allows greater participation for those with caring responsibilities.

8. Acknowledgements

8.1 We should once again like to thank Councillors and Officers who assisted us in our work.

Extract from The Local Authorities Members' Allowances (England) Regulations 2003/1021 - Regulation 21 (Allowances)

Recommendations of panels

Regulation 21

(1) An independent remuneration panel shall produce a report in relation to the authority or authorities in respect of which it was established, making recommendations -

- a) As to the responsibilities or duties in respect of which the following should be available -
 - (i) special responsibility allowance;
 - (ii) travelling and subsistence allowance; and
 - (iii) co-optees' allowance;
- b) as to the amount of such allowances and as to the amount of basic allowance;
- c) as to whether dependants' carers' allowance should be payable to members of an authority, and as to the amount of such an allowance;
- d) as to whether, in the event that the scheme is amended at any time so as to affect an allowance payable for the year in which the amendment is made, payment of allowances may be backdated in accordance with regulation 10(6);
- e) as to whether adjustments to the level of allowances may be determined according to an index and if so which index and how long that index should apply, subject to a maximum of four years, before its application is reviewed;
- f) as to which members of an authority are to be entitled to pensions in accordance with a scheme made under section 7 of the Superannuation Act 1972; and
- g) as to treating basic allowance or special responsibility allowance, or both, as amounts in respect of which such pensions are payable in accordance with a scheme made under section 7 of the Superannuation Act 1972.

(2) A copy of a report made under paragraph (1) shall be sent to each authority in respect of which recommendations have been made.

(3) An independent remuneration panel may make different recommendations in relation to each of the authorities for which it exercises functions.

Extract from SI 2003/1021

MALCOLM GRUBB

Malcolm moved to Horsham from Wiltshire in July 2014. He is a member of the Chartered Institute of Public Finance and Accountancy and has a BSc Economics (Hons). Malcolm had a twenty year career as a senior executive with Burmah Castrol plc working both in the UK and overseas. He was also Head of Burmah Castrol's Consultancy and Audit team for three years. Since 2002, Malcolm has been an independent Business Consultant working with a number of major companies in the UK and overseas, and has a successful record in financial and operational trouble shooting. He has considerable knowledge of financial, project and strategic management and of corporate governance. He has worked with a number of UK voluntary organizations and charities helping to develop and implement business plans and improve performance. Malcolm is currently Finance Director and Trustee of Mathematics in Education and Industry, a charity focused on improving the quality of mathematics education and learning. He is also Vice Chairman of the Kent Police and Crime Commissioner and Kent Police Force joint audit committee.

He is married to Jill, has two sons and in addition to exploring Horsham and the surrounding area is interested in sport, travel and reading.

CAROLINE INSTANCE

After achieving a BSc in Psychology, Caroline began her career in Human Resources, working for the Rank Organisation and then United Friendly Insurance where she progressed to HR Director in 1993. She is a member of the Chartered Institute of Personnel and Development. In 1996 she became the founding CEO of the first statutory regulator for occupational pensions in the UK. Opra was based in Brighton and the family moved to West Sussex. She was the first employee, but when she left in 2002 there were over 250 staff. She became CEO of the professional bodies for Actuaries in the UK, now the Institute and Faculty of Actuaries. Since giving up commuting and full-time employment in 2011 she has undertaken mainly voluntary work with the elderly. She is a Trustee of ShareAction which campaigns for responsible investment and now Age UK (Horsham District). She is the Deputy Chair of the Appointments Panel for IMPRESS, the alternative press regulator and a Non-Executive Director of Omnilife. Living in Coolham, she has been a Thakeham Parish resident for over 20 years and has recently joined the Parish Council. As empty nesters, she and her husband John (FIA) are starting to enjoy their garden, views of the downs, walking and cycling in our beautiful countryside and hope to add to their menagerie of hens and alpacas!

MARTIN LOATES

Martin Loates lived in London for over 35 years and in that time worked as a Salesman travelling abroad many times for the company; then moved on to become a Consultant with Manpower before settling in Local Government. On moving to Horsham 12 years ago and by then retired, he found involvement on a voluntary basis as Chairman of a local football team. Finding that not enough to keep him busy he became a Parish Councillor for North Horsham for eight years. In another capacity he is a Board Member of Saxon Weald Housing Association, and also Chairman of the Resident Action Panel. He also Chairs the Complaints Panel. In his spare time he is heavily involved with the Horsham Poppy Appeal.

LIST OF DOCUMENTS ISSUED TO INDEPENDENT REMUNERATION PANEL

- Report of the Independent Remuneration Panel November 2007
- Report of the Independent Remuneration Panel May 2009
- Horsham District Council List of Councillors
- Independent Remuneration Panel-Terms of Reference
- Horsham District Council -Review of Members Allowances 2014 Briefing Paper for Independent Remuneration Panel
- Horsham District Council- Committees, Working Groups and Advisory Groups 2014/15 and membership thereof
- Horsham District Council-Summary of Rates of Travelling, Subsistence, Basic, Special Responsibility and Carer's Allowances 2006-2013
- Horsham District Council-Independent Remuneration Panel Agenda for meeting on Monday 3rd November 2014
- Extracts from minutes of Horsham District Council Council Meeting held on 5 December 2007, CO/79 Report of the Independent Remuneration Panel
- Horsham District Council-Member's Allowances 2006-2015
- Horsham District Council-Summary of Representation on Outside Bodies, Cabinet appointments and Council appointments
- Various Shire District South East comparators



Independent Remuneration Panel Survey of Councillors January 2015

Introduction

In accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003/1021 the Council has appointed the Panel to produce a report making recommendations on the following:

- Members' basic allowance
- Special responsibility allowances

To enable it to reach conclusions based on the fullest information and views, the Panel would be grateful if you would complete this questionnaire and return it to: committeeservices@horsham.gov.uk

Or:

Lesley Morgan
Democratic Services Officer
Horsham District Council
Park North, Horsham
West Sussex RH12 1RL

Please return this questionnaire by 19 January 2015.

If you have any questions please call Paul Cummins (01403 215435) or Lesley Morgan (01403 215123) or email committeeservices@horsham.gov.uk.

Please be aware that by returning this form you consent pursuant to the Data Protection Act 1998 to the use by the Council of any of the information for any of its statutory purposes including the completion of the Independent Remuneration Panel's statutory report

Name:	
Ward:	
e-mail:	

Part A: Demographic background information

1 Employment status

	Yes	No
Employed		
Retired		
Self-employed/business owner		
Other (Please clarify)		

2 Age

<40	
40-60	
>60	

Part B: Time spent on council business

How much time do you spend (average hrs per month):

a) Preparing for Council Meetings	
b) Preparing for Committees and other formal meetings?	
c) Serving on outside bodies as the Council's Representative	
d) Dealing with constituents	
e) Attendance at Conferences or on other Council Business	
f) Attendance on training courses, seminars etc	
g) Party political meetings relating to HDC business?	
h) Any other time commitment relating to HDC Business (excluding travel)	

Part C: Basic allowances

1 Public Service

What percentage of time spent on Council Business should be regarded as public service?	
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2 Basic Allowance

The current level of basic Members Allowance in Horsham is £4665 and has been unchanged since 2008. A survey by the Local Government Association of District and Borough Councils in the South East shows that the average basic allowance in 2013-14 was £4688 and the range is from £2736 to £7115.

In your view is the current Horsham Allowance:

a) Too high	
b) About right	
c) Too low	

Part D: Other Allowances

1 Special Responsibility Allowance

Do you think the current levels of Special Responsibility Allowances are:

a) Too high	
b) About right	
c) Too low	

If your response is a) or c) please indicate below what you think the appropriate level should be:

	Current level	Appropriate level
Leader of Council (reduced Feb 2012 as extra Cabinet member)	10,540 (From Feb 2012 - was 11,480)	
Member of Cabinet (reduced Feb 2012 as extra cabinet member)	6,525 (from Feb 2012 - was 7,465)	
Chairman of Council	4,755	
Chairman of a Scrutiny Committee (currently 2/3 Cabinet Member)	4,975	
Vice Chairman of a Scrutiny Committee (currently 1/3 Chairman)	1,660	
Chairman of Development Control Committee	3,575	

Vice-Chairman of Development Control Committee	1,195	
Chairman of Licensing Committee	3,575	
Chairman of Personnel Committee	795	
Chairman of Standards Committee	3,575	
Chairman of Accounts, Audit & Governance Committee	795	
Leader of Minority Group	3,825	
Chairman of Advisory Group (Cabinet Member)	Nil	
Chairman of Standing S&O Working Group	Nil	
Chairman of Ad-Hoc S&O Working Group	Nil	

2 Allowances for members of Committees who are not Horsham District Councillors

Members of Committees (e.g. Standards Committee) who are not elected members of the District Council are entitled to receive allowances.

Do you think the Level of the basic allowance for these roles is about right at 20% - 25% of the Members Basic Allowance: £935 (20%) for Parish Council Reps and £1,195 (25%) for Independent Reps?

Yes	
No	
If No, what level do you feel is appropriate?	£

3 Pensions

a) Do you think that Members' service should be pensionable under the contributable Local Government Pension Scheme?

Yes	
No	

b) If the Answer to the above question is Yes do you think that Members' pensions should be calculated on the Basic Allowance

Yes	
No	

Or

on the Basic Allowance plus Special Responsibility Allowance

Yes	
No	

Part E: Other Comments

If you have any other comments you would like to draw to the attention of the Independent Remuneration Panel please add them below:

Returning your form

Thank you for completing the Questionnaire.

Please return to: Lesley Morgan, Democratic Services Officer by 19 January: committeeservices@horsham.gov.uk or at Horsham District Council, Park North, North Street, Horsham, RH12 1RL

If you would like to be interviewed by the IRP Panel please e-mail Ann Swain, Chair of the IRP at ann@horsham.co.uk . The interviews will last about 15 – 20 minutes and where possible we will try to hold them on a day when Council or Committee meetings are being held. The first sessions are scheduled for Monday 26 January. The Panel will wish to interview a range of Councillors with differing roles so you may be contacted in any event.

APPENDIX 5

Independent Remuneration Panel – Members and Officers Interviewed

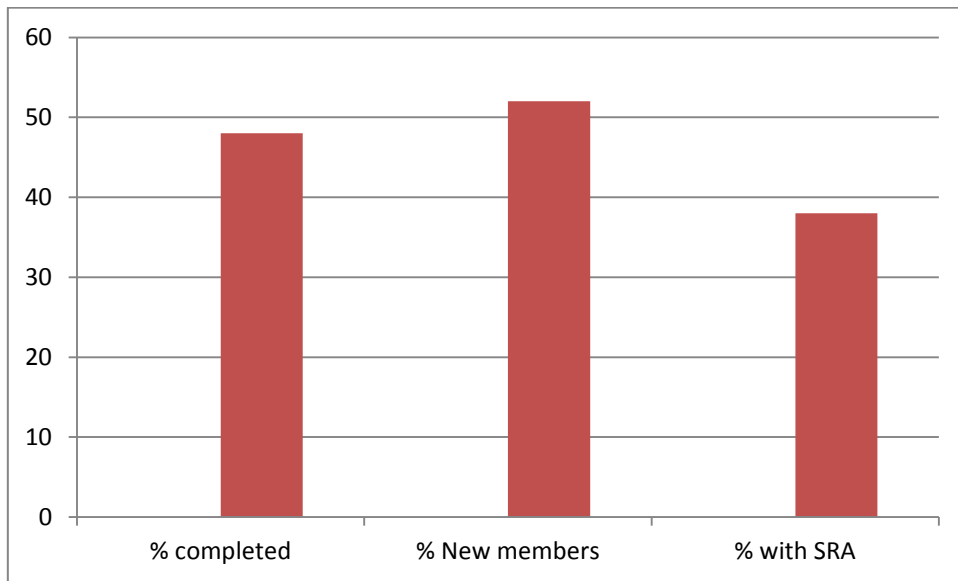
NB All Councillors were invited to meet the Panel if they so wished

NAME	POSITION
Tom Crowley	Chief Executive
Katherine Eberhart	Director Corporate Resources
Paul Cummins	Head of Legal & Democratic Services
Brian O'Connell	Chairman of Council. New member 2011
Helena Croft	Cabinet Member/ Deputy Leader).New member 2011
Jim Sanson	Licensing Committee Chairman
Malcolm Curnock	New member 2011
Kate Rowbottom	Working Group Chairman, New member 2011
John Chidlow	New member 2011
George Cockman	Chairman of Scrutiny
Sue Rogers	Cabinet member – Safer & Healthier District, new member 2011.
Tricia Youtan	New member 2011
Frances Haigh	Minority Group Leader. New member 2011
Liz Kitchen	Chairman, DC(N)

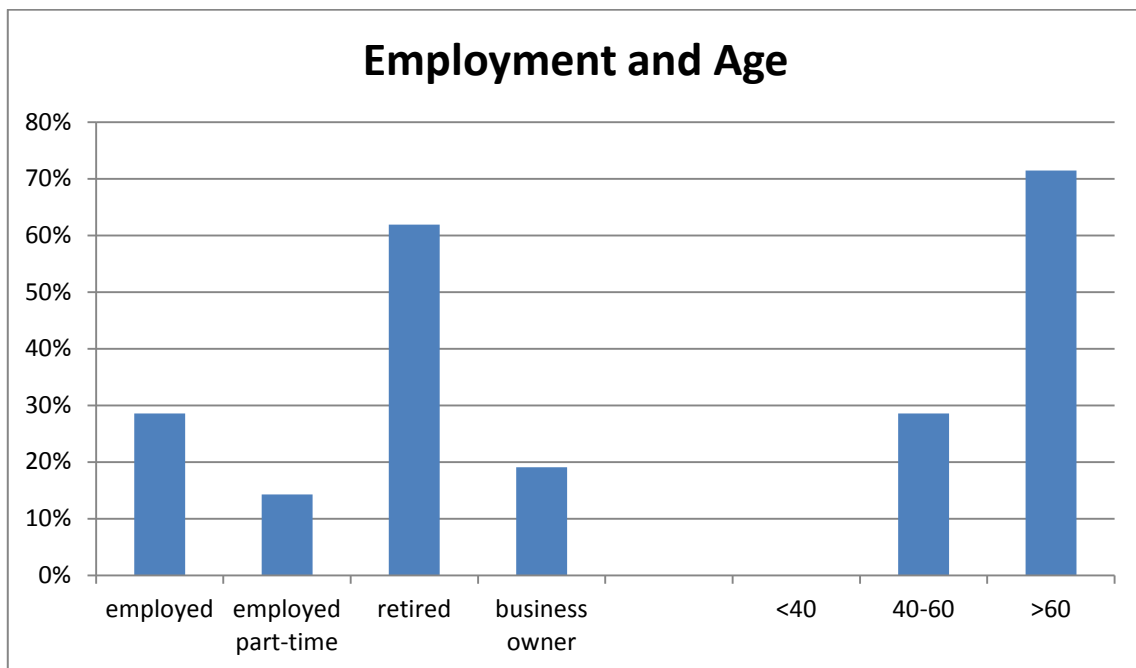
Results of Independent Remuneration Panel Members' Survey 2015

Part A

48% of councilors (21) completed the questionnaire. 38% (8) of those returning the survey received Special Responsibility Allowances. 52% (11) of those returning completed surveys were newly elected councilors serving their first term.

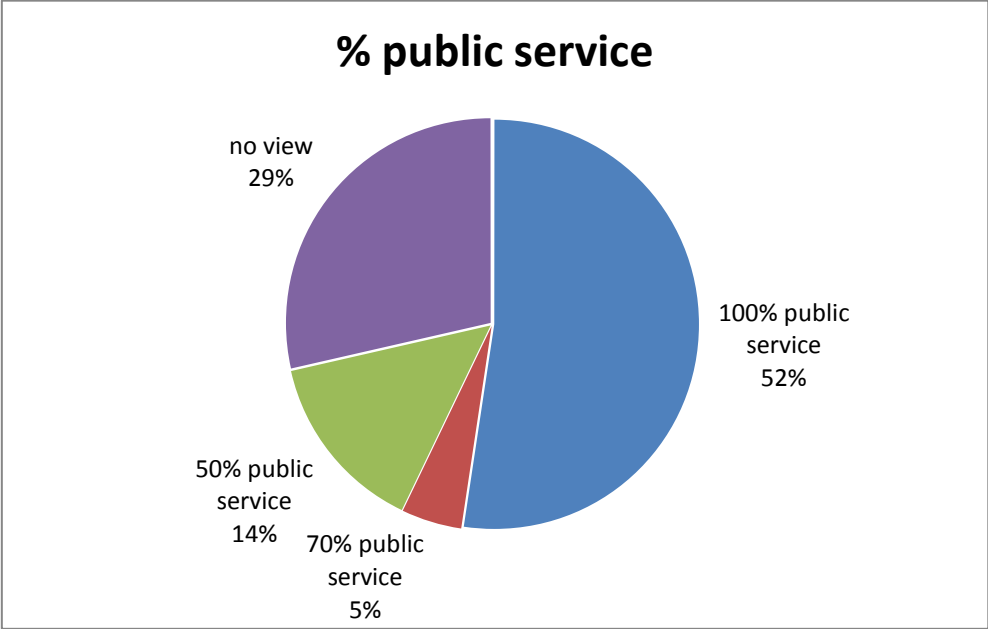


Although 60% of respondents classified themselves as retired several still owned businesses or worked part-time.



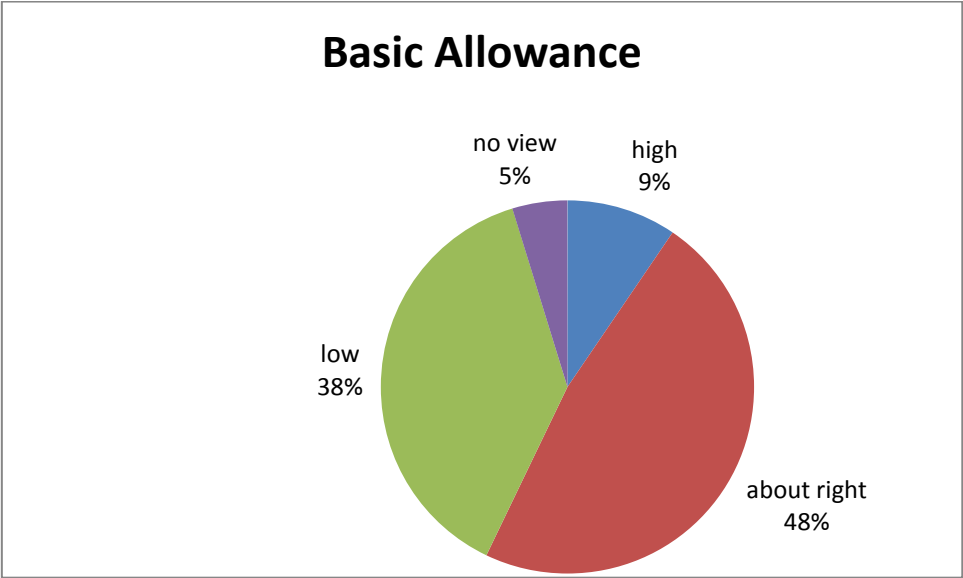
Q Public Service

Over half of the Councillors completing the survey felt that the role was 100% public service. 73% felt that at least 50% of the role was public service.



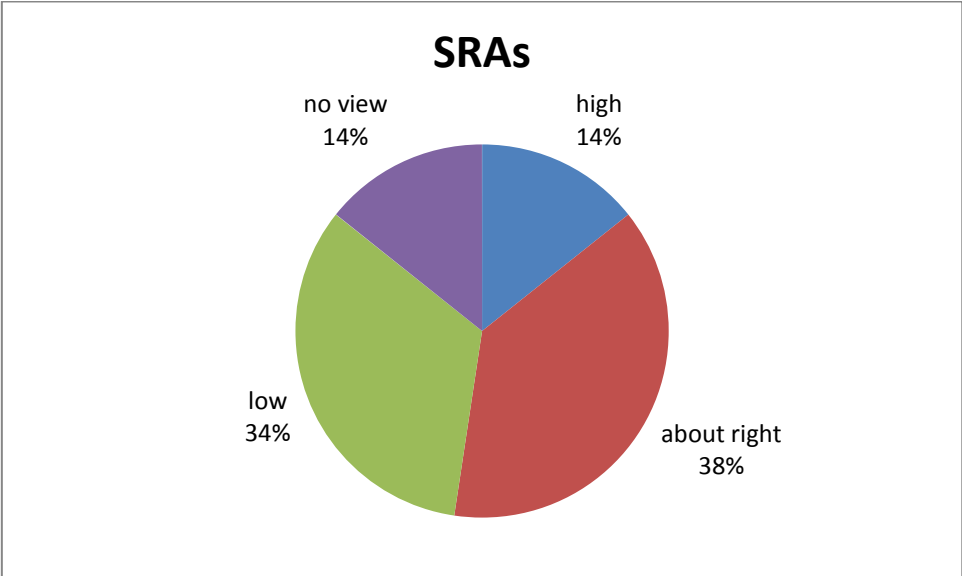
Q Level of Basic Allowance

48% of those replying felt that the Basic Allowance was about right with another 38% feeling it was low.



Q Special Responsibility Allowance

Fewer Councillors (38%) felt that these were about right with a similar percentage feeling they were low.



Comments Received

Surprised that some claim additional expenses as a routine. Allowance is not a payment for time but to cover additional costs due to their duties. Mileage, parking etc should be a Councillor’s concern unless travelling a distance with no public transport. Only exception would be travel out of area to a meeting approved by Council.

SRA about right but needs tweaking. This council undervalues the work & input of the Chairman of Council.

Consider paying a small addition allowance based on number committees/working groups that a Councillor sits on subject to 75% attendance.

Chairs of licensing, personnel, standards and AAG should be same.

Allowances should be representative of the level of responsibility and the number of hours required. They do not currently do this - especially Chairman, Leader, Deputy, Cabinet members. This should make it accessible to all members of the community regardless of their financial circumstances.

Chairing an Advisory Group is part of a cabinet member’s role. No-one does it for the money but the work should be acknowledged & paid.

Councillors who are in employment and hence lose income for day-time meetings should be able to claim set rate allowance for loss of earnings

As a cabinet member there have been periods when I could be on Council business for 60hrs a week. At the same time there are some Councillors I barely know and never see at Committee or Advisory Group meetings. The accountability of the allowance should be used more.

Basic should be £7230. The workload is equivalent to at least 50% part-time job - at average wage this would be £12,000pa.

Some cabinet member roles require more Committee time than others

Need allowance for Chair of Finance & Performance Working Group. Also Chair of Business Improvement Working Group. These roles could be equal to Vice Chair of Scrutiny. Might impact on current ruling about political party of Chair and Vice Chair

Relations and finance between Central & Local Government have changed significantly in the last few years. A review of the work of Councillors would be both timely and appropriate.

Basic Allowance Assumes (based on information supplied by Officers)

1. Membership of, preparation for and attendance at
 - a. Full Council
 - b. One Development Control Committee
 - c. Any other Committees or Working Groups as appointed
2. All other meetings of Members and meetings with Officers
3. Site meetings
4. Training
5. Attending conferences (and travelling and subsistence)
6. Attending the Standards Committee (as appropriate)
7. Preparation for meetings
8. Travelling time (plus travel allowances)
9. Constituency work
10. Attendance at Parish Council meetings (as appropriate) as District Councillor
11. Broadband provision
12. Telephone calls to office
13. Other telephone calls, correspondence etc
14. Postage and stationery
15. Approved duties-outside bodies

NB Councillors are also supplied with a laptop or tablet computer and may use dedicated in house office facilities

Summary of Recommendations

1) *Basic Allowance-per annum*

We are not recommending any increase to the Basic Allowance, currently £4768.

2) *Special Responsibility Allowance (SRAs)-per annum*

All SRAs are paid in addition to the Basic Allowance

Post	Current	Recommendation
Leader of the Council	£10,772	£12,000
Deputy Leader of the Council	Not paid an SRA	£8,169 (Cabinet plus £1,500)
Leader of Minority Group	£4,000	Relationship of 1/3 of allowance paid to the Leader (£4,000)
Cabinet Member	£6,669	No change (£6,669)
Chairman of Council	£4,860	No change (£4,860)
Vice Chairman of Council	Not paid an SRA	New SRA of £1,620 1/3 of rate for Chairman
Chairman of Scrutiny & Overview	£5,084	No change (£5,084)
Vice Chairman of Scrutiny & Overview	£1,697	£2,313
Chairmen Development Control DC(N) & DC(S)	£3,654	No change (£3,654)
Vice Chairmen DC(N) & DC(S)	£1,221	No change (£1,221)
Chairman Standards	£3,654	No change (£3,654)
Chairman of Finance & Performance Working Group	Not paid an SRA	New SRA £2,313
Chairman of Business Improvement Working Group	Not paid an SRA	New SRA £2,313

Chairman Licensing	£3,654	Reduce to £2,313 because of workload
Chairman Personnel	£812	Increase to £2,313 to reflect responsibility and accountability
Chairman Accounts, Audit, Governance	£812	Increase to £2,313 to reflect responsibility and accountability

Key Changes

We have recommended four new SRAs. These are for

- Deputy Leader
- Vice Chairman of the Council
- Chairman of the Business Improvement Working Group and
- Chairman of the Finance & Performance Working Group

3) Review of Workload

We recommend that the role, status and contribution of the Scrutiny & Overview Standing Committee Working Groups and Cabinet Member Advisory Groups be reviewed during the forthcoming governance review..

4) Dependants' Carers' Allowance

This should be linked to the Living Wage, currently £7.85 per hour.

5) Travelling and subsistence

We endorse the change made to pay Councillors, at the new NJC casual rate of 45p per mile for all cars, which coincides with the HMRC recommended rate. We would recommend that this link to the HMRC rate is maintained.

Rail travel should be re-imbursed at lowest available second class rate with use of rail cards being encouraged and costs reimbursable.

We do not recommend any changes to any subsistence payments but these should continue to be linked to those paid to Officers. * See end of appendix

6) Co-optees to Standards Committee allowance

We recommend a change to the existing levels in that independent representatives and Parish Council representatives of the Standards Committee should receive an allowance of £1221 per annum (currently £812).

7) Future Increases in allowances

In the absence of an Independent Remuneration Panel review, we recommend that basic and special responsibility allowances be increased in line with Officers' pay and that the Carer's Allowance be raised annually in line with Living Wage increases.

8) Panel Membership

We recommend that the Council appoint a fourth independent member of the Panel

9) Job titles

We recommend the consistent use of the word Deputy rather than Vice in role titles.

10) Implementation dates

Where we have proposed changes or new allowances we recommend that these be paid with effect from the 8 May 2015, or appointment to a post which attracts a Special Responsibility Allowance if at a later date.

11) Giving effect to our recommendations

We further recommend the adoption of a revised scheme of Members' allowances to incorporate our proposals.

12) The Independent Review Panel

The Panel should meet at least once a year during its four year tenure.

* The following words were added to (5) by Council on 9th September 2015:

"That light refreshment be provided for Member meetings (as defined in the Council's calendar of meetings) that start at 5.00pm or later and are expected to last longer than 2 hours."

Appendix 9

SDSE DATA

LOWEST	65,000	£2,808	£1,500	£1,000	£500	£0	£0	£0	£285	£93	£500	£396	£257	£500	£396	£75	£1,010	£550	£355	£1,000	£25	£272	£0		
HIGHEST	180,000	£7,115	£27,857	£16,714	£11,663	£5,574	£5,559	£6,803	£1,804	£692	£9,796	£3,344	£1,672	£7,619	£3,000	£1,395	£18,700	£4,011	£9,090	£5,014	£7,020	£272	£6,803		
Count	44																								
Council Name	Type of Council (County, Unitary or District/Borough)	Population	Basic Allowance for 2014/15	Leader	Deputy Leader	Cabinet Member / Portfolio Holder	Cabinet Member / Non Portfolio Holder	Chair Audit Comm	Licensing Comm Chair	Deputy Chair Licensing Comm	Members of Licensing Comm	Planning Comm Chair	Deputy Chair Planning Comm	Members of Planning Comm	Overview and Scrutiny Chair	Deputy Chair Overview and Scrutiny	Overview and Scrutiny Co-optee	Chair / Civic Mayor	Deputy Chair / Civic Mayor	Opp Group Leader	Deputy Opp Leader	Group Leader	Opp Spokesperson	Comm Chair	
Adur district Council	District/Borough	65,000	£3,600	£9,000	£3,600	£3,600	-	£900	£900	-	-	£1,800	-	-	£900	-	-	£1,800	£900	£1,800	-	-	£900	-	£1,800
Arun District Council	District/Borough	148,000	£5,055	£14,196	£10,400	£8,320	N/A	£3,750	£4,000	£1,200	£250	£6,000	£1,200	£750	£4,870	£1,607	N/A	N/A	£8,320	£2,745	£3,917	-	-	£3,917	£1,500
Ashford Borough Council	District/Borough	118,000	£4,422	£14,465	£9,643	£7,232	N/A	£4,822	£1,446	N/A	N/A	£5,786	£1,929	N/A	£5,786	£1,929	N/A	N/A	N/A	N/A	N/A	-	-	£222	N/A
Aylesbury Vale District Council	District/Borough	180,000	£5,388	£16,164	£12,120	£10,776	£0	£4,044	£2,700	-	-	£5,388	-	-	£4,044	-	-	£5,388	-	£5,388	-	-	-	£5,388	-
Basingstoke & Deane Borough Council	District/Borough	172,000	£6,669	£22,238	£14,816	£11,119	-	£5,559	£5,559	£556	-	£5,559	£556	-	£5,559	£556	-	£4,441	£1,275	£6,671	-	-	£3,336	-	
Cherwell District Council	District/Borough	143,000	£4,152	£7,212	£2,484	£6,300	-	£3,504	£1,008	-	-	£4,200	-	-	£3,504	-	-	-	-	-	-	-	-	-	£1,008
Chichester District Council	District/Borough	113,800	£4,438	£13,674	£6,708	£6,502	N/A	£4,644	£4,644	-	£310	£4,644	-	-	£4,644	-	-	£4,644	-	-	-	-	-	-	N/A
Crawley Borough Council	District/Borough	106,000	£5,949	£5,959	£7,138	£7,138	N/A	£2,380	£5,949	£1,166	-	£5,949	£2,380	-	£6,389	£1,166	-	£10,590	£1,650	£2,200	N/A	-	£2,200	N/A	£2,380
Darford Borough Council	District/Borough	90,000	£4,764	£27,857	£16,714	£8,357	£4,178	£2,090	£0	-	-	£5,014	£1,655	-	£2,090	-	£634	£4,680	£1,758	£3,357	£5,014	£7,020	nil	£2,090	
East Hampshire District Council	District/Borough	115,600	£4,500	£16,000	£2,767	£4,150	N/A	£2,767	£692	N/A	£692	£4,150	£1,383	N/A	£2,767	£692	N/A	£2,767	N/A	£2,767	N/A	£2,767	N/A	£2,767	£2,767
Eastbourne Borough Council	District/Borough	100,000	£2,808	£4,212	£2,808	£2,808	n/a	£0	£1,404	-	£93	£2,106	£1,404	£1,404	£1,404	-	n/a	£2,808	£1,404	£2,106	£1,404	-	-	-	-
Elmbridge	District/Borough	130,875	£4,309	£12,000	N/A	£6,000	N/A	N/A	£4,075	£930	N/A	£5,000	£1,140	-	£6,000	£3,000	N/A	N/A	N/A	N/A	N/A	-	-	£25	N/A
Elpsom and Ewell	District/Borough	75,102	£3,341	£1,500	£2,339	N/A	N/A	N/A	£1,002	N/A	N/A	£2,339	N/A	£334	£1,671	N/A	N/A	N/A	N/A	N/A	N/A	-	-	£200	N/A
Fareham Borough Council	District/Borough	111,289	£6,530	£19,591	£10,884	£10,884	n/a	£4,082	£6,803	£816	n/a	£9,796	£816	n/a	£7,619	£816	n/a	n/a	n/a	£6,530	n/a	£1,633	£272	£6,803	
Gosport Borough Council	District/Borough	78,000	£5,862	£13,620	-	-	-	-	£4,362	-	-	£4,362	-	-	£3,270	-	-	-	-	£1,974	-	-	-	-	£1,974
Gravesham Borough Council	District/Borough	101,720	£3,447	£20,260	£3,447	£3,447	N/A	£3,447	£3,447	£1,206	N/A	£3,447	£1,206	N/A	£3,447	£1,206	N/A	-	-	£3,447	N/A	N/A	N/A	N/A	
Guildford	District/Borough	137,600	£4,773	£5,019	£1,255	£3,765	n/a	£1,046	£3,137	n/a	n/a	£3,765	n/a	n/a	£3,137	n/a	n/a	£8,000	£2,000	£3,765	n/a	£61	n/a	n/a	
Hart	District/Borough	90,000	£3,772	£15,305	£5,520	n/a	£1,685	n/a	£1,685	£764	n/a	£3,061	£1,020	n/a	£2,001	£764	n/a	£2,982	£1,028	£2,001	n/a	£37	n/a	£0	
Lewes	District/Borough	99,842	£3,005	£13,937	No current	£5,574	£5,574	£4,181	per meeting	n/a	£502	£4,181	£697	£502	£3,344	n/a	n/a	£2,091	n/a	£4,181	n/a	n/a	n/a	n/a	£1,045
Maidstone Borough Council	District/Borough	157,325	£4,666	£23,326	-	£11,663	-	£1,166	£2,332	-	-	£5,831	-	-	£4,665	-	-	£2,661	£1,603	£5,831	-	-	£2,331	-	
Mid Sussex	District/Borough	139,000	£4,501	£20,596	N/A	£8,238	N/A	£1,930	£977	None	None	£4,501	None	None	£3,862	None	£713	£6,572	£2,251	75% of 1/54	None	75% of 1/54	N/A	£475	
New Forest District Council	District/Borough	173,700	£5,897	£18,794	-	£9,397	-	£1,936	£1,936	-	-	£5,215	-	-	£4,699	-	-	£9,200	£1,990	£7,048	£1,000	-	-	-	
Reigate and Banstead	District/Borough	137,835	£5,230	£12,983	£10,603	£8,656	-	-	-	-	-	£4,993	-	£737	£2,901	-	-	-	-	-	-	-	-	£135	-
Rother District Council	District/Borough	90,588	£4,237	£12,376	£3,454	£2,692	N/A	£0	£1,969	-	-	£2,692	-	-	£2,692	-	N/A	£4,600	£550	£422	-	-	£422	N/A	
Runnymede Borough Council	District/Borough	80,510	£2,869	£5,738	£1,434	n/a	n/a	£779	£2,869	£1,434	-	£5,021	£3,344	£1,672	£2,869	£1,434	n/a	£2,869	-	£2,152	-	-	£2,152	n/a	
Rushmoor Borough	District/Borough	97,000	£4,650	£12,625	£8,485	£7,475	-	£1,010	£5,050	-	£404	£5,050	-	-	£3,030	-	-	£1,010	-	£3,030	-	-	-	-	
Sevenoaks District Council	District/Borough	113,700	£5,140	£15,442	N/A	£6,426	N/A	£2,057	£2,057	£514	£129	£3,085	£771	£257	£2,057	N/A	N/A	£9,234	£4,011	£1,277	N/A	£1,277	N/A	N/A	
Shepway	District/Borough	108,000	£3,867	£21,245	£9,611	£8,807	-	£3,956	£1,388	£396	-	£3,956	£396	-	£3,956	£396	-	£6,228	£1,187	£555	-	-	-	-	
South Bucks District Council	District/Borough	67,500	£4,140	£10,350	£4,555	£4,555	-	£685	£3,315	-	-	£3,315	-	-	£3,315	-	-	£3,315	-	£1,365	-	-	-	£685	
South Oxfordshire District Council	District/Borough	128,100	£2,900	£10,000	-	£5,400	N/A	£2,000	£2,000	£500	-	£4,000	-	-	£4,000	-	-	£5,400	£3,600	-	-	-	-	-	
Spelthorne	District/Borough	92,000	£3,938	£9,037	£6,001	£3,012	-	£3,012	£3,012	-	-	£3,012	-	-	£3,012	-	-	£13,800	£3,900	£3,012	-	-	-	-	
Surrey Heath Borough Council	District/Borough	84,000	£4,962	£13,523	n/a	£4,511	n/a	n/a	£3,609	£1,804	n/a	£4,178	£2,089	n/a	£3,609	£1,441	n/a	£4,700	£1,567	£4,511	n/a	£4,511	n/a	£1,804	
Swale Borough Council	District/Borough	138,000	£4,784	£18,180	-	£10,908	-	£1,818	-	-	-	£6,363	-	-	£4,999	-	-	£3,293	£1,318	£9,090	-	-	£1,818	£4,999	
Tandridge	District/Borough	83,700	£3,933	£2,789	£1,395	-	-	-	-	-	-	£2,789	£1,395	£539	£2,789	£1,395	£1,395	£2,789	£1,395	£2,789	-	-	£2,789	£2,789	
Test Valley Borough Council	District/Borough	116,000	£6,313	£11,968	£8,181	£7,626	N/A	£2	£4,747	£960	N/A	£4,747	£960	N/A	£6,313	£1,263	N/A	£2,820	£556	£2,820	N/A	N/A	N/A	N/A	
Tonbridge & Malling Borough Council	District/Borough	120,805	£5,127	£17,841	-	£8,151	-	£2,565	£2,565	£642	-	£5,127	£1,281	-	£5,127	£1,281	-	N/A	N/A	£2,301	-	-	-	£2,565	
Vale of White Horse District Council	District/Borough	120,988	£3,984	£17,795	£13,050	£8,304	N/A	£1,186	£0	-	-	£4,745	£2,373	-	£2,373	£1,186	n/a	£4,745	£1,186	-	-	-	-	-	
Waverley	District/Borough	116,800	£4,501	£13,221	£9,153	£6,102	-	£2,283	£3,051	£1,526	-	£3,051	£1,526	-	£3,051	£1,526	-	-	-	£3,051	-	-	-	-	
Wealden	District/Borough	149,000	£4,300	£12,580	-	£5,200	-	-	£3,515	£1,275	-	£3,515	-	-	£3,515	-	-	£4,460	£1,100	-	-	-	-	£1,000	
West	District/Borough	104,800	£4,350	£19,575	£13,050	£10,875	N/A	£1,100	£1,100	N/A	N/A	£5,450	N/A	N/A	£4,350	N/A	£75	£4,350	N/A	-	-	-	-	£1,100	
Winchester	District/Borough	118,000	£5,580	£16,734	£9,129	£7,605	n/a	£2,280	£3,042	n/a	n/a	£7,605	£2,280	n/a	£7,605	n/a	n/a	£2,280	n/a	£7,605	n/a	£2,280	n/a	n/a	
Woking	District/Borough	99,198	£7,115	£5,000	£1,000	£500	None	None	£500	None	None	£500	None	None	£500	None	None	None	None	£1,000	None	None	None	None	
Worthing	District/Borough	120,000	£4,545	£13,635	£6,818	£5,681	-	£2,273	£2,273	£1,136	-	£4,545	£1,136	-	£3,409	N/A	None	N/A	N/A	£2,273	£1,136	-	-	-	
Wycombe	District/Borough	177,000	£4,560	£15,958	£11,399	£9,119	-	£1,140	£1,140	£285	-	£4,560	£1,140	-	£285	£3,420	-	£18,700	£2,500	£2,394	-	-	-	£1,140	
Averages	Mean	116,122	£4,611	£13,556	£7,204	£6,773	£3,251	£2,313	£2,575	£932	£340	£4,427	£1,420	£720	£3,737	£1,267	£704	£5,361	£1,785	£3,499	£2,139	£1,851	£272	£2,218	
	Median	114,700	£4,501	£13,635	£6,978	£6,502	£4,178	£2,090	£2,302																