

Report of the Independent Remuneration Panel (Members' Allowances) to Stroud District Council - December 2025

Introduction

1. The Local Government Act, 2000 required local authorities to produce a Scheme in respect of councillors' allowances. Under the Local Government (Members' Allowances)(England) Regulations 2003, Councils have to set up an independent remuneration panel (IRP) to make recommendations on members' allowances.
2. The IRP for Stroud District Council was invited to undertake a fundamental review and commenced its work in August, 2025. The panel comprises

Keira Stobie

Keira has moved on from full time classroom teaching, but remains employed within the education sector and has become more involved with her voluntary interests, which predominately focus on heritage, arts and working with people at either end of the age spectrum. This reflects her enthusiasm for new challenges and her motivation to use her experience to actively contribute to her community. She is also a member of the Bristol City Council Independent Remuneration Panel (IRP) and the West of England Combined Mayoral Authority (WECMA) IRP.

Wendy Stephenson

Wendy was, from 2005 to 2017 Chief Executive of VOSCUR, the support and development organisation for Bristol's voluntary and community sector. In this role, Wendy gained a good knowledge of the workings of local authorities and has worked with councillors and officers in a number of different policy areas. Wendy chairs the Bristol City Council IRP and is a member of the WECMA Panel.

Graham Russell (Chair)

Graham was the Head of Democratic Services for Bath & North East Somerset Council from 1993 to early retirement in 2005. Prior to that was a long career in local government corporate departments. He developed some expertise in the whole subject of members' allowances and was commissioned by South West Councils to produce on-line guidance on the subject for IRP members, their support officers and councillors. He is a member of a number of IRPs in the region and Chair of others. He is currently a marriage celebrant and a volunteer at Saltford Community Association in various roles.

John Podmore

International criminal justice consultant and former prison Governor with over 40 years of experience in prison management, anti-corruption, and justice reform. Formerly led high-security UK prisons and advised the UN, US Pentagon, and multiple governments. An expert in oversight, rehabilitation, and health policy, he has contributed to national reviews, parliamentary committees, and international training. Author and media consultant, with awards from The Howard League and HM Prison Service. A former honorary professor and trustee, he now serves on boards supporting rehabilitation and public service. Committed to practical reform that enhances safety, fairness, and integrity in justice systems.

3. This was an unusual review in that the Panel had to acknowledge potential and possibly imminent local government reorganisation which could take effect as early as 2028 and could result in Stroud District Council being subsumed into a larger authority.
4. A fundamental review of allowances would normally produce recommendations to cover a 4 x year period. The Panel recognises this and has made some recommendations which will cover the whole period 2026/27 to 2029/30. This will ensure that the Council has a legitimate Scheme in place in the event that there is any slippage in the planned timescale for reorganisation.
5. The Panel is very grateful to all those members of the District Council who took the time to complete our preliminary survey and those who also met with the Panel to share and elaborate on their views.
6. It would be difficult for an independent Panel to undertake its work without the support of key Officers. We wish to record our gratitude to Hannah Emery, Head of Policy, Governance and Engagement, Jenna Malpass, Democratic Services and Elections Manager and Henry Mabley, Democratic and Members' Support Officer for their professional help and support to the Panel throughout the review, including the preparation of key material essential to our role. To have such dedicated staff bodes well for the local government of the future.
7. The Panel has also been mindful that the Council's approach to service delivery and policy direction may change as the lead in to local government reorganisation proceeds. However, we have made our recommendations based on the evidence of current working. We will, as always, be open to reviewing any or all aspects of our report/recommendations should the Council request it at any time.

Review Methodology

8. The principal source of evidence for our review was a members' questionnaire. With a 76% return rate, this gave the Panel a valuable insight into
 - the issues that impact on elected member roles;
 - the nature of the time commitment that members devote to constituency and Council aspects of their role;
 - member views on key issues posed by the Panel; and
 - aspects of the Scheme of Allowances that invited review.
9. We have also considered comparative statistics from other Gloucestershire Councils and similar authorities for comparison purposes. As with all such information, the Panel has exercised caution in using comparator information as not all similar Councils necessarily have the same member roles, even though the governance arrangements seem similar.

10. Our primary focus has been to ensure that there remains for Stroud District Council a Scheme of Allowances that is robust, meaningful and capable of supporting elected members up to and through the process of local government reorganisation.

The Basic Allowance

11. The Basic Allowance is to be made available to all councillors at the same level of remuneration. There is no flexibility to pay different amounts to members, an aspect raised by some members in their responses to the questions about members' time commitment. Members may forego all or part of their allowance.
12. In our previous review report in 2022, the Panel invited the Council to accept a broader account of the purpose of the Basic Allowance – broader than the description given in Government Guidance at the time Regulations on members' allowances were consolidated in 2003. The Panel feels it is helpful to reiterate the role and purpose of the Basic Allowance, as agreed by the Council:
- time and effort in conducting the local representation role;
 - use of home as an office/work base;
 - travel within the electoral ward (excluding travel to Parish/Town Council meetings – see Approved Duties appendix);
 - recompense in part for the direct impact of the councillor role on the family;
 - serving on such outside bodies to which the member may be appointed;
 - membership of the full Council and its Committees/Sub Committees/Working Groups/Task and Finish Groups/Boards and reasonable attendance at meetings of these bodies to which the member has been appointed;
 - performing a chairing or other lead role at such meetings where the time and effort involved does not equate to a chairing role for which a special responsibility is justified;
 - attendance at political group meetings;
 - making a contribution towards the effective governance, administration and performance review of the Council's strategies, policies and service delivery;
 - attendance at a reasonable number of training and development events, including all mandatory training events;
 - IT consumables (including printing, ink and paper) broadband and telephone.
13. The present Basic Allowance is £6,608. While this compares favourably with some other District Councils in Gloucestershire, the survey evidence shows that the vast majority of members who responded felt the Basic Allowance was either extremely or slightly low.
14. In 2022, the Panel proposed a Basic Allowance calculated on a formula comprising the following elements:

- An average 13 hours commitment per week by councillors (*a figure determined by the responses to the survey at that time*);
 - A 30% reduction in the yearly total hours to take account of the public service discount (*a Government expectation – NOT a legal requirement*)
 - The median gross hourly earnings (full time) in Stroud area as at 2022 – then £14.25
15. That formula, and minor adjustments made by the Council on backdating, arrived at a Basic Allowance of £6,740. Recognising that proposing an allowance at that level was unlikely to get members' support, the Panel proposed, and the Council accepted, that there would be a £250 annual incremental movement towards that aspirational figure. The equivalent of the staff pay award would not be allocated to members' allowances during the period of annual incremental enhancement. However, if at the end of the phasing there was any significant shortfall in members' allowances from not having benefitted from the staff award, then the difference would be made up.
16. Member responses in the survey indicate that
- The hours per week used in the current formula did not fully represent the current workload/time commitment of Members;
 - The hourly earnings rate used is too low and is not reflective of the expectations on the individual councillor nor of the skill set required;
 - There was no clear majority supporting a particular percentage of unremunerated hours, but many members pointed to the hours they gave in a voluntary capacity beyond their councillor duties. Some also indicated that unremunerated time was a discouraging factor in getting younger people, self-employed and single parents to stand.
17. The Panel was keen to investigate the development of its formula and update it with current data. Of particular note was that the hourly gross earnings for the Stroud area (ONS statistics) had risen from £14.25 in 2022 to £17 currently. If the formula approach was continued, there would be no reason why councillors should not be paid allowances that reflected the current hourly figure.
18. The Panel was clear from the evidence that there was significant variation in the hours per week committed by members. Clearly those with special responsibilities would regularly commit to significant hours over and above those for constituency work – this would be recognised in their Special Responsibility Allowance (SRA).
19. The Panel also noted the comments from members that there had been a significant commitment required from members to the very comprehensive member development/induction programme over the recent past. That level of commitment was likely to reduce, particularly for new members.

20. The Panel has received strong representation (with which it agrees) that, in order to protect local democracy as being representative of the community it serves, it is necessary to make allowances sufficiently attractive to those for whom commitment to Council duties might result in lost income opportunities or career disruption. Therefore a robust Basic Allowance is called for.
21. On balance, the Panel feels that its current formula should continue to be the basis for calculating the Basic Allowance and should recognise the increase in the local employment figure for gross hourly earnings (full-time equivalents).
22. Accordingly, the formula would be as follows:
- 13 hours per week x 52 = 676 hours per year / 30% discount = 473 hrs x £17 =
£8,041
23. The Panel recognises that an immediate move to this figure is unlikely to be acceptable to the Council at this time. Therefore, it is proposed that a move towards that target allowance should once again be phased. The difference between £8,041 and £6,608 is £1,433. Spread across a maximum 4 years would be an annual increase of £358.
24. On the basis that this review period could, in the event of slippage in the reorganisation timetable, continue to cover a 4 x year cycle from 2026/27, to 2029/30 (or such shorter period as local government reorganisation (LGR) permits) the phasing proposed would be annually as follows:
- 2026/27 - £6608 + £358 = £6,966 (or pro rata)
 2027/28 - £6,966.25 + £358 = £7,324 (or pro rata)
 Unlikely beyond this point due to LGR.....
 2028/29 - £7,324.50 + £358 = £7,682 (or pro rata)
 2029/30 - £7,682.75 + £358 = £8,040 (or pro rata)
25. The proposed increase might be close to what would be the uplift anyway in members' allowances each year, by matching the staff pay award. It is further proposed that each year, members receive the above enhancement or the equivalent staff pay award (as applied to Stroud District Council's pay scale Grade STR4 – judged to be the most relevant equivalent point) whichever is the greater.
26. Members are reminded that as special responsibility allowances are linked to multiples of the Basic Allowance, there will be an automatic enhancement to those allowance levels each year.
27. **RECOMMENDATION 1: That the Basic Allowance for the period 2026/27 – 2029/30 be set at the figures shown in the phased programme at para 24 above;**

28. **RECOMMENDATION 2: That the Basic Allowance for that period be indexed either by virtue of the enhancement shown above or the annual staff pay award applied to equivalent pay scale Grade STR4, whichever is the greater.**

Special Responsibility Allowances (SRAs)

29. These are the allowances that are awarded to members performing key roles within the Council which have specific and significant responsibilities and/or accountabilities and/or which demand significant time and effort in addition to those duties falling to all elected councillors.
30. The Panel has applied the following principles in determining its recommendations:
- a. the Scheme currently provides for only one SRA to be claimed by a member, even if they hold more than one role that attracts a SRA;
 - b. the Panel considers what the Council expects of the member role rather than any individual's approach to the role;
 - c. a councillor receiving a robust basic allowance should reasonably be expected to undertake specific roles within the Council that are not overly demanding of time or effort (e.g. the occasional chairing role).
 - d. to qualify for a SRA, the role should satisfy a number of the special characteristics shown below;
 - e. SRAs should continue to be set as multipliers of the Basic Allowance, thus enabling corresponding updates to be made each time there is an adjustment to the Basic Allowance.
31. It is worth reminding the Council of our approach to considering special responsibility allowances. In determining our recommendations on these allowances, we have looked at each member role in the context of its primary purpose, the activities related to that role (e.g. meeting officers, media management) and the special characteristics attaching to each as follows:
- Time commitment
 - Specialist skills set
 - Functional leadership (*i.e. agenda management, prioritisation of work; public interface; focus on corporate/Council objectives*)
 - Important decision making
 - Complexity of role
 - Identifiable accountability
 - Direct responsibility for important outcomes
 - Culpability in the role
 - Constitutional relevance
32. The Panel has noted the comments made by members (in general and by SRA holders) some of which have flagged up the need to review certain allowances.

33. The following paragraphs reflect our consideration of the various member roles and the views expressed.

Leader of the Council

34. A significant proportion of respondents to the survey (69%) indicated they thought the allowance for the Leader of the Council did not adequately reflect the responsibilities of the position and the workload involved. It should be noted that the Leader of the Council is also a Group Leader and the Chair of the Strategy and Resources Committee (a constitutional provision). The panel also acknowledge that the current Leader of Council did not request to increase this allowance.
35. The Leader of the Council's role is pivotal in achieving the Authority's strategic objectives – this will include a leading role in developing the Council's approach to local government reorganisation and future policy making/service delivery in that context. As such, it satisfies most of the criteria we use for considering SRAs.
36. The present SRA for the Leader is £13,216 (2 x BA). This is significantly lower than Cheltenham (£21,700), Cotswold (£18,252), Forest of Dean (£14,093) and Gloucester City Council (£24,093) - although it must be pointed out that these other Councils operate an executive model where the Leader of the Council holds significant personal decision-making powers. Stroud operates a committee-based model of governance which nevertheless requires political, strategic and policy leadership at this difficult time in the Council's life.
37. The Panel believes that there should also be a move towards greater parity with the allowances of other Leaders, given the ongoing need for all Leaders to engage on local government reorganisation and other matters of joint significance. The constitutional provision that the Leader also be the Chair of the Strategy and Resources Committee requires responsibilities and commitment equivalent to that of other Committee Chairs, over and above leadership requirements.
38. We believe there are exceptional circumstances relating to the Leader of the Council's multiple roles which we believe need to be reflected in the Scheme. Accordingly, and in the light of these exceptional circumstances, we propose that the one SRA per member rule is partially relaxed in respect of the Leader of the Council (and the Deputy Leader – see below) in respect to their roles as Chair/Vice Chair of the Strategy and Resources Committee
39. **RECOMMENDATION 3: That the Chair of the Strategy and Resources Committee (constitutionally the Leader of the Council) be entitled to receive a special responsibility allowance equivalent to 25% of that which applies to the Chair of a Service/Policy Committee (i.e. 27.5% of BA). This would result in an additional allowance of £1,915.65, effective from 2026/27 – and accordingly, the exception to the one SRA per member rule be endorsed in this regard.**

Deputy Leader of the Council

40. Similarly, the allowance for the Deputy Leader at £6,608 (1x BA) falls significantly below the equivalent roles in other Gloucestershire Districts, which range from £9,554 to 19,307. It is again pointed out that some of the allowances in this range reflect deputising for an executive Leader. The panel also acknowledge that the current Deputy Leader of Council did not request to increase this allowance.
41. The Deputy Leader role in Stroud engages in meetings and correspondence at a higher level than for an ordinary councillor, in addition to deputising on all aspects of the Leader's role, including as Vice Chair of the Strategy and Resources Committee. These roles require a similar skill set to that of the Leader.
42. Over half of the respondents to the survey indicated they thought the Deputy Leader's SRA was too low for the responsibilities of this post. The Panel introduced an allowance for the Deputy Leader as part of its recommendations in 2022.
43. The Panel believes that the allowance for the Deputy Leader should be increased in proportion to that which we are now recommending for the Leader by recognising within the Scheme the Role of Vice Chair of the Strategy and Resources Committee (constitutionally the Deputy Leader).
44. **RECOMMENDATION 4: That the Vice Chair of the Strategy and Resources Committee (constitutionally the Deputy Leader of the Council) be entitled to receive a special responsibility allowance equivalent to 25% of that which applies to the Vice Chair of a Service/Policy Committee (i.e. 10% of BA). This would result in an additional allowance of £696.60 effective from 2026/27 – and accordingly, the exception to the one SRA per member rule be endorsed in this regard.**

Chairs/Vice Chairs of Service Committees

45. The Panel recognises that in Stroud District Council, the primary decision making is performed in Committees of the Council and that the Chairs of those Committees have a responsibility to ensure effective decision making within their service areas.
46. The Panel understands that the Chairs of these Committees also have a responsibility collectively for delivering the Councils overall objectives through the actions of their Committees.
47. There were mixed views from survey respondents about the level of allowances for Committee Chairs. The majority of respondents thought the allowance was too low at £7,268 (110% of BA). Other evidence suggested that the allowances were adequate in relation to the time commitment required.

48. On balance, the Panel feels that the present allowance is robust enough to recognise the duties, responsibilities and skill set required for these positions. There was some discussion around the allowance for the Chair of the Audit and Standards Committee and whether this shouldn't be comparable to that of other Committee Chairs. The Panel was satisfied that the responsibility level of Chairs was not solely related to budget and service management. In respect of Audit and Standards, the oversight of good governance and ethical principles was equally valid and therefore no changes are recommended.
49. Similarly, the allowance for the Vice Chairs of Committees at £2,643 (40% of BA) should not be changed.

Group Leaders

50. At its last review, the Panel successfully recommended that the SRA of all Group Leaders should reflect (a) their role collectively in the good governance of the Council and (b) their group management responsibilities. Accordingly, the Scheme currently provides each Leader with an identical governance allowance (£1,652 – 25% x BA) together with a variable amount according to group size – currently £6,608 (group size of 38+ members) £4,956 (group size between 26-37 members) £3,304 (group size between 13-25 members) £1,652 (group size between 3-12 members).
51. The Panel has noted the Council's decisions on the size and scope of the variable amounts, which it fully supports and proposes should continue. However it did note that some respondents thought the governance element should be looked at.
52. There is no doubt that the collective leadership of the Council (i.e. all group Leaders irrespective of size) will be more engaged in the forthcoming period on managing issues and service delivery in the run up to local government reorganisation. Nevertheless, we believe that this is adequately recognised in the governance element of the Group Leaders' allowance. There is therefore no recommended change to these allowances.

Chair/Vice Chair of the Council

53. The Panel has received information relating to the annual civic events to which the Chair is invited or at which the Chair is the host. This is not a significant commitment but an important one as First Citizen.
54. The role of the Chair of the Council in preparing for and leading the Council meetings, the main policy making body of the authority, is appropriately recognised within the Scheme, as is the role of the Vice Chair of the Council.
55. No change therefore is proposed.

Independent Adviser to the Audit and Standards Committee

56. The Panel has been informed that an Independent Person has been appointed by the Council to advise the Audit and Standards Committee. An allowance of £500 has been awarded. For the record, the Panel satisfied itself that the allowance was sufficient to attract an independent person of the required calibre.
57. For completeness, the Scheme of Allowances should include this allowance.
58. **RECOMMENDATION 5: That the allowance of £500 per annum awarded to the Independent Person on the Audit and Standards Committee be formally incorporated within the Scheme of Allowances.**

Member Champions

59. The Panel understands that some members are taking on the responsibility to champion certain areas of community and Council interest. Called Member Champions, these members are appointed by the Council and interact through all areas of the Council's work to represent and ensure that their particular interest is considered in policy- and decision-making.
60. There are currently 14 Member Champions - Litter and Clean Environment (x1); Armed Forces Veterans (x3); Health and Wellbeing (x3); Migrants (x1); Equalities, Diversity and Inclusion (x6). In October, the Council agreed to increase the number of Migrants Champions to 2, once the additional appointment is made, the total number of Member Champions will be 15.
61. The Panel has noted that there now exists a comprehensive Member Champion Protocol approved by the Council. This sets down clear parameters to the role, clarity on the interaction with Officers, Members and other bodies in exercising the role and how the role might influence policy and service direction. While this demonstrates that the concept of Member Champions is becoming embedded into the Council's culture, the Panel was mindful of the different approaches to the role and the current variations in workload.
62. It may well be that, as these roles develop, and working practices become more standardised, there will emerge a case for recognising the role within the Scheme of Allowances. For the moment, the Panel is happy to keep this issue under review and will respond to any request from the Council to consider the matter further.

Performance Monitors

63. The Panel has noted the use of Performance Monitors for Service Committees. These are opposition Members who monitor how the Committee is delivering on its key objectives and performance indicators. These member roles report to the Committee and highlight areas of concern.

64. This role is broadly comparable to the overview and scrutiny role in executive Councils. However, under a Committee style of governance, the overview and scrutiny function is not required, nor would it be as relevant.
65. That said, the Panel notes that it is an important role but does not feel that there is sufficient evidence of time commitment or responsibility to justify an allowance at this time.
66. As with all our recommendations, the Panel is open to review at any time in the event that the Council requests such action.

Members of Committees

67. The Panel received a request to consider whether there should be an allowance made available for members of the Development Control Committee. This would be to recognise the frequency of its meetings – which may shortly move to monthly – and the time commitment for members to read papers and prepare for site visits/meetings.
68. It is understood that there is often difficulty in getting members to serve on this Committee and attend site visits.
69. The Panel understands there are similar issues in getting members to commit to the Licensing process.
70. There are important issues here. First is the need to ensure that councillors have the best possible support to ensure they have the capacity to perform their responsibilities. Second, that the Council is able to deliver its responsibilities effectively. Third, the Panel is aware of the Government Guidance that states that, if more than 50% of Council members hold a SRA, then the public might rightly question the "special" nature of the responsibilities recognised. Awarding allowances to Committee members might prejudice that position in Stroud.
71. The Panel has noted that members are currently being consulted on the proposed move to monthly meetings of the Development Control Committee, effective from May 2026. Some operational experience could provide clearer evidence for the Panel to consider this matter.
72. The issue of members not being able to commit to attending site visits and other meetings could be addressed with a sliding scale of allowances related to the number of attendances. This is a practice that has been adopted elsewhere in addressing shortfalls in quorate numbers of members at hearings etc. The Panel is happy to explore this further if the Council so requests.

Representation on Outside Bodies

- 73. The survey results indicated some members felt their responsibilities for reporting back to the Council in their capacity as the Council's representatives on Outside Bodies should be recognised within the Scheme of Allowances.
- 74. There is considerable variation in the nature of such bodies and the extent to which regular feedback would be required.
- 75. The Panel is not persuaded that this requires a significant time commitment to justify separate recognition within the Scheme of Allowances. The Panel's position, made clear earlier in this report, is that such a role is part and parcel of the responsibilities of a councillor in receipt of a robust Basic Allowance – see description earlier in this report which was adopted by the Council.

Travel and Subsistence

- 76. The provisions within the Scheme for meeting members' travel expenses are set at HMRC approved rates for the relevant modes of transport.
- 77. However, strong evidence was offered that the subsistence rates within the Scheme were inadequate to meet reasonable meal costs, or to make any significant contribution towards such costs.
- 78. Accepting the principle that members should make some contribution towards subsistence costs, and recognising the currently inadequate limits within the Scheme, the Panel proposes increases as shown below:
- 79. **RECOMMENDATION 7: That the subsistence rates within the Scheme of Allowances be upgraded as follows (previous values in brackets) on the basis that members may contribute to subsistence costs:**
(In all cases, daily subsistence if working away from the office in excess of 5 hours):
Breakfast - £6.25 (£5)
Lunch £12.50 (£10)
Evening Meal £20 (£15)
24 hour ceiling £26.25 (£25)
- 80. The Panel also noted comments regarding the increasing requirement for members to attend meetings, training sessions and briefings, often held at the Council offices. In some cases, these commitments prevent members from returning home for meals. Where Democratic Services are not already providing refreshments for all attendees, and such circumstances are notified in advance, officers should have discretion to approve reasonable subsistence claims on an individual basis. This approach would ensure members are not disadvantaged when fulfilling essential obligations.

Approved Duties for the Purpose of Claiming Expenses Entitlements

81. It has been pointed out to the Panel that the Approved Duties list within the Scheme needs review.
82. In particular, the annotation to Clause 4 relating to councillors' attendance at Parish and Town Council meetings within their ward restricts such attendance to one such meeting per month of each Parish/Town Council. This is unnecessarily restrictive for those councillors who have a number of Parishes within their ward and can create difficulty when special meetings are called.
83. The Panel can see no justification for perpetuating this position.
84. **RECOMMENDATION 8: That clause 4 of the Approved Duties within the Scheme be amended by the words shown in bold below “(Attendance at)... formal meetings convened by other authorities where the member has been appointed as the Council's representative (This shall include attendance at full Council meetings of each Parish/Town Council within a member's ward.)**

Conclusion

85. As has been mentioned in the introduction, this review does contain recommendations that can carry forward for a full 4 x year term, in case the planned reorganisation of local government in this area has some slippage.
86. The Panel recognises that circumstances may change within the Council in the planned short period leading up to reorganisation. It remains committed to supporting the Council if at any time the Council requests aspects of the Scheme of Allowances to be reviewed.
87. The Panel fully supports its proposals despite the financial impact shown in the table below. The majority of the increase is the uplift in the Basic Allowance. As Special Responsibility Allowances (SRAs) are calculated as a proportion of the Basic Allowance, this uplift also results in a corresponding increase to SRAs. The Panel strongly believes that local councillors should be entitled to robust allowances that reflect their individual and collective responsibilities and also reflect current local wage rates.
88. In conclusion, the Panel members wish to offer Stroud District Council members and officers their very best wishes for the future, whatever that future may hold.

Graham Russell

Chair of Panel

December, 2025

(Appendix of cost comparisons on next page)

Overall Impact of Recommendations

- All SRAs shown in “Proposed” columns calculated against new Basic Allowance
- Shaded rows indicate allowances new to the Scheme

Role + multiplier of Basic Allowance (BA) used	Present	Total	Proposed allowance (Year 1)	Total (Year 1)	Proposed allowance (Year 2)	Total (Year 2)	Proposed allowance (Year 3)	Total (Year 3)	Proposed allowance (Year 4)	Total (Year 4)
Basic Allowance x 51	£6,608	£337,008	£6,966	£355,266	£7,324	£373,524	£7,682	£391,782	£8,040	£410,040
Leader of Council (200%of BA)	£13,216	£13,216	£13,932	£13,932	£14,648	£14,648	£15,364	£15,364	£16,080	£16,080
Chair of Strategy and Resources Cttee (27.5% of BA)	-	-	£1,916	£1,916	£2,014	£2,014	£2,113	£2,113	£2,211	£2,211
Deputy Leader (100%of BA)	£6,608	£6,608	£6,966	£6,966	£7,324	£7,324	£7,682	£7,682	£8,040	£8,040
Vice Chair of Strategy and Resources Cttee (10% of BA)	-	-	£697	£697	£732	£732	£768	£768	£804	£804
Chairs of following Committees: Environment, Audit & Standards, Housing, Development Control & Community Services & Licencing (110% of BA x5)	£7,268	£36,340	£7,663	£38,315	£8,056	£40,280	£8,450	£42,250	£8,844	£44,220
Vice Chairs of following Committees: Environment, Audit & Standards, Housing, Development Control & Community Services & Licencing (40% of BA x 5)	£2,643	£13,215	£2,786	£13,930	£2,930	£14,650	£3,073	£15,365	£3,216	£16,080
Group Leaders -Governance (25% of BA) x 3	£1,652	£4,956	£1,742	£5,226	£1,831	£5,493	£1,921	£5,763	£2,010	£6,030
Group Leaders – Variable dependent on Group size: • 38+ = 100% of BA • 26 – 37 = 75% of BA • 13 – 25 = 50% of BA • 3 – 12 = 25% of BA x3 Group Leaders	Variable based on current GL's £3,304, £3,304 & £1,652	£8,620	Variable based on current GL's £3483, £3483 & £1742	£8,708	Variable based on current GL's £3,662, £3,662 & £1,831	£9155	Variable based on current GL's £3,841, £3,841 & £1,921	£9603	Variable based on current GL's £4,020, £4,020 & £2,010	£10,050
Chair of the Council (60% of BA) x1	£3,964	£3,964	£4,180	£4,180	£4,394	£4,394	£4609	£4609	£4824	£4824
Vice Chair of the Council (10% of BA) x1	£660	£660	£697	£697	£732	£732	£768	£768	£804	£804
Independent Member, Audit & Standards Cttee x1	£500	£500	£500	£500	£500	£500	£500	£500	£500	£500
Total		£425,087		£450,333		£473,446		£496,567		£519,683
Difference to previous year				+ £25,246		+ £23,113		+ £23,121		+ £23,116

For administrative purposes, all Member allowances have been rounded to the nearest pound (£)