

A Review of Members' Allowances

For

Leicester City Council

A Report

By the

Independent Remuneration IRP

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February 2024

EXECUTIVE SUMMARY

Schedule of Allowances	Nos. Rec'd	Current to 31 Mar 24	Current Total per Member	Recommended 01-Apr-24	Recommended Total per Member	Recommended Sub-Total	Report Section No
Basic Allowance [1]	55	£11,473		£12,900		£709,500	27
Travel & Subsistence	55	£1,000		NA			50
Telecommunications & Support	55	£333		NA			53
SRAs - Executive							
City Mayor	1	£66,938	£79,744	£66,938	£79,838	£66,938	62
Deputy City Mayor	1	£45,212	£58,018	£45,212	£58,112	£45,212	71
Assistant Mayors [2]	8	£18,860	£31,666	£18,860	£31,760	£150,880	71
Scrutiny							
Chair Overview Select Committee	1	£10,666	£23,472	£10,666	£23,566	£10,666	80
Vice Chair Overview Select Committee	1	£2,666	£15,472	£2,666	£15,566	£2,666	80
Chairs Scrutiny Commissions	6	£8,889	£21,695	£8,889	£21,789	£53,334	80
Vice Chairs Scrutiny Commissions	6	£2,222	£15,028	£2,222	£15,122	£13,332	80
Regulatory							
Chair Planning & Development Control	1	£10,666	£23,472	£10,666	£23,566	£10,666	80
Vice Chair Planning & Development Control	1	£2,666	£15,472	£2,666	£15,566	£2,666	80
Chair Licensing & Public Safety	1	£10,666	£23,472	£10,666	£23,566	£10,666	80
Vice Chair Licensing & Public Safety	2	£2,666	£15,472	£2,666	£15,566	£5,332	80
Chair Audit & Risk	1	£6,518	£19,324	£6,518	£19,418	£6,518	80
Chair Standards	0	£3,171	£15,977	NA	NA	NA	90
Group Positions							
Largest Minority Group Leader (£1,206 + £302 X 16 other Members)	1	£6,038	£18,844	£6,038	£18,938	£6,038	80
Other Group Leaders (£1,206 + £302 per Member if have 5 Members)	0	£1,810	£14,616	NA	NA	NA	82
Majority Group Whip	1	£8,889	£21,695	£6,038	£18,938	£6,038	86
Chief Whip Largest Minority Group	1	NA	NA	£2,851	£15,751	£2,851	86
Sub Total -- Basic Allowance	55					£709,500	
Sub Total -- SRAs	33					£393,803	
Sub Total -- BA + SRAs						£1,103,303	
Civic Allowances							
Lord Mayor [3]	1	£18,370	£31,176	£12,441	£25,341	£12,441	118
Deputy Lord Mayor	1	£5,629	£18,435	£3,103	£16,003	£3,103	118
High Bailiff	1	£1,970	£14,776	£1,970	£14,870	£1,970	118
Sub Total -- Civic Allowances	3					£17,514	
Co-optees' Allowances							
Standards	5	£564	£564	£564	£564	£2,820	99
Children, Young People & Schools Scrutiny	4	£564	£564	£564	£5564	£2,256	99
Sub Total -- Co-optees' Allowances	9					£5,076	
Total						£1,125,893	
(BA + SRAs + Civic + Co-optees)							
	[1] In accordance with legislation for the purposes of Allowances the City Mayor is counted as a Councillor.						
	[2] For the costing purposes the SRAs for Deputy and Assistant City Mayors can be paid at a level determined by the City Mayor as long as the total spend does not exceed the total spend at 1 X Deputy City Mayor at £45,211 & 8 Assistant City Mayors at £18,860, which equates to £196,092 in total						
	[3] The reference in Lord Mayor's Civic Allowance of £5,929 administered directly by Member & Civic Support to pay for on-going costs of holding Office is removed from the allowances scheme						

The IRP recommends:

Discontinuation of the separate in-City Travel and Subsistence and Telecommunications and Support Allowance and incorporation into the Basic Allowance with clarification of what costs the Basic Allowance is deemed to cover

As the in-City Travel and Subsistence (£1,000) and Telecommunications and Support Allowance (£333) have been added to the recommended Basic Allowance that they are discontinued

It is further recommended that the allowances scheme is amended to state that the Basic Allowance is deemed to cover:

- All in-City Travel and Subsistence costs
- All additional telecommunications and support costs that are in addition to the direct support package currently provided to Members

Deputy City Mayor and Assistant City Mayors

The City Mayor continues to be able to assign specific SRAs to Deputy and Assistant City Mayors as long as the total payable is within the maximum financial envelope of £196,092, subject to any indexation applicable.

Leaders of small Groups

For a Group Leader's SRA to be paid that a qualifying threshold has to be reached, set at 10 per cent of the Council seats, which is five. The IRP is not recommending any change to the methodology (£1,206 plus £302 per other Group Member) in how this SRA is paid, subject to any indexation that may be applicable.

An exception - Where there are only Minority Group[s] of less than five Members

To ensure compliance with the 2003 Members' Allowances Regulations the IRP recommends that there should be an exception to the rule of five before that Group Leader is paid an SRA. In particular, where there are only Minority Groups of less than five Members then the Leader of the largest Minority Group is paid an SRA based on the standard formula. If there are two Minority Groups of equal size but having less than five Members then each respective Group Leader should be paid a Group Leader's SRA based on the standard formula methodology (£1,206 plus £302 per other Group Member), subject to any indexation that may be applicable.

Discontinuing the SRA for the Chair of the Standards Committee

That the SRA currently paid to the Chair of the Standards Committee is discontinued.

Maintaining the 1-SRA only rule

The Council maintains the '1-SRA only' rule, in that regardless of number of remunerated posts a Member may hold (including Civic posts) they are only able to receive 1 SRA (including Civic Allowances).

Co-optees' Allowances

The Co-optees' Allowance is maintained at £564, subject to any applicable indexation.

Travel & Subsistence Allowances – Outwith the City

The allowances scheme is amended to clarify that where a Member is using an electric or hybrid vehicle on an approved duty outwith the City that they are able to claim mileage at AMAP rates, which is currently 45p per mile for the first 10,000 miles and 25p per mile thereafter.

The IRP further recommends that the current subsistence and mileage rates, approved duties, terms and conditions that are applicable for which Members can claim travel mileage and subsistence allowances and the reimbursement of public transport (where used) for travel outwith the City remain unchanged.

The Dependant Carers' Allowance (DCA)

The DCA is amended as follows:

- That the current maximum hourly rate claimable for the childcare element is discontinued and replaced with the following:
 - The childcare element of the DCA can be claimed at the maximum hourly rate based on the Real Living Wage, which is currently £12 per hour
 - Members can claim for up to 1 hour before the start and for 1 hour after the end of an approved duty
 - The weekly cap on the number of hours (20) that can be claimed under the DCA is lifted to 25 hours per week, regardless of the number of dependents a Member may have
 - That the DCA continues to be claims based with claims backed up by receipts

The IRP is not making any changes to the current maximum hourly rates for which other care can be claimed, the terms and conditions for DCA claims and the definition of approved duties as they are defined by statute.

The Civic Allowances

That the Civic Allowance for the Lord Mayor is amended to state:

- | | |
|---|---------|
| • Lord Mayor's Civic Allowance paid directly | £12,441 |
| • Reference to the element of Civic Allowance administered by Member and Civic Support is removed from the scheme | £5,929 |

The Civic Allowance for the Deputy Lord Mayor is reset at £3,103.

The IRP further recommends that the Civic Allowance for the High Bailiff remains at £1,970.

Issues arising I – Lack of Pension provision for Members

The IRP is precluded by legislation from making any recommendation regarding pension provision for elected Members.

Issues arising II - The remuneration of the Statutory Independent Persons (IP) – Standards Committee

The annual remuneration of the Independent Persons for Leicester City Council remains at £2,284, subject to any applicable indexation.

Confirmation of indexing

The following allowances are indexed for 4 years from 2024/25 to 2027/28, the maximum period permitted by legislation, without reference to the IRP as follows:

- **Basic Allowance, SRAs, Co-optees' and Civic Allowances and the remuneration of the Independent Persons:** updated annually in line with

the annual percentage pay increase given to Leicester City Council employees (and rounded to the nearest £ as appropriate) as agreed for each year by the National Joint Council for Local Government Staff at Spinal Column Point 43.

- **Out of City Mileage Allowance:** indexed to the HMRC AMAP (Authorised Mileage Allowance Payments) approved mileage rates.
- **Out of City Other Travel and Subsistence:** reimbursement of actual costs taking into account the most cost-effective means of transport and/or accommodation available and the convenience of use with the maximum rates indexed to the same periodic percentage increase that may be applied to Officer Travel and Subsistence Allowances.
- **Dependant Carers' Allowance:**
 - Childcare element: Hourly maximum rate claimable indexed to the Real Living Wage
 - Other care: Hourly maximum rate claimable indexed to the Council's own hourly rate for a Home Care Assistant

Implementation

The new scheme of allowances based on the recommendations contained in this report is adopted from 1st April 2024.

A Review of Members' Allowances

For

Leicester City Council

By The

Independent Remuneration IRP

February 2024 Report

Introduction: The Regulatory Context

1. This report is a synopsis of the deliberations and recommendations made by the statutory Independent Remuneration IRP ('IRP' or 'Panel') appointed by the Leicester City Council to advise the Council on its Members' Allowances Scheme.
2. The IRP was convened under *The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021)* (the 2003 Regulations). These regulations, arising out of the relevant provisions in the *Local Government Act 2000*, require all local authorities to maintain an independent remuneration IRP to review and provide advice on the Council's Members Allowances. This is in the context whereby full Council retains powers of determination in setting Members' Allowances, including both levels and scope of remuneration and other allowances/reimbursements.
3. In particular, the IRP has been reconvened under the 2003 Regulations [10. (5)], which states:

Where an authority has regard to an index for the purpose of annual adjustment of allowances it must not rely on that index for longer than a period of four years before seeking a further recommendation from the independent remuneration IRP established in respect of that authority on the application of an index to its scheme.

4. This mechanism (known as the four-year rule and as such the current scheme expires at the end of 2023/24) means that all Councils are required to reconvene their IRP at least once every four years thus ensuring a degree of public accountability *vis-à-vis* their Members' Allowances schemes. It is under this requirement that the IRP has undertaken this review of Members' Allowances for the Leicester City Council.

Terms of Reference

5. In accordance with a decision of the Council on 6th July 2023 it was decided to convene it's IRP which was provided with specific terms of reference in which it was agreed to hold a full review and to make recommendations on:
 - I. The amount of Basic Allowance that should be payable to elected Members and the expenses it should include
 - II. The categories of elected Members who should receive a Special Responsibility Allowance (SRA) and as to the amount of such an allowance
 - III. Those Co-optees who should receive a Co-optees' Allowance and as to the amount of such an allowance
 - IV. The scope and level of travel and subsistence allowances and the terms and conditions by which this may be paid
 - V. The scope and level of the Dependant Carers' Allowance
 - VI. The Civic Allowances
 - VII. Arrangements for addressing other Council related costs including telecommunications and provision of other items necessary to support Members in carrying out their roles and which are currently provided via a 'support package'
 - VIII. The application of indices to allowances payable and if so what the relevant indices should be
 - IX. The implementation date for the new Schemes of Members' Allowances
 - X. Any other issues that are brought to the IRP's attention
6. In undertaking the review, the IRP was expected to take into account
 - allowances schemes in the Leicester City Council comparator group of councils that shall consist of other mayoral authorities, and where appropriate CIPFA Near Neighbours (which also includes the geographically neighbouring cities of Nottingham, Coventry and Derby);
 - the views of Members, both written and oral
 - any other consideration that the Council obliges the IRP to take into account or brought to the IRP's attention through Member representations

- the economic climate and the need for recommendations which could be feasibly met within the existing budget envelope available
7. To ensure that the IRP operated effectively with mutual trust and in a way that secured and maintained public confidence in its impartiality, the IRP members agreed to adhere to a protocol proposed by the Director of Delivery, Communications and Political Governance¹.

The IRP

8. Leicester City Council reconvened its IRP and the following individuals were appointed to the IRP to carry out the independent review of allowances, namely:
- Paul Brown: Works in the engineering industry and is Branch Secretary and treasurer for UNITE (a Council appointment)
 - Dr Declan Hall (Chair): Formerly an academic at the Institute of Local Government, The University of Birmingham, now an Independent consultant specialising in Members Allowances and support with extensive experience of reviews across the United Kingdom (a Council appointment)
 - Chris Hobson: Director of Policy and Insight at East Midlands Chamber (Derbyshire, Leicestershire and Nottinghamshire), with a background in policy in both the private and public sectors, at local, regional and national levels with a range of stakeholders and building effective partnerships (a Council appointment)
 - Mehrunnisa Lalani a non-executive director, University of Birmingham NHS Foundation Trust, previously Director of Inclusion for the Solicitors Regulation Authority leading on Consumer Affairs, Corporate Complaints and Equality, Diversity and Inclusion and has also sat on the Doctors and Dentists Pay Review Body. She currently works as a consultant specialising in organisational development, culture and customer service and equality and diversity (a citizen appointment)
 - Jackie Lester: Formerly a senior internal auditor for the CPS. Currently works part time for a Church and is clerk to trustees of local charity (a citizen appointment)
 - Prof Ludovic Renou A professor in Economics at Queen Mary University of London (a citizen appointment)

¹ See Appendix 1 for relevant declarations of interest and Appendix 2 for the operational protocol

9. Logistical and practical support to the IRP was provided through Miranda Cannon, Director of Delivery, Communications & Political Governance at Leicester City Council and Shaaeda Qureshi, Executive Assistant.

The IRP's Approach to the Review

10. The IRP met at the City Hall, Leicester, on
 - 14th November 2023
 - 17th November 2023
 - 8th December 2023
 - 19th December 2023
11. It was at these meetings that the IRP received a training session from the IRP Chair on members' allowances, to consider the evidence and receive factual briefings on the Council by Officers. All Members were sent a short questionnaire so as to ensure that no elected Member was denied a voice during the review. Furthermore, a representative range of elected Members were invited to meet with the IRP and all elected Members who specially requested to meet with the IRP were accommodated as far as practically possible. To ensure that a common set of questions were posed to all elected Members by the IRP the short questionnaire was used as the template for oral discussions with Members.
12. The IRP also reviewed a wide range of relevant written information, such as Council and committee meetings schedules, benchmarking data, the statutory guidance, the relevant Regulations, etc. The IRP meetings were held in private session to enable it to meet with Members and Officers and consider the evidence in confidence. For a full list of information and evidence considered and interviewees see the following appendices:
 - Appendix 1: Declarations of interest
 - Appendix 2: The IRPs operational protocol
 - Appendix 3: Members and Officers who met with the IRP including those Members who made a written submission
 - Appendix 4: List of information received and considered by the IRP
 - Appendix 5: Benchmarking against other comparable councils namely the 11 other principal Mayoral councils and Leicester City Council's nine Nearest Neighbours (214 model) as defined by the Chartered Institute of Public Finance and Accountancy (CIPFA) and other public offices

Principles underpinning the review

13. As per the previous review the IRP adopted a number of common principles of elected Member and City Mayor remuneration to ensure that its recommendations are on a sound footing. By bearing these principles in mind the IRP has sought to bring consistency and robustness to its recommendations.

Transparency

14. Members' allowances and support should be transparent in that the basis of remuneration and support should be understood by both Members and Officers and importantly the public.

Straightforward to administer

15. Members' allowances and support should not be administratively burdensome to claim by Members nor costly to manage by Officers.

Fairness

16. Members' allowances and support should be fair in that it provides a degree of recompense for workload and responsibility yet not create too many differentials in remuneration. Allowances should also be equitable when compared to peers.

Accountability

17. As Members ultimately determine their own allowances and support, on advice from the IRP, they should be able to justify to the public their remuneration and support in terms of their own workloads and responsibility and in a comparative context. As such the recommendations should be robust and reasonable.

Benchmarking: Elected Mayors, Near Neighbours & UK-wide

18. The IRP, in accordance with its terms of reference, benchmarked the scope and levels of allowances paid to Leicester Councillors and City Mayor. Specifically, the IRP benchmarked against the 11 principal (i.e., excluding district) councils that have an elected Mayor form of executive governance plus councils defined as Leicester's nine 'Nearest Neighbours' by the Chartered Institute of Public Finance & Accountancy (CIPFA – 2014 model). Nearest Neighbours are ranked in order according to how similar to Leicester they are deemed to be by CIPFA on a range of demographic and socio-economic criteria, with a score of one being the most similar (Luton). The IRP also considered remuneration of other public offices locally, regionally and from across the UK.²

Key Messages/Comments

The Representation received

19. In the interviews with Members and in the written submissions and representations received by the IRP the overwhelming view expressed was that there was no case to appreciably revise the current allowances scheme. While there were some representations arguing for a radical overhaul of the current scheme, largely around redistributing the current spend from SRAs and onto the Basic Allowance, it was very much a minority view.

² See Appendix 5 for summaries of benchmarking data.

Benchmarking presentation received

20. When looking at the Basic Allowance and SRAs paid at Leicester City Council and comparing to the 19 other Councils in the comparator group used for benchmarking purposes the levels payable in Leicester City Council are with a couple of exceptions broadly comparable in both levels and scope. Again, the IRP took this as evidence that the current scheme is broadly fit for purpose and not in need of a fundamental revision.

The current financial context

21. During the course of the review the IRP was made aware of the financial constraints facing the Council and now was not the time to increase the current amount of money spent on Members' Allowances. Moreover, it was also raised that with the cost of living crisis impacting on the City's residents that the Council could not be seen to increase the money spent on Members' Allowances. At the same time, the IRP was cognisant that the cost of living crisis also impacted upon Members, they too are facing the same financial pressures as other folk so a balance has to be struck. Nonetheless, once again the IRP has taken aboard this message and the recommendations made in this review if accepted in their entirety will result in a very small financial saving.

Being an elected Member and the function of an Allowances Scheme

22. In setting remuneration for employees a standard principle is that it should encourage recruitment and retention. Indeed, one of the themes emerging from the representations made to the IRP was that the Basic Allowance in particular is insufficient, for most elected Members, to live on. However, Councillors are not employees and their role as elected representatives is not intended to be viewed as a job, it is an elected public office. Unlike when setting wages for employees the IRP has sought to ensure that the allowances scheme enables as wide a range of people as possible are able to consider being an elected Member by helping to remove barriers they may experience in undertaking that role. Furthermore, a significant proportion of the formal committee activity takes place in the evening which again the allowances scheme recognises and tries to balance that Members are not employees and may have substantive employment.
23. The policy intention behind the requirement to establish a Members' Allowances scheme for all English councils is not to facilitate professional backbench Councillors but to enable backbench Members' to stand for and remain on Council by providing recompense for the time required to undertake their roles and responsibilities without it being deemed equivalent to a job. Members' allowances schemes are not intended to 'attract' candidates for Council by paying at full 'market rates.' The desire to serve local communities and residents is the prime motive for being a Councillor. Remuneration should not be a driver in citizens putting themselves forward to stand for council, as it negates the public service principle that is inherent in a Member's role. Yet, nor should remuneration be at a level that excludes a wider representative range of people from standing for Council because it would impose undue financial pressures on them.
24. The IRP has sought to recommend a scheme which goes some way towards compensating Members for their time and, importantly, seeks to minimise any

financial barriers to public service so as to enable a wider range of people to become Councillors without incurring undue personal financial cost.

The Allowances Scheme is broadly ‘fit for purpose’

25. The 2016 review modernised the Leicester City Council allowances scheme that had not changed since the establishment of the City Mayor in 2011. In particular it applied uplifts to the Basic Allowance and SRAs that had been frozen since 2011 and rationalised the support package to better reflect changes in telecommunications and technology. The 2019 review made marginal adjustments to the framework that was already in place
26. Overall, this review concluded that the current allowances scheme has stood the test of time since the previous review in 2019. In general, benchmarking shows that the Leicester scheme is comparable to peers; a view that was in the main backed up by the representations made to the IRP. As such, this time around the main tasks of the IRP has been to address anomalies arising and give consideration to representation received regarding aspects of the scheme that were thought to be inequitable.

Recommendations - the Basic Allowance

27. In considering the appropriateness of the current Basic Allowance (£11,473), the IRP considered four reference points. This has been done by putting the current Basic Allowance to a ‘stress test; by taking into account four points of reference, namely
 - I. What the Basic Allowance would be if fully indexed
 - II. Recalibration based on the 2006 Statutory Guidance
 - III. Benchmarking
 - IV. Representation received by the IRP

I. A fully indexed Basic Allowance

28. The IRP notes that for 2022/23 and 2023/24 the Basic Allowance (and SRAs) have not been uplifted by the index mechanism recommended by the IRP and adopted by the Council in 2020, namely the same annual percentage uplift in staff salaries as agreed each year by the National Joint Council (NJC) for Local Government Services, which was complicated by the fact that a flat rate amount rather than percentage uplift was used for those pay awards and which the scheme did not formally accommodate. (The IRP has addressed this issue in its recommendations on indexation). Consequently, the Council has chosen not to apply the NJC index for this year and last year as it was cognisant of the pressures on the Local Authority budgets, which is its right to do.
29. However, the IRP notes that if the Basic Allowance had been fully indexed in line with the annual NJC salary percentage increase (at Spinal Column Point 43) it would now mean the Basic Allowance would be £12,400. The IRP is not seeking necessarily to overturn a decision of the Council by showing what the fully indexed Basic Allowance (£12,400) would now be. It is simply pointing out that the Basic Allowance could be higher than it currently is.

II. Recalibrating the Basic Allowance in line with the 2006 Statutory Guidance

30. In arriving at recommendations the IRP is required to pay regard to the 2006 Statutory Guidance. In considering the Basic Allowance the 2006 Statutory Guidance (paragraph 67) states:

Having established what local councillors do, and the hours which are devoted to these tasks the local authorities will need to take a view on the rate at which, and the number of hours for which, councillors ought to be remunerated.

31. The Statutory Guidance (paragraphs 68-69) expands on the above statement by breaking it down to three variables, namely
- Time
 - Recognising public service principle
 - The rate of remuneration

Time to fulfil duties for which the Basic Allowance is paid

32. The Basic Allowance is primarily a time-based payment (see 2006 Statutory Guidance paragraph 10). It is paid to compensate for workload. Obviously Members work in different ways and have varying commitments and the time spent on council duties varies. Yet, the Basic Allowance is a flat rate allowance that must be paid equally to all Members. So the time assessment is typically taken as the average to carry out all those duties for which the Basic Allowance is paid.³
33. The most up to date information available on what is a reasonable time expectation for which the Basic Allowance is paid has been derived from the 2022 Councillors Census. In data supplied to the Chair of the IRP from the Local Government Association (LGA), it showed that Councillors in unitary councils who held "no positions" of responsibility put in on average 22.8 hours per week "on council business"⁴. The LGA includes within "council business"
- Council/committee meetings
 - Working with community groups
 - Engaging with constituents, etc.
 - Other⁵
34. For the purposes of recalibrating the Basic Allowance in line with the 2006 Statutory Guidance the IRP has equated 22.8 hours per week to 148.2 days per year (or 2.85 days per week) based on an 8 hour working day as the expected time input from Members for their Basic Allowance.

³ See Role Description for Ward Councillor, Leicester City Council, 1st March 2019

⁴ Information based on National Census of Local Authority Councillors 2022 (LGA), breakdown of mean weekly hours put in on council business by councillors by number of positions held and type of council, in email from S. Richards, LGA 17th May 2023.

⁵ See LGA, National census of local authority councillors 2022, Chart 7, page 11

35. The IRP recognises that based on the representation received some Members who hold no positions do put in more than the equivalent of 2.85 days per week. But that's through choice rather than requirement.

Recognising the Voluntary Principle – A Public Service Discount (PSD)

36. The 2006 Statutory Guidance (paragraph 68) goes on to state

It is important that some element of the work of [elected] members continues to be voluntary – that some hours are not remunerated.

37. The element of unremunerated time often known as the 'Public Service Discount' (PSD) recognises the principle of public service. Thus, the voluntary principle is realised by discounting an element of the expected time inputs associated with the Basic Allowance. The typical range for this public service discount is between 30% - 40%, largely on the basis that is broadly in line with the proportion of time backbenchers spend on

- Dealing with constituents
- Attending surgeries
- General enquiries from citizens and
- Other constituent/ward related activities.

38. The IRP has opted for voluntary discount of 35 per cent as it is in line with the size of the voluntary discount utilised in establishing the original Basic Allowance under the 2003 Regulations. It is also the most common size of voluntary discount used by IRPs in principal councils.

39. Thus, by applying a voluntary discount of 35 per cent to the expected time input of 148.2 days per year it produces a voluntary element of 51.87 days per year. These are the hours that are 'not remunerated', deemed to be public service, leaving 96.33 remunerated days per year.

The rate for remuneration

40. Historically the rate for remuneration used to set the Basic Allowance (with the current Basic Allowance framework being set in the 2007 review) was based on the East Midlands male non-manual gross daily salary. This was a regional version of an advisory day rate published by the LGA to assist IRPs in setting a rate of remuneration, which by 2010 had reached £152.77 per day.⁶
41. However, the LGA has since stopped issuing this advice as IRPs switched to a more locally based rate of remuneration as it more closely reflects the typical earnings of elected Members' constituents. The reason for the switch was one of data availability: the Office of National Statistics started to collect and publish data on average earnings on a council by council basis about 10 years ago in its Annual Survey of Hours & Earnings (ASHE). It also means that the rate for remuneration is seen as more robust, basing it on average earnings of those who Members represent cannot be seen as excessive.

⁶ See LGAAlert 62/10, Members' Allowances, 23 June 2010

42. In 2023, the mean gross daily salary for all full-time employee jobs within the area of the Leicester City Council was £134.74 as published by the Office of National Statistics (ONS).⁷ For the purposes of recalibrating the Basic Allowance the IRP has adopted a rate for remuneration at £134.74 per day.
43. If the IRP updated the variables to arrive at a recalibrated Basic Allowance to take into account the most recent data available it gives the following values:
- Time required for backbencher: 148.2 days per year (2.85 per week)
 - Public Service Discount: 35% (51.87 days)
 - Rate for Remuneration: £134.74 per day
44. By following the methodology as set out in the 2006 Statutory Guidance with the updated variables it produces the following recalibrated Basic Allowance:
- 148.2 days per year input minus 35% PSD (51.87 days)
= 96.33 remunerated days per year multiplied by £134.74 per day
= £12,980

III. Benchmarking

45. Benchmarking⁸ shows that the current Leicester Basic Allowance is somewhat below the average paid in the benchmarking group of Councils:
- Benchmarking group mean Basic Allowance £11,725
 - Benchmarking group median Basic Allowance £11,898
 - Leicester City Council 2023/24 Basic Allowance £11,473
46. However, what the benchmarking does not take into account is the additional allowances paid directly to Leicester City Council Members, namely the annual sums of £1,000 for in-City travel and subsistence and £333 for telecommunications and support (see below for how the IRP has addressed these allowances).
47. The IRP further notes that Non-Executive Directors (NED) on an NHS Trust are paid £13,000 per year for a stated time commitment of 3-4 days per month, although in reality the required time commitment for a NED on an NHS Trust can often be more.

IV. Representation received by the IRP

48. Finally, the fourth reference point considered by the IRP was the representation received from elected Members. In summary, there was broad agreement that the current Basic Allowance was appropriate.

⁷ See ASHE, 2023, Table 7.1a - Mean weekly pay - gross - for full time employee jobs in area of Leicester City Council, which is £673.70 and divided by 5 working days equals £134.74 per day. See [earningsandworkinghours/datasets/placeofworkbylocalauthorityasetable7](#)

⁸ See Appendix Five BM1

Recommending the recalibrated Basic Allowance

49. The IRP by going through the four reference points above generally provides a case to increase the Basic Allowance. However, the Leicester City Council Members' Allowances scheme has two unusual features:

- Annual in-City Travel and Subsistence Allowance £1,000
- Annual Telecommunications and Support Allowance £333

Adding the in-City Travel & Subsistence Allowance to the Basic Allowance

50. Currently all Members are automatically paid a monthly sum of £83.33 (£1,000 per year) to cover all in-City Travel and Subsistence costs. This was introduced to avoid the need to make claims and have discussions over what constituted an approved duty. It is noted that Members also benefit from the provision of free car parking in the city centre to support them in relation to in-City travel.

51. The IRP considered whether it was still relevant and if so whether it would be more equitable to make it a claims-based allowance. It is noted that out of the 20 Councils in the comparator group in 11 of them the Basic Allowance is deemed to cover the in-Authority travel and subsistence costs, with nine keeping a claims based approach.

52. The IRP concluded that it was only equitable that Members have their in-City Travel and Subsistence costs covered. It then considered whether it should be claims-based. However, introducing claims-based in-City Travel and Subsistence Allowances brings its own issues – there would be an additional work on the part of Members to make such claims and Officer time in processing and checking claims plus there would be the issue of what constituted an approved duty. Whichever way the IRP dealt with these allowances there would be inequalities and issues either way. The IRP decided that the simplest approach would be to add the in-City Travel and Subsistence Allowance to the current Basic Allowance (£11,473), which equates to £12,473.

Adding the Telecommunications & Support Allowance to the Basic Allowance

53. In addition Members are automatically paid £27.75 per month (£333 per year) as a Telecommunications & Support Allowance. This is paid as a contribution to council related costs for use of:

- Telecommunications at a Member's home including any private mobile phone costs and;
- Miscellaneous items which the Member feels necessary to support their role as a Member

54. Again the IRP considered whether this allowance was justified particularly as Members receive a standard support package that includes:

- Laptop, docking station, monitor, keyboard, mouse and headset
- Mobile phone with monthly contract including minutes and data
- Arranging and paying for surgery costs
- Use of Council copiers and printers

- Copying services when requested
 - General stationery
55. The IRP again considered whether this allowance was justified considering the direct support provided to Members by the Council. Where such a level of support is provided to Members elsewhere it is not typical of an additional allowance to be paid. However, the IRP concluded that there could be items that a Member would have to buy that are not covered by the directly provided support package, such as filing cabinets, office desk and chair, a printer, etc.
56. Once again the IRP considered whether these additional costs should be best addressed through requiring Members to make claims for such costs. Similarly, by introducing a claims-based approach for such costs creates an administrative burden on both Members and Officers and requires a definition of what such costs are covered that may not be inclusive. The IRP has decided to add this allowance to the uplifted Basic Allowance (£12,473 – including in-City Travel and Subsistence costs) which equates to £12,806.
57. The IRP notes that by adding the current in-City Travel and Subsistence Allowance to the Basic Allowance that it would be subject to indexation, which is not currently the case.
58. Furthermore, the IRP has decided to uplift the inclusive Basic Allowance of £12,806 to £12,900. It has done this because:
- It has the financial headroom to do so
 - It is recognition, albeit it a small one, to the cost of living crisis that also applies to Members.
59. By resetting an inclusive Basic Allowance at £12,900 the IRP notes that it brings it close to the recalibrated Basic Allowance (£12,980). Furthermore, it also places it in the middle of other most comparable Midlands Councils, namely:
- | | |
|-----------------|---------|
| • Coventry | £15,340 |
| • Nottingham | £13,966 |
| • Derby | £12,145 |
| • Sandwell | £11,552 |
| • Wolverhampton | £11,500 |
60. **The IRP recommends that the in-City Travel and Subsistence (£1,000) and Telecommunications and Support Allowance (£333) are discontinued and the Basic Allowance reset at £12,900 for 2024/25, subject to any indexation that may be applicable.**
61. **It is further recommended that the allowances scheme is amended to state that the Basic Allowance is deemed to cover:**
- **All in-City Travel and Subsistence costs**
 - **All additional telecommunications and support costs that are in addition to the direct support package currently provided to Members**

Special Responsibility Allowances – the City Mayor

62. All political executive powers are vested in the office of the City Mayor who is responsible for the allocation/discharge of all Executive functions and decides how they are exercised. The City Mayor has a number of responsibilities falling under the broad headings:
- Strategic leadership
 - Organisational leadership
 - Communication and engagement
 - Corporate governance
 - Service delivery
 - Leadership and performance management
63. There has also been a Leicester City Council specific reform which further enhances the responsibility of the City Mayor. Since 2011 the post of Chief Executive was abolished, with the City Mayor, taking up some the functions of the Chief Executive, mainly around organisational leadership and partnership working. The City Mayor has become ‘more hands on’, more so than a typical elected Mayor. In this context, the City Mayor provides stronger direction of the Council as an organisation as well as being the “public” face of the Council. Clearly, the role of City Mayor is a substantial one that requires a full-time commitment regardless of the individual holding the post.

Historical Basis of City Mayor’s remuneration – linked to MPs Salary

64. The remuneration (currently a total of £78,411) of the City Mayor (SRA of £66,938 and Basic Allowance of £11,473) was set back in 2011 when the post was established. In particular, it was set with reference to the salary of a backbench MP at that time. Indeed most elected mayors in England have had their remuneration set by reference to a MPs salary at the time of the post being established. This approach in the absence of any other obvious comparators at the time seemed reasonable and had the advantage of being transparent, simple to understand, and have a degree of acceptance on the part of the public.
65. Although the remuneration of the City Mayor was originally set by reference to a MPs salary in 2011 it was never indexed to it and was frozen until the 2016 review. It was at this review that the explicit link between the remuneration of the City Mayor and a MPs salary was discontinued largely as the IRP was keen to keep within the then financial envelope. At the time the main priorities for the IRP were to bring up to date the Basic Allowance and most SRAs by applying a retrospective index.

The City Mayor’s remuneration

66. The IRP gave due consideration to the option of restoring a link between the City Mayor’s remuneration and a MPs salary (currently £86,586) and indexing to a MPs salary going forward, particularly recognising the nature of the role and that whoever the post holder is; it is clearly a full-time role.

67. However, the IRP continues to hold the view that the role of MP is not an appropriate comparator to that of the City Mayor. The IRP has decided not to restore the link between the City Mayor's remuneration and an MP's salary.

Benchmarking the remuneration of the City Mayor

68. Nonetheless, benchmarking does show that the remuneration of the City Mayor has started to lag somewhat in relation to peers, where the

- Mean remuneration of elected mayors of principal authorities £79,156
- Median remuneration £79,954
- Leicester City Mayor current remuneration £78,411

69. This in itself is not a *prima facie* case to increase the remuneration of the City Mayor. In particular once the all-inclusive and uplifted Basic Allowance (£12,900) is taken into account it takes the City Mayor's total remuneration to £79,838 which is in line with the average total remuneration paid to Elected Mayors in the benchmarking group. As such, the IRP concluded that it received no evidence to revise the current SRA (£66,938) for the City Mayor.

70. **The IRP recommends that the SRA for the City Mayor remains at £66,938 for 2024/25, subject to any indexation that may be applicable.**

Deputy City Mayor and Assistant City Mayors

71. Currently the allowances scheme specifies the other executive SRAs as follows:

- Deputy City Mayor (1) £45,212
- Assistant City Mayors (up to 8) £18,860

72. In the 2016 review, in response to representation made, the IRP introduced flexibility in how SRAs were paid to Assistant City Mayors by introducing three bands payable depending on workload and size of the portfolio an Assistant City Mayor was deemed to have by the City Mayor. By paying some Assistant City Mayors a lower rate it also enabled the City Mayor to pay an additional Deputy Mayor as long as the total spend did not exceed the maximum pot.

73. In the 2019 review the IRP took this approach to its logical conclusion by supporting the City Mayor in their ability to remunerate as many Deputy and Assistant City Mayors as they appointed with an SRA determined by the City Mayor that is capped by two reference points:

- The legal requirement that no more than nine other executive posts can be appointed
- The maximum financial envelope of now £196,092 to remunerate such posts is not exceeded

74. At present the City Mayor makes the following appointments and pays the following SRAs

- Deputy City Mayors (x3) £32,303
- Assistant City Mayors (x3) £11,636

- 75. Currently, the total spend on the other Executive SRAs is £131,817, leaving an additional sum of £64,275 that currently goes unspent. This led the IRP to consider whether there was a case to reduce the current maximum pot of £196,092. However, the IRP was informed that the fact that the current maximum was not currently spent of other Executive SRAs did not mean that it may not be spent in the future that would reflect Executive priorities and individual capacities.
- 76. Due to the flexible approach in how the City Mayor can pay SRAs to the other Executive Members benchmarking is not of a particular relevance in this case. As such, the IRP concluded that there was no need to revisit the current maximum pot.
- 77. The IRP did receive some representation that there was no need for three Deputy Mayors. However, the IRP felt this was not an issue it really needed to comment upon – as long as the maximum pot was not exceeded and bearing in mind the City Mayor cannot legally appoint more than nine other Executive Members then it is not for the IRP to say how the City Mayor assigns the other Executive roles.
- 78. **Consequently, the IRP recommends that there is no change to the methodology in how the other Executive SRAs are arrived at based on the following formula:**

- **One Deputy City Mayor’s SRA** **£45,212**
- **Up to eight Assistant City Mayor’s SRAs** **£18,860**

- 79. This formula produces a total pot of £196,092 to be spent on other Executive SRAs as assigned by the City Mayor. **The IRP recommends that this maximum sum of £196,092 to be spent on other Executive SRAs as determined by the City Mayor is maintained, subject to any indexation that may be applicable.**

Other SRAs – Where the IRP is recommending no change

- 80. The IRP considered the SRAs as set out in table 1 below and it received no evidence that they required revision largely on the following grounds:
 - Based on the representation received
 - They are all broadly in line with equivalent SRAs paid the comparator group of Councils

Table 1 - SRAs where the IRP is recommending no change

Scrutiny	Numbers payable	Recommended SRA
Chair Overview Select Committee	1	£10,666
Vice Chair Overview Select Committee	1	£2,666
Chairs Scrutiny Commissions	6	£8,889
Vice Chairs Scrutiny Commissions	6	£2,222
Regulatory		
Chair Planning & Development Control	1	£10,666

Vice Chair Planning & Development Control	1	£2,666
Chair Licensing & Public Safety	1	£10,666
Vice Chair Licensing & Public Safety	2	£2,666
Chair Audit & Risk	1	£6,518
Group Positions		
Largest Minority Group Leader (£1,206 + £302 X 16 Members)	1	£6,038

81. **The IRP recommends that the SRAs listed above in table 1 remain unchanged, subject to any indexation that may apply.**

Other SRAs – Change – Leaders of small Groups

82. Currently there are two small Groups – Liberal Democrats and Greens – each consisting of three Members. The Leader of the Liberal Democrat Group receives an SRA based on the standard formula of £1,206 plus £302 for each of the other two Group Members which equates to £1,810. The Green Group have not appointed a Group Leader so no Leader of small groups SRA is payable. Under the Widdecombe rules of the 1989 Local Government Act it only requires two Members to form a political Group on a Council. However, it is common for IRPs to take the view that a political Group consisting of only a handful of Members does not reach a critical mass significant enough for the Group Leader to merit an SRA, and a qualifying threshold is put in place, often at 10 per cent of the Council seats. For instance, see the Bedford, Blackburn with Darwen, Derby, Doncaster, Lewisham, Middlesbrough, Newham, North Tyneside, Salford and Tower Hamlets Members' Allowances schemes, which all have qualifying criterion for an SRA to be paid to (Minority) Group Leaders.⁹
83. As it is common practice the IRP has decided to adopt that approach and **recommends that for a Group Leader's SRA to be paid that a qualifying threshold has to be reached, set at 10 per of the Council seats, which when rounded down from 54 Council Members in total equates to five Members. The IRP is not recommending any change to the methodology (£1,206 plus £302 per Group Member) in how this SRA is paid, subject to any indexation that may be applicable.**

An Exception - Where there are only Minority Groups of less than five Members

84. The 2003 Members' Allowances Regulations (Reg 5(2)) require that where Members are divided into at least two political groups and a majority of Members form a controlling group that at least one Member of the Opposition shall be paid an SRA. It is the practice in Leicester City Council (as is legally permitted and done in most Councils) for the controlling group to take up all the remunerated posts. As such, there could conceivably be a situation where the only Minority Group in place has less than five Members and based on the recommendation above (that a Group requires five Members for a Group Leader's SRA to be paid) would not be paid an SRA and therefore the Council would be in breach of the 2003 Regulations.

⁹ Nearly all of the other Councils in the benchmarking group have no provision for paying an SRA to Leaders of other Minority Groups, just the Leader of the main Opposition Group.

85. Consequently, to ensure compliance with the 2003 Members' Allowances Regulations the IRP recommends that there should be an exception to the rule of five before that Group Leader is paid an SRA. In particular, where there are only Minority Groups of less than five Members then the Leader of the largest Minority Group is paid an SRA based on the standard formula. If there are two Minority Groups of equal size but having less than five Members then each respective Group Leader should be paid a Group Leader's SRA based on the standard formula methodology (£1,206 plus £302 per Group Member), subject to any indexation that may be applicable.

SRAs for the Majority and Largest Minority Group Chief Whips

86. Currently, the Group Chief Whip of the Majority Group (Labour) receives an SRA of £8,889. This type of SRA is comparatively common in principal councils and as such the IRP supports the continuation of this SRA. However, the IRP did receive significant representation that as there was now a sizable Main Opposition Group (Conservatives) with 17 Members that the Conservative Group Chief Whip should also receive an SRA. The IRP has accepted this argument. The Conservative Group Chief Whip, with 17 Members, now has a pastoral and administrative role that did not exist previously.
87. Furthermore, the IRP notes that the role of the Chief Whip of the Majority (Labour) Group is not as large as it was at the time of the last review, when Labour had 53 out of 54 Members and now has 30 out of 54 Members. As such, the IRP has decided that while the Chief Whip of the largest Minority Group should receive an SRA there should be a corresponding decrease in the SRA for the Majority Group Chief Whip thus making the recommendation cost neutral.
88. The IRP notes that the largest Minority Group now has 32 per cent of the seats on Council. As such, the SRA for the Chief Whip of the largest Minority Group has been set at 32 per cent of the SRA currently paid (£8,889) which equates to £2,851, with the SRA for the Chief Whip of the Majority Group being reducing by the corresponding amount of £2,851, which equates to £6,038. These two SRAs should be fixed until the IRP undertakes its next review and will consider any relevant changes in size of the majority and main Opposition Groups.
89. **The IRP recommends that the SRA for the Chief Whip is reset at £6,038 and the Chief Whip of the largest Minority Group is paid an SRA of £2,851, subject to any indexation that may be applicable.**

Discontinuing the SRA for the Chair of the Standards Committee

90. Currently, the Chair of the Standards Committee is entitled to an SRA of £3,171. This SRA was set when the Standards regime operated in a different context. Before the Localism Act 2011 any complaint against a Member automatically went to the Standards Committee for a decision – to decide whether there was no merit to the complaint or that it should go before a Standards Hearing Panel for determination. Since the Localism Act 2011 the merits of a complaint against a Member now goes to the Monitoring Officer who in consultation with the Independent Person are expected to resolve the issue informally, which it has done as there has been no Standards Hearings Panels since 2018. Also prior to the Localism Act a Standards Hearings Panel had the powers to suspend a

Member for up to six months if a Member had been deemed to be seriously in breach of the Code of Conduct, with an accompanying withholding of any relevant allowances; that power no longer exists.

91. While Standards is a statutory function there is no longer a statutory requirement to maintain a Standards Committee, although Leicester City Council has chosen to do so. There is a function to undertake but in recent years it relates mainly to refining and readopting the Council's Code of Conduct, in which the Monitoring Officer also has an important role. A sign of how the Standards regime has changed is the number of meetings of the Standards Committee, since 2019/20 to date there have been 10 Standards meetings scheduled, on average two per year but of these scheduled meetings four have been cancelled due to lack of business, meaning that on average there are just over one Standards Committee meetings per year. The IRP has concluded that the role of the Chair of the Standards Committee does not meet the test of requiring a significant time commitment and that the SRA for it should be discontinued.
92. **The IRP recommends that the SRA for the Chair of the Standards Committee is discontinued.**

SRAs Considered but not recommended – Vice Chair of the Audit & Risk Committee

93. The IRP noted that the Audit & Risk Committee appoint a standing Vice Chair but is not paid an SRA. There was some limited representation received that the Vice Chair of the Audit & Risk Committee merited a small SRA. The IRP considered whether there was a case to reconsider this position but no other substantial evidence was received to do so.
94. **The IRP does not recommend that the Vice Chair of the Audit & Risk Committee is paid an SRA.**

Maintaining the 1-SRA only rule

95. The 2003 Regulations do not prohibit the payment of multiple SRAs to Members. However, since SRAs are no longer insignificant most Councils have adopted the '1-SRA only' rule. In other words, regardless of the number of remunerated posts individual Members may hold they can only be paid 1 SRA.
96. Moreover, this cap on the payment of SRAs to Members means that posts are not simply sought out for financial reasons; i.e. collecting remunerated posts does not enhance remuneration. Indeed, the logic of the 1-SRA only rule is that it helps to spread such posts around more. It also makes for a more transparent allowances scheme and acts as a brake on the total paid out each year in SRAs, as in practice it will be highly unusual if all SRAs are paid out annually, resulting in a saving to the Council.
97. Leicester has adopted the 1-SRA only rule and the IRP continues to support this rule as good practice.

98. **The IRP recommends that the Council maintains the current 1-SRA only rule (including the Civic Allowance) rule so that a Member can receive no more than one SRA.**

Co-optees' Allowances

99. Currently the allowances scheme pays a Co-optees' Allowance of £564 to the five co-opted Members on Standards and four co-opted Members on the Children, Young People & Schools Scrutiny Commission. As the IRP has recommended the discontinuation of the SRA for the Chair of the Standards Committee the IRP considered whether there was still a case to continue paying a Co-optees' Allowance to the co-opted Members on the Standards Committee. However, the IRP was informed the Co-opted Members on the Standards Committee have to meet a recruitment criteria and their input is valued by the Monitoring Officer. As such, the IRP concluded that their Co-optees' Allowance was still merited.
100. No evidence was received to suggest this allowance should be revised.
101. **The IRP recommends that the Co-optees' Allowance is maintained at £564, subject to any applicable indexation.**

Travel & Subsistence Allowances – Outwith the City

102. Currently, Members are required to make claims for travel and subsistence when attending approved duties outwith the City. The maximum rates are specified in Schedule 2 of the allowances scheme. This approach does not impose excessive administrative costs as it is claimed by fewer Members on limited occasions and as such this approach should be maintained.
103. The mileage rates that Members can claim for undertaking approved duties outwith the City are based on the HMRCs "Authorised Mileage Approved Mileage" (AMAP) rates. These rates are typically utilised by local authorities in determining Members' (and in some cases Officers') mileage rates; primarily because they are tax efficient in that they do not incur any tax liability for Members. The HMRC mileage rates are also the most prevalent mileage rates in the wider public sector. The IRP received no evidence to revise these rates.
104. However, the IRP notes the advice of the Office for Low Emission Vehicles which states (paragraph 12.1) in that "electric and hybrid cars are treated in the same way as petrol and diesel cars for the purposes of AMAPs." AMAPs (Authorised Mileage Allowance Payments) are the rates applicable to Members when claiming mileage allowances when driving a petrol/diesel powered car. While no issues were raised regarding the use of electric or hybrid vehicles the IRP has taken this opportunity to future proof the scheme to clarify the appropriate mileage rates if a Member uses an electric or hybrid vehicle for attending an approved duty outwith the City.
105. It is pointed out that HMRC AMAP rates do not simply cover the fuel element but are intended to reflect the total running costs of running a vehicle including wear and tear, depreciation, etc.

106. **The IRP recommends that the allowances scheme is amended to clarify that where a Member is using an electric or hybrid vehicle on an approved duty outwith the City that they are able to claim mileage at AMAP rates, which is currently 45p per mile for the first 10,000 miles and 25p per mile thereafter.**
107. **The IRP further recommends that the outwith current subsistence and mileage rates, approved duties, terms and conditions that are applicable for which Members can claim travel mileage and subsistence allowances and the reimbursement of public transport (where used) remain unchanged.**
108. **For transparency the IRP has set out the main travel and substantive allowances as follows:**

Travel and Subsistence - Outside the City

Approved Duties include:-

- I. Attendance at meetings of Outside Bodies as approved by the Executive/Council or the Group Whips.
- II. Training courses, conferences and seminars in the furtherance of the Member's performance of their duties as a Member,
- III. Other activities which, in the view of the City Barrister and Head of Standards are in the interests of the Council.
- IV. For all claims for travel expenses, tickets, receipts or equivalent travel documents must be provided. The claim must include the reason for the journey.

i) Travel

- Public Transport – paid at the amount of an ordinary fare or any available cheap fares (tickets/receipts required).
- Taxi – where no public transport is reasonably available, the amount of the fare plus any reasonable gratuity paid (receipt required). In other cases the amount of the fare for travel by appropriate transport will be paid. Taxis should only be used in exceptional circumstances. Significant taxi expenditure should be approved in advance by the Group Whip.
- Private Transport Rates payable at the level of the Approved Mileage Allowance Payment (AMAPs) laid down by the Inland Revenue as a tax free "approved amount" and shall be amended in line with any changes made to these amounts as and when they occur.

Car or Van*	45p per mile for the first 10,000 miles 25p per mile thereafter
Motor Cycle*	24p per mile (all miles)
Pedal Cycle	20p per mile (all miles)

An additional 5p per mile will be paid when one or more passengers travel to an approved duty in the same car.

Parking The cost of parking fees (including overnight garaging), tolls and ferries can also be claimed.

*A valid VAT receipt for fuel is required for any car/van or motorcycle mileage claims.

- Hired Motor Vehicle (car/light van) The same rates as if the vehicle were privately owned

The same rates as if the vehicle were privately owned (where approved by the City Barrister and Head of Standards the rate may be increased to an amount not exceeding the cost of hiring)

If the Council hires the vehicle the tax-free rates are limited to the fuel element as detailed in HMRC guidance.

- Travel by Air Payable provided that the City Barrister and Head of Standards agrees that the time saved justifies the fare. The rate of payment will not exceed the ordinary or any cheap fare available, or where no such service is available or in case of an emergency, the fare actually paid by the Member. This must be receipted to be tax-free.

ii) Subsistence Allowance (outside of Leicester)

- The allowance will not apply to a meal which is already provided at no charge or included in a conference/course fee.
- Receipts must be provided (where available a VAT receipt) for audit and reclaim purposes as a condition of the allowance.
- The actual money spent on the meal can be reclaimed up to a maximum allowance (see table below) on production of a receipt.

Meal	Qualifying duty period (inclusive of travelling time)	Rate
Breakfast	3 hours before 11.00 am	£8.00
Lunch	2 hours between 12 noon and 2.00 pm	£10.92
Tea	3 hours including 3.00 pm to 6.00 pm	£4.78
Dinner	3 hours ending after 7.00 pm	£18.72

Tea and dinner allowances will not be paid in respect of the same evening’s duties. No claims should be made for alcohol.

iii) Overnight Accommodation and Out of Pocket Expenses

The following rates will apply for overnight absence (room only).

- Provincial rate – not to exceed £86
- London rate – not to exceed £146

Accommodation should be booked through Member and Civic Support Team.

- Out of pocket expenses
 - maximum amount per night £4.81
 - maximum amount per week £19.15

This amount is intended to cover out of pocket expenses whilst representing the Council.

The Dependant Carers' Allowance (DCA)

The Regulatory Context

109. The Local Government Act 2000 explicitly clarifies the right of local authorities to pay a Dependant Carers' Allowance (DCA), which Members can claim to assist in meeting costs for care of their dependents while on approved Council duties. It is an allowance explicitly designed to enable a wider range of candidates to stand for and remain on Council.
110. The 2003 Regulations (7.1) specify the approved duties for which the DCA may be claimed "in respect of such expenses of arranging for the care of their children or dependents as are necessarily incurred."¹⁰ It is a discretionary allowance, i.e., the Council may pay the DCA rather than required to pay it, unlike the Basic Allowance. However, these days the vast majority of Councils make a DCA available.

The Leicester DCA

111. Currently, Leicester City Council pays a DCA to qualifying Members "as a contribution to costs, rather than a full reimbursement". The scheme distinguishes between the different costs of
- childcare maximum rate - minimum wage applicable to age of carer
 - Other care maximum rate - equal to the Council's own hourly rate for a Home Care Assistant;
 - Claims are capped at 20 hours per week
 - Members can claim for up to 30 minutes before and after a meeting starts and ends
 - Members must certify that the costs have been actually and necessarily incurred and the allowance shall be paid as a reimbursement of incurred expenditure against receipts;
 - Claims are for approved duties only and must fall within the definition set out in the 2003 Regulations paragraph 7.

¹⁰ See Appendix 7 for the definition of approved duties for claiming the DCA as set out in paragraph 7 of the 2003 Members' Allowances Regulations

112. The IRP supports the continuation of the DCA; it helps to reduce barriers to public service for traditionally underrepresented groups.

Issue raised with the IRP regarding the Leicester City Council DCA

113. The IRP received some representation that the current caps on the maximum hourly rates that can be claimed under the DCA are unrealistic; they do not meet the actual costs of care for dependants, particularly regarding childcare costs. The IRP had sympathy with this view - no Member should be disadvantaged by not receiving adequate support to help meet the costs of care of dependents while undertaken approved duties. The IRP notes that the DCA is claimed infrequently. Nonetheless, for the IRP the principle of having the DCA is important and as such the IRP has taken the view that the DCA can be made more supportive than it is currently.
114. On the other hand, this has to be balanced against the fact that it is difficult to fully reimburse all care costs in all cases, which is why the scheme points out that the DCA is to assist with care costs rather than fully reimburse in all cases. Furthermore, it is good practice to base the maximum hourly rates claimable to an appropriate link, it militates against excessive claims that may be difficult to justify to the wider electorate.
115. The IRP has decided to change the current rates claimable for childcare from the minimum wage applicable to the age of the carer to the Real Living Wage, currently £12 per hour. It has also decided to increase the current cap of being able to claim from 30 minutes before and after a meeting ends to 1 hour and because of this increase in the time permitted to make a claim has increased the cap from 20 hours to 25 hours per week. It is hoped that these recommendations make the DCA more realistic while retaining the principles of good practice in making claims, i.e., based on an appropriate link.
116. Consequently, **the IRP recommends that the DCA is amended as follows:**
- **That the current maximum hourly rates claimable for the childcare element is discontinued and replaced with the following:**
 - **The childcare element of the DCA can be claimed at the maximum hourly rates based on the Real Living Wages, which is currently £12 per hour**
 - **Members can claim for up to 1 hour before the start and for 1 hour after the end of an approved duty**
 - **The weekly cap on the number of hours that can be claimed under the DCA is lifted to 25 hours per week, regardless of the number of dependents a Member may have**
 - **That the DCA continues to be claims based with claims backed up by receipts**
117. **The IRP is not making any changes to the current maximum hourly rates for which other care can be claimed, the terms and conditions for DCA claims and the definition of approved duties as they are defined by statute.**

The Civic Allowances

118. The Civic Allowances are paid under the Local Government Act 1972 (sections 3.5 and 5.4) to meet the expenses of holding the offices of Lord Mayor, Deputy Lord Mayor and High Bailiff. As such, it is not remuneration, although in many authorities it has in effect become a substitute salary, and is why a proportion of the Lord Mayor's Civic Allowance is administered by the Democratic & Civic Support Manager to pay on-going direct expenses. In particular the Civic Allowance is designed to meet out of pocket expenses that arise during the course of their duties including *inter alia*

- Offertories at all church and other religious services
- Purchases and donations at bazaars, fairs and fetes
- Appropriate clothing
- Cost of hospitalities not administered by the Mayor's office such as dinners organised by local organisations, etc.

119. The current Civic Allowances are set out below:

- | | |
|----------------------|----------|
| • Lord Mayor: | £18,370* |
| • Deputy Lord Mayor: | £5,384 |
| • High Bailiff: | £1,970 |

* £12,441 of the Lord Mayor's Civic Allowance is paid directly to the office holder, with the remaining £5,929 retained and administered by the Member and Civic Support Manager.

120. One issue was raised regarding the administration of the Civic Allowance for the Lord Mayor, namely that the stated allowance of £18,370 with £5,929 being directly administered by the Member and Civic Support Manager can cause some confusion on behalf of the Lord Mayor in that they may think that they will be paid the whole of the stated amount of £18,370 and not necessarily realise that £5,929 is held back to be directly administered by the Member and Civic Support Manager. To avoid this confusion the IRP concluded that the reference to the sum held back (£5,929) and directly administered by the Member and Civic Support Manager should be removed from the allowances scheme as in reality it is not a Civic Allowance. It should continue to be directly administered by the Member and Civic Support Manager. The stated Civic Allowance for the Lord Mayor should simply state £12,441.

121. The second issue raised with the IRP was the level of Civic Allowance paid to the Deputy Lord Mayor in that it is not proportional to the Civic Allowance paid to the Lord Mayor. Historically, the Lord Mayor can have up to 400 events to attend in a year while the Deputy Mayor typically has no more than a dozen or so events to attend in a year yet the latter is paid a Civic Allowance that equates to 43 per cent of the Lord Mayor's Civic Allowance. Nonetheless, the Deputy Lord Mayor will have some standard costs to cover. As such, the IRP decided to reset the Civic Allowance for the Deputy Lord Mayor at 25 per cent of the Lord's Mayor's Civic Allowance (£12,411), which equates to £3,103.

122. **The IRP recommends that the Civic Allowance for the Lord Mayor is amended to state:**

- **Lord Mayor's Civic Allowance paid directly** **£12,441**
- **The element of Civic Allowance administered by Member and Civic Support removed from the scheme** **£5,929**

123. **The IRP further recommends that the Civic Allowance for the Deputy Lord Mayor is reset at £3,103.**
124. **The IRP further recommends that the Civic Allowance for the High Bailiff remains at £1,970**

Issues arising I – Lack of Pension provision for Members

125. Since 2014 Members are no longer able to access the Local Government Pension Scheme, in which Members contributed 6% of their BA/SRAs and the Council making an additional contribution at the applicable 'employers' rate. This has proved to be bone of contention for many Members, particularly those who have to devote all or the greater part of the working week to Council duties. It was just felt to be unfair and the IRP was asked whether there was anything it might do about it.
126. The IRP is sympathetic to this sense of inequity and real cost to Members. This lack of access to the LGPS is made more anomalous when contrasted with Councillors in the rest of the UK. All Councillors in Northern Ireland, Scotland and Wales can continue to join the Local Government Pension Scheme as local government is a devolved function. However, on advice (which was accepted) the IRP cannot do anything to address this anomaly.
127. Therefore, given the current legislative context the IRP is precluded from making any recommendation regarding pension provision for elected Members.

Issues arising II - The remuneration of the Independent Person (IP)

128. Under the relevant provisions of the Localism Act 2011 all English councils are required to appoint at least one Independent Person (IP) whose role is to act as a source of advice to the Monitoring Officer when a complaint is made against a Member and to provide further advice in any subsequent hearings and appeals. The Independent Person has to have some experience in assessing complaints and to be able to exercise objective judgement. They are not formally co-opted Members of the Council or Standards Committee and their remuneration does not fall within the 2003 Regulations but as the IRP made a recommendation regarding the remuneration of the IP in its last review it has done so again in the absence of any other external validation.
129. Currently, the IP in Leicester is remunerated £2,284 per year, plus associated travel expenses. Although this is a comparatively substantial sum (insofar as comparative practice can be discerned) the IRP received no evidence that this sum required revising.
130. **The IRP recommends that the annual remuneration of the Independent Person for Leicester City Council remains at £2,284, subject to any applicable indexation.**

Confirmation of indexing

131. There was general acceptance of maintaining the principle of indexing allowances and current indices that are in place. By uprating the majority of allowances on the same basis that Officer salaries are indexed it treats Members and Officers the same and helps ensure that Members' allowances and expenses do not lose value over time.
132. The IRP notes that in the past two years the annual uplift in staff salaries as agreed by the National Joint Council (NJC) for Local Government Services has increased by a flat rate of £1,925, producing a higher percentage increase at the lower Spinal Column Points (SCPs) than the higher SCPs. The most common response by IRPs to this situation is to link indexation to the highest SCP, which is current SCP 43. Thus, where there is a flat rate increase in Officer salary's linking increases in Members' Allowances SCP 43 will result in the lowest percentage increase in Members' Basic Allowance and SRAs, as such this level of increase is the most justified and cannot be deemed excessive. The IRP has decided to follow this approach.
133. **The IRP confirms and recommends that the following allowances are indexed for 4 years from 2024/25 to 2027/28, the maximum period permitted by legislation, without reference to the IRP as follows:**
- **Basic Allowance, SRAs, Co-optees' and Civic Allowances and the remuneration of the Independent Persons:** updated annually in line with the annual percentage pay increase given to Leicester City Council employees (and rounded to the nearest £ as appropriate) as agreed for each year by the National Joint Council for Local Government Staff at Spinal Column Point 43.
 - **Out of Council Mileage Allowance:** indexed to the HMRC AMAP (Authorised Mileage Allowance Payments) approved mileage rates.
 - **Out of Council Other Travel and Subsistence:** reimbursement of actual costs taking into account the most cost effective means of transport and/or accommodation available and the convenience of use with the maximum rates indexed to the same periodic percentage increase that may be applied to Officer Travel and Subsistence Allowances.
 - **Dependant Carers' Allowance**
 - Childcare element: Hourly maximum rate claimable indexed to the Real Living Wage
 - Other care: Hourly maximum rate claimable indexed to the Council's own hourly rate for a Home Care Assistant

Implementation

134. **The IRP recommends that the new scheme of allowances based on the recommendations contained in this report is adopted from 1st April 2024.**

Appendix One Declarations of Interest

The following IRP Members made declarations of interest

- Chris Hobson The Leicester Food Park (funded by the Council and the EU) is managed by the East Midlands Chamber in partnership with The Food and Drink Forum
The Friars Mill (funded by the Council and the EU) is managed by the East Midlands Chamber

Appendix Two

Protocol for working arrangements for those engaged as Independent Remuneration IRP Members.

This protocol is designed to ensure that the IRP operates effectively with mutual trust and in a way that secures and maintains public confidence in its impartiality.

Standards of Conduct - IRP members will at all times operate within the 7 principles of standards in public life (this was attached to the protocol).

Interests - It is vital that the IRP is and is seen to be independent. If an IRP member feels or becomes aware at any point that they are not able to comply with the list of conditions (this was attached to the protocol) they must declare this to the Chair of the IRP and the Director of Delivery, Communications and Political Governance.

Information - It is important that the IRP have access to all relevant information and there is open communication with each other, witnesses and Council officers. Members of the IRP must therefore not share any information or communication given to them as part of their role as an IRP member during or after the completion of the report. Members are also expected to take all reasonable precautions to avoid information being accidentally or deliberately used or seen by a 3rd party. Members of the IRP should note that any recorded information may be subject to access requests under the Freedom of Information Act. The IRP must also be mindful of the requirements of the data protection act in relation to use of personal data.

Public Scrutiny - As an item of significant public interest the review is likely to create media interest it is important that all external communications contain the full information and do not risk public confidence in the impartiality of the review or IRP. Members of the IRP must therefore not make any comment to the press or any other person or body about the work of the IRP and will direct all media queries to the Council's press team.

Absence - The scale of work and timescale for the IRP is very challenging. It is therefore important that where a member is not available for any reason to participate in any of the work or commitments identified by the chair they must inform the **Chair of the IRP and the Director of Delivery, Communications and Political Governance** as soon as possible. Amongst the actions considered will be to ask the IRP member to withdraw from the IRP if the absence is likely to severely impact on participation.

Respect - In order to ensure free and open discussion all members of the IRP will treat contributions from each other and any witnesses with respect and in confidence. Failure to do so may result in a IRP member being asked to withdraw from the IRP.

Operation of the IRP – in order to ensure an efficient and co-ordinated approach all aspects of the management of the work and of meetings will be defined by the Chair. The chair will also prepare the final report including appropriate inputs from IRP members and undertake any public explanation of the report as agreed with the Director of Delivery, Communications and Political Governance.

Appendix Three

Members and Officers who met with the IRP

Members

Cllr T. Aldred	Vice Chair of Planning & Development Control Committee (Labour)
Cllr D. Bajaj	Conservative (Minority Group) Leader
Cllr Dr. S. Barton	Chair of Standards Committee and Lord Mayor (Labour)
Cllr T. Cassidy	Chair of Overview Select Committee (Labour)
Cllr V. Dempster	Assistant City Mayor, Education, Libraries & Community Centres (Labour)
Cllr E. Halford	Labour Group Chief Whip
Cllr M. Kaur Saini	Chair Governance & Audit Committee (Labour)
Cllr P. Kitterick	Green (Minority Group) Leader
Cllr M. March	Chair of Adult Social Care Scrutiny Commission (Labour)
Cllr Dr L. Moore	Labour backbencher
Cllr A. Osman	Conservative backbencher
Cllr E. Pantling	Chair Planning & Development Control Committee and Chair of the Labour Group
Cllr S. Russell	Deputy City Mayor, Children, Social Care, Health & Community Safety (Labour)
Cllr K. Singh Johal	Chair of Licensing & Public Safety Committee (Labour)
Cllr M. Singh Sangha	Labour backbencher
Sir P. Soulsby	City Mayor (Labour)
Cllr Y. Surti	Vice Chair Overview Select Committee and Vice Chair Governance & Audit Committee (Labour)

Written Submissions - Elected Members

Cllr Dr. S. Barton	Chair of Standards Committee and Lord Mayor (Labour)
Cllr Y. Chauhan	Conservative backbencher

Cllr P. Kitterick Green (Minority Group) Leader

Cllr P. Westley Chief Whip Conservative (Minority) Group

Officers who briefed the IRP

Francis Connolly Governance Services Manager

Miranda Cannon Director Delivery, Communications & Political Governance

Liz McKenzie Team Leader, Member and Civic Support

Appendix Four

Information Received by the IRP

1. The IRP's Terms of Reference
2. IRP Working Protocols
3. Council report and minutes relating to appointment of IRP and 2023 review, Council meeting 6th July 2023
4. Leicester City Council Members' Allowances Scheme 2023/24
5. Leicester City Council Statutory Publication of Members' Allowances & Expenses received 2021/22
6. List of full range of support provided by and paid for by Council to Members
7. Leicester City Council, Independent Remuneration Panel, Review of Members' Allowances, February 2020 Report
8. Council reports and minutes relating to IRP Report 19th March 2020 and 29th April 2021
9. Leicester City Council Committee Structure Diagram/Flow Chart
10. Sheet showing all Leicester City Council elected Members
11. Member Role/Job Descriptions
 - a. City Mayor
 - b. Deputy City Mayor
 - c. Assistant City Mayor
 - d. Ward Councillor
12. Schedule of Council/Committee Meetings 2023/24
13. Committee Membership & Terms of Reference for Committees
14. Deputy and Assistant Mayors Portfolios and actual SRAs payable 2023/24
15. Dependent Carer's Allowance guidance
16. Copy of Questionnaire sent to all Councillors including responses
17. New Council Constitution: Guidance on Regulation for Local Authority Allowances, Department of Communities and Local Government, May 2006
18. NJC for Local Government Services Pay Increase 2023/24
19. Local Government Association, summary of hours worked (Mean Per Week/Type of Council) by Councillors, Census of Councillors 2022

20. Office for Low Emission Vehicles, Tax Benefits for ultra-low emission vehicles 2018
21. Statutory Instrument 2003 No. 1021, *The Local Authorities (Members' Allowances) (England) Regulations* 1st May 2003
22. Office of National Statistics (ONS), Annual Survey of Hours and Earnings, Leicester Mean Weekly Pay - Gross (£) - for all full-time employees 2022, Table 7.1a Work Geography
23. Benchmarking data – summary of Allowance Schemes from comparator authorities namely other mayoral unitary, metropolitan and London Borough Councils + the CIPFA 7 Nearest Neighbours (2014 model) that also includes Midlands Metropolitan and unitary councils of Coventry, Derby, Nottingham, Sandwell and Wolverhampton
24. Copy of presentation by Declan Hall (Chair of IRP): Reviewing Allowances: The Leicester City Council remuneration model, regulatory requirements, issues and approaches
25. Allowances schemes from other parts of the UK for comparative purposes, ie Scotland, Wales & NI
26. Licensing Committee and Sub-Committees - number of licensing IRPs over the past 3 years, who attended.
27. Number of Standards Committee meetings 2019 until the present, plus number of Standards Hearings since 2018

Appendix 5: Benchmarking Allowances for Leicester City Council

BM1 Leicester City Council BM Group: BA + Elected Mayors/Leader + Exec & Scrutiny SRAs 2022/23

Comparator Council	Basic Allowance	Elected Mayor or Leader	Elected Mayor or Leader Total	Deputy Mayor[s] or Leaders	Assistant Mayors or Exec Mbrs	Mayoral or Exec Support	Chair Main O&S	V/Chair Main O&S	Chairs or Leads Scrutiny	V/Chairs Scrutiny	Other/Comments
Bedford	11,080	55,400	66,480	16,620	13,296				6,648		
Bristol (22/23)	15,169	71,270	86,439	28,281	26,105		8,702		7,174		Chairs Scrutiny Task Groups £2,000, 2 Dep Mayors
Croydon	11,692	70,202	81,894	30,353	27,503		20,942	8,586			2 V/Chairs O&S
Doncaster	14,533	58,133	72,666	18,165	14,533		8,720	3,634	3,634		
Hackney	12,014	77,211	89,225	45,964	39,015	17,342	15,708		9,533	6,355	
Lewisham	12,014	75,894	87,908	45,430	17,496		14,142		7,895		
Middlesbrough	7,608	55,952	63,560	19,518	11,190		11,190		5,595		
Newham	12,255	79,298	91,553	44,082	38,430	20,346	20,346		16,955		
N. Tyneside	10,829	68,499	79,328	7,537	3,332		3,332	2,330	3,332	2,330	
Salford	12,012	59,817	71,829	36,942	15,932	11,626			9,432	3,141	2 X Dep Mayors
Tower Hamlets	11,898	68,681	80,579	32,631	21,754		11,965		8,702		
Luton	7,500	15,000	22,500	5,625	5,625		2,500		1,250		
Nottingham	13,966	39,634	53,600	28,846	21,634	7,212	14,423		7,212		
Coventry	15,340	27,609	42,949	19,936	12,273	4,171	12,273	3,071	7,673		
Sandwell	11,552	28,584	40,136	21,434	17,151	9,519	9,519	5,716	9,519	5,716	
Blackburn w/Darwen	7,667	21,908	29,575	13,145	7,667	3,286	4,271	1,643	3,286		
Oldham	10,514	37,848	48,362	22,079	18,925	7,885			9,462		
Bradford	13,463	37,056	50,519	18,528	25,939	11,117	12,970		12,970		
Wolverhampton	11,500	27,000	38,500	20,000	15,000		10,000	4,000	8,500	2,500	
Derby	12,145	36,436	48,581	27,327	18,218				9,109	2,228	
Leicester*	11,473	66,938	78,411	32,303	11,636		10,666	2,666	8,889	2,222	
Mean	11,725	51,351	63,076	25,464	18,222	10,278	11,275	3,956	7,839	3,499	
Median	11,898	55,952	66,480	22,079	17,151	9,519	11,190	3,353	8,198	2,500	
Lowest	7,500	15,000	22,500	5,625	3,332	3,286	2,500	1,643	1,250	2,222	
Highest	15,340	79,298	91,553	45,964	39,015	20,346	20,942	8,586	16,955	6,355	
Notes	* Leicester has a maximum pot of £196,092 to pay other Executive Members. Levels set by City Mayor. SRAs shown are for 3 Deputy Mayors & 3 Assistant Mayors. The SRAs quoted is actual paid for 2023/24										

BM1a Leicester City Council BM Group: BA + Elected Mayors & Deputies Only + Exec & Scrutiny SRAs 2023/24

Comparator Council	Basic Allowance	Elected Mayor	Elected Mayor Total	Deputy Mayor[s]	Assistant Mayors or Exec Mbrs	Mayoral or Exec Support	Chair Main O&S	V/Chair Main O&S	Chairs or Leads Scrutiny	V/Chairs Scrutiny	Comments
Bedford	11,080	55,400	66,480	16,620	13,296				6,648		
Bristol (20/21)	15,169	71,270	86,439	28,281	26,105		8,702		7,174		Chairs Scrutiny Task Groups £2,000, 2 Dep Mayors
Croydon	11,692	70,202	81,894	30,353	27,503		20,942	8,586			2 V/Chairs O&S
Doncaster	14,533	58,133	72,666	18,165	14,533		8,720	3,634	3,634		
Hackney	12,014	77,211	89,225	45,964	39,015	17,342	15,708		9,533	6,355	
Lewisham	12,014	75,894	87,908	45,430	17,496		14,142		7,895		
Middlesbrough	7,608	55,952	63,560	19,518	11,190		11,190		5,595		
Newham	12,255	79,298	91,553	44,082	38,430	20,346	20,346		16,955		
N. Tyneside	10,829	68,499	79,328	7,537	3,332		3,332	2,330	3,332	2,330	
Salford	12,012	59,817	71,829	36,942	15,932	11,626			9,432	3,141	2 X Dep Mayors
Tower Hamlets	11,898	68,681	80,579	32,631	21,754		11,965		8,702		
Luton	7,500				5,625		2,500		1,250		
Nottingham	13,966				21,634	7,212	14,423		7,212		
Coventry	15,340				12,273	4,171	12,273	3,071	7,673		
Sandwell	11,552				17,151	9,519	9,519	5,716	9,519	5,716	
Blackburn w/Darwen	7,667				7,667	3,286	4,271	1,643	3,286		
Oldham	10,514				18,925	7,885			9,462		
Bradford	13,463				25,939	11,117	12,970		12,970		
Wolverhampton	11,500				15,000		10,000	4,000	8,500	2,500	
Derby	12,145				18,218				9,109	2,228	
Leicester*	11,473	66,938	78,411	32,303	11,636		10,666	2,666	8,889	2,222	3 X Dep Mayors
Mean	11,725	67,275	79,156	29,819	18,222	10,278	11,275	3,956	7,839	3,499	
Median	11,898	68,590	79,954	31,328	17,151	9,519	11,190	3,353	8,198	2,500	
Lowest	7,500	55,400	63,560	7,537	3,332	3,286	2,500	1,643	1,250	2,222	
Highest	15,340	79,298	91,553	45,964	39,015	20,346	20,942	8,586	16,955	6,355	
Notes	* Leicester has a maximum pot of £196,092 to pay other Executive Members. Levels set by City Mayor. SRAs shown are for 3 Deputy Mayors & 3 Assistant Mayors. The SRAs quoted is actual paid for 2023/24										

BM2 Leicester City Council BM Group: Main Regulatory & Miscellaneous SRAs 2023/24

Comparator Council	Chair Planning	V/Chair Planning	Chair Licensing (inc Regulatory)	V/Chair Licensing	Chair Audit & Risk/Other	Chair Standards	Comments or Other
Bedford	6,648		6,648		6,648	3,324	Chair Licensing Act Committee £6,648Licensing Subs Mbrs £49/£98 per mtng
Bristol (22/23)	7,174		7,174		7,174		2 Planning Committees, Lic Mbrs & Appeals Mbrs £75 p/mtng
Croydon	13,225		8,246		8,000		
Doncaster	9,300	3,925	8,720	4,360	8,720		V/Chair Audit £2,761
Hackney	19,256		19,256		8,671	2,807	Chair Pension Comttee £15,415, Chair Pensions Board, Adoptions & Fostering Panel Mbrs £2,387 & Corporate Committee £7,707
Lewisham	11,278		7,895			2,231	3 Planning Committees
Middlesbrough	8,393		8,393			2,798	
Newham	20,346		20,346		7,913		Chair H&WB £20,346, Chair Development Control £7,913
N. Tyneside	3,332	2,330	2,330	1,635	2,330	3,187	Chair H&WB £3,332, , Dep Chairs H&WB + Standards £2,330, V/Chair Audit £1,635
Salford	9,432	3,141	9,432	3,141	9,432		V/Chair Audit £3,141
Tower Hamlets	11,965		6,526		6,526		Chair Strategic Planning £11,965
Luton	2,500		1,250		1,250		
Nottingham	7,212		7,212	3,606	7,212		
Coventry	7,673	3,071	7,673	3,071	7,673	1,191	
Sandwell	11,434	5,716	11,434	5,716	9,519	9,519	V/Chair Standards £2,858
Blackburn w/Darwen	5,367	1,971	5,149	1,863	1,643	1,643	V/Chairs Audit + Standards £822
Oldham	9,462		9,462		2,325	734	
Bradford	12,970		12,970		12,970	3,706	Mbrs Planning £2,965
Wolverhampton	11,000	5,000	12,500	5,000	10,000	2,500	V/Chair Audit £2,500
Derby	9,109	4,554	9,109	4,554	6,377		Mbrs Licensing £2,278
Leicester	10,666	2,666	10,666	2,666	6,518	3,171	2 X Licensing V/Chairs
Mean	9,892	3,597	9,161	3,561	6,890	3,068	
Median	9,432	3,533	8,393	3,374	7,212	2,803	
Lowest	2,500	1,971	1,250	1,635	1,250	734	
Highest	20,346	5,716	20,346	5,716	12,970	9,519	

BM3 Leicester BM Group: Group SRAs & Travel (in-authority) 2023/24								
Comparator Council	Majority Group Leader or Chair	Main Opposition Group Leader	Main Opposition Dep Leader	Minor Opposition Group Leader	Majority Group Whip	Opposition Group Whip	Travel (in-authority)	Comments or Other
Bedford		£482 p/Mmbr	£214 p/Mmbr	£482 p/Mmbr			Yes - claimable	All Committee Spokespersons £214 per group member
Bristol (22/23)	14,345	14,345		14,345	8,702	8,702	No - inc in BA	4 Groups qualify for Group Leader & Group Whip SRAs
Croydon		17,956	6,568		12,122	5,615	Yes - claimable	Majority Group Secretary £8,268, 2 X Dep Leader Main Opposition Group, Shadow Exec Mbrs £5,615, Opposition Group Secretary £5,506
Doncaster	6,985	2,793		1,396			No - inc in BA	
Hackney	2,807	15,282		9,533	6,119	2,807	No - inc in BA	If only 1 Opposition Group Leader's SRA £24,318, Majority Group Secretary £2,807
Lewisham	6,951	6,951		6,951	6,951		No - inc in BA	
Middlesbrough	8,393	2,798		2,798			Yes - claimable	Tel Allowance up to £300
Newham		7,913			16,955	3,956	No - inc in BA	Secretary Majority Group + Assistant Whip Majority Group- £3,956
N. Tyneside	3,332	3,332		3,332			Yes - claimable	
Salford		9,432		9,432			Yes - claimable	
Tower Hamlets	12,291	12,291		5,439			No - inc in BA	
Luton		2,500					Yes - claimable	
Nottingham		7,212			10,818		No - inc in BA	
Coventry		5,659	2,830				Yes - claimable	Tel & Stationery Allowances up to £759 claimable
Sandwell		Variable Bands					No - inc in BA	
Blackburn w/Darwen		7,667	2,191	2,191			No - inc in BA	Shadow Exec £1,643
Oldham		15,771	6,309	4,731			No - inc in BA	
Bradford		25,939	16,675	18,528	16,675	12,970	Yes - claimable	Opposition Leader 3rd Group £12,970, Shadow Exec £4,632
Wolverhampton		12,000	5,500				No - inc in BA	
Derby		9,109	4,554	7,557			Yes - claimable	
Leicester		6,340		2,112	8,502		Yes - £1,000 p/yr	Minority Group Leaders SRA based on £1,206 + £302 p/mbr, £333 p/yr telecommunications & Support Allowance + IT/Mobile Phone Package
Mean	7,872	9,752	6,375	6,796	10,856	6,810	Inc in BA - 11	
Median	6,985	7,913	5,500	5,439	9,760	5,615	Claimable - 9	
Lowest	2,807	2,500	2,191	1,396	6,119	2,807	Flat rate - 1	
Highest	14,345	25,939	16,675	18,528	16,955	12,970		

Leicester City Council: February 2024 Independent Review of Allowances

Benchmarking: Salaries of other public posts considered for benchmarking purposes – 2022/23 unless indicated otherwise

UK/Devolved Nations – elected representatives (2023)

- UK MPs: £86,586
- Member of the (NI) Legislative Assembly: £50,050
(Reduced to £37,000 as Assembly not currently sitting)
- Member of the Scottish Parliament: £67,662
- Member of the Welsh Senedd: £69,958

London GLA (2022/23)

- Mayor of London: £154,963
- Statutory Deputy Mayor £107,498
- Chair of London Assembly: £72,454
- London Assembly Members: £60,416

Elected Mayors Combined Authorities salaries (2022/23)

- Greater Manchester £110,000
- West Yorkshire £106,837
- West of England £95,000
- Liverpool City Region £89,000
- Cambridgeshire & Peterborough £86,121
- West Midlands £79,000
- South Yorkshire £79,000
- North of the Tyne £65,000
- Tees Valley £65,000

NHS – Non Executive Appointments Remunerations

- NHS Non-Executive £13,000 (1 April 2020)
- University Hospitals of Leicester
NHS Trust Chair £60,000 (minimum 1/04/22)
- Leicestershire Police & Crime Commissioner £76,500