

**A Review
Of
Members' Allowances
For
Northampton Borough Council**

**The Fifth Report by the
Independent Remuneration Panel**

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October 2008

Foreword

This is the fifth report produced by the Independent Remuneration Panel (IRP) for Northampton Borough Council. The original panel was established as required by the Local Government Act 2000 to make recommendations to the Council on the range and levels of remuneration for elected Councillors. It was carried out as part of the wider modernisation agenda introduced by the Local Government Act 2000. The first report was produced in 2001 and made recommendations, which the Council largely accepted, to modernise the allowances scheme and set the current framework in place.

The second review, carried out in 2003, was conducted in accordance with the *Local Authorities (Members' Allowance) (England) Regulations 2003*¹ and subsequent amendments. These regulations required the Council to reconvene its Panel (which by 2003 was a statutory advisory standing panel) to make recommendations in relation to pensions, travel and subsistence allowances, Co-optees' Allowances, and on certain associated issues before 31 December 2003. The Panel was also tasked with a further review of Basic and Special Responsibility Allowances, which led to some minor revisions to the Northampton Borough Council Members' Allowances Scheme in light of experience of the new political structures although the structures were not substantially altered.

The third review, in March 2006, was carried out by a new joint County/Borough IRP and arose primarily out of the Improvement Board that the Council was required to put into place. Again the Council accepted the recommendations of the Joint IRP, including replacing the in-Borough travel and subsistence scheme with a lump sum for all Councillors. The fourth review, in May 2006, arose out of the increasing demands being placed upon senior Councillors, but the Council chose not to accept the recommendations regarding the increase in allowances for senior Councillors; although it reverted back to a claims-based travel and subsistence scheme as well as an increase in the Basic Allowance.

This, the fifth, review arises out of the statutory requirement for the Council to seek fresh approval from the Independent Remuneration Panel on the applicability of an index and if so which index should be applicable to the various allowances paid to Councillors and Co-optees. In addition, the review has been carried out by a newly established Independent Remuneration Panel (IRP) with the disbandment of the joint IRP arrangements, as the Council felt that recent changes in political structures required attention from an IRP that focused entirely on Northampton Borough Council. Consequently, the Council has also asked the Panel to look at all the allowances as they have not been fully reviewed in over four years, with a view to consider whether the current scheme is still fit for purpose. The conclusion of the Panel is that the current scheme is in need of substantial restructuring to reflect the increasing demands placed on Councillors, particularly at the senior level.

Dr Declan Hall
Chair of the Independent Remuneration Panel
October 2008

¹ See Statutory Instruments 2003 Nos. 1021, 1022 and 1692 for further details.

Executive Summary

The Independent Remuneration Panel makes the following recommendations. A summary of which follows:

- A. The Basic Allowance is set at £6,464 per year.
- B. The recommended Special Responsibility Allowance for the Leader of the Council is set at £16,463
- C. That the following senior positions attract a % of the Leader of the Council's Allowance as follows:
 - a. Deputy Leader set at 60%
 - b. Cabinet members set at 55%
 - c. Chair of the Overview and Scrutiny Management Committee set at 35%
 - d. Chairs of Overview and Scrutiny Committees set at 30%
 - e. Chair of the Planning Committee set at 30%
 - f. Chair of the Licensing Committee set at 30%
 - g. Chair of the Audit Committee is maintained at 20%
 - h. Leader of the Main Opposition Group set at 35%
 - i. Leader of the Third Group should continue to have their SRA set 20%
 - j. If the two Opposition Groups are of equal size then each of the Group Leaders should be eligible to claim the higher Opposition Group Leader's SRA.
 - k. Councillors appointed to the Joint Strategic Planning Committee set at 10%
- D. That the following positions do not attract a Special Responsibility Allowance:
 - a. Deputy Chairs to the Committees
 - b. Group Whips
 - c. Chair of the General Purposes Committee
- E. There is no change to the Co-optees Allowances (including the Chair of Standards Committee).
- F. The current travel and subsistence scheme that is in place for when Councillors attend approved duties within the Borough is abolished.
- G. The current travel and subsistence scheme be replaced by an annual lump sum of £650, annually indexed. This amount is not backdatable to the 1st of May 2008.
- H. The Panel confirms the current terms and conditions by which Councillors can claim travel and subsistence allowances for attending approved duties outside the Borough boundary.
- I. That Dependants' Carers Allowance provides reimbursement for care up to a maximum of 15% of the Basic Allowance per annum with the claim accepted upon receipt of a "self-declaration" made by the Councillor.

- J. That Councillors are offered the right to decide if they should join the Local Government Pension Scheme (LGPS) and that this applied to both the Basic Allowance and Special Responsibility Allowances.
- K. That the provision within the Northampton Allowances scheme to suspend allowances when a Councillor is suspended from Council (after been found guilty of a breach of the code of conduct that warrants suspension) is extended to Co-optees and inserted into the new scheme; and
 - a. That this provision applies to travel and subsistence allowances for both Councillors and Co-optees, and
 - b. Where a suspension has already been served (but only confirmed after adjudication) the Council shall require the Councillor to repay any allowances received during that period.
- L. The full schedule and rates of allowances including terms and conditions is published in the Northampton Borough Council Members' Allowances Scheme, within the Constitution.
- M. That the recommendations contained within this report (with any amendments) are implemented from the Annual Meeting of the Council in May 2008, with the exception of the lump sum travel allowance.
- N. That the allowances as recommended by the Panel (and summarised as follows) are indexed at a rate of 2.5% for 2008/09
- O. That as per regulations the indices recommended by the Panel will be utilised for four years, or until the Council requires a further review.
- P. The Council publishes in its guidance notes to the Northampton Borough Council Members' Allowances scheme the details of how and what allowances may be disregarded against various benefits.
- Q. The Council publishes annually those allowances claimed by Councillors during the previous financial year and
 - a. attendance records for each Councillor be stated for each committee of which they are members, and
 - b. this information is published quarterly and annually in a report to Council that shows the amount of allowances claimed.
- R. That the Council investigates the potential for higher taxation dispensation for Councillors Allowances.

Summary of Recommendations: Basic and Special Responsibility Allowances based upon the current political structure

Post	No.	Basic Allowance (BA)	Special Responsibility Allowance (SRA)	Total per Councillor	2.5% Indexation
Basic Allowance	47	£6,464	–	£6,464	£6,625
Leader of the Council	1	£6,464	£16,463	£22,927	£23,500
Deputy Leader	1	£6,464	£9,878	£16,342	£16,750
Cabinet Members	5	£6,464	£9,055	£15,519	£15,907
Chair of Overview & Scrutiny Management Committee	1	£6,464	£5,762	£12,226	£12,532
Chair of Overview & Scrutiny	3	£6,464	£4,939	£11,403	£11,688
Chair of Planning Committee	1	£6,464	£4,939	£11,403	£11,688
Chair of Licensing Committee	1	£6,464	£4,939	£11,403	£11,688
Chair of Audit Committee	1	£6,464	£3,293	£9,757	£10,000
Opposition Groups Leader of the Opposition:	1	£6,464	£5,762	£12,226	£12,532
Leader of the Third Party	1	£6,464	£3,293	£9,757	£10,000
Joint Strategic Planning Committee	1	£6,464	£1,646	£8,110	£8,313
Chair Standards Committee	1	–	–	£2,000	£2,050
Standards Committee Co-optee	2	–	–	£1,000	£1,025
Travel & Subsistence	47	£650	–	£650	£666

TOTALS:				Total + 2.5% Indexation	
Basic Allowance	47	£6,464	£303,808		
Special Responsibility Allowances	17		£116,067		
Travel & subsistence	47	£650	£30,550		
Subtotal: (minus indexation)			£450,425		
				£461,685	
Co-optee Allowance	3			£4,100 (includes indexation)	
Grand Total:				£465,785	

Independent Remuneration Panel:

Review of Allowances For Northampton Borough Council

The Regulatory Context and Terms of Reference

1. This report is a synopsis of the proceedings and recommendations made by the newly established Independent Remuneration Panel (IRP) convened by Northampton Borough Council to advise the Council on its current Members' Allowances Scheme.
2. The Panel was convened under *The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021)*. These regulations, which arise out of the relevant provisions in the *Local Government Act 2000*, require all local authorities to set up and maintain an advisory Independent [Members'] Remuneration Panel to review and provide advice on Councillors' allowances. All Councils are required to convene their Remuneration Panel and seek its advice before they make any changes or amendments to their allowances scheme and they must 'pay regard' to the Panel's recommendations before setting a new or amended Members' Allowances Scheme.
3. Specifically, the Panel was convened on this occasion to make recommendations to the Council on the applicability of the indexation of allowances for the next four years. Regulation 10(5) 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 panel established in respect of that authority on the application of an index to its scheme.

4. The Council is fulfilling its statutory responsibility by undertaking this review under Regulation 10(5) of the 2003 Members' Allowances Regulations to seek fresh authority for the indexation of allowances.

Terms of Reference

5. With the statutory requirement to reconvene the Panel the Council took the opportunity to present the Panel with a general terms of reference to consider whether the current scheme is still fit for purpose; namely to make recommendations to Northampton Borough Council on the following:

- a) *The amount of Basic Allowance that should be payable to its elected Councillors, including clarification of what duties Councillors are expected to undertake in return for their Basic Allowance*
- b) *The categories of Councillors who should receive a Special Responsibility Allowance (SRA) and the levels of SRAs payable*
- c) *The travel and subsistence allowances, including clarification on the terms and conditions in claiming such allowances*
- d) *Those independent (appointed) members of committees who should be eligible for a Co-optees' Allowance and the levels payable*
- e) *The levels payable under the Dependants' Carers Allowance (DCA) and the terms and conditions under which such an allowance is payable*
- f) *Back-dating the of payment of an allowance to the beginning of the municipal year in the event of the scheme being amended*
- g) *Whether there should be an index in place for annual adjustments of allowance levels, and if so, what that index should be based upon*
- h) *Whether authority should be provided for the Local Government Pension Scheme*

The Panel

6. Northampton Borough Council established a new Independent Remuneration Panel and the following Panel Members carried out its independent review; namely:
 - Augustine Madu, Local Businessman
 - Dr. Declan Hall, Chair of the Panel, Institute of Local Government, The University of Birmingham, an academic specialising in the field of Members' Allowances
 - Paul Joy JP, Justice of the Peace & Local Businessman
 - Terry Wright, Local Businessman .
7. The Panel had the support of Simone Wade, Policy and Governance Manager, who acted as the 'Panellist's Friend', and whose role was to take the organisational lead in facilitating the work of the Panel.
8. The Panel would like to record its gratitude to the Councillors and Officers of Northampton Borough Council for making themselves available to talk to the Panel and supporting the work of the Panel.

Process and Methodology

9. The Panel met at the Guildhall, Northampton on the following dates
 - 15th September 2008
 - 16th September 2008
 - 17th September 2008
 - 18th September 2008
 - 2nd October 2008

10. The Panel meetings were in closed session to enable the Panel to meet with Councillors and Officers in confidence and hold its deliberations in private.
11. All Councillors were given the opportunity to meet with the Panel, submit written views to the Panel or make their views known to their respective Group Leaders. The Leaders of the three groups on Council met with the Panel to put forth the views of their respective groups. Other elected Councillors also met with the Panel to discuss issues pertinent to the Panel's specific terms of reference. The Panel also met with Officers to obtain an overview on the changes and challenges facing the Council.
12. The elected Councillors of the Council, including any written and/or oral submissions, and Officers who met with the Panel are listed in Appendix one.
13. The Panel's activity fell into four areas:
 - **One:** Review of the background and contextual information on Northampton Borough Council relating to the issues of concern, i.e., recent changes in political structures, allowances schemes from comparator authorities and previous allowances reports for the Council.
 - **Two:** Interviews with Councillors and Officers of the Council (see Appendix One)
 - **Three:** Review of oral and written submissions and analysis of allowances schemes from the 'Big Nine' group of District Councils and the results of the LGAR 2006 Survey of Allowances in England for District Councils (see Appendices Two and Three for full list of information and evidence received and reviewed by the Panel).
 - **Four:** Arriving at recommendations; and the drafting and redrafting of report to the agreement of the Panel.
14. The Panel took a tiered approach in considering the evidence. It is required to operate within the broad statutory framework laid down by the statutory guidance and regulations. The 2003 Members' Allowances (England) Regulations establishes the boundaries for the Independent Remuneration Panel (IRP), i.e., attendance allowances that cannot be paid, that all Councillors must receive a Basic Allowance that is equal in value and express authority is granted to vary the terms and conditions for claiming the travel and subsistence allowances, or indeed whether to retain them at all. Within the legislative context the IRP has an obligation to pay regard to the statutory guidance, which for instance mandates certain considerations for all IRPs in reaching the recommended Basic Allowance but in contrast provides suggestions in reaching an appropriate level for the Leader's Special Responsibilities Allowances (SRA).
15. The next level of evidence considered by the Panel were the representations made by the Group Leaders and other Councillors who met with the Panel. The interviews obtained the views of the groups on Council and also raised a number of specific concerns. The interviews were also utilised to challenge statements and to act as a 'sounding board' to suggestions and ideas from members of the IRP. Finally, all the evidence and representations have been reviewed and evaluated within the comparative context.

Principles underlying the Panel's Recommendations

16. The principal approach adopted by the Panel in its review and assessment of the evidence has been to make recommendations that attempt to minimise barriers to public service. The nature of a representative democracy means that as many people as possible should be able to consider standing for and remaining on Council without suffering financially.
17. On the other hand, the Panel (and the interviewees) recognise that being an elected Councillor entails a degree of public service. In turn, this has led the Panel to make recommendations that do not create an allowances scheme that lead to people standing for and remaining on council primarily for financial reasons.
18. In trying to achieve this balance between reducing barriers and not creating financial inducements to stand for and remain on Council has led to the third driving principle behind the Panel's recommendations; namely the levels of allowances should be at a level that recognises being an elected Councillor involves a time commitment and undertaking of a level of responsibility that should come with a degree of recompense. The demands placed on elected Councillors in 21st Century local government mean that much of the work cannot be conducted within normal working hours, such as in evenings and weekends, even for back bench Councillors. As such, Councillors deserve recompense for the time given and responsibility held if they are to fulfil the roles that are required of them.
19. Finally, the Panel has sought to ensure that the recommendations lead to a more transparent allowances scheme that is easy to understand and relatively simple to administer. Ease of administration provides savings to the Council in Officer time while enhanced understanding of how and why the Panel's recommendations were arrived at should help clarify what is expected from Councillors in return for their remuneration (by both the Council and the public) as well as being justifiable and defensible to an often sceptic public.

Observations: the atypical nature of Northampton Borough Council

20. An important context for the Panel's deliberations is the fact that Northampton Borough Council (NBC) is not a 'typical' district council in a couple of important ways. Firstly, it is by far and away the largest district council in terms of population and net revenue spend. It has a greater population than many metropolitan, London borough and unitary councils that are the obvious comparative councils. While NBC does not have the same level of revenue spend as all-purpose councils it does have a higher one than any other district/borough council.
21. Furthermore, the 'growth' agenda for NBC is momentous, with the population projected to increase significantly over the next 20 years. The economic and development pressures on NBC have created a complex set of partnership relationships and multilayered working arrangements on the part of the Council to deliver its objectives.
22. Consequently, this means that Councillors in general and senior Councillors in particular have a workload and responsibility beyond that which can be reasonably expected in more typical district councils. NBC stands out from other district

councils by virtue of its size, growth agenda and complexity of inter-governance relationships. The Panel feels that this context needs to be recognised in its recommendations.

23. The evidence reviewed by the Panel indicates that the current scheme of allowances is in need of substantial reform. There was a great deal of positive acceptance among the interviewees that the current scheme is no longer fit for purpose, particularly at the senior levels.
24. While the scope of allowances, including the differentials, paid in Northampton are perceived to be comparatively fair and relatively equitable by all the party groups, with some exceptions (see below) it is generally agreed that the current levels, particularly the SRAs, do not meet the principles enunciated by this Panel above. The main message picked up by the Panel during the review process is that there is a demand for wholesale changes to the current scheme. The main function of this review therefore is to fundamentally review the current allowances scheme so that it reflects the challenging agenda faced by the Council and the responsibilities and complexities within which Councillors are working.

The Evidence Reviewed and Recommendations

The Basic Allowance ‘Re-calibrated’

25. There was a wide range of evidence to indicate that the current Basic Allowance (BA) (£6,000) is still broadly appropriate. The ‘job’ of being a backbench Councillor has not dramatically altered since 2005. It has however altered somewhat with an enhanced emphasis on Councillor development and training which was not present in 2005 and an emerging emphasis on the Councillors’ community leadership role.
26. The Panel decided to ‘re-calibrate’ the Basic Allowance by applying the most commonly used index in a retrospective fashion. The Panel notes that the current Basic Allowance (£6,000) has not altered since 2005. If the Basic Allowance had have been indexed on the same scale of the local government staff annual pay increase since 2005 it would now be just under £6,500:
 - 2004/05 – 2.7%
 - 2005/06 – 2.9%
 - 2006/07 – 2.7%

Following the Statutory Guidance

27. The Panel also applied the method of arriving at a tentative Basic Allowance by following the 2006 Statutory Guidance for Local Authority Allowances (paras. 67-69). It lays out three variables IRPs are expected to consider in arriving at their recommended BA; namely

- Time required to fulfil roles of an 'ordinary' Councillor
- The voluntary principle, the notion that part of the time put in by a Councillor in their back bench roles should be unremunerated, often known as the Public Service Discount (PSD)
- The worth of a backbench Councillors' time, or the rate for remuneration²

Expected Inputs:

28. There was general agreement amongst the interviewees that the role of the backbench Councillor including all duties that it could be reasonably expected they fulfil (see below) was in the 10-20 hours per week range. The Panel notes that the IDeA 2007 survey of Members Allowances reports that backbench Councillors without any significant responsibility in all categories of authorities put in on average 18.1 hours per week. There is a reasonable expectation that the time demands in all-purpose councils would be slightly higher in multi-purpose councils. The Panel has opted for 15 hours per week as the minimum average expected inputs for backbench Councillors, which it has translated into 104 days per year. The Panel also recognises that many Councillors have the capacity and are willing to put in many more hours than the Panel's minimum expectation but it feels it is more a reflection of supply rather than the demands of the job.
29. Having established what local Councillors do, and the hours that are devoted to these tasks the Panel took a view on the rate at which, and the number of hours for which, Councillors ought to be remunerated. (2006 Guidance Para. 67). This includes:
- Full Council
 - Overview & Scrutiny + associated working groups
 - A Regulatory Committee
 - Neighbourhood Partnerships
 - Forum Groups
 - Outside Bodies as council representatives
 - "Occasional" Group Meetings
 - Ward/Constituency issues
 - Community Leadership
 - Training & Development

Voluntary or public service discount:

30. The statutory guidance states that the Basic Allowance (BA) should continue to recognise the concept of public service by not remunerating all the expected time commitments associated with the back bench, only a certain amount of that time should be remunerated with a proportion given as public service, often known as the voluntary or public service discount.

² See Statutory Guidance on Regulation for Local Authority Allowances, Department for Communities and Local Government, paragraphs 67-69)

31. The Panel notes that in those councils where the BA is explicitly worked out by following the statutory guidance the common public service discount is between 25-40 per cent of the expected time inputs, with 30-35% being the most common within that range. The IDeA survey of Councillors reports that on average Councillors spend approximately 37% of their time on ward/constituent issues – which many IRPs have taken as a guide in arriving at the public service discount. On this basis the Panel has decided to utilise 30 per cent as the public service discount on the expected time inputs, which is 31.2 days per year.

The Rate for Remuneration:

32. The statutory guidance finally states that IRPs need to consider what a Councillors' time is worth, often known as a rate for remuneration. The Panel notes the Local Government Association (LGA) produce a 'daily session' rate which the LGA publishes each year as a means to assist remuneration panels in arriving at a rate for the job when setting the Basic Allowance. The current LGA daily session rate is £144.72 per day (2008/09) and for 2007/08 it was £138.75. The rate is weighted towards the median male non-manual wage for Great Britain.
33. The LGA continues to utilise the LGA 'daily session' rate as the most appropriate benchmark to assess a Councillor's worth. In other words, to establish a rate for the job, it was recommended that a Councillor's time is worth the daily session rate as put forward each year by the LGA.
34. The Panel did not feel comfortable with this rate for remuneration, as it is high compared to what the majority of people earn on a daily basis. Instead the Panel has utilised the median salary for Northampton as reported by the Annual Survey of Hours and Earnings (ASHE) for 2007 as a more justifiable and locally related rate for remuneration. The median weekly salary is £444 for all full time employees within the Northampton Borough Council area, which the Panel simply divided by 5 working days to arrive at £88.80 per day.

The Basic Allowance produced by following the Statutory Guidance

35. Thus, by closely following the statutory guidance it produces the following Basic Allowance (BA):

- Time for the job: 104 days per year 15 hours per week,
- Public Service Discount: 30%
- Rate for remuneration: £88.80 per day

36. These variables can be expressed in the following formula:

- $\{104 \text{ days per year} - 30\% \} \times \text{£}88.80 \text{ per day}$
- $= 72.8 \text{ remunerated days per year} \times \text{£}88.80 \text{ per day}$
- $= \text{£}6,464$

37. The Panel was content that the 're-calibration' and the statutory guidance approach both indicate that the appropriate BA for 2008/09 is £6,625 based on the anticipated NBC staff settlement indexation of 2.5%.

Benchmarking the Basic Allowance (BA)

38. To complete the triangulation process the Panel benchmarked the tentative BA as suggested above against peer authorities. The 2006 LGAR Members Allowances Survey published by the LGA and IDeA in March 2007 but conducted in the 2nd half of 2006, shows that the average BA for English District Councils was £3,991. However, this comparison is not strictly apt for two reasons, first the figures are now 2 years old and the national comparator group also contains the 4th Option, and secondly the smaller district councils might be expected to have a relatively low BA. Northampton Borough Council by far the largest district council in England
39. A more focused benchmarking exercise was conducted by the Panel, namely focusing on the nine largest districts in England, including Northampton as the most readily comparable Councils (see appendix 3). This comparator group shows that Northampton Borough Council pays the highest BA within the group and the median Basic Allowance currently payable is £5,380. However, the Panel also notes that a number of Councils will be applying a retrospective indexation to their allowances for 2007/08, including Colchester, Chelmsford, and Huntingdon, which will decrease the difference somewhat.
40. However, the Panel is content with the tentative BA as suggested by following the statutory guidance for a number of reasons. First, Northampton BC is by far and away the largest district council in England which brings more responsibility not simply for the population as a whole but also vis-à-vis budgets and ward size. Secondly, £6,464 is not the largest BA currently payable amongst the English district councils by a wide margin. Thirdly, the population of the Borough is projected to grow by 20% over the next twenty years which will further impact on the workloads and responsibilities of the back bench Councillors through their work on facilitating and managing that growth and the soon to be statutory duty to promote community leadership. Finally, the number of Special Responsibility Allowances payable in Northampton is comparatively few, (known as a short SRA 'tail') and will remain so albeit to a lesser extent than is now the case (see below). A BA at the higher end of the comparative spectrum the Panel feels is appropriate as Councillors are expected to undertake a number of minor responsibilities for their BA rather than have a complicated allowances scheme that undermines the principle of transparency the Panel is keen to maintain within the current scheme.
41. **Thus, Panel recommends that the Basic Allowance is increased to £6,464 per year, with the recommended index of 2.5% for 2008/09 applied, which creates a recommended Basic Allowance of £6,625.**

The Recommended Special Responsibilities Allowances**The Leader**

42. There was a general consensus among the interviewees that the Leader's post is currently under-remunerated. The Panel notes that by any measure the Leader is notably underpaid. The Council did not accept the recommendations of 2005 which in effect has meant that the Leader's SRA which is currently £10,000 has remained static

since 2003. The Leader receives the lowest SRA (£10,000) and total remuneration package (£16,000) within the Big Nine comparator group, and less than the national average SRA for district council leaders as reported by the 2007 IDeA Members' Allowances survey, which was just over £11,000 for 2006/07.

43. In contrast, the Panel received evidence that the Leader's role has evolved considerably since then. The executive system has settled down and is now a recognised and identifiable feature of local government. Northampton Borough Council now has a 'Strong Leader' model in place, with the Leader now appointing the Cabinet Members and assigning their portfolio remits, rather than the Council.
44. In particular, it is clear that the Leader is the Councillor most affected by the government drive to promote the community leadership and engagement roles of local government and is the Council's leading player in the enhanced regional and sub-regional structures. Moreover, the outside partners that are increasingly required to work with local government mean that the Leader has to take the lead in working with partners. Then there is the Northampton factor, which means the Leader, has to work in a complex multi-layered (both vertically and horizontally) set of local governance and sub-regional bodies that largely relate to the population and economic growth agenda such as the West Northamptonshire Development Corporation and the MKSM partnership.
45. There is also a consensus that the Panel supports, that the post of Leader is close to being a full time equivalent, regardless of the individual in situ. The median annual salary for all full time employees within the Northampton Borough Council area was £23,088 in 2007, which the Panel feels is a justifiable, defensible and transparent figure upon which to base the Leader's total remuneration package. By deducting the recommended BA of £6,625 from £23,088 it produces a tentative recommended SRA of £16,463.
46. The median SRA for Leaders in the comparator group is £16,452 while the median remuneration package for Leaders in the same group is £21,936 – see table 1 below. Thus, the proposed SRA and remuneration package based on the median NBC annual salary would not make the Leader the highest paid within the comparator rather it simply places the Leader on par with peers.

Table 1: Allowances paid the NBC comparator group – the 'Big Nine' (2007/08)

Council	BA	Leader's SRA	Total Leader (BA+SRA)	Deputy Leader	Cabinet	O&S MC	O&S Others
Aylesbury Vale	£5,148	£15,444	£20,592	£11,580	£10,296		£3,864
Basingstoke & Deane	£5,406	£18,030	£23,436	£12,008	£9,015		£6,004
Basildon	£5,484	£16,452	£21,936	£12,339	£10,968	£8,226	£4,113
Chelmsford	£5,380	£21,100	£26,480	£13,926	£10,550	£5,275	£4,220
Colchester	£6,000	£18,000	£24,000	£11,340	£10,800	£6,300	£6,300
Charnwood	£4,772	£11,931	£16,703	£8,352	£4,772	£3,341	£3,341
Huntingdon	£4,100	£13,562	£17,662	£10,200	£8,126		£6,109
New Forest	£5,316	£18,608	£23,924	£9,304	£9,304		£4,652
Northampton	£6,000	£10,000	£16,000	£4,000	£4,000	£3,000	£3,000
Min	£4,100	£10,000	£16,000	£4,000	£4,000	£3,000	£3,000
Max	£6,000	£21,100	£26,480	£13,926	£10,968	£8,226	£6,300
Mean	£5,290	£15,903	£21,193	£10,339	£8,648	£5,228	£4,623
Median	£5,380	£16,452	£21,936	£11,340	£9,304	£5,275	£4,220

47. **Thus, the recommended SRA for the Leader is £16,463 for 2008/09.**

The Deputy Leader and Cabinet Members

48. The Panel notes that the current SRA (£4,000) received by the Cabinet members (including the Deputy Leader) is the lowest in the comparator group, where the median is £9,304. Where authorities have a separate SRA for the Deputy Leader the median is £11,340. Even the IDeA survey from 2006 shows the average paid in all district councils to Cabinet members was just under £6,000. If anything, since the current SRA for Cabinet members was set in 2005 the roles have become more onerous with some of the responsibility for partnership and multi-governance working also falling on Cabinet members when appropriate.
49. It is clear that the posts require a substantial time commitment and require a significant responsibility that is not recognised in the current level of SRA. Currently, they are remunerated at 40% of the Leader's SRA whereas the normal differential is not usually that great. In the comparator group they are paid at 55% plus in relation to their Leader's SRA (bar the exception of Charnwood) and at the same time the ratio in the IDeA survey is approximately 55%.
50. **Consequently, the Panel recommends that the SRA for the Cabinet members is set at 55% of the Leader's recommended SRA, which equates to £9,055.**

The Deputy Leader

51. Currently, the Deputy Leader, who also holds a portfolio, has a SRA that is paid equal to that of other Cabinet members. It is common practice to remunerate a Deputy Leader marginally above that of other Cabinet members as they have a defined set of

extra duties to undertake, even if it is sometimes no more than stand in for the Leader in the latter's absence. The Panel feels that the Deputy Leader post merited a marginal differential to that of other Cabinet members and that the post should be remunerated at 60% of the Leader's recommended SRA, which would still leave it below the median SRA paid in the comparator group.

52. **Consequently, the Panel recommends that the SRA for the Deputy Leader is set at 60% of the Leader's recommended SRA, which equates to £9,878.**

The Chairs of the Overview and Scrutiny Committees

53. The Panel notes that the current SRA (£3,000) received by the Chairs of the Overview and Scrutiny Committees are the lowest in the comparator group, where the median is £4,220. Even the IDeA survey from 2006 shows average paid in all district councils to Chairs of Overview and Scrutiny Committees was just £3,721. The roles remain vital to functioning of effective local government, a fact underpinned by their statutory requirement.

54. Their importance is not recognised at the current level of remuneration. Currently, they are remunerated at 30% of the Leader's SRA which is not too dissimilar to the normal differential, which tends to be in the 25-30% range. The Panel was content that the current ratio was still broadly appropriate and their SRA set at 30% of the Leader's recommended SRA.

55. **Consequently, the Panel recommends that the SRA for the Chairs of the Overview and Scrutiny Committees are set at 30% of the Leader's recommended SRA, which equates to £4,939.**

Chair of the Overview and Scrutiny Management Committee

56. Since the last full review in 2005 the Council has created an Overview and Scrutiny Management Committee (O&SMC), which is made up of all the O&S Chairs and Vice Chairs, with the Chair of the O&SMC always being drawn from one of the O&S Committee Chairs. This model is becoming increasingly common and the Panel accepts that the Chair of O&SMC has a co-ordinating and management role somewhat above that of other O&S Chairs. The Panel has simply applied a 5% uplift to the ratio applied to other O&S Chairs, setting the O&SMC Chair's SRA at 35% of the Leader's recommended SRA of £16,463.

57. **Consequently, the Panel recommends that the SRA for the Chair of the Overview and Scrutiny Management Committee is set at 35% of the Leader's recommended SRA, which equates to £5,762.**

The Planning Committee

58. Currently the Chair of the Planning Committee receives a SRA of £2,000, which is 20% of the Leaders current SRA and on a par with the Chair of the Audit Committee. Although the development control function for major developments lies with the West Northamptonshire Development Corporation (WNDC) the Chair is an ex officio

member of the WNDC and still has a major role vis-à-vis strategic developments both within and outside of the Borough.

59. The Panel notes that the SRA is below that of regular O&S Chairs and the Chair of Licensing, which it considers is an anomaly. Moreover, comparatively it is an underpaid post, even more so considering the planning pressures within the Borough. In the comparator group the median SRA paid to chairs of planning is £6,004. The Panel feels that as a statutory regulatory function the Chair of Planning should be placed on a par with the chairs of O&S and Licensing (see below) and have the SRA set at 30% of the Leader's recommended SRA.
60. **Consequently, the Panel recommends that the SRA for the Chair of the Planning Committee is set at 30% of the Leader's recommended SRA, which equates to £4,939.**

The Chair of the Licensing Committee

61. The Panel takes the view that the Chairs of the major committees are broadly equivalent and should be remunerated as such. Currently the Chair of Licensing receives a £3,000 SRA, which is 30% of the Leaders current SRA. The Panel received no evidence to suggest that this ratio should be altered although this should be in relation to the recommended SRA for Leader.
62. **Consequently, the Panel recommends that the SRA for the Chair of the Licensing Committee is set at 30% of the Leader's recommended SRA, which equates to £4,939.**

Members of the Licensing Sub-Committees and Other Regulatory Committees

63. The Panel received evidence that suggested those who serve on the regulatory (or quasi-judicial) committees, and in particular the Licensing sub-committees merited a SRA to recognise the peculiar nature of their work. However, the Panel has explicitly set the BA at a level that recognises that most Councillors will have a quasi-judicial role to fulfil. In particular, the Panel considered the workload of the members of the Licensing Committee who dealt with licensing appeals and reviews through the special sitting of sub panels consisting of three Councillors drawn from the Licensing Committee, whom it was suggested have a workload and responsibility above and beyond that of the ordinary member. However, based on the information presented to the Panel most Councillors who served on the licensing sub-panels were not putting in more time and effort than those Councillors who sit on Planning, particularly when it is recognised that Planning Councillors are also expected to undertake site visits prior to each meeting. Consequently, the Panel does not accept this argument.

The Chair of the Audit Committee

64. The Panel notes that the Chair of the Audit Committee receives a SRA paid at 20% of the Leader's current SRA. The Panel received no evidence that this ratio is no longer appropriate. It is a relatively new committee and the role of the Chair and the committee is still evolving. To maintain as a second tier committee is further warranted by virtue of the fact that unlike the Planning and Licensing Committees it is not a decision-making committee and unlike O&S it is not a statutory committee.

65. **Consequently, the Panel recommends that the SRA for the Chair of the Audit Committee is maintained at 20% of the Leader's recommended SRA, which equates to £3,293.**

Leaders of the Opposition Groups

66. At present the Leaders of the two Opposition Groups receive an SRA of £2,000. Yet, the size of the two Opposition Groups has not remained consistently similar since the original Panel conducted its reviews. The Panel takes the view that the larger Opposition Group has a greater obligation to fulfil the broad role of Opposition and that there is a greater group management role to undertake by virtue of having a larger group and therefore it is appropriate that the Leaders of each group receive an SRA that reflects the difference in size.
67. The Panel notes that the Leader of the Main Opposition Group's SRA is paid at 20% of the Leader's current SRA. This is a comparatively low ratio and is the lowest Opposition SRA within the comparator group for Main Opposition Group Leaders, where the median SRA is £6,464.
68. The Panel believes that a well resourced Opposition is vital to the functioning of local representative democracy, indeed, it is recognised through statute by the requirement in English local government for at least one Opposition Councillors to be in receipt of an SRA – where an Opposition exists. **The Panel believes that the Leader of the Main Opposition Group is at least on a par with the Chair of the Overview & Scrutiny Management Committee and recommends their SRA is set at 35% of the Leader's recommended SRA, which equates to £5,762.**
69. **The Panel recommends that the Leader of the other Opposition Group or Third Group should continue to have their SRA set at 20% of the Leader's recommended SRA, which is £3,293.**
70. **If the two Opposition Groups are of equal size then each of the Group Leaders should be eligible to claim the higher Opposition Group Leader's SRA.**

Other Special Responsibility Allowances (SRA) – the Joint Strategic Planning Committee

71. Evidence was received that suggested the Council appointees to the Joint Strategic Planning Committee merit a SRA due to the large tranche of work it is facing over the next two years. This is a sub-regional body that has been created to co-ordinate spatial planning strategy across the relevant local government agencies. In particular, it is charged with developing the local plan and it is a statutory body. The Panel recognises that these posts (the Council appoints five Councillors to it) do have a role

to undertake that may be above and beyond that expected from the normal backbench roles.

72. **Consequently, the Panel recommends that the Councillors appointed to the Joint Strategic Planning Committee be eligible for a SRA (subject to the one SRA only rule) with the SRA set at 10% of the Leader's recommended SRA, which equates to £1,646. The Panel will keep this SRA under review to monitor the workload associated with sitting on this Committee in the long term.**

Other Special Responsibility Allowances (SRA) – the Deputy Chairs of the Committees

73. Evidence was received that suggested the Deputy Chairs to the Committees merited an SRA. Yet, the Panel was not convinced of the argument – their roles were not clearly defined beyond standing in for their Chair when required and the Panel is keen to make sure that a majority of the Councillors are not in receipt of a SRA as a result of its recommendations. **Therefore, the Panel does not recommend that the Deputy Chairs to the Committees are to receive a SRA.**

Other Special Responsibility Allowances (SRA) – the Group Whips

74. The Panel agrees that the “Whip” is a Group position and therefore a party post which should be funded by the Groups and consequently **does not recommend that they receive a SRA. The Panel are keen to ensure that the majority of Councillors are not in receipt of a SRA.**

Other Special Responsibility Allowances (SRA) – the Chair of General Purposes Committee

75. Again, evidence was received that suggested the Chair of the General Purposes Committee merited an SRA. The Panel is not minded to accept this argument as it meets as and when, and there are other ad hoc committees and panels where the Chairs are not in receipt of an SRA. It is a reasonable expectation that most back benchers will chair an ad hoc panel or committee during their term of office and therefore the Panel believes the Basic Allowance is sufficient to cover this area of work.
76. **Therefore, the Panel does not recommend that the Chair of the General Purposes Committee is to receive a SRA.**

The Statutory Co-optees – Chair and Other Co-opted Members of the Standards Committee

77. The role of the Standards Committee in England has changed. From April 2008 all English Standards Committees have obtained new powers and responsibilities for the Standards Committee from April 2008. Now all complaints against local Councillors, including Parish Councillors are dealt with in the first instance by local authority Standards Committees for local determination. The local committee decides whether to deal with the complaint locally or if serious enough, to forward the matter to the National Standards Board of England as opposed to it previously being dealt with by

the National Standards Board in the first instance. Thus, at the very least, the Northampton Standards Committee will have a filter role vis-à-vis any complaints against Councillors; even if they are unfounded there is still a process role for the Standards Committee.

78. The Panel notes that the current Co-optees Allowance paid to the Chair of the Standards Committee (£2,000) and other statutory Co-optees (£1,000) is broadly in line with the Co-optees Allowances payable in the comparator group. **Therefore the Panel recommends that there is no change to the Co-optees Allowances currently payable bar the application of the 2008/09 index of 2.5%, which produces a Co-optees Allowance for the Chair of the Standards Committee of £2,050 and other statutory Co-optees (including the parish council representative) of £1,025.**

Travel and Subsistence

Within the Borough

79. The Panel notes that after travel and subsistence allowances became discretionary rather than statutory allowances under the 2003 Allowances Regulations the Panel recommended and Council accepted that they were replaced with an annual sum of £600 rather than be a claim-based allowance. If this approach had been maintained and indexed it would now be just over £650. However, in 2005 the Panel changed its mind on the grounds that because many Councillors would not claim travel and subsistence for attending approved duties within the Borough it was a more expensive option and therefore it was subsequently scrapped and replaced with the current scheme which pays mileage at HMRC approved rates and subsistence at the same rates that can be claimed by Officers.
80. The Panel is not convinced by the economy argument, as it does not take into account the administrative and other costs incurred in monitoring and processing the travel and subsistence claims. **The Panel recommends that the current travel and subsistence scheme that is in place for when Councillors attend approved duties within the Borough is abolished. Furthermore, it should be replaced by an annual lump sum of £650. This amount is not backdatable to the 1st of May 2008. The Panel recommends that the lump sum is indexed annually.**

Outwith the Borough

81. The Panel confirms the current terms and conditions by which Councillors can claim travel and subsistence allowances for attending approved duties outside of the Borough boundary. These rates are as follows:

Upon evidence of expenditure:

Mileage: Motorcycles: 24p/mile

Cars: 40p/mile for the first 10,000 miles and 25p/mile thereafter

Bicycle: 20p/mile

Subsistence: Breakfast - more than 4 hrs away from home & before 11am: £5

Lunch - more than 4 hours away from home - 12noon to 2pm: £7

Tea - more than 4 hours away from home - 3-6pm: £3

Evening Meal - more than 4 hours away from home - after 7pm: £10

In the case of absence over night (excluding meals) £60

In the case of absence over night in London (excluding meals) £95

Eligibility to join the Local Government Pension Scheme

82. The legislation provides for the Council to pay pension contributions on allowances to all Councillors, specifically through membership of the Local Government Pension Scheme (LGPS). It is the only pension scheme that Councillors are permitted to join that attracts the 'employers' contribution. The Panel can make recommendations on whether all or some Councillors should be permitted to join the LGPS. It can also recommend whether pensionability should apply to the Basic Allowance, SRAs or both. This is the one binding recommendation that the Panel can make in a negative sense. In other words, if the Panel does not recommend that any Councillors should be able to join the LGPS then the Council cannot alter that recommendation to allow all or some Councillors to join. However, if the Panel recommends that all Councillors be permitted to join the LGPS and it should apply to both the Basic Allowance and SRAs then the Council can revise the scope of this recommendation downwards by, for instance by limiting it to SRA holders only, or just the Leader. Furthermore, individual Councillors can decline to join the LGPS if they feel it does not suit them. Presently, the Council does not have the option to decide on whether it should permit Councillors to join the LGPS as a previous Panel decision prevented the Council from doing so.
83. However, it is the view of this Panel that the Council should be offered the right to decide if Councillors should be able to join the LGPS, on the following grounds:
- It is not for the Panel to consider the personal circumstances of individual Councillors and their suitability regarding the LGPS
 - Exercising its only binding power removes the element of choice from both the Council and individual Councillor on deciding if the LGPS is appropriate on first a collective and then individual level
 - To do otherwise means that Councillors are being financially penalised by not having their remuneration benefiting from pension provision.
84. The Panel recognises that for most Councillors, membership of the LGPS will not provide a living pension for their retirement but it is designed to compensate for 'damage' that might have been done to their occupational pension by being a Councillor due to one or more of the following situations:
- Having to take unpaid leave from work

- Restricted overtime over working career
- Lack of normal career progression

85. Moreover, the Panel feels that pensionability could reduce a potential barrier to public service; which is one of its guiding principles. To 'close the door' by exercising its one binding power by taking a restrictive view vis-à-vis the LGPS would be inequitable. As such, the Panel also **recommends that all Councillors should be eligible to join the LGPS, applied to both their Basic Allowance and SRAs**. This recommendation then leaves the Council and individual Councillors to decide on issues of affordability, public perception and, if relevant, suitability for individual circumstances.

The Dependants' Carers Allowance

86. Presently, the **Dependants' Carers Allowance (DCA) provides reimbursement for care up a maximum of 15% of the BA. The Panel continues to support this arrangement.** However, there are it appears some issues of access to the DCA scheme as it is only paid out upon the production of receipts. The Panel believes this maintains an unnecessary barrier and **recommends that the DCA is amended to permit a Councillor to make a self declaration that states:**

- **The care has actually been provided**
- **The claim relates to attending approved duties only**
- **The actual amount claimed**

Provision for withholding Allowances

87. The Panel notes that the Allowances Regulations (2003, [Part 3 paragraphs 10. (7) (a-c)] permit Councils to cease payment to Councillors and Co-optees who have been suspended or partially suspended from their duties and to make provision for the repayment of allowances. It has to be specified in the scheme for the provision to be effective. The Panel feels that it would be remiss of the Council not to take advantage of this provision lest such a situation occur

88. **The Panel recommends that a clause is inserted into the Members' Allowances scheme and states:**

When an elected Councillor or Co-optee is suspended from acting as a member of the Council or a Committee they are appointed to after being found to be in breach of the Code of Conduct, then the Standards Committee should be empowered to suspend in whole or part the allowances payable to that Councillor and/or Co-optee.

89. **This provision should also apply to travel and subsistence allowances (for both Councillors and Co-optees, the Regulations do not permit the suspension of the DCA). In addition, where a suspension has already been served (but only confirmed after adjudication) the Council shall require the**

Councillor to repay any allowances received during that period. These provisions should be inserted into the new scheme.

Publication of Allowances, Rates and Terms and Conditions

90. The full schedule and rates of allowances including terms and conditions will be published in the Northampton Borough Council Members' Allowances Scheme, within the Constitution.

Confirmation of Implementation and Indexing

91. **The Panel recommends that the recommendations contained within this report (with any amendments) are implemented from the Annual Meeting of the Council in May 2008, with the exception of the lump sum travel allowance.**
92. **Furthermore, the Panel recommends and confirms the use of the following index for allowances:**
- **Basic Allowance, SRAs, Co-optees' and in-Borough travel and Subsistence Allowances: indexed to the annual local government percentage salary increase, (known as the 'spinal column point 49 of the National Joint Councils agreement) to be implemented from the date of the Council Annual Meeting commencing in 2009.**
 - **Travel and Subsistence (outwith): maintain current indexes, namely Officer casual user rate or AMAP rates where relevant, unless related to actual cost re-imburement.**
93. **The Panel further recommends that as per regulations the indices recommended by the Panel be utilised for four years, or until the Council requires a further review.**

Issues Arising

Councillors on Benefits

94. The issue arose during interviews that Councillors on benefits are generally financially worse off by becoming an elected Councillor through losing benefit entitlement both while they are a Councillor and in the longer term. Indeed it was an issue recognised by the Councillor Commission, which recommended that Councillor remuneration and expenses be disregarded for benefits purposes (recommendation 59). It is not an issue the Panel can directly address but it notes the government as not taken on board the recommendation of the Councillor Commission in relation to this issue. In the government's response to the Councillor Commission it has stated:

Income Support and Incapacity Benefit, already offer a more generous 'disregard' for councillors than for other occupations and earnings.³ There is also a generous treatment of expenses incurred through a councillor's duties. We do not intend to alter the existing arrangements (paragraph 78).

95. However, the Panel does recognise that many people who are on benefits who are deterred from standing for Council, as are Councillors who receive benefits are unaware of the "generous treatment of expenses incurred through a councillor's duties". The Council should publish in its guidance notes to the Northampton Borough Council Members' Allowances scheme the details of how and what allowances may be disregarded against various benefits.
96. The Council publishes annually those allowances claimed by Councillors during the previous financial year. **The panel recommends that attendance records for each Councillor be stated for each committee that they are members, and that this information is published quarterly and annually in the report to Council, that shows the amount of allowances claimed.**

Taxation Dispensation

97. Some Councils have negotiated a collectively higher taxation dispensation against their Councillors' allowances. **The Panel recommends that Council investigates this potential further.**

³ This is also true of the arrangements agreed for their replacement, the Employment and Support Allowance, which will come into force from October 2008 for new claims only.

Appendix One

Councillors and Officers who met with the Panel

Councillors:

Councillor Woods, Leader of the Council
Councillor Hadland, Leader of the Opposition
Councillor Davies, Leader of the Third Party
Councillor B. Hoare, Cabinet
Councillor Church, Cabinet
Councillor Christopher Malpas, Chair of Overview & Scrutiny Committee
Councillor Taylor, Chair of Licensing Committee
Councillor Caswell, Licensing Committee
Councillor Choudary, Licensing Committee
Councillor Perkins, Chair of Audit Committee
Councillor Clarke, Independent Councillor
Councillor Larrett, Back bench Councillor
Councillor Scott, Back bench Councillor
Councillor Paul Varnsvery, Back bench Councillor

Councillors Interviewed via Teleconferencing Call

Councillor Glynane, Deputy Leader of the Council
Councillor Simpson, Chair of Overview & Scrutiny Management Committee
Councillor Hollis, Chair of Planning Committee

Written Submissions

Councillor Woods, Leader of the Council
Councillor B Hoare,
Councillor Hawkins

Officers:

David Kennedy, Chief Executive
Francis Fernandez, Borough Solicitor
Frazer McGown, Meeting services Team leader

Appendix Two

Information and Evidence Received and Reviewed by the Panel

1. Panel Terms of Reference
2. Northampton Borough Council Members' Allowances Scheme 2007/08, including information on Members support/facilities
3. Summary of Councillors' Allowances and expenses claimed 2007/08
4. List of Northampton Borough Council Co-optees and expenses claimed/allowance received
5. Schedule of Meetings for Council, Executive and Main Committees
6. Briefing Paper on Northampton Borough Council, including information on decision making structures and calendar of council meetings
7. Members' Role Descriptions
8. Other IRP Allowances Reports – dates
9. Fact sheet on Northampton Borough Council
10. Statutory Guidance on Consolidated Regulations for Local Authority Allowances 2003
11. Statutory Instruments:
 - 2003 No. 1021 – The Local Authorities (Members' Allowances) (England) Regulations 2003
 - 2003 No. 1022 – The Local Government Pension Scheme and Discretionary Compensation (Local Authority Members in England) Regulations 2003
 - 2003 No. 1692 – The Local Authorities (England) Amendment) Regulations 2003
12. Summary of Local Government Analysis and Research (LGAR) 2006 Survey of Members Allowances (England) March 2007
13. Allowances schemes from Northampton Near Neighbours and other comparator authorities including nine largest districts in England
14. CIPFA Comparators
15. Top 10 comparator councils by population
16. Summary of Report of the Councillor Commission December 2007 and the Government's Response
17. Councillor attendance records 2006/07
18. Annual Survey of Hours and Earnings (ASH) 2007

Appendix Three – Chart of Allowances Paid in Comparator Councils

Council	BA	Leader's SRA	Total Leader (BA+SRA)	Deputy Leader	Cabinet	O&S MC	O&S Others
Aylesbury Vale	£5,148	£15,444	£20,592	£11,580	£10,296		£3,864
Basingstoke & Deane	£5,406	£18,030	£23,436	£12,008	£9,015		£6,004
Basildon	£5,484	£16,452	£21,936	£12,339	£10,968	£8,226	£4,113
Chelmsford	£5,380	£21,100	£26,480	£13,926	£10,550	£5,275	£4,220
Colchester	£6,000	£18,000	£24,000	£11,340	£10,800	£6,300	£6,300
Charnwood	£4,772	£11,931	£16,703	£8,352	£4,772	£3,341	£3,341
Huntingdon	£4,100	£13,562	£17,662	£10,200	£8,126		£6,109
New Forest	£5,316	£18,608	£23,924	£9,304	£9,304		£4,652
Northampton	£6,000	£10,000	£16,000	£4,000	£4,000	£3,000	£3,000
Min	£4,100	£10,000	£16,000	£4,000	£4,000	£3,000	£3,000
Max	£6,000	£21,100	£26,480	£13,926	£10,968	£8,226	£6,300
Mean	£5,290	£15,903	£21,193	£10,339	£8,648	£5,228	£4,623
Median	£5,380	£16,452	£21,936	£11,340	£9,304	£5,275	£4,220