



# Epping Forest District Council

## **MEMBER REMUNERATION PANEL** **Wednesday, 30th September, 2015**

You are invited to attend the next meeting of **Member Remuneration Panel**, which will be held at:

**Committee Room 1, Civic Offices, High Street, Epping**  
on **Wednesday, 30th September, 2015**  
at **6.30 pm** .

**Glen Chipp**  
Chief Executive

**Democratic Services  
Officer**

S. Tautz, Democratic Services Manager  
Email: [democraticservices@eppingforestdc.gov.uk](mailto:democraticservices@eppingforestdc.gov.uk)  
Tel: (01992) 564243

### **Members:**

Mr. D. Jackman, Ms. R. Kelly and Mr. S. A. Lye

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#### **1. CHAIRMAN**

(Director of Governance) To elect a Chairman for the meeting of the Panel.

#### **2. APOLOGIES FOR ABSENCE**

#### **3. MINUTES OF PREVIOUS MEETING (Pages 3 - 6)**

(Director of Governance) To confirm the minutes of the meeting of the Panel held on 9 March 2015.

#### **4. MEMBER REMUNERATION SCHEME - ANNUAL REVIEW (Pages 7 - 24)**

(Director of Governance) The annual review of the Council's Member Allowances Scheme has traditionally commenced in September each year, to ensure that any changes to the Scheme are considered by the time that the Council's budget is approved for the following financial year (usually in February/March).

To commence the process for 2016/17, a general invitation has been extended to all members on behalf of the Panel, to express any suggestions or concerns with regard to the current remuneration scheme. Representations received from Councillor K. Angold-Stephens are attached as appendix to this report and the Democratic Services Manager will report to the meeting in connection with any other matters submitted for consideration by the Panel subsequent to the publication of this agenda.

As part of its review of the Member Allowances Scheme for 2015/16, the Panel recommended that a Special Responsibility Allowance (SRA) be applied to the position of the Chairman of the Constitution Working Group, to reflect the importance and complexity of the ongoing review of the Council's constitution being undertaken by the Working Group. The allocation of this SRA was agreed by the Council in April 2015 on the recommendation of the Panel. It is still anticipated that the Working Group will complete its review of the constitution in March 2016 and will then only need to meet as occasionally necessary to consider specific constitutional issues, as a further full review of the constitution will not be required for several years.

As the Panel will be aware, the Council has agreed (28 July 2015) that the Member Allowances Scheme be amended to include provision for the payment of mileage and public transport costs for approved civic duties carried out by the Chairman and Vice-Chairman of the Council, in relation to their attendance at civic events for which funded transport is not provided by the authority. The payment of such claims is to be met from the existing members allowances budget and, although not a matter within the terms of reference of the Remuneration Panel, the Panel is advised that the existing budget provision for the Chairman and Vice Chairman of the Council is to be reviewed by the Governance Select Committee this year.

The current Members' Allowances Scheme is also attached as an appendix to this report, together with an updated benchmarking exercise in respect of basic and special responsibility allowances, that was originally undertaken amongst the Council's 'family group' of local authorities earlier in 2015.

**5. DATE OF NEXT MEETING**

To consider arrangements for future meetings of the Panel, if required.

## EPPING FOREST DISTRICT COUNCIL COMMITTEE MINUTES

**Committee:** Member Remuneration Panel                      **Date:** Monday, 9 March 2015

**Place:** Conference Room, Civic Offices, High Street, Epping                      **Time:** 6.30 - 7.00 pm

**Members Present:** D Jackman and S A Lye

**Other Councillors:**

**Apologies:** Ms R Kelly

**Officers Present:** S G Hill (Assistant Director (Governance & Performance Management)) and S Tautz (Democratic Services Manager)

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### 11. ELECTION OF CHAIRMAN

#### RESOLVED:

That S. Lye be elected as Chairman of the Panel for the duration of the meeting.

### 12. DECLARATIONS OF INTEREST

There were no declarations of interest made by Members of the Panel in relation to any item on the agenda.

### 13. MINUTES OF PREVIOUS MEETING (6 JANUARY 2014)

#### RESOLVED:

That the minutes of the meeting of the Panel held on 11 November 2013 be taken as read and signed by the Chairman as a correct record.

### 14. MEMBERS' ALLOWANCES SCHEME - SPECIAL RESPONSIBILITY ALLOWANCES

The Panel was advised that a review had recently been undertaken of the Council's overview and scrutiny panel framework, in light of the adoption of its new management structure in December 2013.

The Democratic Services Manager reported that a new framework, substantially aligned with the management structure, had been agreed by the Overview and Scrutiny Committee, and that this involved the deletion of the existing Constitution and Member Services Scrutiny Panel from 2015/16. Members noted that the Scrutiny Panel was responsible for the ongoing maintenance and review of the Council's constitution, and had recently commenced a root and branch review of the constitution, which has not been undertaken for a considerable number of years. The Democratic Services Manager reported that this work was not anticipated to be completed until March 2016.

Members were advised that it was intended that the Scrutiny Panel would be re-established as a 'Constitution Working Group' from the next municipal year, in order to complete its review of the constitution. It was likely that, on completion of the review of the constitution in 2016, the Working Group would only then meet as occasionally necessary to consider specific constitutional issues, as it was anticipated that no similar review of the constitution would then be required for a number of years. The Democratic Services Manager reported that the responsibilities of the former scrutiny panel in relation to members' services, would be transferred to a new 'Governance Select Committee' also established as part of the review of the overview and scrutiny framework.

The Democratic Services Manager reported that the review of the constitution was an important and complex piece of work and that the Overview and Scrutiny Committee had recommended that a Special Responsibility Allowance (SRA) should be applied to the position of the Chairman of the new Working Group. The Panel noted that the current Members' Allowances Scheme provided for an SRA of £2,150 per annum to be made to the chairmen of each of the standing scrutiny panels, which included the Chairman of the Constitution and Member Services Scrutiny Panel. The Panel understood that, as a result of the disbandment of the Constitution and Member Services Scrutiny Panel, the allocation of the proposed SRA to the Chairman of the Constitution Working Group would be cost neutral in terms of the Council's budget. The Panel agreed however, that such SRA should be reviewed after the completion of the current review of the constitution, given that it was likely that the new Working Group would only need to meet infrequently thereafter.

The Assistant Director (Governance and Performance Management) reported to the Panel in connection with arrangements for the future review of the Remuneration and Expenses Scheme, which would also need to reflect the revisions to the overview and scrutiny panel framework. The Panel requested that, as part of its report to the Council in connection with the proposed allocation of an SRA to the Chairman of the Constitution Working Group, that members be invited to raise issues or concerns about the current Members' Allowances Scheme and that comparative data be obtained on the member allowances made by other similar local authorities, in order that the report could constitute a review of the Scheme for 2015/16. The Panel agreed that any issues arising from this process be considered informally amongst members, or by way of a further meeting if necessary.

The Panel was advised that, as in previous years, it was intended to commence a fuller review of the Members' Allowances Scheme (for 2016/17) during September 2015.

**RESOLVED:**

- (1) That all members be invited to raise issues or concerns about the current Members' Allowances Scheme for the Panel to consider as part of its annual review of the Scheme for 2015/16;**
- (2) That the Democratic Services Manager seek to obtain comparative data on the levels of member allowances made by other similar local authorities;**
- (3) That, if necessary, an additional meeting of the Panel be held to consider issues arising from (1) and (2) above;**
- (4) That, subject to Recommendations (1)-(3) above, a report be made to the Council recommending:**

- (a) that no change be made to the amount of Basic Allowance of £4,300 per member per annum currently included in the Members' Allowances Scheme;
  - (b) that in formulating future budgets, the Council consider increasing further the level of implementation of the Basic Allowance to achieve the full amount of £4,300;
  - (c) that no change be made to the current amounts of Special Responsibility Allowances (SRA) currently included in the Members' Allowances Scheme;
  - (d) that an SRA of £2,150 be applied to the position of the Chairman of the Constitution Working Group for 2015/16;
  - (e) that the application of the SRA for the Chairman of the Constitution Working Group for 2016/17, be further reviewed by the Panel during 2015/16; and
- (5) That the Members' Allowances Scheme and Guidance Note for 2015/16 be revised to reflect the recommendations of the Panel and the new overview and scrutiny framework, and be recommended to the Council for adoption and implementation with effect from 28 May 2015; and
- (6) That the report of the Panel be presented to the Council by S. Lye.

**15. DATE OF NEXT MEETING**

The Panel agreed that a further meeting be held on a date to be arranged during September 2015, to commence a full review of the Members' Allowances Scheme for 2016/17.

**CHAIRMAN**

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# Agenda Item 4

Stephen Tautz

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From: Ken Angold-Stephens <[ken.angold-stephens1@ntlworld.com](mailto:ken.angold-stephens1@ntlworld.com)>  
Sent: 18 September 2015 14:35  
To: Stephen Tautz  
Subject: Members allowances

Hi Stephen

The general consensus amongst the Members (including the Leader) I have spoken to suggests that they would be supportive of allowances going up this year and gradually over a period of years to closing the gap between what is recommended and what is actually paid. It is up to Members how much this would be, if at all, but the Committee might wish to put forward a suggestion. Whether Members will be prepared to support it in the glare of publicity at a Council meeting may be another matter of course!

My second point is that as Chairman of licensing I get the same allowance as all the sub-committee Chairmen, of which I am also one. I am not terribly exercised about it but the Chairman's role is rather more than that as I have regular liaison meetings with Officers, chair the main committee twice a year, have met and liaised with delegations of taxi drivers most years, and liaise with Neighbourhoods officers and the police over enforcement activities in response our concerns (often as a result of complaints from the public, taxi drivers or the police). I have also been out with enforcement officers on a late night survey of taxi and club licences in Loughton. I also attend seminars in London on licensing law as well as case law once or twice a year. Whilst these activities are not essential to my role I feel that to do the job conscientiously I should be pro-active in order to make sure the Council is carrying out its licensing duties in as professional manner as we can. I am happy to leave it to the Committee to decide whether this is an extra responsibility that needs to be recognised.

Thanks

Ken



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# **MEMBERS' ALLOWANCES SCHEME**

## **SCHEME OF MEMBERS' ALLOWANCES - STATEMENT CONCERNING IMPLEMENTATION 2015/16**

**The following scheme has been agreed for the period  
28 May 2015 to 25 May 2016**

The Council decided at its meeting on 28 May 2015 to implement the amount of Basic, Special Responsibility and Co-optees Allowances provided in the scheme as set out below:

**Basic Allowance: £3,435 per annum per Councillor**

The amounts set out below show the amounts of Special Responsibility Allowance (SRA) payable during the year:

<b>DUTY</b>	<b>ANNUAL AMOUNT OF SRA</b>
<b>Leader</b>	<b>£7,875</b>
<b>Cabinet members (9)</b>	<b>£6,300each</b>
<b>Chairman of District Development Management Committee</b>	<b>£2,362</b>
<b>Chairmen of Area Plans Sub-Committees</b>	<b>£2,362each</b>
<b>Chairman of Overview and Scrutiny Committee</b>	<b>£3,150</b>
<b>Chairmen of Staff Appeals Panel and Housing Appeals and Review Panel</b>	<b>£ 110each (per meeting held)</b>
<b>Chairmen of Licensing Sub Committee (6)</b>	<b>£2,362 divided between the 6 Chairmen</b>
<b>Chairman of Audit and Governance Committee</b>	<b>£2,150</b>
<b>Chairmen of Select Committees (4)</b>	<b>£2,150 each</b>
<b>Chairman of the Constitution Working Group</b>	<b>£2,150</b>
<b>Chairman of the Standards Committee</b>	<b>£ 500</b>
<b>The amounts payable during the year for independent members are:</b>	
<b>Independent Persons affiliated to the Standards Committee</b>	<b>£ 250</b>
<b>Independent Members of the Remuneration and Parish Remuneration Panels</b>	<b>£ 250</b>
<b>Co-opted Members of the Audit &amp; Governance Committee</b>	<b>£ 500</b>

A copy of the full scheme is available on request from Democratic Services, Civic Offices, Epping.

## **EPPING FOREST DISTRICT COUNCIL - REMUNERATION AND EXPENSES SCHEME**

The Epping Forest District Council, in exercise of the powers conferred by the Local Authorities (Members' Allowances) Regulations 1990 and the Local Authorities (Members' Allowances) (England) Regulations 2001, hereby makes the following scheme:

### **1. Scheme**

This scheme may be cited as the Epping Forest District Council Members' Allowance Scheme and shall have effect for the period 28 May 2015 to 25 May 2016 .

### **2. Definition**

In this scheme:

**"business mileage"** means mileage incurred for journeys by Councillors between their homes and business venues or between the Civic Offices, Epping and business venues;

**"Councillor"** means a member of the Epping Forest District Council who is a Councillor;

**"home to office mileage"** means mileage incurred for journey by Councillors between their homes and the Civic Offices, Epping;

**"independent person"** means (a) a member of the Standards Committee who is not an elected councillor or (b) a co-opted member of an Overview and Scrutiny Committee, or the Audit and Governance Committee who is not an elected councillor; and

**"year"** means the period ending with 25 May 2016 .

### **3. Basic Allowance**

Subject to paragraph 7, £4,300 shall be paid to each Councillor. Payments are subject to deductions for tax and national insurance dependant on the circumstances of individual councillors.

### **4. Special Responsibility Allowances**

(1) For each year a special responsibility allowance shall be paid to those Councillors who hold the special responsibilities in relation to the allowances specified in Schedule 1 to this scheme. Special responsibility allowances shall be calculated as multipliers of the Basic Allowance. There is no restriction on the number of separate SRA's which are payable to an individual member.

(2) Subject to paragraph 7, the amount of each allowance shall be the amount specified against that special responsibility in Schedule 1 for the year.

### **5. Travelling and Subsistence (including Cycle Allowance)**

(1) These expenses may be claimed by members of the Council in connection with the carrying out of approved duties specified in Schedules 2, 3 and 4 of this scheme.

- (2) Payments may be claimed up to the maximum casual user rate set for officers of the Council as adjusted annually by the National Joint Council for Local Government Services (travel expenses) and the East of England Regional Assembly (subsistence expenses).
- (3) Payment of home to office car mileage will be subject to deduction of tax and national insurance contributions, dependant on the circumstances of individual councillors. Business mileage incurred by councillors will not be subject to such deductions if the mileage rate claimed does not exceed 45 pence per mile.

## **6. Child Care and Dependant Carers' Allowances**

- (1) The maximum rate for this allowance shall be set at a rate equivalent to the Adult National Minimum Wage (currently £6.31 per hour).
- (2) A member of the Council shall be eligible to claim up to four hours of the allowance for the performance of approved duties under this scheme and for the purpose of contributing to the cost of providing personal care to immediate dependants who are in need of care and supervision.
- (3) The rate applicable shall be subject to automatic increases on an annual basis in line with uprating of the Adult National Minimum Wage.
- (4) The allowance is not payable in respect of carers who are members of the member's immediate and close family i.e. parents, children, spouses, co-habitees or members of the same household as the member.
- (5) All claims shall be subject to Audit checks and no claim in excess of the maximum level will be payable, whatever the circumstances.

## **7. Renunciation**

A councillor or independent member may by notice in writing given to the Assistant to the Chief Executive elect to forego any part of his entitlement to an allowance under this scheme.

## **8. Part-year Entitlements**

- (1) The provisions of this paragraph shall have the effect of regulating the entitlements of a councillor to basic and special responsibility allowances where, in the course of a year, this scheme is amended or that councillor becomes, or ceases to be, a councillor, or accepts or relinquishes a special responsibility in respect of which a special responsibility allowance is payable:
- (2) If an amendment to this scheme changes and the amount to which a councillor is entitled by way of a basic allowance or a special responsibility allowance, then in relation to each of the periods:
  - (a) beginning with the year and ending with the day before that on which the first amendment in that year takes effect; or
  - (b) beginning with the day on which an amendment takes effect and ending with the day before that on which the next amendment takes effect, or (if none) with the end of the year;

the entitlement to such an allowance shall be to the payment of such part of the amount of the allowance under this scheme as it has effect during the relevant period as bears to the whole the same proportion as the number of the days in the period bears to the number of days in the year.

- (3) Where the term of office of a councillor begins or ends otherwise than at the beginning or end of a year, the entitlement of that councillor to a basic allowance shall be to the payment to such part of the basic allowance as bears to the whole the same proportion as the number of days during which his term of office subsists bears to the number of days in that year.
- (4) Where this scheme is amended as mentioned in sub-paragraph (2), and the term of office of a councillor does not subsist throughout the period mentioned in such-paragraph (2)(a), the entitlement of any such councillor to a basic allowance shall be to the payment of such part of the basic allowance referable to each such period (ascertained in accordance with that sub-paragraph) as bears to the whole of the same proportion as the number of days during which his term of office as a councillor subsists bears to the number of days in that period.
- (5) Where a councillor has during part of, but not throughout a year such special responsibilities as entitle him or her to a special responsibility allowance, that councillor's entitlement shall be to payment of such part of that allowance as bears to the whole of the same proportion as the number of days during which he/she has such special responsibilities, bears to the number of days in that year.
- (6) Where this scheme is amended as mentioned in sub-paragraph (2), and a councillor has during part, but does not have throughout the whole, of any period mentioned in sub-paragraph (2)(a) of that paragraph any such special responsibilities as entitle him or her to a special responsibility allowance, that councillor's entitlement shall be to payment of such part of the allowance referable to each such period (ascertained in accordance with that sub-paragraph) as bears to the whole the same proportion as the number of days in that period during which he or she has such special responsibilities bears to the number of days in that period.

## **9. Claims and Payments**

- (1) Payments shall be made in respect of basic and special responsibility allowances, subject to subparagraph (2), in instalments of one quarter of the amount specified in this scheme on the last Wednesday of each third month;
- (2) Where a payment of one-quarter of the amount specified in this scheme in respect of a basic allowance or a special responsibility allowance would result in the councillor receiving more than the amount to which by virtue of paragraph 8(1), he or she is entitled, the payment shall be restricted to such amount as will ensure that no more is paid than the amount to which he or she is entitled.
- (3) Claims must be made within a period of one year of the duty being carried out. Payments after that period will only be made in exceptional circumstances.

## **10. Uprating for Inflation**

There will be no inflationary adjustment to the allowances set out in this scheme except those relating to travel, subsistence and child and dependant carers.

## 11. Co-optees' Allowance

Co-optees' allowance will be payable to independent members as set out in Schedule 5 to this scheme.

## 12. Withholding/Recovery of Payments

Where any councillor or independent member has already received a payment in respect of any period during which they have been:

- (a) ceased to be a member of the Authority; or
- (b) not entitled in any other way to receive the allowance in respect of that period, the Council may require that such part of the allowance as relates to the period in question shall be repaid to the Authority.

## 13. Pensionable Status

Remuneration payable to councillors of the Epping Forest District Council under this scheme shall be entitled to pensionable status in accordance with a scheme made under Section 7 of the Superannuation Act 1972, if they opt in to the Essex Superannuation Scheme.

For the purposes of a Paragraph 13.1 above basic allowance and special responsibility allowance will be treated as amounts in respect of which such pensions are payable in accordance with a scheme under that Act.

## 14. Further Guidance

Further guidance on this scheme can be found in Appendix 1.

### SCHEDULE 1

1. The following are specified as the special responsibilities in respect of which special responsibility allowances are payable and the amounts of those allowances.

DUTY	ANNUAL AMOUNT OF SRA
Leader of Council	£10,750
Cabinet members	£6,450 (each)
Chairman, District Development Management Committee	£3,225
Chairmen of Area Plans Sub-Committees	£3,225 (each)
Chairman of Overview and Scrutiny Committee	£4,300
Chairmen of Licensing Sub Committee (6)	£3,225 (divided equally between the six Chairmen).
Chairmen of Staff Appeals and Housing Appeals and	£110 each

Review Panels	(per meeting held)
Chairman of Audit and Governance Committee	£2,150
Chairmen of Select Committees	£2,150 (each)
Chairman of the Constitution Working Group	£2,150

## **SCHEDULE 2 APPROVED DUTIES**

1. The following are specified as an approved duty for the purpose of the payment of travelling and subsistence expenses, attendance at any of the following:
- (a) a meeting of the authority, the Cabinet, a Cabinet Committee, the Overview and Scrutiny Committee and its Panels, the Standards Committee and its Sub-Committees, or as a member of any other Committee or sub-committee, panel, working group, special committee or board of the authority;
  - (b) any other meeting held by the Authority provided that:
    - (i) where the authority is divided into two or more political groups, it is a meeting to which members of at least two such groups have been invited; or
    - (ii) if the authority is not so divided, it is a meeting to which at least two members of the authority have been invited;
  - (c) duties relating to the supervision of tender opening as required by the Council's Standing Orders;
  - (d) attendance as representative of the Council at any approved conference or meeting of the outside organisations set out in Schedules 3 and 4;
  - (e) attendance at any meeting or other official function at the request of the Chief Executive, Deputy Chief Executive or a Service Director including meetings between group representatives for a particular Committee and officers;
  - (f) any other duty approved by the Council or the Cabinet or any other committee, sub-committee, special committee or Board or Panel or any duty of a class so approved, for the purpose of, or in connection with, the discharge of functions or the body, or of any of its committees or sub-committees;
  - (g) attendance by a councillor at a meeting of which he or she is not a member for the purpose of explaining a motion referred from the Council;
  - (h) attendance as a councillor at the invitation of the Local Government Commissioner for Administration for the purpose of investigating a complaint against this Council of maladministration;
  - (i) attendance as an appointed representative of Epping Forest District Council at any meeting of Essex County Council or any of its committees or sub-committees for the purpose of formal consultations on any matter affecting the powers or duties of this Council or the district or any part thereof;

- (j) attendance on behalf of the Council or the Cabinet or as a Chairman on behalf of a Committee at an official function;
- (k) attendance at seminars and training courses arranged by the authority;
- (l) consultation meetings arranged by the authority where the member's attendance is required or where the business directly affects the member's ward;
- (m) site visits arranged by Area Plans Sub-Committees or the District Development Control Committee;
- (n) informal site visits by individual councillors in respect of their duties as members of an Area Plans Sub-Committee;
- (o) attendance at a meeting concerning joint working or partnership arrangements to represent the Council's interests.

2. There is specified as an approved duty for the purpose of paying travelling and subsistence expenses attendance at any of the outside organisations shown in Schedule 4.

3. Attendance by members of the Council at meetings of outside organisations not shown in Schedule 4 shall NOT qualify for payment of travelling and subsistence expenses.

### **SCHEDULE 3 CONFERENCE AND MEETINGS**

<p>Conference and meetings organised by any person or body who is not doing so by way of trade nor whose objects are wholly or partly political, attendance at which is authorised by or on behalf of the authority and which does not involve an absence overnight from the councillors normal place of residence.</p>	<p>Appropriate subsistence and travelling expenses (second class return rail fare or car mileage at the appropriate rate whichever is the less if travel outside the Epping Forest District is required).</p>
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<p>Conferences and meetings organised by any person or body who is not doing so by way of trade nor whose objects are wholly or partly political, attendance at which is authorised by or on behalf of the authority and which involves an absence from the councillor's normal place of residence of one or more nights.</p>	<p>Appropriate subsistence and travelling expenses (second class return rail fare or car mileage at the appropriate rate whichever is the less if travelling outside the Epping Forest District is required).</p>
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### **SCHEDULE 4 OUTSIDE ORGANISATIONS**

Attendance as appointed representative of the Council on any outside organisations, such attendances being deemed approved duty for the purpose of paying subsistence and travelling expenses.

**SCHEDULE 5  
CO-OPTEEES' ALLOWANCE**

Chairman of the Epping Forest District Standards Committee:	£500 per annum
Independent Persons affiliated to the Standards Committee:	£250 per annum
Co-opted independent members of an Overview and Scrutiny Committee	£500 per annum
Co-opted members of the Audit and Governance Committee	£500 per annum

**MEMBER REMUNERATION SCHEME**

**EPPING FOREST DISTRICT COUNCIL  
GUIDANCE NOTE ON ALLOWANCES AND EXPENSES FOR MEMBERS**

**1. INTRODUCTION**

- 1.1 A Councillor is eligible for the payment of attendance allowances and for reimbursement of travel and subsistence expenses in respect of approved duties carried out on behalf of the Council. An approved duty is one which has been authorised by or on behalf of the Council in advance.
- 1.2 The Council has a formal scheme for allowances which is updated from time to time. A copy of the scheme is set out elsewhere in the Constitution binder. This note is of a more informal nature and is designed to assist members in dealing with their claims and explaining the arrangements to the public.

**2. BASIC ALLOWANCE (INCLUDING SUPPLEMENTARY BASIC ALLOWANCE)**

- 2.1 This is a flat rate allowance payable to all members of the Council. This annual amount is paid in quarterly instalments. Members do not have to claim this amount.
- 2.2 A grant of £250 per annum as a supplement to the basic allowance will be payable to assist members in receiving electronic notification of and Internet access to papers for Council meetings and associated information subject to the member signing an agreement to undertake to meet the terms and conditions set out in the Members' Connectivity Scheme (set out in Appendix 1 attached).

**3. SPECIAL RESPONSIBILITY ALLOWANCE**

- 3.1 This is a special allowance payable to the Leader, Cabinet members and certain Chairmen. It is designed to reflect the additional responsibilities of these office holders. This amount is paid in quarterly instalments during the year and does not have to be claimed.

**4. TRAVEL EXPENSES**

- 4.1 Members may re-claim reasonable travel expenses (including public transport tickets, taxi fares, parking costs where appropriate subject to submission of evidence of expenditure) in respect of approved duties as defined in the scheme (Schedule 2).

**4.2 Car Travel**

The normal rates for car travel are the same as the higher rates paid to officers classed as casual users. Claims must be fixed on the rates applicable at the time of the journey. These rates are set out on the reverse of the claim form and are reviewed annually.

**4.3 Shortest Distance**

Claims for car travel should be by reference to the shortest distance from home to the Council offices or other venue for the approved duty concerned. No claim for additional expenses will be entertained unless there is a valid reason for incurring the additional mileage.

#### 4.4 Travel Direct from Place of Employment etc

For claims involving direct travel from a Councillor's place of employment (or other departure point) for an approved duty, the distance claims shall be limited to the home to meeting venue element of the journey. All such claims must be endorsed "CLAIM LIMITED" on the form.

#### 4.5 Travel Outside the District – Limit on Amount Claimable

For journeys to approved meetings outside the District or by members resident outside the district, claims irrespective of mode of travel must not exceed the lower of:

- (a) second class return rail fare plus underground and other fares from station to destination at each end of the journey; or
- (b) the appropriate car mileage.

This is subject to consideration of any special circumstances as set out in 4.6 below.

#### 4.6 Travel over Long Distances – Special Circumstances

If, for any reason, a councillor undertakes travel over long distances or from outside the District, members are advised to contact the Assistant to the Chief Executive in advance for advice on what would constitute a reasonable claim in the circumstances.

#### 4.7 Use of Public Transport within Epping Forest District

The rate for travel by public transport must not exceed the ordinary fare (or any available cheap fare). A member may not claim travelling expenses in respect of a single duty from more than one body. In all such claims evidence of expenditure (i.e. tickets or other receipts) MUST be provided. No claim will be allowed without such evidence.

#### 4.8 Cycle Allowance

This allowance is payable at the highest of the higher casual rates paid to officers classed as casual users.

#### 4.9 Child and Dependant Carer's Allowance

This allowance may be claimed at a rate equivalent to the current rate for the Adult National Minimum Wage. Certain conditions are set out in the Scheme.

### 5. **SUBSISTENCE EXPENSES**

- 5.1 Subsistence expenses (covering refreshments and meals etc paid for by a member) are claimable by councillor in respect of making attendances connected with approved duties on behalf of the Council. The rates for such expenses are set out (by reference to meal time and periods of absence) on the reverse of the form which is supplied to members on a quarterly basis. These rates may not be exceeded. Periods of absence will be calculated on the basis of departure from home or place of work if it is not possible to return home in the time available.

- 5.2 All claims for subsistence must be accompanied by receipts in respect of meals etc as evidence of expenditure actually having been incurred. No claims will be allowed in the absence of such evidence.
- 5.3 Special arrangements exist in respect of subsistence expenses in respect of duties involving an absence overnight from a councillor's normal place of residence. These are outlined under Section 7 relating to conferences.
- 5.4 A Councillor may not claim subsistence expenses in respect of a single duty from more than one body.

## **6. CONFERENCES**

- 6.1 Attendance at Conferences and payment of allowances and expenses are subject to prior approval by the Council, Cabinet, appropriate committee, Leader or Deputy Leader in all cases.
- 6.2 All conferences deemed to be approved duties shall, in accordance with statutory requirements, be relevant to the District and not wholly or partly commercial or political in their objectives.

### **Allowances for Attendance at Conferences (Involving an Absence from Home)**

#### **Subsistence - Nights Away from Home**

- 6.3 For conferences involving one or more night's absence, claims can be made for reasonable day or overnight expenses that are necessarily and exclusively incurred in the attendance as an authorised representative of the Council at a meeting, conference or seminar that it held outside of the Epping Forest District.

#### **Claims for Subsistence**

- 6.4 These claims should cover such items as hotel bills, refreshments, meals (other than free meals which should be discounted) and similar items. No claims will be allowed unless evidence is provided of all expenditure being claimed. All relevant bills and receipts should be forwarded to the Assistant to the Chief Executive with claims.

#### **Travel Claims**

- 6.5 The guidance outlined under paragraph 4.5 will apply to all conferences.

## **7. TAXATION AND NATIONAL INSURANCE IMPLICATIONS**

- 7.1 Details of the tax and national insurance implications of allowance payments and expenses claimed are available through Democratic Services. In such matters, members are advised to seek advice from their tax office in the event of any concerns .
- 7.2 Supplementary Note Regarding Treatment of Claims for Travel Expenses by Car for Tax and National Insurance Purposes

- (a)** Travel by Car – Councillors' Homes to Civic Offices Expenses  
("Home to Office Mileage")

Her Majesty's Revenue & Customs (HMRC) deems a councillor's workplace for the purposes of their role as an elected representative to be the Civic Offices, Epping and therefore that such expenses are subject to tax and national insurance deductions.

(b) Travel by Car – Councillors' Homes to Other Venues or Civic Offices to Other Venues for the Purposes of Council Business ("Business Mileage")

HMRC has determined that such travel shall not be subject to tax or national insurance deductions except where the rate of reimbursement exceeds 45 pence per mile. Travel to any meetings of the Council or its subordinate bodies which are held at a location other than the Civic Offices is deemed to be business mileage.

**(c) Second Journeys**

Second journeys will be subject to taxation and National Insurance deductions depending on whether the journey constitutes home to office or business mileage.

**8. ALTERATION OF CLAIMS**

8.1 All claim forms submitted by members are checked by Democratic Services. The Assistant to the Chief Executive (or the Assistant Director - Democratic Services acting on his behalf) is authorised to reduce incorrect claims in the following circumstances:

- (a) where a member does not attend at a claimed meeting;
- (b) where a claimed meeting is not approved;
- (c) where an incorrect amount of allowance is claimed; and
- (d) where a correct date has not been claimed.

8.2 Any changes under paragraph 8.1 will be notified to members after the claim form has been processed. Any other problems with members' claims will be referred back for the claimant and processing of the claim will not take place until the query has been clarified.

**9. INTERPRETATION**

9.1 These guidelines are subject to the overall interpretation of the Chief Executive as to what constitutes a reasonable claim in any individual circumstances.

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ALLOWANCE	BROXBORNE BOROUGH COUNCIL	BRENTWOOD BOROUGH COUNCIL	EAST HAMPSHIRE DISTRICT COUNCIL	EAST HERTS DISTRICT COUNCIL	EPPING FOREST DISTRICT COUNCIL	GUILDFORD BOROUGH COUNCIL	HERTSMERE BOROUGH COUNCIL	HORSHAM DISTRICT COUNCIL
Basic Allowance	£4,545.00	£5,950.80	£4,500.00	£5,218.00	£3,435.00	£4,773.00	£5,435.00	£4,665.00
<b>Special Responsibility Allowances</b>								
Leader	£15,056.00	£13,086.25	£16,000.00	£19,176.00	7,875.00	£5,019.00	£22,580.00	£11,475.00
Cabinet Members (Portfolio Holders)	£5,228.00	N/A	£4,150.00	£9,588.00	£6,300 each	£3,765.00	£12,024.00	£7,460.00
Chairman of District Development Management Committee (or equivalent)	N/A	£3,545.83	£4,150.00	£7,191.00	2,362.00	£3,765.00	£4,976.00	£3,575.00
Chairmen of Area Plans Sub-Committees (or equivalent)	N/A	N/A	£1,383.00	£4,976.00	£2,362 each	N/A	N/A	N/A
Chairman of Overview and Scrutiny Committee (or equivalent)	£5,228.00	£3,545.83	£2,767.00	£3,595.50	3,150.00	£3,137.00	£6,634.00	£4,975.00
Chairmen of Complaints Panel, Staff Appeals Panel, Housing Appeals and Review Panel (or equivalents)	N/A	N/A	N/A	N/A	£110 each (per meeting)	N/A	N/A	N/A
Chairmen of Licensing Sub Committee (or equivalent)	£2,092.00	N/A	£692.00	N/A	£2,362 (between six chairmen)	£3,137.00	£1,587.00	£3,575.00
Chairman of Audit and Governance Committee (or equivalent)	£2,092.00	£3,545.83	£2,767.00	£4,794.00	£2,150.00	£1,045.75	£1,025.00	£795.00
Chairmen of Select Committees & Working Groups	N/A	N/A	N/A	£2,397.00	£2,150.00	N/A	N/A	N/A
Chairman of Standards Committee	Unknown	Unknown	N/A	Unknown	£500.00	Unknown	£500.00	£3,575.00
Independent Persons affiliated to the Standards Committee	£0.00	Unknown	N/A	Unknown	£250.00	Unknown	£164.00	Unknown
Independent Members of the Remuneration and Parish Remuneration Panels	£0.00	Unknown	N/A	Unknown	£250.00	Unknown	£164.00	Unknown
Co-opted Members of the Audit & Governance Committee	£0.00	Unknown	N/A	Unknown	£500.00	Unknown	£164.00	Unknown

ALLOWANCE	MID-SUSSEX DISTRICT COUNCIL	REIGATE & BANSTEAD BOROUGH COUNCIL	SEVENOAKS DISTRICT COUNCIL	SPELTHORNE BOROUGH COUNCIL	ST. ALBANS CITY & DISTRICT COUNCIL	TANDRIDGE DISTRICT COUNCIL	THREE RIVERS DISTRICT COUNCIL	WAVERLY BOROUGH COUNCIL
Basic Allowance	£4,501.00	£5,298.00	£5,140.00	£3,938.00	£5,535.00	£3,894.00	£4,581.00	£4,573.00
<b>Special Responsibility Allowances</b>								
Leader	20,596.00	£13,152.00	£15,422.00	£9,037.00	£13,575.00	£2,789.00	£9,162.00	£13,433.00
Cabinet Members (Portfolio Holders)	8,238.00	£8,769.00	£6,426.00	£3,012.00	£9,485.00	N/A	£4,581.00	£6,200.00
Chairman of District Development Management Committee (or equivalent)	£4,501.00	N/A	£3,085.00	£3,012.00	£3,105.00	£2,789.00	£3,436.00	N/A
Chairmen of Area Plans Sub-Committees (or equivalent)	£4,501.00	N/A	N/A	N/A	£3,105.00	N/A	N/A	£3,100.00
Chairman of Overview and Scrutiny Committee (or equivalent)	£3,862.00	£2,939.00	£2,057.00	£3,012.00	£2,965.00	£2,789.00	Unknown	£3,100.00
Chairmen of Complaints Panel, Staff Appeals Panel, Housing Appeals and Review Panel (or equivalents)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairmen of Licensing Sub Committee (or equivalent)	£977.00	£409.00	£2,057.00	£3,012.00	£100 per meeting	N/A	£2,290.00	£3,100.00
Chairman of Audit and Governance Committee (or equivalent)	£1,930.00	N/A	£2,057.00	£3,012.00	£2,965.00	Unknown	£2,290.00	£2,320.00
Chairmen of Select Committees & Working Groups	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chairman of Standards Committee	£475.00	£0.00	£1,029.00	£1,000.00	N/A	Unknown	Unknown	£1,820.00
Independent Persons affiliated to the Standards Committee	£713.00	£0.00	Unknown	Unknown	N/A	Unknown	Unknown	£206.00
Independent Members of the Remuneration and Parish Remuneration Panels	Unknown	£550.00	Unknown	Unknown	£335.00 (Chairman) £280.00 (Other Members)	Unknown	Unknown	N/A
Co-opted Members of the Audit & Governance Committee	Unknown	N/A	Unknown	Unknown	N/A	Unknown	Unknown	N/A

S. Tautz (September 2015)

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