

# CRAWLEY BOROUGH COUNCIL

## REPORT OF THE INDEPENDENT REVIEW PANEL ON MEMBERS' ALLOWANCES 2007/08

### 1. INTRODUCTION

- 1.1. The Members' Allowances Independent Review Panel has now completed its deliberations and this report sets out the Panel's recommendations regarding the scheme of Members' Allowances for the year 2007/08.

### 2. BACKGROUND

- 2.1. At its meeting on 26 July, 2006, the Council, in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2001, appointed two new representatives (Roy Rose nominated by CADIA and Nick Whitley appointed by Central Sussex College) to serve on the Members Allowances Independent Review Panel.

The Constitution of the Panel for 2006/07 was therefore as follows:-

<b>Name</b>	<b>Nominating organisation</b>	<b>Remaining period of appointment</b>
<b>Janet Haynes</b>	<b>Chamber of Commerce</b>	<b>2 years</b>
<b>Peter Mansfield-Clarke</b>	<b>Director, Crawley Open House</b>	<b>1 year</b>
<b>Roy Rose</b>	<b>CADIA</b>	<b>4 years</b>
<b>Alison Skinner</b>	<b>West Sussex Primary Care Trust</b>	<b>4 years</b>
<b>Nick Whitley</b>	<b>Central Sussex College</b>	<b>4 years</b>

Both Janet Haynes and Alison Skinner were unable to attend the interviews of members on 12 December 2006. Peter Mansfield Clarke and Nick Whitley were unable to attend the meeting on 31 January 2007. Therefore, at each meeting, a quorum of three was present.

- 2.2. Under the Members' Allowance Regulations, the Independent Panel is required to produce a report making recommendations:-

- (a) as to the responsibilities or duties in respect of which the following should be available –

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

2.3. In carrying out these functions, the General Purposes Committee has requested that the local Panel should take into account the following:-

- The various roles of elected Members and the time commitment involved.
- The differences between the level of time responsibility and time commitment of Members holding special responsibilities and other Members.
- Schemes operating elsewhere in authorities similar to Crawley.
- The levels of remuneration paid for other types of public duties.
- The need to attract and retain elected Members of high calibre who are representative of the population of Crawley in terms of age, gender and ethnic origin.

## Meetings of the Panel-Summary of Matters Discussed

- 2.4. The Panel has met on 3 occasions since **28 November 2006**.
- 2.5. On **28 November 2006**, the Panel began considering the level of allowances for 2007/08. The Panel received information about:-
- The political decision making structure of the Council. It was noted that an Audit and Governance Sub Committee had been appointed for the first time in 2006/07;
  - Executive Members' portfolio responsibilities;
  - Guide to the role and functions of the Overview and Scrutiny Commission include the Chair's responsibilities and the work undertaken by Scrutiny Panels;
  - The various roles of elected members;
  - The results of the survey of the time Councillors spend on various activities (carried out during the two month period September – October 2006);
  - Information about other local authorities' schemes and remuneration paid for other types of public duties; and
  - Comments from some Members about the present scheme (All Members of the Council were invited to submit their views);
- 2.6. The Panel took the view that Crawley was an expensive place in which to live and queried which areas it would be reasonable to use for comparative purposes. The Panel therefore asked for further information relating to the following groups of authorities .
- (1) Several local authorities on the outer fringe of London;
  - (2) Authorities within the 'family group';
  - (3) Other West Sussex authorities.

The Panel requested the following information from the authorities listed above recognising that it could only inform at a very basic level:-

- (a) The level of members' allowances;
- (b) The level of members' allowances in relation to the total revenue budget;
- (c) The amount of allowance per head in relation to the revenue cost per head;
- (d) The member elector ratio.

The information gathered in response to these questions is set out in Appendix A to this report.

- 2.7. The Panel, mindful of the fact that Roy Rose and Nick Whitley were newly appointed to the Panel and had not taken part in an earlier review and also taking into consideration the recent change of administration, felt that it would be useful to interview a selection of members about their respective roles. Therefore, on 12 December 2006, the Panel interviewed the Leader, the Opposition Leaders, the Chair of the Audit and Governance Sub Committee, the Chair of the Licensing Committee, the Chair of the Budget Advisory Group (formerly the Service Priority Working Group), a new member, a backbencher and the Executive Member for Leisure and Cultural Services.
- 2.8. At this meeting, the Panel asked for further information relating to the mileage allowance. The responses to the Panel's questions are set out in Appendix B to this report.
- 2.9. The Panel met again on 31 January 2007 to formulate their recommendations. Owing to circumstances beyond their control, two members were unable to attend this meeting but, with three members in attendance, the meeting was quorate. The Panel considered the further information set out in Appendices A and B, discussed impressions gained at the interviews and formulated their conclusions and recommendations.

In doing so, the Panel noted that the Council's Budget Advisory Group had decided not to make any recommendations in respect of the overall budget for members' allowances, choosing instead to await the findings of this Panel.

The Panel also noted that, as the Labour Group had not formally appointed Shadow Portfolio Holders, the question of whether such a post should attract a special responsibility allowance was not an issue requiring further consideration at the moment.

### **3. DETAILED MATTERS DISCUSSED**

#### **3.1. Job Descriptions**

The Panel were provided with information on the roles of all Councillors and the specific roles of Committee Chairs, Scrutiny Committee Chairs, the Leader of the Council, Executive Members and Opposition Group Leaders. In addition, the Panel acquainted themselves with the role of the new Audit and Governance Sub Committee and its Chair.

#### **3.2. Survey of Members**

A survey was conducted of the time that Councillors spend on various aspects of their work. 13 Members out of the 37 returned their questionnaires before the analysis was carried out. The returns, together with written submissions received from elected members, helped to demonstrate the differences in time commitment between members holding special responsibilities and other members.

### **3.3. Member Interviews**

During the interview process, the Panel sought further information about the roles and workloads of the members concerned and took the opportunity to get their perspective of the impact which being a councillor had on their everyday lives. On the question of the level of allowances, most members who had been interviewed by the Panel were satisfied with the current scheme (with a small number of exceptions). It appeared to the Panel that Members were primarily dedicated to serving the community and were not driven by the prospect of an allowance. Nevertheless, the point was made that it was important that allowances should continue to be of a sufficient level to attract the right calibre of councillor from a variety of backgrounds and that members should not be out of pocket.

### **3.4. Schemes operating in other local authorities**

The Panel compared the level of allowances currently paid in Crawley with allowances paid by other authorities on the outer fringe of London, in the 'family group' and in West Sussex.

The Panel came to the conclusion that, whilst there seemed to be a certain degree of inconsistency in the level of members' allowances and special responsibility allowances paid elsewhere, the allowances paid in Crawley did not generally appear to be out of step in comparison.

### **3.5. The levels of remuneration paid for other types of public duties.**

The Panel also noted the remuneration paid for other types of public duties. The Sussex Police Authority had had the level of allowances independently reviewed at a national level by the Association of Police Authorities. For the year 2006/07, each member received an allowance of £7,932 per year, with the Chairman and Vice Chairman receiving £21,801 and £15,858 respectively. Chairs of committees and working parties received £9,063.

### **3.6. The need to attract and retain elected Members of high calibre who are representative of the population of Crawley in terms of age, gender and ethnic origin.**

Since the election the demographic profile of the Members had once again changed. There were now 12 female Councillors, 1 black Councillor and 2 disabled Councillors.

The Panel was of the view that, by increasing the Dependant Care Allowance in line with inflation, this could help the demographic profile of members become more reflective of the local population.

### **3.7. Travel and subsistence**

The Panel gave particular consideration to the level of travelling and subsistence allowance and to the information supplied in Appendix B.

It was noted that a total of only £2,900 had been claimed by members for travel, subsistence and dependant care during the previous year (amounting to an average of £78 per councillor).

It was further noted that the level of take up was minimal as far as mileage allowance was concerned, with most members only claiming for journeys which took them out of the Borough. It was felt that any reduction in the level of allowance would not have any significant impact on the overall expenditure on allowances. The Panel were therefore not minded to propose any change to the current approach whereby Members' travelling and subsistence allowances were paid at the same rate as for officers (which were recommended by the national employers' organisation). It appeared that this approach had also been adopted by a number of other authorities.

At the request of an elected member, the Panel also gave consideration to the possibility of making provision in the scheme for the payment of an allowance to cover the cost of return air fares to enable members who were out of the country to attend important meetings and vote. The Panel took the view that this was a party issue and not the responsibility of the Council.

#### **4. CONCLUSIONS**

4.1. Having considered the matters set out above, the Panel has completed its deliberations and is now in a position to make its final recommendations to the Council.

#### **4.2. General**

The Panel concluded that, in general, and in view of the fact there had been no significant changes in most members' workloads, the level of allowances was appropriate. The Panel therefore decided to recommend that the basic and special responsibility allowances should be up-rated with effect from 1 April 2007 by 2.5% for inflation in line with officers' salary increase. The revised figures for the allowances are set out in the recommendation below (see chart at paragraph 5.1).

#### **4.3. Chair of the Audit and Governance Sub Committee**

Following consideration of the views submitted by members and the interview with the Chair of the Audit and Governance Sub Committee, the Panel concluded that this position should receive an allowance in line with that of the Chairs of the Standards and General Purposes Committees.

#### **4.4. Co-optees Allowance**

The Panel confirmed its position that co-optees should not receive an allowance as such but should continue to receive travelling and subsistence payments and any special responsibility allowance which might apply.

#### 4.5. **Dependant Care Allowance**

The Panel agreed that the Dependent Care Allowance should be up-rated for inflation.

#### 4.6. **Amendment of Scheme**

The Panel confirmed that, in the event that the scheme was amended at any time so as to affect an allowance payable for the year in which the amendment was made, a decision should be taken at that time as to whether payment of allowances should be backdated, based on the circumstances of the case.

#### 4.7. **Adjustments to the Level of Allowances being determined according to an Index**

The Panel discussed whether adjustments to the level of allowances might be determined according to an index and, if so, which index and how long that index should apply, subject to a maximum of four years, before its application was reviewed. The Panel concluded that the current arrangements should continue, as this allowed for greater flexibility and sensitivity to the local circumstances.

#### 4.8. **Member entitlement to pensions**

The Council had previously agreed, on the recommendation of the Members' Allowances Independent Review Panel that all eligible Members (i.e. those under 75 years of age) should be entitled to join the pension scheme and that both Basic and Special Responsibility Allowance should be pensionable. The Panel recommended that this should continue to be the position.

#### 4.9. **Travelling and Subsistence Allowances**

The Panel decided to recommend that Members' travelling and subsistence allowances should continue to be paid at the same rate as for officers, which are recommended by the national employers' organisation. At the time of preparing this final report the figures for 2007/08 have not yet been confirmed. The rates for 2006/07 are set out below. It is expected that the national employers' organisation will up-rate these figures for inflation with effect from 1 April 2007:-

Breakfast (more than four hours absence before 11.00 a.m.)	£6.06
Lunch (more than four hours absence including the period 12 noon to 2.00 p.m.)	£8.37
Tea (more than four hours absence including the period from 3.00 p.m. to 6.00 p.m.)	£3.31
Evening Meal (more than four hours absence ending after 7.00 p.m.)	£10.36

Out of Pocket Expenses (residential training courses):	
Per night	£4.65
Per week	£18.60
Cycling Allowance	20p per mile
<u>Motor cycle</u>	
Up to 50cc	12.4p
50cc to 125cc	18.62p
126cc to 250cc	27.81p
251cc to 500cc	36.56p
Exceeding 500cc	40.38p
<u>Motor vehicle:-</u>	
First 8,500 miles per annum	
Not exceeding 999cc	39.7p
999cc to 1199cc	43.1p
Over 1199cc	54.4p

In addition, elected members may claim a passenger supplement of 1p per mile for up to 4 passengers who would otherwise be entitled to a travel allowance.

#### 4.10 Overnight Rate

The Panel decided that the current allowance should be up-rated for inflation.

## 5. RECOMMENDATIONS

### 5.1. Basic and Special Responsibility Allowances

That the allowances for 2007/08, which are considered proportionate to the current responsibilities of the posts, be as set out below, which are updated for inflation:-

Office Holder	Allowance
	£
Basic Allowance (all councillors)	5704
Leader of the Council	13693
Executive Portfolio Holders	6844
Overview & Scrutiny Commission Chair	6126
Vice Chair of Scrutiny Commission	1118
Payments to Lead Member on a Review (note Members would be entitled to only one)	1087 per completed review:-

£1087 allowance per year even if they chose to undertake a second review)	
Chair of Development Control Committee	5703
Chair of Licensing Committee	5703
Vice-Chair of Licensing	2282
Vice-Chair of Development Control Committee	2282
Chair of Standards Committee	2282
Chair of General Purposes Committee	2282
Chair of Audit and Governance Sub Committee	2282
Chair of Budget Advisory Group (payable provided the postholder is not an Executive Member)	2282
Leader(s) of minority group(s) (differential rates depending on the number of Members in that Group);	2110
• Basic allowance	263
• Additional payment per Group member	

The existing policy in respect of the multiple allowances be continued i.e. No member shall be entitled to more than two special responsibility allowances. If they fulfil three or more of the above roles, they are paid only the highest two allowances.

## **5.2 Travelling and Subsistence Allowances and Overnight Rate**

Travelling and Subsistence Allowances should be the same as those paid to officers and that the overnight rate should be the actual cost up to a maximum of £84.56 or (£97.32, if in London), subject to the Head of Democratic Services being empowered to authorise a higher amount in specific instances where suitable accommodation cannot not be found within the limit.

The circumstances under which Members receive travelling and subsistence allowances should remain the same, as specified in the current Members' allowances scheme.

## **5.3 Co-Optees' Allowance**

Co-optees should not receive an allowance as such (other than in circumstances where a special responsibility allowance might apply) but should continue to receive travelling and subsistence payments.

## **5.4 Dependant Care Allowance**

The Dependent Care Allowance payment should increase from up to £8.25 to £8.46. (Actual cost - payable provided the carer is not a member of the Councillor's own household).

## **5.5 Backdating of amendments to the scheme made during the year**

Amendments to the scheme made during the year should not automatically be backdated, the Panel would wish to re-convene and consider each case on its merits.

**5.6 Adjustments to the level of allowances being determined according to an index**

The Panel should continue to meet each year and not determine recommended increases just by reference to an index.

**5.7 Pension Scheme**

No changes should be made as to Members' current entitlement to join the pension scheme.

	Bromley	Croydon	Merton	Richmond	Sutton	Crawley
Basic allowance	9763.83	11596	7935	9415	9582	<b>5565</b>
Council Chair/Mayor		18646			9762	
Vice Chair/ Dep Mayor		9324			2439	
Leader	24067.84	40355	31734	20000	37305	<b>13359</b>
Dep Leader		33777	15870	15000	25584	
Portfolio Holder	15436.62					
Executive Members	3209.05	30707	7935	10000		<b>6677</b>
Scrutiny Cttee Chair(s)		25883	7935	10000	9762	<b>5977</b>
Scrutiny Cttee Vice Chair(s)		11411		5000		<b>1091</b>
Scrutiny Panel Chair						<b>1060</b>
Licensing Chair		11411	7935		9762	<b>5564</b>
Licensing Vice Chair						<b>2226</b>
Dev Control Chair	8243.93	13823	7935	10000	9762	<b>5564</b>
Dev Control Vice Chair	1770.51			2500		<b>2226</b>
Standards Chair	1051.24		2646	2500		<b>2226</b>
General Purposes Chair	8243.93		7935	5000		<b>2226</b>
Performance Cttee Chair	1770.51					
Area Cttee Chairs					9762	
Appeals Cttee Chair						
Finance & Audit Chair				2500		
Pension Fund WP Chair					4881	
Member of Dev Control						
Member of Licensing						
Member of Appeals Panel					2439	<b>2059</b>
Opposition Gp Leaders	6805.38	21059	15870	10000	13863	<b>2059</b>
Minority grp leader	1770.51		5292		9762	
IT allowance						<b>8.25</b>
Carers Allowance	0	£7.00		£7.00	£4.00	<b>0</b>
Co-opted	0		£300			

	Basildon	Bedford	Colchester	Dacorum	Dartford	Gloucest	Graves	Harlow	Oxford	Rugby	Rushmoor	Stevenage	Watford	Welwyn	<b>Crawley</b>
Basic allowance	5352	4770	5158.12	4050	4146	0	3240		3700	5103	4575	7066	7209	4520	<b>5565</b>
Council Chair/Mayor	8028	47694				2037.6				9468			56088	5660	
Vice Chair/ Dep Mayor	1338	5829								4737				1130	
Leader	16056		14191.66	12100	19281	33329	19050		9250	9468	11000	16390	18024	8740	<b>13359</b>
Dep/Leader	12042		8940.74		11569	2547	3240		1850	4737	8250			6120	
Executive Members	10704	3709	8515	8000	5619	9169.2	3240		5550	4017	7260	9948		5240	<b>6677</b>
Scrutiny Cttee Chair(s)	8028	2649	5676.66	6650	1196	2547	3240		1850		4400	9948	15139	3700	<b>5977</b>
Scrutiny Cttee Vice Chair(s)	2676			1650	718	1018.8	1620								<b>1091</b>
Lead Member on Scrutiny	4014	1060			559	407.52						7900		3500	<b>1060</b>
Licensing Chair	8028	2120	4967.09	4000	1631	1528.2	3240			2559	4400	9943	15139	3500	<b>5564</b>
Licensing Vice Chair	1338			800	951	611.28	1620								<b>2226</b>
Dev Control Chair	8028	2120	4967.09	4000	3807	2547			1850	2559	4400	9948	15139	3500	<b>5564</b>
Dev Control Vice Chair	1338			800	2284	1018.8			925						<b>2226</b>
Standards Chair		1030	3547.92		980					717		1362		5240	<b>2226</b>
General Purposes Chair		2120	3547.92								4400				<b>2226</b>
Performance Cttee Chair			3547.92												<b>2226</b>
Area Cttee Chairs			3547.92						1850			4682	10093		
Appeals Cttee Chair			3547.92		1631				925	291	4400			1090	
Finance & Audit Chair	4014	2120	3547.92		1631		3240		1850	2559		7900	10093	3500	
Finance & Audit Vice Chair					980		1620		925		4400				
Pension Fund WP Chair			3547.92								4400				
Member of Dev Control		50	818.75		1240	0									
Member of Licensing		257	818.75		358	0									
Member of Appeals Panel					358										
Opposition Gp Leader	4014	100	5676.66	5900	5690	1018	3240		3700		2630		7209	5240	<b>2059</b>
Minority Grp Leader	1338	50	3406	2800							2630		7209		<b>2059</b>
IT allowance	600								20000		340				
Carers Allowance		6.2	7	4.8	5.44	6.78	6		7.5		4.82	5.3			<b>8.25</b>
Co-opted		250	288.24	200	530						265	1090			<b>0</b>

	<b>Adur</b>	<b>Arun Chichester</b>	<b>Horsham</b>	<b>Mid Sussex</b>	<b>Worthing</b>	<b>Crawley</b>	<b>Average</b>	
Basic allowance	2800	4620	3377	4430	4500	3708	<b>5565</b>	<b>4142</b>
Council Chair/Mayor	1400	7500	4136	4510	6750			<b>4860</b>
Vice Chair/ Dep Mayor	700	2000						<b>1350</b>
Leader	4200	13200	11820	10895	20590	7107	<b>13359</b>	<b>11595</b>
Dep Leader		9800	4729			3600		
Executive Members		7740	4136	7085	10295	3363	<b>6677</b>	<b>6550</b>
Scrutiny Cttee Chair(s)	1400	5000x2		4725	5150	2016	<b>5977</b>	<b>4045</b>
Scrutiny Cttee Vice Chair(s)	700	2000x2		1575		711	<b>1091</b>	<b>1215</b>
Lead Member on Scrutiny Review							<b>1060</b>	<b>1060</b>
Licensing Chair	1400	5000	4136	3390	1950	2271	<b>5564</b>	<b>3387</b>
Licensing Vice Chair	700	2000				711	<b>2226</b>	<b>1409</b>
Dev Control Chair	1400	6250	4136	3390	4500	3075	<b>5564</b>	<b>4045</b>
Dev Control Vice Ch	700	2750				1536	<b>2226</b>	<b>1803</b>
Standards Chair	700	1500/3000	562	3390	515	561	<b>2226</b>	<b>1457</b>
General Purposes Chair						561	<b>2226</b>	<b>1393</b>
Service Priority WG							<b>2226</b>	<b>2226</b>
Area Cttee Chairs			562					<b>562</b>
Appeals Cttee Chair								
Finance & Audit Chair			4136		1930			<b>3033</b>
Finance & Audit Vice Chair								
Pension Fund WP Chair								
Member of Dev Control		750				300		<b>525</b>
Member of Licensing		250	0	795	0	150		<b>398</b>
Member of Appeals Panel		£50						<b>50</b>
Opposition Gp Leaders	1400	3300	4729	3185	500	2286	<b>2059</b>	<b>2494</b>
Opposition Dep. Gp Leaders						891	<b>2059</b>	<b>1475</b>
IT allowance		300						<b>300</b>
Carers Allowance	£5.00 ph	£8.00ph	£5.05	£6.00		6.5	<b>8.25</b>	<b>6.46</b>
Co-opted		£25.00		890	200		<b>0</b>	



Authority	% allowance to rev budget: % allowance per head to revenue cost per head	Allow per head of population	Rev Budget per head of population	Electors per Member
Adur	1.07%	£ 1.76	£ 164.63	1637
Arun	1.83%	£ 2.79	£ 152.25	2060
Basildon	1.42%	£ 2.56	£ 179.64	3035
Bedford	1.82%	£ 2.27	£ 124.86	2125
<b>Crawley</b>	<b>1.50%</b>	<b>£ 3.46</b>	<b>£ 231.08</b>	<b>2000</b>
Croydon	0.62%	£ 4.30	£ 691.57	3479
Dacorum	1.64%	£ 2.67	£ 163.04	2038
Dartford	2.72%	£ 3.75	£ 137.88	1555
Gravesham	1.68%	£ 2.08	£ 123.68	1591
Horsham	0.59%	£ 2.58	£ 433.93	2254
Mid Sussex	4.57%	£ 4.79	£ 104.72	1850
Oxford	0.95%	£ 1.92	£ 201.12	2182
Rugby	2.91%	£ 4.07	£ 139.82	1486
Rushmoor	2.54%	£ 3.21	£ 126.09	1463
Stevenage	3.71%	£ 6.36	£ 171.15	1518
Sutton	0.79%	£ 5.42	£ 686.90	2489
Watford	2.55%	£ 4.89	£ 191.95	1691
Worthing	0.34%	£ 1.96	£ 577.90	2137
<b>Average</b>	<b>1.85%</b>	<b>£ 3.38</b>	<b>£ 256.00</b>	<b>2033</b>

<b>Authority</b>	<b>Subsi Type</b>	<b>Cycle Allow.</b>	<b>Motor Cyc Allow</b>	<b>Car Mlge</b>	<b>o/night breakfast rate</b>	<b>lunch</b>	<b>tea</b>	<b>evening meal</b>	<b>o/o/p exp night</b>	<b>o/o/p exp week</b>	
Adur			8.5-16.5	34.6-48.5	79.82	4.92	6.77	2.67	8.38	n/a	n/a
Basildon	not paid		15p-20p	38.6-40p	79.82	5.57	7.7	3.04	9.52	n/a	n/a
Bedford	50p		n/a	36p	87.5	7	10.5	5	15.5	n/a	n/a
Chichester	20p		24p	30.6-52.7	n/a	5.88	8.13	3.21	10.06	4.54	n/a
Colchester	20p		24.6p	40p	77.43	4.77	6.57	2.59	8.13	n/a	n/a
<b>Crawley</b>	<b>20p</b>		<b>.4p-40.38p</b>	<b>39.7-54.4</b>	<b>£83</b>	<b>6.06</b>	<b>8.37</b>	<b>3.31</b>	<b>10.36</b>	<b>4.65</b>	<b>18.6</b>
Dacorum	20p		24p	40p	79.82	4.92	6.77	2.67	8.38	n/a	n/a
Dartford	20p		24p	40p	n/a	5.61	7.75	3.07	9.61	n/a	n/a
Gravesham	20p		24p	40p	65	5.88	12	3.21	20	4.54	n/a
Horsham	20p		7.3-12.9	39.7-54.4	n/a	6.06	8.37	3.31	10.36	4.65	n/a
Merton	lowest national rate		national rate	not paid	not paid	not paid	not paid	not paid	not paid	not paid	not paid
Mid Sussex	21p		39.7-54.4	39.7-54.4	61.77	5.69	7.78	3.11	9.69	4.6	18.24
Oxford	1.2		24p	40p	n/a	6.06	8.37	3.31	10.36	n/a	n/a
Richmond	50p		7.8p-12.4p	from 36.4p	not paid	4.48	6.17	2.43	7.64	not paid	not paid
Rugby	n/a		n/a	39.7-54.3	72	5.51	7.61	2.99	9.45	n/a	n/a
Rushmoor	20p		25p	39.7-54.4	79.82	5.73	7.92	not paid	9.8	n/a	n/a
Sutton	not paid		37p-40.4p	37p-40.4p	at cost	4.75	6.55	2.58	8.11	not paid	not paid
Watford	20p		24p	40p	85.69	5.29	7.27	2.86	9.02		
Welwyn Hatfield	15p		10.36-31.86	39.7-54.4		in full	in full	in full	in full	n/a	n/a