

COUNCIL MEETING

AGENDA

15th July 2025

Red Kite Room,
New Shire Hall,
Alconbury Weald,
Huntingdon
PE28 4YE

Cambridgeshire County Council Notice of Meeting

The meeting of the County Council will be held in the Red Kite Room, New Shire Hall, Alconbury Weald, Huntingdon PE28 4YE on Tuesday, 15th July 2025 at 10.30a.m.

Agenda

Apologies for Absence

1. Minutes – 20th May 2025 and Motions Log (pages 11-23)
[available at [County Council meeting 20/05/2025](#)]

2. Chair’s Announcements (oral)

3. Declarations of Interests (oral)
[\[Guidance for Councillors on declaring interests is available here\]](#)

4. Public Question Time (oral)

To receive and respond to questions from members of the public in accordance with Council Procedure Rule 11.1
[Chapter B1 \(Participation in Meetings\)](#).

5. Petitions (oral)

To receive petitions from the public in accordance with Council Procedure Rule 11.2 [Chapter B2 \(Petition Scheme\)](#)

6. Item for determination from Strategy, Resources and Performance Committee (oral)

Treasury Management Outturn Update 2024-25

To consider the following recommendation arising from the Strategy, Resources and Performance Committee meeting on 24th June 2025:

Strategy, Resources and Performance Committee resolved to review the report and endorse it for consideration at Full Council.

Note: a copy of the report discussed by the Strategy, Resources and Performance Committee is available via the following link:
[Strategy, Resources and Performance Committee meeting 24/06/2025](#)

- | | | |
|-----|---|-----------------------|
| 7. | Independent Remuneration Panel –
Review of Members’ Allowances | (pages 24 to 75) |
| 8. | Constitution and Ethics Committee recommendations –
Proposed changes to the Constitution | (pages 76 to 86) |
| 9. | Health Scrutiny Annual Report 2024-25 | (pages 87 to 109) |
| 10. | Committees - allocation of seats and substitutes to political
groups in accordance with the political balance rules

(Subject to the approval of recommendations a) (i) and (ii)
in agenda item No.8) | (pages 110 to
117) |
| 11. | Appointment of Chair and Vice Chair of
Health Scrutiny Committee

(Subject to the approval of recommendations a) (i) in agenda
item No.8) | (page 118) |
| 12. | Appointments to Outside Bodies | (pages 119) |
| 13. | Motions submitted under Council Procedure Rule 10

a) Motion from Councillor Lucy Nethsingha | (oral) |

The Council notes that:

- goals to improve population health across the fast-growing county of Cambridgeshire will be undermined without a well-functioning and properly resourced system of Primary Care, including General Practice.
- while there are some examples of successful planning and delivery of General Practice to meet population growth in Cambridgeshire, too often that planning and delivery is failing to keep pace, firstly with the building block of necessary physical infrastructure, for both large scale and incremental growth.
- unmet need and underfunding of Primary Care infrastructure results in the following:
 - population growth impact on a primary care system that is unable to meet current demand.
 - current National Health Service (NHS) England capital funding to the Cambridgeshire and Peterborough Integrated Care Board (ICB) does not begin to meet levels of assessed need for a new General Practice infrastructure.

- local planning authorities working with NHS aim to secure S106 developer contributions to mitigate impacts of new developments, however these efforts rarely yield the level of resource needed.
- an inflexible planning system results in the following:
- local planning authorities and ICBs do not have the authority to leverage the level of resources and coordination needed to deliver the physical primary care infrastructure.
 - 106 mitigation agreements for developments do not take into account cross border impacts.
 - lack of alignment of local authority and ICB borders and ambitions mean that there can be lack of collaboration in applying for and taking forward 106 agreements.
 - generally securing 106 agreements is a slow process, and the arrangements are out of date and inadequate for a meaningful impact.

Therefore, this council resolves to:

- ask the Chief Executive to write to Cambridgeshire MPs, and the Secretaries of State for Health and Social Care, and Housing Communities and Local Government, alerting them of these shortcomings and asking that they consider better ways of planning and delivery of General Practice infrastructure, which will be needed for government's accelerated growth plans for Cambridgeshire.

[The Monitoring Officer advises that the motion relates to a matter for the Council to determine and that the motion is therefore in order as drafted]

b) Motion from Councillor Ros Hathorn

This council notes that:

- climate change and flood defences coming to the end of their working lives represent a significant threat to the future of Cambridgeshire as we know it today.
- the Fens make up a large part of Cambridgeshire. There are fens in all district areas of the county; South Cambridgeshire, East Cambridgeshire, Huntingdonshire and the entirety of Fenland. They stretch across south Lincolnshire and into Norfolk.
- the Fens are a large area of low lying land. Without 24/7 water management 365 days a year the Fens would revert to marshy fens, liable to frequent flooding from the sea and rivers, potentially within a matter of years. Climate change including increased and different patterns of rainfall and rising sea levels will significantly increase this risk.
- hundreds of thousands of Cambridgeshire residents live in the Fens. Managing water in the Fens across Cambridgeshire, Norfolk and Lincolnshire is estimated to deliver in excess of £58bn worth of benefits through direct protection to people and

properties, business, critical infrastructure, agricultural land, and through indirect benefits to the local economy.

- as acknowledged by the National Farmers Union in their 'Delivering for Britain, Food and Farming in the Fens' document, the Fens make a big contribution to England's food security producing one third of fresh vegetables, one fifth of potatoes, more than a fifth of flowers and bulbs, a fifth of our sugar beet and a significant percentage of the England's cereals, oilseed rape and protein crops.
- the Fens 2100+ is an Environment Agency led project tasked with managing today's flood risk and developing a plan for the fens landscape over the next 100 years which is explained further on their webpage - <https://engageenvironmentagency.uk.engagementhq.com/fens2100>. Cambridgeshire County Council are partners in this work alongside Lincolnshire and Norfolk County Council and other agencies.
- the Fens 2100+ identifies that much of our current flood defences were built in the 1960s and will need replacing in the next 20-30 years.
- over the next 100 years investment of £4.5 billion is needed for flood prevention and water management in the Fens. This is at today's prices and does not include the increased costs associated with managing flooding due to climate change. Current flood risk management rules mean that about 50% of this would be funded, the rest is not.
- re-wetting' the Fens has a history of being politically weaponised but in reality without finding a source for that missing £2.25 billion, plus more for climate change impacts, our flood defences will begin to fail in the coming decades.
- national competition for Environment Agency water management funding is at its fiercest. We cannot rely on outside voices advocating for our area. If we want to secure increased investment to prevent permanent inundation of some parts of our county over the next 100 years we must be the ones to raise awareness of this issue and fight for the place many of us call home.

This Council supports the following:

- climate change and flood defence work is not a luxury but a necessity in Cambridgeshire if we are to prevent large parts of our county being permanently lost to flooding.
- increasing understanding by providing clear sources of information helps people direct their efforts to the things they value.
- previous and current governments have so far not committed to fund the required £2.25 billion for Cambridgeshire flood defences. The longer it is left the harder it will be to find that money. We cannot rely on other parts of the country to argue for the importance of the Fens we need to show leadership on this issue. We need to be the ones fighting for the future of the place where we live.

This Council resolves that:

- the Chief Executive will write to the Secretary of State for the Environment to express the importance of Climate Change and flood prevention funding for the Fens across the next 100 years and to communicate the value of the Fens to the nation and the people who live here.
- the Council's leader to write to all political group leaders in Lincolnshire and Norfolk with a copy of this motion informing them about this debate and inviting them to work with us on this issue.
- six monthly updates on the Fens 2100+ be shared with all Councillors.
- an update report on the Environment Agency's Fens 2100+ project will be presented to the Environment and Green Investment Committee as part of the annual update report for the Climate Change and Environment Strategy.
- all parish, community and town councils in Cambridgeshire be contacted to ensure they are aware of the Fens 2100+ work, the importance of climate change and flood prevention work in Cambridgeshire, of the current funding gap for future flood defences and how no one else is going to fight for the future of Cambridgeshire inviting them to come together and work with us on this issue.

[The Monitoring Officer advises that the motion relates to a matter for the Council to determine and that the motion is therefore in order as drafted]

c) Motion from Councillor Edna Murphy

This council notes that:

- the District and city councils in Cambridgeshire are responsible for the collection of household waste including fly tipping on the public highway. The County Council is responsible for the disposal of municipal waste in Cambridgeshire. This arrangement is consistent with other county council areas, where a two-tier system operates.
- County councils are responsible for authorising road closures on their own highway network, which excludes major trunk roads (such as the A14 and A11 within Cambridgeshire) which come under the jurisdiction of National Highways where this is National Highways' responsibility.
- In County Council areas, City and District councils are technically responsible for the collection of fly tipping on such trunk roads but have no direct control over the means to close those roads to make the collection of fly tipping or other roadside debris safe for their operatives. They must apply to National Highways and cannot be sure to get timeslots at their preferred times.
- Recently instances have been noted where both sofas and mattresses have been dumped on the A14 alongside an accumulation of road kill and detritus from vehicles including ever growing numbers of exploded tyres. Alongside many other concerns this creates an appalling impression of the state of our county for those using these trunk roads and means that the accumulation of waste matter could

potentially create hazards for road users, if the waste is not being collected and disposed of safely.

This council supports action which attempts to resolve this issue and determine a safe and effective mechanism by which fly tipping and other collections of waste will happen in a timely manner on our trunk roads, clearing up our county and allowing the county council to dispose of this waste appropriately and safely.

This council resolves that the Chief Executive write to the Minister of State for Transport (copying in members of the Cambridgeshire and Peterborough Waste Partnership (RECAP)) to explain the issue and urge the Minister to determine a solution to the problem of not having a safe and timely mechanism for picking up fly tipping from our major roads.

[The Monitoring Officer advises that the motion relates to a matter for the Council to determine and that the motion is therefore in order as drafted]

d) Motion from Councillor Elliot Tong

The council notes:

- in the wake of the debate surrounding the Universal Credit and Personal Independence Payment Bill, Bill 267 2024-25, our current Labour government has recently backtracked on its proposed cuts to disability benefits that would have harmed residents across Cambridgeshire and put extra pressure on county council services.
- similar cuts are likely to return in some form following a review.
- Universal Credit and Personal Independence Payments are benefits considered in a financial assessment to determine what a person should contribute toward the cost of their social care. Reductions in these benefits mean that for some people their contribution toward the cost of their care is reduced, which reduces income to the council to support services.
- the disability cuts previously proposed would likely have had an adverse impact on vulnerable and disabled residents and their families, and likely to have had wider adverse impacts on our county. These include increased pressure on adult social care services, which are chargeable and based on a means-tested assessment. The county council has the same statutory responsibilities under the Care Act 2014 and funding toward adult social care must be prioritised by law, so a reduction in residents' ability to contribute to care costs means funds are reduced from other council services toward adult social care.
- the previously proposed cuts would not have saved money, but instead would have transferred costs to hard-pressed county council services.

The council resolves to ask the Chief Executive to write to:

- the Secretary of State for Work and Pensions (Liz Kendall) and Chancellor of the Exchequer (Rachel Reeves):

- asking for any plans to cut access to Universal Credit and Personal Independence Payments to be abandoned;
 - to reference the potential impact of proposed cuts and implications it has on the local authority; and
 - asking if any future cuts will result in savings or transfer costs from central government budgets to those of the NHS and local authorities.
- local MPs to send their own letters of support to this motion, following on from the Chief Executive's letter, reflecting the council's position as a result of this motion.

[The Monitoring Officer advises that the motion relates to a matter for the Council to determine and that the motion is therefore in order as drafted]

e) Motion from Councillor Alison Whelan

Council notes:

- The recent Supreme Court ruling in *For Women Scotland v The Scottish Ministers* has significantly impacted the legal recognition of trans and non-binary individuals, restricting their rights and exacerbating discrimination.
- This ruling undermines the precedent set by *Goodwin v United Kingdom (2002)*, which established trans individuals' rights to legal gender recognition under the European Convention on Human Rights.
- Women and girls continue to face disproportionate levels of violence, particularly gender-based violence, including domestic abuse, sexual violence, and harassment.
- Trans women experience violence and discrimination at levels far exceeding their representation in the population, with evidence showing they are particularly vulnerable to hate crimes, physical assault, and systemic exclusion.
- Trans men and non-binary individuals face unique challenges, including discrimination in healthcare, barriers to legal recognition, and exclusion from gender-specific spaces and services.
- Many trans men and non-binary people struggle to access appropriate reproductive and sexual health services, due to systemic gaps in healthcare provision that fail to account for their needs.
- Schools, workplaces, and public services often fail to accommodate and support trans men and non-binary individuals, leading to increased mental health challenges and social isolation.
- Young LGBTQ+ people, particularly trans and non-binary youth, face significant barriers in education, healthcare, and social inclusion, leading to increased mental health challenges and social isolation.
- The Kite Trust, based in Cambridgeshire, provides essential support for LGBTQ+ young people, offering youth groups, one-to-one support, and advocacy to ensure they can thrive in safe and inclusive environments.

- Intersectionality must be recognised when addressing discrimination, as trans and non-binary individuals may also face additional barriers related to disability, race, socioeconomic status, or immigration status.

Council believes:

- Women and girls, including trans women, must be protected from gender-based violence, with appropriate support structures in place.
- Trans men and non-binary individuals face unique challenges that must be addressed in all council policies, services, and initiatives.
- Trans and non-binary people must be able to access services safely and equitably, without fear of discrimination or exclusion.
- The loss of rights conferred by *Goodwin v United Kingdom* represents a regressive step, and the council must act to uphold protections at the local level to the extent permitted by law.
- Schools must be safe spaces for all students, with policies ensuring trans and non-binary young people can access facilities, participate fully in education, and receive appropriate support.
- The Kite Trust plays a crucial role in supporting LGBTQ+ youth, and the council should work closely with them to strengthen local services.
- Healthcare services must be accessible and affirming, ensuring trans men and non-binary adults receive appropriate reproductive, sexual health, and general medical care.
- All people across Cambridgeshire, regardless of their protected characteristics, are valued and are supported by this Council.

Council resolves to:

- publicly reaffirm its commitment to equity, diversity, and inclusion, ensuring that women and girls, trans men, trans women, and non-binary individuals are protected from gender-based violence and systemic discrimination.
- ensure that the strong specialist services for survivors of gender-based violence, are available to women, including trans women and that all women, including trans women receive appropriate care and safeguarding.
- ensure that all policy decisions are full inclusive for all people irrespective of their protected characteristics.
- instruct the Adults and Health Committee to work with healthcare providers to seek to ensure trans men and non-binary adults have access to appropriate medical care, including gender-affirming reproductive and sexual health services.
- work with The Kite Trust and other LGBTQ+ organisations to seek to ensure young LGBTQ+ people have access to safe spaces and mental health support, and to put in place education policies for the protection of LGBTQ+ people.

- ensure that all County Council buildings and facilities are open to all without discrimination and that single-sex spaces, where required, remain available while protecting the dignity and rights of all individuals.
- work with suppliers to ensure that they have appropriate EDI policies and that single-sex spaces, where required, remain available while protecting the dignity and rights of all individuals.
- write to the health minister and the minister for women to advocate nationally for stronger protections for women, girls, trans men, trans women, and non-binary individuals, ensuring their rights to education, healthcare, and social support are safeguarded and for their assurance that they will oppose any further legislative or policy changes that seek to erode the rights of trans and non-binary individuals, particularly those affecting education, healthcare, and access to gender-affirming spaces.

[The Monitoring Officer advises that the motion relates to a matter for the Council to determine and that the motion is therefore in order as drafted]

14. Questions

- (a) Cambridgeshire and Peterborough Combined Authority (page 120)
and Overview and Scrutiny Committee
(Council Procedure Rule 10.1)
- (b) Written Questions (Council Procedure Rule 10.4) (oral)

To note responses to written questions from Councillors submitted under Council Procedure Rule 10.4.

Dated 7th July 2025

Emma Duncan
Service Director:
Legal and Governance

(Monitoring Officer)

The County Council is committed to open government and members of the public are welcome to attend this meeting. It supports the principle of transparency and encourages filming, recording, and taking photographs at meetings that are open to the public. It also welcomes the use of social networking and micro-blogging websites to communicate with people about what is happening, happens. These arrangements operate in accordance with a protocol agreed by the Chair of the Council and political Group Leaders which can be accessed via the following link or made available on request: [Filming, recording and photos of meetings](#)

The Council does not guarantee the provision of car parking on the New Shire Hall site. Information on travel options is available at: [Travel to New Shire Hall](#)

This meeting is streamed to the Council's website: [Council meetings Live Web Stream - Cambridgeshire County Council](#)

For more information about this meeting, please contact Michelle Rowe at the County Council's Democratic Services on Cambridge (01223) 699180 or by email at: michelle.rowe@cambridgeshire.gov.uk

Full Council Motion Log

This is the updated Motion Log as of 7 July 2025. It captures the actions arising from motions agreed at meetings of Full Council and updates Members on the progress in complying with delivery of the necessary actions.

Motions from Full Council on 19 July 2022					
Minute No.	Motion	Responsible Officer	Action	Update	Status
87 e)	Councillor Alex Beckett (Pavement parking)	Executive Director of Place and Sustainability	Highways and Transport Committee to assess the impact of this trial [a group of pilot areas in Cambridge City for TRO implementation] upon its implementation.	<p>Update: 7 July 2025</p> <p>A trial pavement parking scheme is being implemented on East Road, which is funded through a Local Highway Initiative. This scheme was approved for delivery by the Highways and Transport Committee in October 2024. Informal consultation is planned to start in early July 2025, with a formal Traffic Regulation Order process scheduled to commence in September 2025. Implementation would be co-ordinated to happen whilst East Road is resurfaced, programmed for March 2026.</p>	Ongoing
			If successful, the highways department should expand this work and bring a further paper to Highways and Transport Committee for all urban areas within Cambridgeshire with informal pavement parking, when it is appropriate to do so (mindful that Civil Parking Enforcement	<p>Update: 7 July 2025</p> <p>Once the East Road scheme has been implemented, the project will be evaluated and next steps will be considered and agreed, if the trial proves to be successful.</p>	Ongoing

			powers are needed to locally enforce the TRO).		
--	--	--	--	--	--

Motions from Full Council on 18 July 2023

Minute No.	Motion	Responsible Officer	Action	Update	Status
161 c)	Councillor Michael Atkins School Uniform Costs	Director of Education	Analyse the data returned by schools in a report to the Children and Young People Committee - where information is not returned, it may be complemented by a desktop exercise based on public information. The report should highlight examples of best practice, and be shared with school governors.	Update: 7 July 2025 Following analysis of the data, a report was presented to the Children and Young People Committee at its meeting in June 2025 (Agenda Item 11 – School Uniform Guidance), which was shared with School Governors.	Complete

Motions from Full Council on 12 December 2023

Minute No.	Motion	Responsible Officer	Action	Update	Status
186 c)	Councillor Alex Bulat Dentists	Director of Public Health	Working with the "Toothless in England" resident campaign group, who have members across Cambridgeshire including a local branch in Huntingdon, to bring local lived experiences in any discussion around dental health in our county.	Update: 10 March 2025 The Huntingdon "toothless in England" resident campaign group is part of a national initiative. It was set up to raise awareness of the lack of dental services with the ambition to improve access to services. As yet, the Integrated Care Board has not engaged with the local group.	Ongoing

			<p>Encourage the ICB to explore the feasibility of mobile dentistry in our county, especially in areas which are less served by public transport.</p>	<p>Update: 12 May 2025</p> <p>The national NHS Dental Recovery Plan has allocated funding to ICBs to implement their local improvement plans.</p> <p>The Cambridgeshire and Peterborough ICB has received £6.1m non-recurrent award for its improvement plan that will be rolled out over the current year. This includes the following improvements</p> <ul style="list-style-type: none"> • Dentist practices have the opportunity to secure additional funding to increase capacity. This is supporting an additional 13,832 patient appointments • An additional 260 appointments for orthodontic treatment are available. • There is an additional 2,000 appointments for around 500 vulnerable patients who qualify for Special Care. • The ICB is also reviewing its pediatric pathway to improve how children and young people are treated and supported. • As a partnership, public health and ICB will be further developing an oral health strategic plan. 	<p>Ongoing</p>
--	--	--	---	--	----------------

Motions from Full Council on 21 May 2024

Minute No.	Motion	Responsible Officer	Action	Update	Status
222 a)	Councillor Alex Beckett Artificial Intelligence	Executive Director of Finance and Resources	Present long-term Technology Impact Assessment, as part of business planning, reports to each Policy and Service Committee to inform members' awareness of the potential opportunities and risks, new technologies (including but not limited to autonomous vehicles, artificial intelligence / Machine Learning, renewable energy generation / storage, Internet of Things) may present to our ways of working with and in our communities over the short, medium and long (20+year) - term. This should consider the financial costs and gains, environmental impacts, economic opportunities, social changes, and potential security risks.	Update: 7 July 2025 Further reports on the Data, Digital and Technology change programme will be aligned to the business planning process and will be presented to policy and service committees in January 2026.	Ongoing
			Use the assessments to continually refresh the Council's Digital Strategies and the action plans that support their delivery, as well as the Council's business plan. This should be reported annually alongside the Business	Update: 12 May 2025 A report was presented to the Strategy, Resources and Performance Committee at its meeting on 11 March 2025. An updated series of digital strategies will be presented to the committee by October 2025.	Ongoing

			and Budget Plan to the Strategy, Resources and Performance Committee.		
			Work with the Combined Authority to create a technology forum to foster collaboration with local universities, technology companies, research institutions, and other local authorities in order to explore the challenges and opportunities technology can bring to our area. A member technology champion would assist in supporting this Forum.	Update: 12 May 2025 An update on progress will be presented to the Committee by October 2025, as part of wider feedback on the Digital Strategies.	Ongoing

Motions from Full Council on 22 October 2024

Minute No.	Motion	Responsible Officer	Action	Update	Status
243 d)	Councillor Edna Murphy A14 Impacts	Executive Director of Place and Sustainability	Request that Council officers identify the outstanding issues from the A14 project on local communities and bring them together in a single report to the Highways and Transport Committee so that all issues can be clear and documented, to ensure the pervasive effects are not forgotten or normalised, and how the whole experience of the A14 project might be captured and used to ensure	Update: 7 July 2025 A report on the outstanding issues from the A14 project was presented to the Highways and Transport Committee at its meeting on 17 June 2025 (Item 7 - A14 Cambridge to Huntingdon Improvement Scheme).	Complete

			success in relation to other major Consents.		
Motions from Full Council on 10 December 2024					
Minute No.	Motion	Responsible Officer	Action	Update	Status
254 a)	Councillor Bryony Goodliffe Trauma	Executive Director for Adults, Health and Commissioning	Take steps to become a Trauma-Informed County and commit to working in partnership to embed Trauma-Informed frameworks across services and partner agencies, working in co-production with trauma survivors	Update: 12 May 2025 The Council is in the early stages of developing a roadmap for the implementation of trauma-informed practice in Adults, Health and Commissioning, and a further update will be provided in July 2025.	Ongoing
		Executive Director for Adults, Health and Commissioning	Use the learning and research on trauma to inform change in practice and thus be better able to reduce the negative effects of trauma on the lives of all with whom we come in contact	Update: 7 July 2025: Further recommendations are being gathered to help inform this approach using regional resources and learning from the National Trauma Transformation Programme. This includes utilising a self-assessment tool to establish the impact of the Council's trauma-informed practice to date and developing a detailed action plan to embed this approach. Work continues to progress the roadmap, which would include a benchmarking / self-assessment exercise against national standards, so the Council knows its focus areas, and shaping the action plan.	Ongoing

		Chief Executive	Ask the Chief Executive and the Corporate Leadership Team to develop an action plan to introduce a Trauma-Informed framework across Council services, with a report to be received by the Strategy, Resources and Performance Committee as part of the business planning process for 2025/26.	Update: 7 July 2025 The Executive Director for Children, Education and Families has been tasked with developing a Council wide Trauma Informed Action Plan and this will be presented to the Children and Young People's Committee in the Autumn of 2025. Trauma Informed Practice is now part of the Children Social Care Practice Approach – THRIVE. A working group is developing the trauma informed action plan, which will be presented to Children and Young Peoples Committee later in 2025. This is being coordinated with the work of the Adults, Health and Commissioning directorate is undertaking to avoid duplication and support an all-age approach.	Ongoing
		Executive Director for Adults, Health and Commissioning	Deliver services by responding to individuals' needs and creating nurturing and supportive environments where people feel valued, and efforts are made to resist inadvertent re-traumatisation	Update: 7 July 2025 Further recommendations are being gathered to help inform this approach using regional resources and learning from the National Trauma Transformation Programme. This includes utilising a self-assessment tool to establish the impact of the Council's trauma-informed practice to date and developing a detailed action plan to embed this approach. Work continues to progress the roadmap, which would include a benchmarking / self-assessment exercise against national standards, so the Council knows its focus areas, and shaping the action plan.	Ongoing

			<p>Introduce essential learning for councillors and all staff, including e-learning modules, that enables Cambridgeshire County Council to become a truly Trauma-Informed organisation</p>	<p>Update: 12 May 2025</p> <p>The Council is in the early stages of developing a roadmap for the implementation of trauma-informed practice in Adults, Health and Commissioning, and a further update will be provided in July 2025, which will include training for all Members and officers.</p>	Ongoing
			<p>Adopt the trauma-informed principles of safety, trust, choice, collaboration, empowerment, and cultural sensitivity so that we can help people to overcome the effects of trauma and improve both access to services and long-term outcomes</p>	<p>Update: 12 May 2025</p> <p>These principles are broadly captured in the Practice Principles within the Adults, Health and Commissioning Directorate. These will be reviewed to ensure that the principle of cultural sensitivity is explicit within the Practice Principles. Within the directorate we complete regular practice audits, which covers all of these principles. The directorate is intending to embed these further with the launch of trauma informed training and is in the early stages of developing a roadmap for the implementation of trauma-informed practice in Adults, Health and Commissioning, with a further update to be provided in July 2025.</p>	Ongoing
			<p>Work with partner organisations to implement a County-wide approach to raising awareness of the impact of trauma and how becoming Trauma-Informed can help to support trauma survivors.</p>	<p>Update: 12 May 2025</p> <p>As part of the Changing Futures Programme, the Council has taken a lead on developing a trauma-informed system with internal and external partners. Its work has been to bring together a cross-service partnership to look at how trauma-informed approaches can be implemented on a systemic level.</p>	Ongoing

				<p>The Council is in the early stages of developing a roadmap for the implementation of trauma-informed practice in Adults, Health and Commissioning, and a further update will be provided in July 2025.</p>	
			<p>Consider the implications of making it a requirement in commissioned contracts and services that partner organisations can demonstrate they have, or are implementing, a Trauma-Informed framework, with a report to the Assets and Procurement Committee to be provided within two committee cycles of this motion being approved.</p>	<p>Updated: 10 March 2025</p> <p>The Council's current contractual arrangements with care and support partners do not cover making trauma-informed practice a requirement. This can be changed using a variation to contracts or by implementing new contracts on expiry of the existing arrangement. To inform this work will be required with the Integrated Care Board to select the appropriate learning and development arrangements for partner organisations to access.</p> <p>The Council will review the work it has been undertaking jointly with NHS England and Skills for Care to develop an e-Learning Trauma-Informed Programme to how this could support implementing such a framework and an update on progress within this will be provided in July 2025 as part of the overall plan of action.</p>	Ongoing

254 b)	<p>Lucy Nethsingha</p> <p>Special Educational Needs and Disabilities</p>	<p>Executive Director for Children, Education and Families</p>	<p>The Children and Young People Committee members and officers work with the Adults and Health Committee to bring forward a report on how schools and those working with young people feel the CAMHs system is working, and whether there is a need for a review of its role.</p>	<p>Update: 7 July 2025</p> <p>The Council was notified of the Joint Area Special Educational Needs and Disabilities (SEND) Inspection on 13 January 2025, and this concluded on 31 January 2025. The experience of young people needing mental health services forms an important part of this inspection. The outcome of the inspection and the recommendations of inspectors from both Ofsted and the Care Quality Commission (CQC) will reflect the experiences of children, and the Local Area Partnership will need to prepare a response to priority areas. This will be shared with the Children and Young People Committee in September 2025 alongside any action plan that the Council is required to submit in relation to mental health services for young people.</p> <p>The Ofsted / CQC inspection report is scheduled for publication in March 2025 and an action plan will be drafted in response. This will include any actions relevant to recommendations regarding children and young people's mental health services.</p>	Ongoing
--------	--	--	--	--	---------

Motions from Full Council on 18 March 2025

Minute No.	Motion	Responsible Officer	Action	Update	Status
274 a)	Alex Bulat	Executive Director of Place and Sustainability	The Executive Director of Place and Sustainability will ensure that a revised communication strategy for all residents on the prevention and how best to respond to flooding events is produced.	Update: 7 July 2025 A communication strategy has been developed by the Communications team to promote flooding events and existing guidance that is already published on the Council's website. This is currently being reviewed to allow communications to start by the end of July 2025.	Complete
			A dedicated online flood risk resource for Cambridgeshire similar to The Flood Hub will be created that provides detailed advice and guidance to householders, businesses, landowners and community groups.	Update: 7 July 2025 Engagement is ongoing with The Flood Hub regarding the options to expand it to cover Cambridgeshire. It is likely that the most cost efficient route would be to source funding through the Regional Flood and Coastal Committee (RFCC), as this is the route most recently followed for the southwest of England. The proposal was not raised at the June 2025 meeting. but it is anticipated to be raised at the next meeting in July 2025.	Ongoing

274 d)	Elisa Meschini	Executive Director for Children, Education and Families	The Executive Director for Children, Education and Families provide a report to the Children and Young People Committee covering the uptake of the Tiger passes in the Cambridgeshire geography, highlighting the effect of the Tiger scheme on the Council's Home to School transport budget and exploring how further integration with education transport could improve accessibility and affordability for students, ensuring a collaborative approach through bus franchising can support further improvements.	Update: 12 May 2025 The impact of the Tiger scheme and opportunities for further integration with education transport will be explored through a focused project that has been commissioned by England's Economic Heartland to understand the economic challenge and opportunity of Total Transport in Cambridgeshire. The project aims to provide what good looks like and prove what can be achieved through collaborative working between authorities and operators across the range of transport provision, including home to school transport. This will be reported to the Children and Young People Committee in Autumn 2025.	Ongoing
		Executive Director for Place and Sustainability	The Executive Director for Place and Sustainability present a report to the Highways and Transport Committee explaining the effect on the County Council of the recent decision to franchise bus routes, and outlining possible next steps on how this Council can: <ul style="list-style-type: none"> - contribute to the ongoing bus reform process - support and advise the Combined Authority Transport team - encourage take up of new services while considering the specific needs of young people and students in education transport planning. 	Update: 7 July 2025 A report on bus franchising was presented to the Highways and Transport Committee at its meeting on 17 June 2025 (Agenda Item 8 - Implications of Bus Reform for Cambridgeshire County Council).	Complete

274 e)	Nick Gay	Executive Director for Adults, Health and Commissioning	Continue to use current channels to raise public awareness on neurodiversity, highlighting the support available across council services for residents seeking support. Utilising the work on the draft revised SEND Strategy, to be titled 'Inclusion for All' to further support this focus on those neurodivergent.	Update: 12 May 2025 Work continues to ensure appropriate use of current channels, to raise public awareness, and to highlight and promote the available support across Council services. Work with the Children's, Education and Families directorate is ongoing to align to its Inclusion for All strategy, and any actions arising from the outcome of the OFSTED assessment of the current Special Educational Needs and Disabilities (SEND) services.	Ongoing
		Executive Director of Strategy and Partnerships	Task officers with reviewing the County Council's Equality, Diversity and Inclusion (EDI) Strategy's Action Plan to ensure it contains an action to assess the implementation of Universal Design principles across all council directorates and provide an update on this, highlighting areas for improvement, as part of the six monthly monitoring report received by the Communities, Social Mobility and Inclusion Committee on the EDI Action Plan.	Update: 7 July 2025 This review has been added to the Council's Equality, Diversity and Inclusion Strategy Action Plan. The Council is developing a self-assessment for services to identify where there are gaps in their service and how to embed the universal design principles. This will include guidance on understanding what the universal design principles are.	Ongoing

Members' Allowances

To: County Council

Date: 15th July 2025

From: Service Director: Legal and Governance

Purpose: To consider the report prepared by the Independent Remuneration Panel at Appendix 1 on Members' Allowances and to make a new scheme of allowances which will take effect from 15 July 2025.

Recommendation: Full Council is asked to:

- (a) formally receive the report of the Independent Remuneration Panel.
- (b) consider the Panel's recommendations and determine whether to accept the recommendations as they stand or with amendments or alternatively to make a different scheme altogether.
- (c) confirm the date on which the new scheme will come into effect.
- (d) formally revoke the existing Members' Allowances Scheme with effect from that date.
- (e) authorise the Service Director: Legal and Governance to prepare a new scheme to reflect the outcome of the Council's deliberations and to take any consequential action arising therefrom.
- (f) agree that the Chair and Vice-Chair of Council, which are not part of the Members' Allowances Scheme, should receive an allowance of £13,082 and £3,964, respectively.

Officer contact:

Name: Michelle Rowe

Post: Democratic Services Manager

Email: michelle.rowe@cambridgeshire.gov.uk

1. Background

- 1.1 Local authorities are legally obliged to establish a scheme of allowances for their elected members. The regulations governing this set out a range of requirements in relation to the content of the scheme itself and to the process by which councils should follow when making their schemes of allowances.
- 1.2 One of the key requirements of the process is that the council must, before determining the content of its scheme of allowances, have considered the report of an Independent Remuneration Panel, established for this purpose.
- 1.3 In accordance with the Council's constitution, the current Independent Remuneration Panel (IRP) was appointed by Constitution and Ethics Committee at its meeting on 18 May 2021.
- 1.4 Following its appointment, the IRP was asked to prepare a report as it had been four years since the last review. The report was presented to Council on 20 July 2021 where all the recommendations were approved without amendment - [Council Minutes - 20 July 2021](#).
- 1.5 The existing scheme took effect from 10 May 2021 and was subject to revisions in December 2022 [Council Minutes - 13 December 2022](#) and in February 2024 [Council Minutes - 13 February 2024](#)
- 1.6 As it has been four years since the last full review, the IRP was therefore asked to prepare a report. In preparing this report, the IRP has considered all aspects of Cambridgeshire County Council's scheme of allowances, including the structure of the scheme, the level of allowances paid and the circumstances in which allowances may be claimed.
- 1.7 The report at Annex 1 has been prepared by the IRP.
- 1.8 Full Council is now required to make a new scheme of allowances having considered the attached recommendations.
- 1.9 It is open to Full Council to accept the recommendations of the panel in full, in part or to amend them entirely to create a different scheme altogether. However, Full Council is legally obliged to make a scheme.

2. Budget implications of Independent Remuneration Panel Recommendations

2.1 The recommendations proposed by the IRP will cost as follows:

Special Responsibility

Group Leaders and Deputy SRAs

Leader of the Council	£39,642
Deputy Leader of the Council	£25,768
Leader of the main opposition (<u>not currently in post</u>)	(£13,082)
Leader of the minor opposition x 3	£11,892

Total £77,302

Policy and Service Committees

Policy and Service Committee Chairs x 6	£142,710
Policy and Service Committee Vice-Chairs x 6	£71,358

Total £214,068

Other Committees

Audit and Accounts Committee Chair	£9,911
Health Scrutiny Committee Chair	£9,911
Pension Fund Committee Chair	£11,893
Planning Committee Chair	£9,911

Total £41,626

Combined Authority Appointments

Combined Authority Board Member	£3,964
---------------------------------	--------

[The Leader will not receive the Combined Authority Board allowance as she can only receive one allowance]

Fostering Panel Member to receive £170 per day or £85 per half day

Audit and Accounts Committee Co-opted Member	£1,627.16
--	-----------

The allowances for the Chair and Vice-Chair of Council are not part of the Members' Allowances Scheme and are funded from a separate budget.

Special Responsibility Allowance Total £334,623

(This does not include the Fostering Panel, the Combined Authority Board member or the Chair and Vice-Chair of Council)

Basic Allowance

£13,214 x 61

£806,054

- 2.2 At the start of the financial year, the following budget figures were set for Basic and SRA budgets of £723,133.65 and £295,053.44 respectively totalling £1,018,187.09.
- 2.3 The changes proposed by the Independent Remuneration Panel and included in the propose new scheme total £1,140,677. (This does not include the allowance to the Chair and Vice-Chair of Council, which is not part of the Members' Allowances Scheme, and the Fostering Panel, which is claimed for as and when the member sits on the panel, or the one member one SRA rule).

3. Source Documents

- 3.1 [Councillors' allowances - Cambridgeshire County Council](#)
[Constitution and Ethics Committee - 18 May 2021](#)



~~~~~

**The report of the Independent Remuneration Panel  
appointed to review the allowances paid to Councillors.  
of Cambridgeshire County Council**

~~~~~

June 2025

CONTENTS

1.	INTRODUCTION AND BACKGROUND	2
2.	CURRENT SCHEME	2
3.	PRINCIPLES UNDERPINNING OUR REVIEW.....	3
3.1	THE PUBLIC SERVICE PRINCIPLE	3
3.2	THE FAIR REMUNERATION PRINCIPLE.....	3
4.	CONSIDERATIONS AND RECOMMENDATIONS.....	4
4.1	BASIC ALLOWANCE	4
4.2	SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)	7
4.3	CO-OPTEEES’/ INDEPENDENT PERSONS ALLOWANCE.....	110
4.4	TRAVELLING AND SUBSISTENCE ALLOWANCE	121
4.5	DEPENDANTS’ CARERS’ ALLOWANCE	121
4.6	PARENTAL LEAVE	121
4.7	INDEXING OF ALLOWANCES	143
4.8	REVOCATION OF CURRENT SCHEME OF ALLOWANCES / IMPLEMENTATION OF NEW SCHEME	143
5.	OUR INVESTIGATION	143
5.1	BACKGROUND	143
5.2	COUNCILLORS’ VIEWS ON THE LEVEL OF ALLOWANCES.....	13
6.	APPROVED COUNCILLOR DUTIES	154

Appendix 1	Basic Allowance/Special Responsibility Allowances/Co-Optees’ Allowance/ Dependants’ Carers’ Allowance/ Parental Leave/ Chair and Vice Chair Allowances – Summary of Recommendations	15
Appendix 2	IRP Review of Councillor Allowances Responses to the Questionnaire 2025	
Appendix 3	Comparative data of allowances paid to councillors of the other county councils (South East Employers, Members Allowances Survey 2024)	

1. INTRODUCTION AND BACKGROUND

- 1.1.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 ("the 2003 Regulations"), as amended, require all local authorities to appoint an independent remuneration panel (IRP) to advise on the terms and conditions of their scheme of councillors' allowances.
- 1.1.2 Cambridgeshire County Council formally appointed the following persons to undertake this process and make recommendations on its future scheme.

Nicky Blanning – Local resident
Gerard Dempsey- Business Consultant and member of the Judiciary
Jennifer Horn- Former Local Company Director
Mark Palmer – Director: Development and Governance, South East Employers (Chair)

- 1.1.3 Our terms of reference were in accordance with the requirements of the 2003 Regulations, together with "Guidance on Consolidated Regulations for Local Authority Allowances" issued jointly by the former Office of the Deputy Prime Minister and the Inland Revenue (July 2003). Those requirements are to make recommendations to the Council as to:

- (a) the amount of basic allowance to be payable to all councillors.
- (b) the level of allowances and whether allowances should be payable for:
 - (i) special responsibility allowances, including those for Chair and Vice Chair of the Council.
 - (ii) travelling and subsistence allowance.
 - (iii) dependants' carers' allowance.
 - (iv) parental leave and.
 - (v) co-optees' allowance.

and the amount of such allowances.

- (c) whether payment of allowances may be backdated if the scheme is amended at any time to affect an allowance payable for the year in which the amendment is made.
- (d) 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.

2. CURRENT SCHEME

- 2.1.1 The last review of councillors' allowances was undertaken by the IRP for the Council and became effective from July 2021.
- 2.1.2 The Scheme currently provides that all councillors are each entitled to a total basic allowance of **£11,854.65** per annum, with effect from 2021, an indexation has been applied during the last four years. In addition, some councillors receive special responsibility allowances for undertaking additional duties.
- 2.1.3 Councillors may also claim the cost of travel and expenses and for expenditure on the care of children or dependants whilst on approved duties.

3. PRINCIPLES UNDERPINNING OUR REVIEW

3.1 The Public Service Principle

- 3.1.1 This is the principle that an important part of being a councillor is the desire to serve the public and, therefore, not all of what a councillor does should be remunerated. Part of a councillor's time should be given voluntarily. The consolidated guidance notes the importance of this principle when arriving at the recommended basic allowance.¹ Moreover, we found that a public service concept or ethos was articulated and supported by most of the councillors we interviewed and in the responses to the questionnaire completed by councillors as part of our review.
- 3.1.2 The principle of public service had been recognised in previous IRP reviews and was quantified in 2017 and 2021. To provide transparency and increase an understanding of the Panel's work, we will continue to recommend the application of an explicit Public Service Discount (or PSD). Such a PSD is applied to the time input necessary to fulfil the role of a councillor. Further explanation of the PSD to be applied is given below in section 4.

3.2 The Fair Remuneration Principle

- 3.2.1 Alongside the belief that the role of the elected Councillor should, in part, be viewed as unpaid voluntary service, we advocate a principle of fair remuneration. The Panel in 2025 continues to subscribe to the view promoted by the independent Councillors' Commission:

Remuneration should not be an incentive for service as a councillor. Nor should lack of remuneration be a barrier. The basic allowance should encourage people from a wide range of backgrounds and with a wide range of skills to serve as local councillors. Those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage as a result of doing so.²

- 3.2.2 We are keen to ensure that our recommended scheme of allowances provides reasonable financial compensation for councillors. Equally, the scheme should be fair, transparent, logical, simple, and seen as such.
- 3.2.3 Hence, we continue to acknowledge that:
- (i) allowances should apply to roles within the Council, not individual councillors.
 - (ii) allowances should represent reasonable *compensation* to councillors for expenses they incur and time they commit in relation to their role, not *payment* for their work; and
 - (iii) special responsibility allowances are used to recognise the *significant* additional responsibilities which attach to some roles, not merely the extra time required.
- 3.2.4 In making our recommendations, we have therefore sought to maintain a balance between:

¹ The former Office of Deputy Prime Minister – now the Ministry for Housing, Communities and Local Government, and HM revenue and Customs, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 68.

² Rodney Brooke and Declan Hall, *Members' Remuneration: Models, Issues, Incentives and Barriers*. London: Communities and Local Government, 2007, p.3.

- (i) the voluntary quality of a councillor's role.
- (ii) the need for appropriate financial recognition for the expenses incurred and time spent by councillors in fulfilling their roles; and
- (iii) the overall need to ensure that the scheme of allowances is neither an incentive nor a barrier to service as a councillor.

3.2.5 The Panel has ensured that the scheme of allowances is understandable in the way it is calculated. This includes ensuring the bandings and differentials of the allowances are as transparent as possible.

3.2.6 In making our recommendations, we wish to emphasise that any possible negative impact they may have is not intended and should not be interpreted as a reflection on any individual councillor's performance in the role.

4. CONSIDERATIONS AND RECOMMENDATIONS

4.1 Basic Allowance

4.1.1 A Council's scheme of allowances must include provision for a basic allowance, payable at an equal flat rate to all councillors. The guidance on arriving at the basic allowance states, "Having established what local councillors do, and the hours which are devoted to these tasks the local authorities will need to take a view on the rate at which, and the number of hours for which, councillors ought to be remunerated."³

4.1.2 In addition to the regular cycles of Council and committee meetings, a number of working groups involving councillors may operate. Many councillors are also appointed by the Council to a number of external organisations.

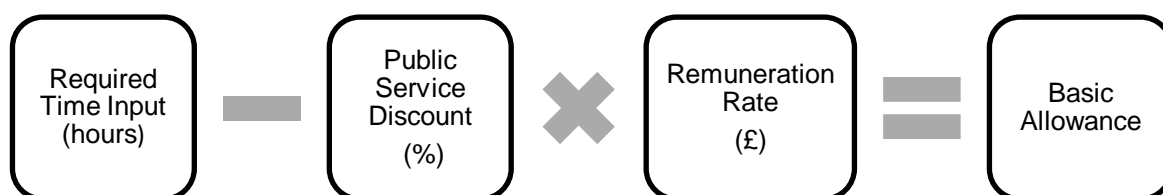
4.1.3 We recognise that councillors are responsible to their electorate as:

- Representatives of a particular division.
- Community leaders.
- Decision makers for the whole Council area.
- Policy makers for future activities of the Council.
- Scrutineers and auditors of the work of the Council; and
- Regulators of planning and other matters required by Government.

4.1.4 The guidance identifies the issues and factors an IRP should have regard to when making a scheme of allowances.⁴ For the basic allowance we considered three variables in our calculation: the time required to execute the role effectively; the public service discount; and the rate for remuneration.

³ The former Office of Deputy Prime Minister – now the Ministry for Housing, Communities and Local Government, and HM Revenue and Customs, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 67.

⁴ The former Office of Deputy Prime Minister – now the Ministry for Housing, Communities and Local Government, and HM Revenue and Customs, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraphs 66-81.



4.1.5 Each of the variables is explained below.

Required Time Input

4.1.6 We ascertained the average number of hours necessary per week to undertake the role of a councillor (with no special responsibilities) from questionnaires and interviews with councillors. In addition, we considered information about the number, range, and frequency of committee meetings.⁵

4.1.7 Discounting attendance at political meetings (which we judged to be centred upon internal political management), we find that the average time commitment required to execute the role of a councillor with no special responsibilities continues to be 17 hours per week.

Public Service Discount (PSD)

4.1.8 From the information analysed, we found councillors continued to espouse a high sense of public duty. Given the weight of evidence presented to us concerning, among other factors, the levels of responsibility, the varied nature of the role, the need for learning and development, and the increasing accessibility and expectations of the public, we continue to recommend a Public Service Discount of 25 per cent to the calculation of the basic allowance. This percentage sits within the mid- range of PSDs applied to basic allowances by councils.

Remuneration Rate

4.1.9 After establishing the expected time input to be remunerated, we considered a remuneration rate. We came to a judgement about the rate at which the councillors ought to be remunerated for the work they do.

4.1.10 To help identify an hourly rate for calculating allowances, we utilised relevant statistics about the local labour market published by the Office for National Statistics. We again selected the average (median), full-time gross⁶ wage per hour by place of residence for the Cambridgeshire County Council area £19.93.⁷

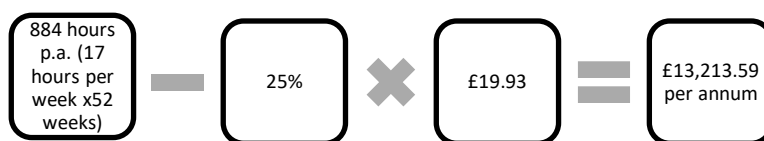
⁵ The summary responses to the questionnaires are available on request.

⁶ The basic allowance, special responsibility allowance, dependants' carers' allowance, and co-optees' allowance are taxable as employment income.

⁷ The Nomis official labour market statistics: Hourly Pay – Gross median (£) For full-time employee jobs by place of residence: UK December 2024.

Calculating the basic allowance

4.1.11 After determining the amount of time required each week to fulfil the role (17hours), the level of PSD to be applied (25%) and the hourly rate to be used (£19.93), we calculated the basic allowance as follows:



4.1.12 The gross Basic Allowance before the PSD is applied is **£17,618.12**. Following the application of the PSD this leads to a basic allowance of **£13,213.59** per annum.

4.1.13 This amount is intended to recognise the overall contribution made by councillors, including their work on council bodies, and division work and attendance on external bodies.

4.1.14 We did also note the levels of basic allowance currently allocated by other county councils (see table below and Appendix 3).

Council	Councils: Basic Allowances (£) 2024 ⁸
East Sussex County Council	14,314
Hampshire County Council	13,523
Kent County Council	17,123
Oxfordshire County Council	13,356
Surrey County Council	14,160
West Sussex County Council	14,098
Average	14,429

4.1.15 The Panel wished to ensure the level of basic allowance does not constitute a barrier to candidates from all sections of the community standing, or re-standing, for election as councillors. The Panel was of the view that the 2017 and 2021 reviews had begun to make recommendations to ensure that the current basic was in accordance with the principle of fair remuneration and the 2025 review has further consolidated this approach.

WE THEREFORE RECOMMEND that the Basic Allowance payable to all members of Cambridgeshire County Council be £13,214 per annum.

⁸ Figures drawn from the South East Employers' Members' Allowances Survey 2024 (October 2024).
Page 34 of 120

4.2 Special Responsibility Allowances (SRAs)

- 4.2.1 Special Responsibility Allowances are awarded to councillors who perform significant additional responsibilities over and above the roles and expenses covered by the basic allowance. These special responsibilities must be related to the discharge of the council's functions.
- 4.2.2 The 2003 Regulations do not limit the number of SRAs which may be paid, nor do they prohibit the payment of more than one SRA to any one councillor. They do require that an SRA be paid to at least one councillor who is not a member of the controlling group of the Council. As the guidance suggests, if the majority of councillors receive an SRA, the local electorate may rightly question the justification for this.⁹
- 4.2.3 We conclude from the evidence we have considered that the following offices bear *significant* additional responsibilities:
- Leader of the Council
 - Deputy Leader of the Council
 - Leader of the Main Opposition
 - Leader of the Minor Opposition (Group to have at least 4 Councillors)
 - Policy and Service Committee Chairs x 6
 - Policy and Service Committee Vice Chairs x 6
 - Audit and Accounts Committee Chair
 - Pension Fund Committee Chair
 - Planning Committee Chair
 - Health Scrutiny Committee Chair
 - Chair of the Council
 - Vice Chair of the Council
 - Adoption and Fostering Panel Member
 - Co-opted Members
 - Combined Authority Board Member
 - Combined Authority Overview and Scrutiny Committee Member. The allowance for this role will be payable by the Combined Authority
 - Combined Authority Audit and Governance Committee Member. The allowance for this role will be payable by the Combined Authority

One SRA Only Rule

- 4.2.4 To improve the transparency of the scheme of allowances, we continue to feel that no councillor should be entitled to receive at any time more than **one SRA**. If a councillor can receive more than one SRA, then the public are unable to ascertain the actual level of remuneration for an individual councillor from a reading of the Scheme of Allowances.
- 4.2.5 Moreover, the One SRA Only Rule avoids the possible anomaly of the Leader receiving a lower allowance than another councillor. If two or more allowances are applicable to a councillor, then the higher-valued allowance would be received. The One SRA Only Rule is common practice for many councils. Our calculations for the SRAs are based on this principle, which should be highlighted:

⁹ The former Office of Deputy Prime Minister – now the Ministry for Housing, Communities and Local Government, and HM Revenue and Customs, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 72.

WE THEREFORE RECOMMEND that that no councillor shall be entitled to receive at any time more than one Special Responsibility Allowance and that this One SRA Only Rule be adopted into the Scheme of Allowances.

The Maximum Number of SRA's Payable

4.2.6 In accordance with the 2006 Statutory Guidance (paragraph 72) the Panel continues to be of the view that the Council should adhere to the principal that no more than 50% of Council Members (30) should receive an SRA at any one time.

WE THEREFORE RECOMMEND that the Council should adhere to a maximum number of SRA's payable at any one time that does not exceed 50% of Council Members (30 Members).

Calculating SRAs

4.2.7 The Panel has implemented the criteria and formula for calculating the Leader of the Council allowance. Based on a multiplier of the Basic Allowance, this role carries the most significant additional responsibilities and is the most time consuming.

4.2.8 We applied a multiplier of the basic allowance to establish the Leader's SRA. Other SRAs are then valued downwards as a percentage of the Leader's allowance. This approach has the advantage that, when future adjustments to the SRAs are required, changing the Leader's SRA will have a proportionate and easily calculable effect on the other SRAs within the scheme.

We grouped together in Tiers those roles that we judged to have a similar level of responsibility. The outline result of this approach is illustrated in a pyramid of responsibility:



The rationale for these eight tiers of responsibility is discussed below.

Leader (Tier One)

- 4.2.9 The Council elects for a four-year term of office the Chair of the Strategy, Resources and Performance Committee who fulfils the role of the Leader who is ultimately responsible for the discharge of the leadership functions of the Council. The Leader has personal authority and chairs the Strategy, Resources and Performance Committee and is a member of the Combined Authority Board.
- 4.2.10 The multiplier we continued to apply to calculate the Leader's SRA is 300% (3 x times) the basic allowance. If the recommended option of a basic allowance with a PSD of 25% is adopted, this results in a Leader's Allowance of £39,642.

WE RECOMMEND that the Leader of the Council receive a Special Responsibility Allowance of 300% of the basic allowance, £39,642.

Deputy Leader (Tier Two)

- 4.2.11 The Deputy Leader usually acts on the Leader's behalf in their absence. From the information we gathered, we continue to consider this additional responsibility should be reflected in the level of allowance. Therefore, we continue to recommend the Deputy Leader's SRA be set at 65% of the Leader's SRA. If our recommendations concerning the basic allowance and the Leader's SRA are adopted, this results in an allowance of £25,768.

WE RECOMMEND that the Deputy Leader receive a Special Responsibility Allowance of 65% of the Leader's Allowance, £25,768.

Policy and Service Committee Chairs (Tier Three)

- 4.2.12 From the evidence gathered, including questionnaire responses, face to face interviews, we consider the six Policy and Service Committee Chairs should continue to receive an allowance of 60% of the Leader's Allowance, £23,785.

WE RECOMMEND that the Policy and Service Committee Chairs continue to receive a Special Responsibility Allowance of 60% of the Leader's Allowance £23,785.

Leader of the Main Opposition Group and Chair of the Council (Tier Four)

- 4.2.13 The role of the Leader of the Main Opposition Group is one of the few allowances that the 2003 Members' Allowances Regulations recommend should receive an allowance. The Panel therefore recommends that the Leader of the Main Opposition receive a Special Responsibility Allowance of 33% of the Leader's allowance, £13,082.
- 4.2.14 The Panel is of the view that the Chair of Council continues to be a significant role that represents the Council and its public image in relation to civic engagements across the County and chairing the Council meetings. We therefore recommend that the Chair of the Council receive an allowance of 33% of the Leader's allowance, £13,082.

WE RECOMMEND that the Leader of the Main Opposition should receive an allowance of 33% of the Leader's Allowance, £13,082.
WE ALSO RECOMMEND that the Chair of the Council receive an allowance of 33% of the Leader's Allowance, £13,082.

Policy and Service Committee Vice Chairs and Chair of the Pension Fund Committee (Tier Five)

- 4.2.15 The Panel continues to be of the view that the Vice Chairs of the Policy and Service Committees should continue to receive an allowance of 30% of the Leader's Allowance. £11,893.
- 4.2.16 Following discussion with the current and former Chair of the Pension Fund Committee and the Section 151 Officer the Panel is of the view that the role of the Chair of the Pension Fund Committee is a complex and time consuming role with frequent meetings in London and a commitment to a high level of training and development. The Panel therefore recommend that the Special Responsibility Allowance for the role be increased from 25% to 30% of the Leader's Allowance, £11,893

WE RECOMMEND that the Vice Chairs of the Policy and Service Committees continue to receive a Special Responsibility Allowance of 30% of the Leader's Allowance, £11,893. WE FURTHER RECOMMEND that the allowance for the Chair of the Pension Fund Committee be increased from 25% to 30% of the Leader's Allowance, £11,893.

Audit and Accounts Committee Chair, Chair and Planning and Health Scrutiny Committee Chair (Tier Six).

- 4.2.17 The Panel is of the view that the roles of Audit and Accounts Committee, Planning Committee Chair continue to be significant roles of comparable size and importance and therefore the Panel recommends that the Chairs of the three committees should receive a Special Responsibility Allowance of 25% of the Leader's Allowance, £9,911
- 4.2.18 The Panel was also asked to set an allowance for the Chair of the proposed new Health Scrutiny Committee. The Panel is of the view that this role should also be at 25% of the Leader's Allowance, £9,911.

WE RECOMMEND that the Audit and Accounts Committee Chair, the Chair of the Planning Committee and the newly appointed Chair of the Health Scrutiny Committee should each receive a Special Responsibility Allowance of 25% of the Leader's Allowance £9,911.

Vice Chair of the Council, Leader of the Minor Opposition and Combined Authority Board Member (Tier Seven)

- 4.2.19 Like the Chair of the Council the Vice Chair role represents the County Council through external and civic engagements and therefore has an impact. The Panel therefore recommends that the Vice Chair of the Council receive a Special Responsibility Allowance of 10% of the Leader's Allowance, £3,964.
- 4.2.20 The Panel also recommends that the Leader of the Minor Opposition receive a Special Responsibility Allowance of 10% of the Leader's Allowance, £3,964 and that to qualify for this allowance the Leader of the Minor Opposition should continue to lead a group of at least four Councillors.
- 4.2.21 The role of member of the Board of the Combined Authority is a significant role and one that is undertaken by the Leader of the Council. The Panel is of the view that the Combined Authority Board Member should also receive a Special Responsibility Allowance of 10% of the Leader's Allowance, £3,964.

WE RECOMMEND that the Vice Chair of the Council, The Leader of the Minor Opposition and the Combined Authority Board Member each receive a Special

Responsibility Allowance of 10% of the Leader's Allowance, £3,964. WE ALSO RECOMMEND that the Leader of the Minor Opposition should lead a group of at least four Councillors to qualify for the allowance.

Combined Authority Overview and Scrutiny Committee Member and Combined Authority Audit and Governance Committee Member

4.2.22 The Panel was informed that the Combined Authority had taken the decision that the roles of the Combined Authority Overview and Scrutiny Committee Members and Audit and Governance Committee Members will now be remunerated directly by the Combined Authority and therefore the County Council will no longer remunerate these two roles. The roles can therefore be both removed from the County Councils Scheme of Allowances

WE RECOMMEND that the SRA's for the roles of Combined Authority Overview and Scrutiny Committee Member and Audit and Governance Committee Member be withdrawn from the County Council Scheme of Member's Allowance.

Fostering Panel Member (Tier Eight)

4.2.23 The Council's member on the Fostering Panel currently receives an allowance based on a daily and half daily rate of £140 and £70 respectively. The Panel continues to recommend that the Special Responsibility Allowance for the Council Member of the Fostering Panel should be the same as other panellists, which is currently £170 per day and £85 per half day meeting.

WE RECOMMEND that the Council Member on the Fostering Panel should receive a Special Responsibility Allowance at the same rate as other panellists on the Fostering Panel which is currently £170 per day and £85 per half day meeting.

Co-opted Members and Co-Opted Members of Audit and Accounts

4.2.24 An IRP may recommend the payment and level of an allowance for those who serve on the committees or sub-committees of a Council but are not members of the Council. We recognise that in so doing, an element of the contribution made by the co-optees should be voluntary. We therefore continue to recommend that co-optees of the Council are entitled to an allowance of £56.23 flat fee per half day attended plus travel and other expenses in accordance with the scheme applicable to councillors.

4.2.25 We also continue to recommend that the role of the Co-Opted Member for Audit and Accounts should continue to receive an annual allowance of £1,627.

WE RECOMMEND that the Co-opted Members should continue to receive an allowance of £56.23 flat fee per half day attended. The role should also receive travel and other expenses in accordance with the scheme applicable to councillors. The fee will be subject to any indexation that will apply.

WE FURTHER RECOMMEND that the Co-Opted Member for Audit and Accounts continues to receive an annual allowance of £1,627. This role should also receive travel and other expenses in accordance with the scheme applicable to councillors. The allowance will be subject to any indexation that will apply.

4.3 Travelling Allowance

- 4.3.1 A scheme of allowances may provide for any councillor to be paid for travelling and subsistence undertaken in connection with any of the duties specified in Regulation 8 of the 2003 Regulations (see paragraph 5.10). Similarly, such an allowance may also be paid to co-opted members of a committee or sub-committee of the Council in connection with any of those duties, provided that their expenses are not also being met by a third party.

WE RECOMMEND that a travelling allowance should be payable to councillors and co-opted members in connection with any approved duties. The amount of travel payable shall continue to be at the maximum levels payable to council officers in line with HM Revenue and Customs' rates. We again propose no changes to the current travel and policy in respect of subsistence allowances.

4.4 Child and Dependant Carers' Allowance

- 4.4.1 The child and dependant carers' allowance should ensure that potential candidates are not deterred from standing for election and should enable current councillors to continue despite any change in their personal circumstances. The current scheme awards reimbursement of actual reasonable costs incurred in using registered childminders, babysitters or other sitters for dependants while carrying out Approved duties. The scheme also allows for specialist Dependent Relative Care to be reimbursed at the actual cost upon production of receipts. In the case of reimbursement for specialist care, medical evidence that this type of care is required should also be provided.

- 4.4.2 The Panel therefore is of the view that the Child and Dependant Carers' Allowance should continue to be reimbursed for the actual cost incurred by the councillor upon production of receipts. In respect of specialist care provision medical evidence that this type of care provision is required should also be provided and approved by an appropriate officer of the Council.

WE THEREFORE RECOMMEND that the Child and Dependant Carers' Allowance should continue as outlined in the current Scheme of Allowances and be based at cost upon production of receipts and in the case of specialist care a requirement of medical evidence that this type of care be required, the allowance should have no monthly maximum claim when undertaking Approved duties. Payments at cost should be awarded when using a registered or professional carer'.

Where care was not provided by a registered or professional carer but was provided by an individual not normally resident at the Councillor's home a maximum hourly rate based on the Real Living Wage as recommended by the Living Wage Foundation, currently £12.60 should apply.

WE ALSO RECOMMEND that the Council should also actively promote the allowance to prospective and new councillors both before and following an election. This may assist in supporting greater diversity of councillor representation.

4.5 Parental Leave

- 4.5.1 There is no uniform national policy to support councillors who require parental leave for maternity, paternity, or adoption leave. According to the Fawcett Society (Does Local Government Work for Women, 2018) a '*lack of maternity, paternity provision or*

support' is a real barrier for women aged 18-44 to fulfil their role as a councillor.

- 4.5.2 We are of the view that support should be provided for parental leave although we again do not wish to stipulate an exact policy/procedure. The Panel is aware that the Local Government Association Labour Group has developed a model policy that has been adopted by a growing number of councils.
- 4.5.3 There continues to be no legal right to parental leave of any kind for people in elected public office. However, as a way of improving the diversity of Councillors, the Panel would again recommend that the Members' Allowance Scheme should continue to include provisions that clarify that:
- All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption shared parental leave or sickness absence.
 - Councillors entitled to a Special Responsibility Allowance shall continue to receive their allowance in full for a period of six months, in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence.
 - Where for reasons connected with sickness, maternity leave, adoption leave, paternity leave or shared parental leave a Councillor is unable to attend a meeting of the Council for a period of six months, a dispensation by Council can be sought in accordance with Section 85 of the Local Government Act 1972
 - If a replacement to cover the period of absence under these provisions is appointed by Council or the Leader (or in the case of a party group position the party group) the replacement shall be entitled to claim a Special Responsibility Allowance pro rata for the period over which the cover is provided.
 - If a Councillor stands down, or an election is held during the period when a Councillor is absent due to any of the above and the Councillor is not re-elected or decides not to stand down for re-election, their Basic Allowance any Special Responsibility Allowance will cease from the date they leave office.
- 4.5.4 The Panel is conscious that these provisions do not replicate the LGA policy, but that policy introduces elements that are more akin to employees which in terms of employment legislation does not currently include Councillors. We feel that our recommendations continue as they did in 2021 to reflect the situation relating to Councillors and clarify for them what they can expect. County Councillors however may wish to further develop the above recommendations so that they reflect the LGA Labour Group policy.

WE RECOMMEND that the approach outlined is again adopted as a basis of a policy to support parental leave for councillors. The adopted policy on Parental Leave for Councillors should be actively promoted to any prospective future and current Councillors alongside the Dependants' Carers Allowance.

4.6 Indexing of Allowances

- 4.6.1 A scheme of allowances may make provision for an annual adjustment of allowances in line with a specified index. The present scheme makes provision for the basic allowance, the special responsibility allowances and Co-Optees allowance to be adjusted annually in line with staff salaries.
- 4.6.2 The Panel again recommends that the indexation of councillor allowances for the next four years should again be linked to the percentage increase recommended for the P&M Scale grade P4- P6.
- 4.6.3 As it is proposed the scheme comes into effect from 15 July 2025 the indexation for 2025-26 will apply from this date without any backdating. Indexation will apply for 2025-26 once the percentage increase recommended for the P&M Scale grade P4-P6 is agreed.

WE RECOMMEND that the basic allowance, each of the SRAs and the Co-optees' Allowance be increased annually in line with the percentage increase in staff salaries for the P&M Scale P4-P6 for a period of up to four years. After this period, the Scheme shall be reviewed again by an Independent Remuneration Panel.

4.7 Revocation of current Scheme of Allowances / Implementation of new Scheme

- 4.7.1 The 2003 Regulations provide that a scheme of allowances may only be revoked with effect from the beginning of a financial year, and that this may only take effect on the basis that the authority makes a further scheme of allowances for the period beginning with the date of revocation.

WE THEREFORE RECOMMEND that the new scheme of allowances to be agreed by the Council be implemented with effect from the 15th July 2025 at which time the current scheme of allowances will be revoked.

5. OUR INVESTIGATION

5.1 Background

- 5.1.1 As part of this review, a questionnaire was issued to all councillors to support and inform the review. Responses were received from 10 of the 61 current councillors (16% response). The information obtained was helpful in informing our deliberations.
- 5.1.2 We interviewed nine current councillors and three officers using a structured questioning process. We also held a workshop that had a good level of councillor participation. We are grateful to all our interviewees for their assistance.
- 5.1.3 The Panel would like to thank Michelle Rowe, Democratic Services Manager and Richenda Greenhill, Democratic Services Officer for the support and assistance both in advance and during the review.

5.2 Councillors' views on the level of allowances

- 5.2.1 A summary of the councillors' responses to the questionnaire are attached as Appendix 2.

6. APPROVED COUNCILLOR DUTIES

- 6.1.1 The Panel reviewed the recommended duties for which allowances should be payable and recommend that no changes be made.

WE THEREFORE RECOMMEND: That no changes are made to the Approved Duties as outlined in the Members' Allowance Scheme.

**Mark Palmer
(Chair of the Independent Remuneration Panel)
Director: Development and Governance, South East Employers
June 2025.**

Appendix 1: Summary of Panel's Recommendations

Allowance	Current Amount for 2024-25	Number	Recommended Allowance (25% PSD)	Recommended Allowance Calculation
Basic (BA)				
Total Basic:	£11,854.65	61	£13,214	

Special Responsibility:				
Leader of the Council	£35,653.46	1	£39,642	300% of BA
Deputy Leader of the Council	£23,174.07	1	£25,768	65% of Leader's Allowance
Policy and Service Committee Chairs	£21,391.75	6	£23,785	60% of Leader's Allowance
Leader of the Main Opposition	£11,765.27	0	£13,082	33% of Leader's Allowance
Chair of the Council	£11,765.27	1	£13,082	33% of Leader's Allowance
Policy and Service Committee Vice Chairs	£10,696.42	6	£11,893	30% of Leader's Allowance
Audit and Accounts Committee Chair	£8,913.36	1	£9,911	25% of Leader's Allowance
Pension Fund Committee Chair	£8,913.36	1	£11,893	30% of Leader's Allowance
Planning Committee Chair	£8,913.36	1	£9,911	25% of Leader's Allowance
Health Scrutiny Committee Chair	NO SRA	1	£9,911	25% of Leader's Allowance
Leader of Minor Opposition	£3,564.79	3	£3,964	10% of the Leader's Allowance
Vice Chair of the Council	£3,564.79	1	£3,964	10% of Leader's Allowance
Combined Authority Board Member	£3,564.79	0	£3,964	10% of Leader's Allowance
Combined Authority Overview and Scrutiny Committee	£1,782.44	1	SRA Withdrawn	
Combined Authority Audit and Governance Committee	£1,782.44	1	SRA Withdrawn	
Fostering Panel Member	£140 per day or £70 per half day	1	£140 per day or £70 per half day	
Co-opted Members	£56.23 per half day		£56.23 per half day	Indexation to apply
Co-opted Member Audit and Accounts	£1,627.16		£1,627.16	Indexation to apply

1. Role undertaken by Council Leader and therefore due to 'One SRA Only Rule' will not receive the SRA.

Q1 In a typical week how many hours do you spend representing your Division?

Answered: 10 Skipped: 0

#	RESPONSES	DATE
1	It is difficult to say as I don't keep a diary, it is very varied and there is a lot of associated time spent paying back favours such as friends and family members looking after children. At least 10 hours a week on average. Councillors are expected to be available at unusual hours in a way employees aren't this is not captured in a crude hours per week measure.	6/4/2025 11:21 AM
2	12	5/20/2025 8:14 PM
3	15	5/19/2025 5:14 PM
4	10-25 depending on council meeting schedule	5/19/2025 11:27 AM
5	30	5/18/2025 5:55 PM
6	14	5/18/2025 3:53 PM
7	20	5/18/2025 2:47 PM
8	15	5/17/2025 1:07 PM
9	Difficult to predict as I have just started. I am currently spending about 30+ hours, plus what I would call political work (which clearly should remain outside of any remuneration) like chatting to key people and attending events. but this may change.	5/16/2025 6:24 PM
10	15	5/16/2025 5:21 PM

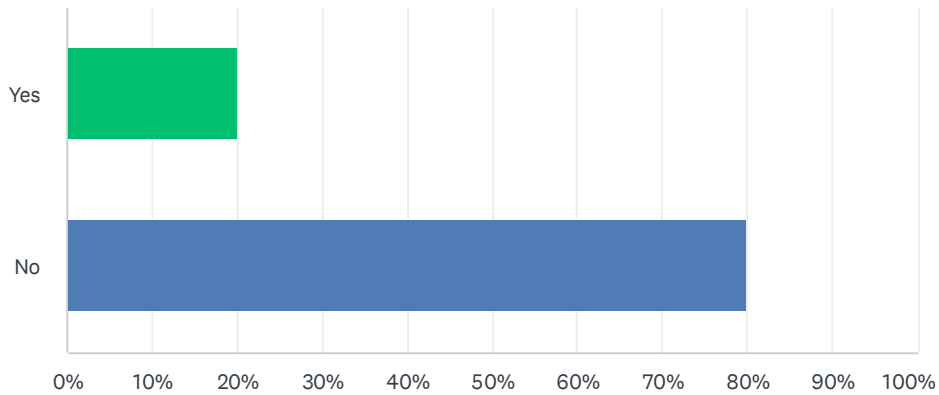
Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.]Please specify specific roles below and hours spent on each role:

Answered: 7 Skipped: 3

#	RESPONSES	DATE
1	Committee and sub committee chair and on one external group, that number is about to grow. Another 10 on average at least. There is also communication within our group such as policy conversations and the discussions spokes are supposed to have with their groups that's another maybe 1-2 hours per week. Some weeks it's far more, some weeks it's less. At the moment it must be approaching a full time job.	6/4/2025 11:21 AM
2	Previously - Chair CYP 25 hrs / week	5/20/2025 8:14 PM
3	Chair Assets Committee - am new but I imagine 15-20 hours Ethics and remuneration committee - average 1	5/19/2025 5:14 PM
4	Previously, as vice-chair of Communities, I spent an additional 5-10 hours per week on average on this role.	5/18/2025 2:47 PM
5	Previously on Pensions Board which has required at least 5 full days of training pa in addition to the above. Will be Chair of Pensions Committee which will require extensive training and time for considering decisions	5/17/2025 1:07 PM
6	Committee member and I have no idea of the time commitment yet.	5/16/2025 6:24 PM
7	20	5/16/2025 5:21 PM

Q3 Do you incur any significant costs which you believe are not covered by your present allowance?

Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	20.00% 2
No	80.00% 8
TOTAL	10

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I pay for the internet. I have extremely poor quality internet it doesn't work if someone else makes a call. I cant afford to upgrade to fibre but I probably need to . Also I pay into a personal pension so I am making my own contributions and not receiving the employer contribution, that is effectively a pay cut of 3%.	6/4/2025 11:21 AM
2	Time, printing etc,	5/20/2025 8:14 PM

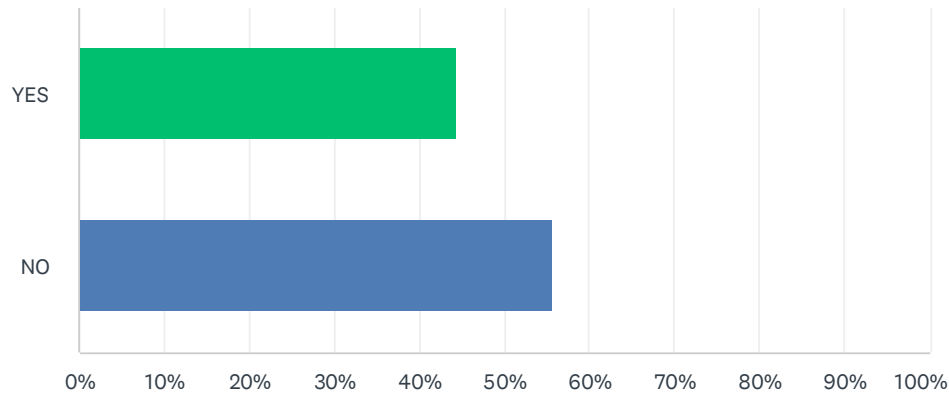
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time Councillors expect to give without any financial remuneration. Accordingly, what do you feel is an acceptable amount of time to be given, unremunerated, if any, expressed as a percentage?

Answered: 9 Skipped: 1

#	RESPONSES	DATE
1	30% although it's worth noting that the hours you spend doing the job don't also take into account both the irregularity of those hours, - this makes many jobs impossible to combine with being a county councillor and also the fact that you are on call all the time. So for example I am the only person in my division with the emergency highways number. if there is an emergency and I am aware of it I feel I have to act and have regularly ended up making calls to that number or the police at random hours.	6/4/2025 11:21 AM
2	10%	5/20/2025 8:14 PM
3	Honestly none as this excludes those who have to work or who have lower paying jobs. Since it is in the guidance, I suggest as low as possible - say 10%	5/19/2025 5:14 PM
4	30%	5/18/2025 5:55 PM
5	70%	5/18/2025 3:53 PM
6	I believe that allowances need to be equivalent to a part-time role one can live on and it should not be a volunteer role. The average age of councillors in the UK is 60 years old, and therefore I understand how people who are retired or have private means might not feel allowances are necessary. If we wish to encourage working age people to stand for election and be retained, I believe there should be an option for a realistic allowance, treating this as a skilled and important role and not a volunteer role - perhaps with an option for those who do not need an allowance to put it back in the local community if that's their choice.	5/18/2025 2:47 PM
7	25-40%	5/17/2025 1:07 PM
8	It's really tricky to know because I'm a new councillor. I am not entirely sure this is the right question. The question is partly, what type of people do you want to be councillors. At the moment it might normally be the independently wealthy, or the retired. Many of my retired colleagues seemed very well qualified, so I'm not necessarily dissing that. Many independently wealthy people got there by their own backs, so again fair play and they often might have skills to offer. A thing to consider is; what level of remuneration might convince someone with a job to go part time. But then the issue is how much is that person paid and what are their expenses like. I think the nature of the job pay vs time commitment naturally removes a large pool of people. At the end of the day you just need to consider if that is the monetary trade off you want.	5/16/2025 6:24 PM
9	10%	5/16/2025 5:21 PM

Q5 The present level of Basic Allowance payable to all Councillors is £11,854.65. Do you think this is appropriate?

Answered: 9 Skipped: 1



ANSWER CHOICES	RESPONSES	
YES	44.44%	4
NO	55.56%	5
TOTAL		9

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	It should come with a pension.	6/4/2025 11:21 AM
2	doesn't cover basic hours at real living wage	5/20/2025 8:18 PM
3	I spend almost the number of hours as a full time job to keep on top of council work. I beleive casework should be largely voluntary but as a member of a small group I am sitting as spokes on three committees and have a lot of information to read an absorb for no extra remuneration.	5/18/2025 5:58 PM
4	Slightly higher - see below	5/17/2025 1:18 PM
5	Last figure + Median wage growth for Cambridgeshire since the last report. This job isn't the Triple Lock, it has to be set by a fair formula.	5/16/2025 6:27 PM
6	Higher	5/16/2025 5:22 PM

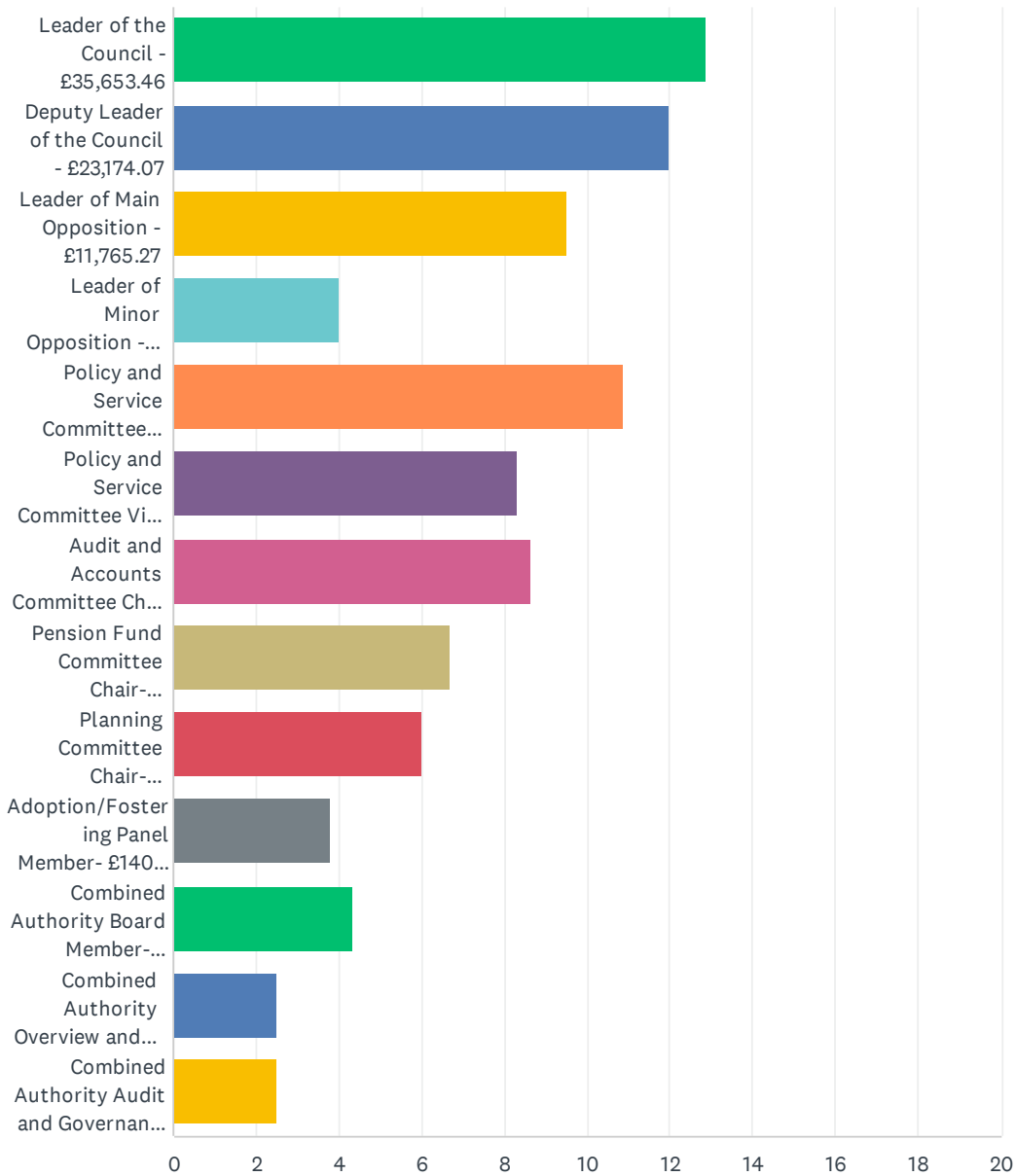
Q6 If you are able to, please indicate an appropriate level £:

Answered: 8 Skipped: 2

#	RESPONSES	DATE
1	There should be at least 3% extra from the employer paid into a pension pot.	6/4/2025 11:21 AM
2	£15k	5/20/2025 8:18 PM
3	I really don't know.	5/19/2025 5:15 PM
4	15,000	5/18/2025 5:58 PM
5	I think whether it is appropriate or not depends on whether we want to recognise that, in order to do the role effectively, it is equivalent to a part-time role. The minimum wage as a full-time job is £23,809 per annum currently - so the current allowance is roughly a part-time role on minimum wage. My preference would be to see it at least as a part-time role on living wage. It is tricky because of course there are councillors who put in very few hours of work, whereas others who have the means focus full-time on council duties. A middle ground would be to treat it as part-time on living wage and then any additional work is treated as voluntary. This will make it more attractive for working age people knowing they can still afford to pay their mortgage and bills while having a part-time role on top of this.	5/18/2025 2:53 PM
6	£14,000 based on average salary for a professional dealing with the type of issues typically confronting councillors (£60,000 pa say £30 per hour) less 40% voluntary service. ie 9 hours per week @52 weeks	5/17/2025 1:18 PM
7	Just link it to Median Wage Growth on the Area each year. If our residents don't get more pay, we don't.	5/16/2025 6:27 PM
8	£15,000	5/16/2025 5:22 PM

Q7 Special Responsibility Allowances (SRAs) are currently paid as follows: [To assist the Panel to produce a more consistent group of allowances, please can you score each role / position in respect of importance and impact, with 1 being the most important.

Answered: 7 Skipped: 3

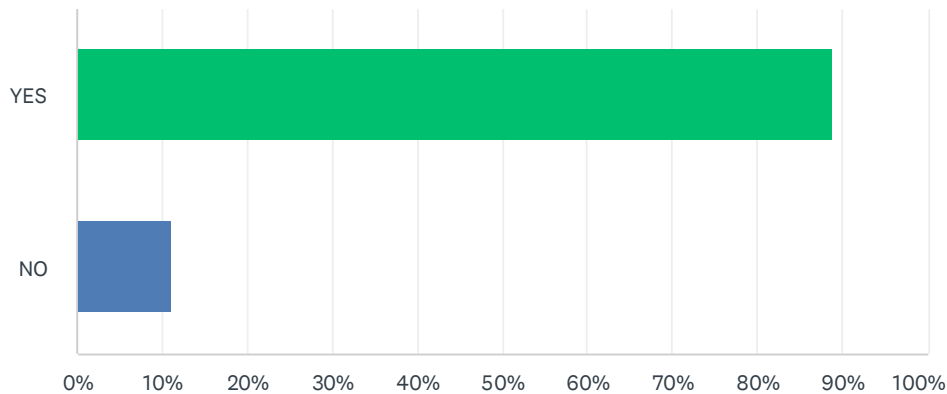


Independent Remuneration Panel Members' Allowances Questionnaire 2025 - Cambridgeshire
County Council

	1	2	3	4	5	6	7	8	9	10	11
Leader of the Council - £35,653.46	85.71% 6	14.29% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of the Council - £23,174.07	14.29% 1	71.43% 5	14.29% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Leader of Main Opposition - £11,765.27	0.00% 0	0.00% 0	33.33% 2	16.67% 1	33.33% 2	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Leader of Minor Opposition - £3,564.79	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 2	25.00% 1	
Policy and Service Committee Chair- £21,391.75	0.00% 0	14.29% 1	57.14% 4	28.57% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Policy and Service Committee Vice Chair - £10,696.42	0.00% 0	0.00% 0	0.00% 0	16.67% 1	33.33% 2	33.33% 2	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0
Audit and Accounts Committee Chair - £8,913.36	0.00% 0	0.00% 0	0.00% 0	16.67% 1	33.33% 2	50.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Pension Fund Committee Chair- £8,913.36	0.00% 0	0.00% 0	0.00% 0	28.57% 2	0.00% 0	14.29% 1	14.29% 1	0.00% 0	14.29% 1	14.29% 1	14.29% 1
Planning Committee Chair- £8,913.36	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	50.00% 3	0.00% 0	16.67% 1	
Adoption/Fostering Panel Member- £140 per day and £70 per half day	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.00% 1	20.00% 1	0.00% 0	20.00% 1	
Combined Authority Board Member- £3,564.99.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	16.67% 1	16.67% 1	16.67% 1	16.67% 1
Combined Authority Overview and Scrutiny Committee Member- £1,782.44	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	16.67% 1
Combined Authority Audit and Governance Committee Member-£1,782.44	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0

Q8 Would you like to see any changes made to these allowances?

Answered: 9 Skipped: 1

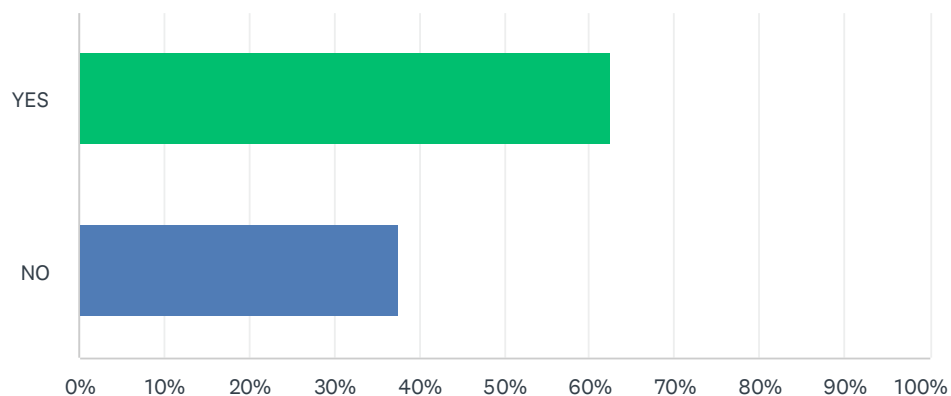


ANSWER CHOICES	RESPONSES	
YES	88.89%	8
NO	11.11%	1
TOTAL		9

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	The opposition allowances, don't take into account the level of time committed to that role. There should be some allowance for being a spoke.- being pensions chair as become far more onerous I think when other committees become more onerous remuneration should be reviewed there is also significant training required for pensions.	6/4/2025 11:23 AM
2	Increase basic allowances	5/20/2025 8:20 PM
3	I have little idea of how well these positions are paid. The Leader, Deputy and Chairs of committees are close to a full time role.	5/19/2025 5:19 PM
4	increase to minor opposition leader	5/18/2025 6:03 PM
5	Remove allowance for the Fire authority - it is strange to have allowance for this and no other committees and creates tension among councillors.	5/18/2025 3:54 PM
6	I think that audit committee and pension fund committee roles are equally as important as service committee and carry onerous responsibilities	5/17/2025 1:22 PM
7	The pensions job actually has a massive time commitment. Even though you could argue it is not as important as some other roles, the amount of compliance work means it is a very large commitment. It is not adequately compensated versus the work it entails.	5/16/2025 6:31 PM
8	Pensions - the chair has to chair 2 committees and attend meetings of the Access Pool. The amount of work involved in managing 3 complex committees added to attending meetings of investors and the legally required training is a significant time commitment as well as skills equivalent to professional financial advisor /accountant	5/16/2025 5:32 PM

Q9 Would you like to see any new SRAs introduced?

Answered: 8 Skipped: 2

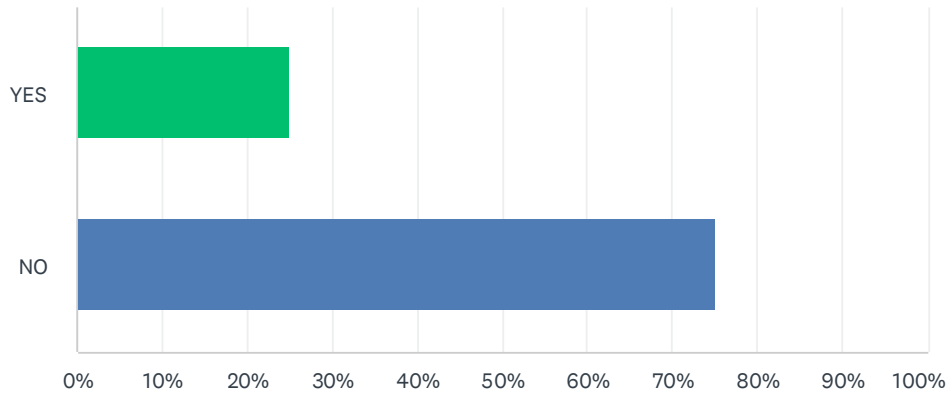


ANSWER CHOICES	RESPONSES
YES	62.50% 5
NO	37.50% 3
TOTAL	8

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I think the GCP is an important body which makes important decisions there should probably be an allowance for sitting on the board or assembly of that (I am not and have never been on the GCP- I don't think that singles me out or makes me identifiable)	6/4/2025 11:23 AM
2	Spokes, £500	5/20/2025 8:20 PM
3	There are a few committees where the Chair is not paid. I suggest some consideration is given to whether or not this is fair.	5/19/2025 5:19 PM
4	If there are new committees eg separate scrutiny	5/17/2025 1:22 PM
5	Health scrutiny and general scrutiny	5/16/2025 5:32 PM

Q10 Child and Dependent Carers' Allowance - Reimbursed at cost for registered/professional carer's and Real Living Wage to £12.60 per hour for non registered/non-professional carer's. Do you think any changes should be made to these two rates of reimbursement?

Answered: 8 Skipped: 2

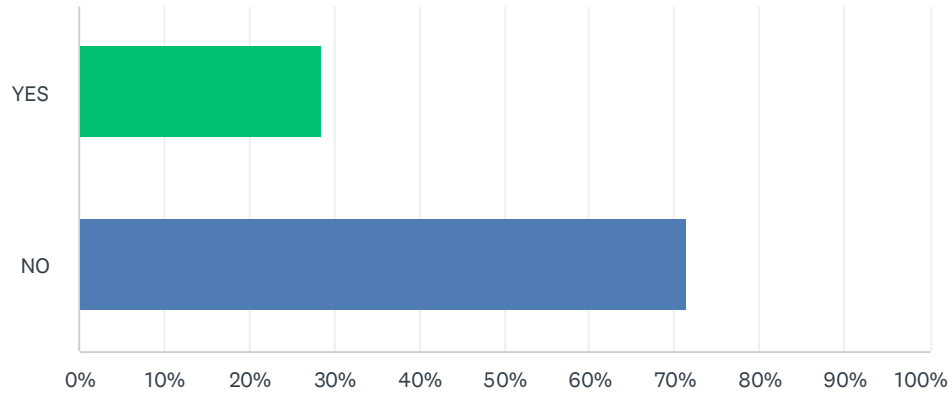


ANSWER CHOICES	RESPONSES
YES	25.00% 2
NO	75.00% 6
TOTAL	8

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	Very unclear what you are allowed to claim for but it doesn't particularly take into account the reality of being a councillor and a parent. It's not every week and it's very hard to get childcare which is sporadic. I am lucky that my partner is able to look after my children. We have no grandparent support but my partner and friends have done a lot of heavy lifting for me in terms of picking up children after school. If you're a chair or council leader in particular who had young children you would need to pay for them to be in nursery or after school clubs for a significant period of time but it is not clear that this is covered in this very hazy description of what is allowed. Are you allowed to charge for sessions when you don't have a committee if this is what you need to get care when there is a committee? In reality I don't know where to find professional baby sitters and it's not as easy as just booking a plumber or a hair appointment children are people and need to have a rapport with their carer. When I've needed childcare I've used a local teenager and have covered the costs myself as they don't come with receipts. There is no real solution to that but the current rules don't cover any realistic description of accessible childcare I am aware of. I don't really have an answer to this but in terms of the how many hours a week do you do, managing children to allow you to be a councillor is a significant time burden as it is really complicated because there aren't standard weekly hours.	6/4/2025 11:24 AM
2	maybe slight increase above RLW to reflect important nature of role	5/17/2025 1:23 PM

Q11 The current scheme of travel allowances are linked to those recommended by HMRC and based on the rate for officers . Do you have any comments on the current scheme for Councillors?

Answered: 7 Skipped: 3

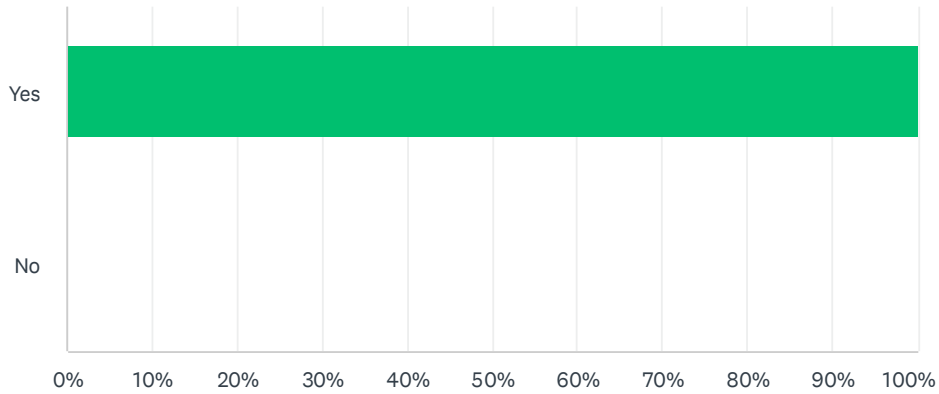


ANSWER CHOICES	RESPONSES
YES	28.57% 2
NO	71.43% 5
TOTAL	7

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Almost impossible to record mileage for visits to residents and sites, so I don't bother	5/17/2025 1:24 PM
2	As is the case with travel allowances generally, these are no longer aligned with the real cost of transport. The location of New Shire Hall makes access to private motor vehicles essential	5/16/2025 5:34 PM

Q12 Parental Leave Policy for Councillors. The Council has approved a Parental Leave policy for Councillors. Are you supportive of the Parental Leave Policy for Councillors?

Answered: 8 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	100.00%	8
No	0.00%	0
TOTAL		8

Q13 If you have any other comments on Members' Allowances, please detail below:

Answered: 5 Skipped: 5

#	RESPONSES	DATE
1	<p>Travel - yes this is not appropriate. A councillor is a very different role from being an officer. As an officer you make a choice when you accept the job that you are happy with the job description and the terms. Being able to get to work is part of the decision. As a councillor there is very little job description and it is a very inconvenient part time job. it is also really important to have as many different types of people standing to be county councillor as possible and not being able to drive should not be a barrier as to whether you are able to fulfil the duties of the role. At the moment I have a car but if it dies I will not be replacing it. Being a councillor is not sufficient to provide for my family, I need to work as well as fulfil the duties of this role consequently being expected to use public transport which can easily add 6 hours to a committee time commitment is massively time consuming for councillors and makes it even harder to do other jobs. I'd be happy to use a shared taxi to get to Huntingdon or St ives or another centre and take a bus back home. I'm just not thrilled about having to wait for an hourly bus to get to a major centre and then transfer and wait for the next bus. There may be other alternatives. Currently the system relies on most councillors having cars and I really struggle with that. The council could make it far clearer that they will provide proper support for councillors who don't drive and not expect them to spend hours longer travelling journeys which would be a fifth of the time by car. New Shire Hall is very hard to get to by public transport. Allowances - pensions it is really unfair that there are not pension allowances with this role. As councillors it is illegal for us to stop paying council employees pensions and we would not dream of doing that, why is there one rule for every other type of employee in the country and a different one for us. Although it is not a job the time commitment of the role means it functions effectively as a part time job. For those who are not independently affluent the allowance makes the difference between being able to take on the role or not. It is absolutely right that people from all socio economic backgrounds should be able to stand as councillors. Consequently our time should be rewarded appropriately with a pension.</p>	6/4/2025 11:25 AM
2	<p>Need to ensure that allowances reflect the amount of time given to the role and the impact this has on being able to hold a full time/part time other job let alone a career. Particularly if wanting to allow those who are earlier in their career and less able to juggle their hours with the meeting requirements a cllr role requires</p>	5/20/2025 8:23 PM
3	<p>None.</p>	5/19/2025 5:19 PM
4	<p>I would support a review in bringing back pension schemes for elected members. Councillors of working age lose out on their pension contributions in addition to generally taking a pay cut by lowering their hours in their work, and therefore reducing their pension contribution in their non-council work.</p>	5/18/2025 2:57 PM
5	<p>I have ticked yesterday for parental leave, but I have no idea whether I actually agree with it, as I haven't read any of it, and have not been in post long enough to have direct or indirect experience of it.</p>	5/16/2025 6:33 PM

Guildford Borough Council	District	Surrey	Liberal Democrat	150,000	£16,692.00	£8,348.00	£6,677.00	N/A	£4,174.00	£4,174.00	N/A	N/A	£6,677.00	N/A	N/A	N/A	N/A	£6,677.00	£4,174.00	N/A	N/A	£83.48 p.a. per group member	N/A	£4,174.00	No SRA (but may claim travelling & subsistence allowance)	£419 p.a. (co-optees' allowance)		Yes	No	
Hampshire County Council	County	Hampshire	Conservative	1,389,200	£32,631.00	£22,842.00	£19,580.00	N/A	£6,528.00	N/A	N/A	N/A	£13,053.00	£3,272.00	N/A	N/A	N/A	N/A	£20,709.00	£10,608.00	£12,712.00	N/A	N/A	£5,085.00	£13,053.00	£763	N/A	Yes	No	
Hastings Borough Council	District	East Sussex	No overall control	95,000	£12,861.00	£8,364.00	£6,945.00	£3,467.00	£3,216.00	£1,047.00	£0.00	£108.77	£3,861.00	£1,413.00	£1,047.00	£3,216.00	£630.00	£0.00	0	£6,840.00	£2,235.00	£1,569.52	£192.52 per member	1377 + 192.52 per member	N/A	See note	614.77 for Standards committee, 71.78 for Museums committee	N/A	No	No
Havant Borough Council	District	Hampshire	No overall control	124,200	£19,686.00	£11,319.00	£9,519.00	£2,755.00	£6,260.00	£1,262.00	£0.00	£0.00	£5,660.00	£0.00	£0.00	£6,260.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£1,030.00	£0.00	£0.00	£1,000.00	£0.00	Yes	Yes
Horsham District Council	District	West Sussex	Liberal Democrat	146,800	£17,129.10	£9,807.95	£8,005.76	N/A	£2,785.78	£2,785.78	N/A	N/A	£4,395.73	£1,478.06	N/A	£5,835.34	£1,950.63	N/A	N/A	£5,835.34	£1,956.08	£4,238.07	N/A	N/A	N/A	£2,785.78	£1,504.35	£800.00	No	No
Isle of Wight Council	Unitary	Hampshire	No overall control	140,000	£19,211.00	£12,007.00	£9,605.00	N/A	£3,842.00	£2,881.00	N/A	N/A	£7,684.00	£1,921.00	N/A	£9,605.00	£1,921.00	£818.00	N/A	£6,723.00	£1,921.00	£0.00	n/a	£0.00	n/a	£4,802.00	£301.00	N/A	Yes	No
Lewes District Council	District	East Sussex	No overall control	103,745	£18,756.00	£10,316.00	£8,440.00	N/A	£5,627.00	£2,813.00	N/A	N/A	£7,502.00	£1,500.00	£750.00	£5,627.00	N/A	N/A	£1,201.00	£3,751.00	N/A	£6,565.00	N/A	N/A	N/A	£1,000.00	N/A	Yes	No	
Maidstone Borough Council	District	Kent	No overall control	184,200	£24,188.56	£14,513.18	£12,094.24	N/A	£4,837.77	£4,837.77	N/A	£66.58	£9,675.42	N/A	N/A	£8,465.94	N/A	N/A	N/A	£3,628.29	£1,813.65	N/A	N/A	£2,418.82	N/A	N/A	£967.54	Yes	No	
Medway Council	Unitary	Kent	Labour	282,700	£36,294.00	£24,196.00	£18,147.00	N/A	£8,469.00	£0.00	£0.00	£46.53	£14,518.00	£6,049.00	£0.00	£12,098.00	£4,235.00	£0.00	N/A	£15,123.00	£7,259.00	£14518.00 (if more than 20% of members) 7259 (if between 10% and 20% of members (currently nobody to claim))	£7,259.00	N/A	£7259 (O&S committee spokes, more than 20% of members) £6049 (planning spokes, if more than 20% members)	£4,235.00	N/A	£1,210.00	Yes	No
Mid Sussex District Council	District	West Sussex	No overall control	152,600	£22,800.00	£11,400.00	£9,120.00	N/A	£3,420.00	£1,140.00	£0.00	£0.00	£7,125.00	£1,781.00	£0.00	£4,560.00	£1,140.00	£0.00	£0.00	£7,410.00	£2,470.00	£250 per Member	£0.00	£250 per Member	£0.00	£0.00	£750.00	N/A	Yes	No
Milton Keynes City Council	Unitary	Buckinghamshire	Labour	290,000	£36,637.00	£18,318.00	£12,823.00	N/A	£5,496.00	£9,160.00	£0.00	£0.00	£9,160.00	£0.00	£0.00	£9,160.00	£0.00	£700.00	£0.00	£12,823.00	£6,412.00	£16,487.00	£0.00	£9,160.00	£0.00	£5,496 (Corporate Parenting) / £3,654 (Standards)	£0.00	£0.00	Yes	No
Mole Valley District Council	District	Surrey	Liberal Democrat	86,000	£9,215.00	£5,225.00	See note	N/A	£2,625.00	£660.00	N/A	N/A	£3,380.00	£435.00	N/A	£2,625.00	£370.00	N/A	N/A	£3,150.00	£1,780.00	£4,590.00	£660.00	£660.00	N/A	N/A	N/A	Not provided	No	No
New Forest District Council	District	Hampshire	Conservative	179,753	£23,540.00	£14,125.00	£11,771.00	N/A	£2,354.00	£2,354.00	£0.00	£0.00	£8,239.00	£0.00	£0.00	£5,885.00	£0.00	£0.00	£0.00	£9,416.00	£2,354.00	£8,828.00	£1,766.00	£1,766.00	£0.00	£0.00	£344.00	£0.00	Yes	Yes
Oxford City Council	District	Oxfordshire	No overall control	163,260	£17,480.16	£5,826.72	£8,740.08	N/A	£1,456.68	N/A	N/A	N/A	£2,913.36	N/A	N/A	£1,456.68	N/A	N/A	N/A	£5,826.72	£1,456.68	£932.28	N/A	N/A	N/A	N/A	N/A	N/A	No	No
Oxfordshire County Council	County	Oxfordshire	No overall control	521,890	£40,068.00	£26,712.00	£21,372.00	N/A	£8,016.00	N/A	N/A	N/A	£8,016.00	N/A	N/A	£8,016.00	N/A	N/A	N/A	£11,352.00	£2,820.00	£13,356.00	N/A	N/A	£3,336.00	£8,016.00	£500.00	£3,000.00	No	No
Portsmouth City Council	Unitary	Hampshire	No overall control	208,400	£23,499.00	N/A	£9,139.00	N/A	£4,569.00	£4,569.00	N/A	N/A	£4,569.00	N/A	N/A	£3,264.00	N/A	N/A	N/A	£9,139.00	£1,306.00	£7,833.00	N/A	£3,9173 (5+ members) or £2,617 (2-4 members)	£1,306.00	N/A	N/A	N/A	Yes	No
Reading Borough Council	Unitary	Berkshire	Labour	162,670	£20,903.55	£12,768.12	£10,734.23	N/A	£6,865.40	£10,734.23	£1,213.55	N/A	£10,734.23	£1,213.55	N/A	N/A	N/A	N/A	N/A	£9,200.00	£2,400.00	£10,734.23	N/A	£3,433.83	N/A	£3,433.83	£1,213.55	N/A	Yes	No
Reigate and Banstead Borough Council	District	Surrey	No overall control	150,000	£19,000.00	£11,557.00	£9,434.00	N/A	£3,162.00	£1,500.00	£308.00	N/A	£5,442.00	N/A	£804.00	£3,603.00	£957.00	N/A	N/A	£5,700.00	N/A	£3,800.00	N/A	£147 basic allowance, plus £58 for each Member of the Group	N/A	N/A	£690.00	£690.00	No	No
Rother District Council	District	East Sussex	No overall control	93,100	£14,814.00	£4,938.00	£3,259.00	N/A	£1,630.00	£1,630.00	N/A	N/A	£3,259.00	£494.00	N/A	£3,259.00	£494.00	N/A	N/A	£3,300.00	£550.00	£1,630.00	N/A	£494.00	N/A	N/A	£379.00	£954.00	Yes	No
Royal Borough of Windsor and Maidenhead	Unitary	Berkshire	Liberal Democrat	153,500	£22,226.00	£14,974.00	£13,612.00	N/A	£5,446.00	£6,807.00	N/A	N/A	£6,807.00	N/A	N/A	£5,446.00	N/A	N/A	£5,446.00	£3,409.00	£1,136.00	£6,807 to be split proportionately between Group Leaders based on the number of Councillors in each Group with minimum of 3 Members	N/A	£6,807.00	N/A	N/A	£1,040.00	N/A	Yes	No
Runnymede Borough Council	District	Surrey	No overall control	80,510	£11,000.00	£5,500.00	N/A	N/A	£5,184.00	£5,184.00	£2,592.00	£0.00	£9,048.00	£6,024.00	£3,012.00	£5,184.00	£2,592.00	N/A	£0.00	£5,184.00	£1,396.00	£425.00	£0.00	£425.00	N/A	£5,184.00	Reasonable expenses		No	No
Rushmoor Borough Council	District	Hampshire	Labour	101,100	£17,867.00	£10,284.00	£8,882.00	N/A	£6,025.00	£6,025.00	N/A	£11.00	£6,025.00	N/A	£11.00	£4,467.00	N/A	N/A	N/A	£1,714.00	N/A	£3,636.00	N/A	N/A	N/A	N/A	£571.00	£571.00	Yes	No
Sevenoaks District Council	District	Kent	Conservative	121,106	£23,370.00	£14,023.00	£8,181.00	£1,869.00	£2,922.00	£2,922.00	£0.00	£157.00	£5,843.00	£1,169.00	£584.00	£2,922.00	£0.00	N/A	N/A	£12,249.00	£5,320.00	£315 per member	£0.00	£315 per member	N/A	£2,922.00	N/A	£800.00	Yes	No
Slough Borough Council	Unitary	Berkshire	No overall control	158,500	£24,017.00	£16,812.00	£13,209.00	N/A	£4,803.00	£3,603.00	£1,189.00	£0.00	£6,004.00	£2,001.00	£0.00	£10,808.00	£2,162.00	£0.00	£0.00	£8,577.00	£3,364.00	£7,205.00	£0.00	£0.00	£0.00	£0.00	£1,452.00	£606.00	Yes	No
South Oxfordshire District Council	District	Oxfordshire	Liberal Democrat	152,000	£25,101.00	£13,805.00	£12,550.00	N/A	£3,765.00	£1,883.00	N/A	N/A	£7,530.00	£3,765.00	N/A	£3,765.00	N/A	N/A	N/A	£6,275.00	£1,883.00	£6,275.00	N/A	N/A	N/A	N/A	£1,768.00	Yes	No	
Southampton City Council	Unitary	Hampshire	Labour	264,957	£27,800.00	N/A	£13,900.00	N/A	£6,950.00	£6,950.00	N/A	N/A	£6,950.00	N/A	N/A	£6,950.00	n/a	N/A	N/A	N/A	N/A	£5,346.00	N/A	N/A	N/A	£3,475.00	£719.00	N/A	Yes	Yes
Spelthorne Borough Council	District	Surrey	Labour	103,550	£11,530.00	£5,765.00	N/A	N/A	£4,612.00	£4,612.00	£2,306.00	£0.00	£8,071.00	£4,036.00	£0.00	N/A	n/a	N/A	N/A	N/A	N/A	£0.00	£0.00	£0.00	N/A	£8,071.00	N/A	£750.00	Yes	No
Surrey County Council	County	Surrey	Conservative	1,200,000	£48,980.00	£31,750.00	£25,640.00	£11,380.00	£11,410.00	N/A	N/A	N/A	£13,690.00	N/A	N/A	£11,410.00	£1,720.00	£0.00	N/A	£20,530.00	£7,420.00	£13,690.00	N/A	£13,690.00	N/A	£11,410.00	Travel expenses only	Travel expenses only	Yes	Yes

Swale Borough Council	District	Kent	No overall control	155,893	£16,965.00	£8,483.00	N/A	N/A	£2,036.00	£2,036.00	N/A	N/A	£6,786.00	N/A	N/A	N/A	N/A	N/A	£4,750.20	£2,035.80	£5,938.00	£2,036.00	N/A	N/A	£5,938.00	£9.50 per hour	N/A	Yes	No	
Tandridge	District	Surrey	No overall control	87,900	£6,623.00	£1,656.00	N/A	N/A	£3,312.00	£0.00	£0.00	£0.00	£3,312.00	£1,104.00	£640.00	N/A	N/A	N/A	N/A	£3,312.00	£1,104.00	£3,312.00	N/A	N/A	N/A	£3,312.00	£0.00	£600.00	No	No
Test Valley Borough Council	District	Hampshire	Conservative	136,999	£19,691.00	£12,531.00	£10,830.00	N/A	£2,865.00	£4,028.00	£806.00	N/A	£6,714.00	£1,342.00	N/A	£8,951.00	£1,790.00	N/A	N/A	£4,028.00	£806.00	£4,028.00	N/A	N/A	N/A	N/A	N/A	N/A	Yes	Yes
Thanet District Council	District	Kent	Labour	140,700	£21,044.00	12,584.00	£9,306.00	N/A	£6,028.00	£3,701.00	£952.00	£0.00	£6,028.00	£1,375.00	0	£9,306.00	£3,701.00	£0.00	£0.00	£2,538.00	£1,798.00	£9,306.00	£3,278.00	£0.00	£3,278.00	£0.00	£317.00	£0.00	Yes	No
Tonbridge and Malling Borough Council	District	Kent	No overall control	130,500	£20,706.00	£15,528.00	£8,802.00	N/A	£2,589.00	£2,589.00	£647.00	£0.00	£1,725.00	£431.00	£0.00	£2,589.00	£647.00	£0.00	£0.00	£6,048.00	£1,434.00	£4,401.00	£0.00	£4,401.00	£0.00	£2,589.00	£0.00	£0.00	Yes	No
Tunbridge Wells Borough Council	District	Kent	Liberal Democrat	115,311	£19,250.00	£0.00	£11,000.00	N/A	£1,375.00	£1,375.00	£0.00	£0.00	£5,500.00	£1,320.00	£0.00	£1,375.00	£0.00	£0.00	N/A	£5,380.00	£1,080.00	£275 per member	£0.00	£275 per member	£0.00	£0.00	£0.00	£800.00	Yes	No
Vale of White Horse District Council	District	Oxfordshire	Liberal Democrat	142,000	£25,101.00	£15,060.00	£12,550.00	N/A	£3,765.00	£1,883.00	N/A	N/A	£7,530.00	£3,765.00	N/A	£3,765.00	N/A	N/A	N/A	£6,275.00	£1,883.00	£6,275.00	N/A	N/A	N/A	N/A	£583.00	£1,768.00	Yes	No
Waverley Borough Council	District	Surrey	No overall control	130,000	£16,475.80	£11,405.89	£7,603.91	N/A	£3,801.57	£3,801.57	£1,902.60	N/A	£3,801.57	£1,902.60	N/A	£3,801.57	£1,902.60	N/A	N/A	£664.83	N/A	£3,801.57	N/A	N/A	N/A	£3,801.57	N/A	N/A	Yes	No
West Sussex County Council	County	West Sussex	Conservative	885,100	£36,577.00	£26,479.00	£23,537.00	N/A	£10,297.00	N/A	N/A	N/A	£10,297.00	N/A	£13.00	£10,297.00	N/A	£0.00	N/A	£21,551.00	£9,132.00	£5,566.00	N/A	£36,577.00	N/A	£10,297.00	£0.00	£0.00	Yes	Yes
Winchester City Council	District	Hampshire	Liberal Democrat	127,500	£20,312.00	£11,172.00	£9,141.00	N/A	£4,063.00	£4,063.00	N/A	N/A	£9,141.00	£3,048.00	N/A	£9,141.00	N/A	N/A	N/A	£3,048.00	N/A	£9,141.00	N/A	£3,048.00	N/A	N/A	£800pa (3 IPs - allowance outside of scheme)	N/A	Yes	Yes
Woking Borough Council	District	Surrey	Liberal Democrat	103,900	£12,000.00	£3,600.00	£2,400.00	N/A	£1,500.00	£600.00	£0.00	£0.00	£2,400.00	£0.00	£0.00	£1,200.00	£0.00	£0.00	£0.00	£6,000.00	£1,458.00	£1,200.00	£0.00	£600.00	£0.00	£0.00	£369.00	£750.00	Yes	No
Wokingham Borough Council	Unitary	Berkshire	No overall control	174,000	£20,000.00	N/A	£10,000.00	£2,000.00	£2,500.00	£2,500.00	£0.00	£0.00	£5,000.00	£0.00	£1,250.00	£5,000.00	£0.00	£0.00	£0.00	£7,420.00	£1,960.00	£7,500.00	£0.00	£0.00	£0.00	£1,250.00	£1,000.00	Not provided	Yes	No



NB: some cells contain notes denoted by a red mark

2023 data included as no information provided

REVISED in v2

MINIMUM	£13,356.00	£1,005,000.00
MAXIMUM	£14,805.00	£2,923,325.00
AVERAGE	£14,042.67	£1,604,720.83

Council name	Type of council	County Area	Political Control	Population	Basic Allowance for 2024/2025 (£)	Overall budget for Member Allowances (£)	Total number of councillors	Percentage of Public Service Discount*, if applicable (%)	Comments on Basic Allowance
Buckinghamshire Council	Unitary	Buckinghamshire	Conservative	553,100	£14,805.00	£2,923,325.00	147	N/A	None
East Sussex County Council	County	East Sussex	Conservative	555,585	£14,314.00	£1,005,000.00	50	50	The level of basic allowance and SRAs are indexed linked to the pay award for local managers. This has not been
Hampshire County Council	County	Hampshire	Conservative	1,389,200	£13,523.00	£1,500,000.00	78		Based on a four year Members' Allowances Scheme. Will rise in line with any Local Government Pay Award for
Oxfordshire County Council	County	Oxfordshire	No overall control	521,890	£13,356.00	£1,200,000.00	63	N/A	Allowances subject to annual uplift in line with local government pay settlement for staff employed by Oxfordshire County Council. If settlement not a
Surrey County Council	County	Surrey	Conservative	1,200,000	£14,160.00	£1,600,000.00	81	N/A	None
West Sussex County Council	County	West Sussex	Conservative	885,100	£14,098.00	£1,400,000.00	70	25 - 30%	None

Council name	Type of council	County Area	Political Control	Population	How are current levels of SRA calculated? Please provide a brief summary (eg as a percentage of the Leader's SRA)	Date current allowances were approved?	Date of your next review	Have your allowances been updated since last year, or frozen?	Other (please specify)	Have you established a formula for updating the allowances annually?	If 'yes' please detail	How did you recruit your Independent Remuneration Panellists? If you advertised, please state where.	What rate of pay do Independent Remuneration Panellists receive?	Please detail any recent changes to the structure within your authority (including number and/or political persuasion of members involved)	Is the Leader full-time?	If not, please detail the number of hours	Please detail the number of hours your Cabinet members work on average per week	Please detail any significant changes made to SRAs	Please detail the size and composition of your authority's Overview and Scrutiny committee(s) and panels.
Buckinghamshire Council	Unitary	Buckinghamshire	Conservative	553,100	Allowances shall be adjusted annually by an amount equivalent to the officers' annual pay award.	19/05/2021	01/10/2024	Updated		Yes	Allowances shall be adjusted annually by an amount equivalent to the officers' annual pay award.	Contacting interested parties and community organisation	250.00 per year	0		Unable to answer	Unable to answer	0	Buckinghamshire Council has 6 Select Committees.
East Sussex County Council	County	East Sussex	Conservative	555,585	Percentage of Leader's SRA	01/05/2024	01/05/2024	Other (please specify)	Our allowances are indexed against LMG pay and therefore we have to wait until these are agreed before any uplift/change can be applied to members' allowances.	Yes	Index linked	Advertised through the ESCC recruitment portal	£37.82	N/A	Yes		25	None	4 scrutiny panels with political balance applied to the composition of the committees and the Chairs - the Audit Committee is chaired by a member from the largest opposition party.
Hampshire County Council	County	Hampshire	Conservative	1,389,200	Varies for different SRAs as recommended by the IRP, generally a percentage of the Leader of the Council or a Cabinet Member role.	23/02/2023	22/02/2024	Other (please specify)	To rise in accordance with the LG Pay Award.	Yes	Formulas apply to some SRAs as already detailed.	Advertised on Hampshire Jobs Portal, social media and National Paper online jobs section.	£763 pa	Some changes to Cabinet roles and Overview and Scrutiny Select Committees. One Member is now unaffiliated, but no change to the political leadership of the Council.	Yes		Varies according to the portfolio.	An SRA is now payable to all Opposition Group Leaders and all Opposition Group Spokespersons.	17 seats on all four Select Committees. Policy and Resources - Conservative 12, Lib Dem 3, Labour 1, Independent Group 1. Children & Young People - Conservative 11, Lib Dem 4, Labour 1, Independent Group 1. Health & Adult Social Care - Conservative 11, Lib Dem 4, Labour 3, Independent Group 1. Universal Services - Conservative 11, Lib Dem 4, Labour 1, Independent Group 1.

Oxfordshire County Council	County	Oxfordshire	No overall control	521,890	Annual assessment by IRP considering staff pay rises and amounts paid by other county councils	12/12/2023	10/12/2024	No information provided	Updated annually when local government pay settlement agreed	No	N/A	Advert on website with social media coverage - posters produced for libraries and parish and town councils	N/A	Change from Lib Dem Green and Labour majority administration to Lib Dem Green minority administration in September 2023		It's not regarded in the same as staff and councillor positions are not identified as full-time or part-time.	Not available	N/A	Four scrutiny committees - Place, People, Education and Young People, Performance and Corporate Services - nine members on each (politically balanced). Also Joint Health Scrutiny Committee which includes seven county councillors.
Surrey County Council	County	Surrey	Conservative	1,200,000	Predominantly benchmarking	06/02/2024	10/02/2025	Updated		Yes	CPI, or average	SCC website, guardi	Chair £1500	N/A	Yes		36	N/A	Resources and Performance Select Committee Communities, Environment and Highways Select Committee Children, Families, Lifelong Learning and Culture Select Committee Adults and Health Select Committee
West Sussex County Council	County	West Sussex	No overall control	885,100	Evaluation of levels or responsibility (based on know-how, level of problem solving and degree of accountability), plus time commitment. Hay know-how points methodology was used and a public sector discount was then applied. a comparison was done with similar roles in other local authorities as a sense-check.	21/05/2021	01/05/2025	Updated		Yes	Basic, SRAs and Carers' allowances are linked to staff pay award and subsistence allowances linked to CPI each year. Mileage based on HMRC rate.	In a local paper and on the County Council website	Travel expenses only	Since the last survey, two Conservatives have left the party, one has joined the Green Independent Alliance giving it 5 members and the other is independent. Other party membership numbers are Con 44, Lib Dem 11, Labour 9	Yes		varies but mostly 50 hours a week (including local member role)	None	All Scrutiny Committees are politically proportionate. Children and Young People's Services Scrutiny Committee (12 Councillors, 4 Co-optees from school governors and religions for education maters). Communities, Highways and Environment Scrutiny Committee (12 Councillors). Fire and Rescue Services Scrutiny Committee (7 Councillors). Health and Adult Social Care Scrutiny Committee (12 Councillors, 7 District & Borough Councillors, 1 Healthwatch representative). Performance and Finance Scrutiny Committee (15 Councillors).

Council name	Type of council	County Area	Political Control	Population	Travelling /mileage	Bicycle mileage	Subsistence allowance	Carers' allowance	IT allowance	Any other allowances	Maternity/parental leave
Adur District Council	District	West Sussex	Labour	65,000	£0.45	£0.00	Breakfast 8.482.90% 8.73 Lunch 11.722.90% 12.06 Tea 4.642.90% 4.78 Evening Meal 14.512.90% 14.93 APPENDIX E TRAVEL AND DISTURBANCE ALLOWANCES Excess Travelling Expenses 5.102.40% 5.22 Lodging Allowances 174.222.40% 178.40 Advertising Costs 434.032.40% 444.44 Tenancy Costs 523.582.40% 536.15 Disturbance Allowance 2577.192.40% 2639.04 OUT OF POCKET EXPENSES Per night 6.552.37% 6.70 Per week 26.172.37% 26.79 MEAL CHARGES FOR RESIDENTIAL AND ALLIED STAFFS Breakfast 0.98(1.20%) 0.99 Dinner/Main Meals 1.72(1.20%) 1.74 Tea 0.49(1.20%) 0.50 Snack Supper 0.79(1.20%) 0.80 % changes are based on the March RPI figures	The Dependent Persons Carer Allowance and both Child Carer Allowance should be based at cost upon production of receipts. In the case of specialist care a requirement of medical evidence that this type of care be required, the allowance should have no daily or monthly maximum claim when undertaking Approved Councillor Duties.	Councillors are provided with a device upon collection	0	All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption shared parental leave or sickness absence Councillors entitled to a Special Responsibility Allowance shall continue to receive their allowance in full for a period of six months, in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence Where for reasons connected with sickness, maternity leave, adoption leave, paternity leave or shared parental leave a Councillor is unable to attend a meeting of the Council for a period of six months, a dispensation by Council can be sought in accordance with Section 85 of the Local Government Act 1972 If a replacement to cover the period of absence under these provisions is appointed by Council or the Leader (or in the case of a party group position the party group) the replacement shall be entitled to claim a Special Responsibility Allowance pro rata for the period over which the cover is provided. If a Councillor stands down, or an election is held during the period when a Councillor is absent due to any of the above and the Councillor is not re-elected or decides not to stand down for re-election, their Basic Allowance and any Special Responsibility Allowance will cease from the date they leave office.
Arun District Council	District	West Sussex	No overall control	159,827	£0.45	£0.20	Breakfast - £6.98 (where work/travel has started, absence less than 24 hours, leaving home before 7 am Lunch - £9.64 (for necessary absences of several hours spanning the normal lunch period leaving before 11 am and not returning until after 3.00 pm) Tea - £3.82 (unable to arrive home before 6.30 pm) Evening Meal - £11.94 (unable to arrive home before 8.30 pm) Out of pocket expenses for residential courses - £6.38 per night or £25.48 per week Overnight Accommodation - £106,91 - must be referred to the Group Head of Law & Governance in advance	Childcare allowance - £12 per hour for one child and £15 per hour for two or more children Dependent Adult Allowance - £24.95 per hour. The Head of Paid Service to authorise on a case by case basis.	£0.00	Names substitute for Planning - £349 per annum Chair of Standards - £1,163 and Vice-Chair - £349 Appeals Panel Member - £65 per meeting Co-opted Members and Members of the Independent Remuneration Panel ; Members and Witnesses to Committees and Panels - £65 per meeting	Cllrs are entitled to request maternity, paternity and adoption arrangements

Ashford Borough Council	District	Kent	No overall control	135,000	£0.45	£0.20	~£6.00 (Breakfast Allowance) (~£8.00 if in a hotel and not included on room price) ~£8.35 (Lunch Allowance) (~£12.00 in London) ~£10.50 (Evening meal Allowance) (~£12.50 (~£15 in London) if in a hotel and not included on room price)	Childcare - actual hourly rate if supported by a receipt for up to a maximum of 15 hours per week. Elderly/Disabled - this is to be paid at a similar rate chargeable by the Kent County Council Social Services Department (at an agreed maximum set by the Council and/or its Officers) for provision of a Home Care Assistant.	£0.00	N/A	All Members shall continue to receive their Basic Allowance in full whilst on maternity, paternity or adoption leave. Members entitled to a Special Responsibility Allowance shall continue to receive their allowance in full in the case of maternity, paternity, shared parental or adoption leave. Where a replacement is appointed to cover the period of absence that person shall receive an SRA on a pro rata basis for the period of the temporary appointment. The payment of Special Responsibility Allowances, whether to the primary SRA holder or a replacement, during a period of maternity, paternity, shared parental or adoption leave shall continue for a period of six months, or until the date of the next Annual Meeting of the Council, or until the date when the member taking leave is up for election (whichever is soonest). At such a point, the position will be reviewed, and will be subject to a possible extension for a further six-month period.
Basingstoke and Deane Borough Council	District	Hampshire	No overall control	190198	£0.45	£0.20	Breakfast £8.56 Lunch £12.01 Tea £4.77 Dinner £14.86	Child Care - £12 per hour Adult Care - Actual cost	£0.00	N/A	Councillors are entitled to up to 6 months parental leave from the due date, with the option to extend up to 52 weeks by agreement. Councillors receive their Basic Allowance in full whilst on parental leave. Councillors entitled to a SRA shall continue to receive the allowance for a period of 6 months or until the date of the next Annual Meeting or until the date when the councillor taking leave is up for election (whichever is soonest). On review this could be extended for a further 6 months.
Bracknell Forest Council	Unitary	Berkshire	Labour	124,608	£0.45	No additional allowance paid	Councillors can only claim for subsistence allowances for approved duties outside the borough at the same rates as for officers. The amount should not exceed published HMRC subsistence allowances: ** Maximum of £5 for a minimum travel time of 5 hours; ** Maximum of £10 for a minimum travel time of 10 hours; ** Maximum of £15 for a minimum travel time of 15 hours	The total Dependents' Carers' Allowance claimable is capped at £56 per approved duty and at a maximum of 40 hours within any one week regardless of the number of dependents a Councillor may have.	£0.00	Parking, rail travel, taxi, air travel	£0.00
Brighton & Hove City Council	Unitary	East Sussex	Labour	276300	£0.45	£0.20	Breakfast - £6.77; Lunch - £9.30; Tea - £3.50; Evening Meal - £15.00; Overnight - £114	Paid at the Real Living Wage (currently £12.00 per hour). In respect of specialist care provision, eligible councillors may claim the actual amount paid for specialist dependant care.	£0.00	N/A	Councillors are entitled to up to 12 months parental leave from the time of the birth/ adoption/ otherwise assuming caring responsibilities for their child. Councillors receive their Basic Allowance in full whilst on parental leave. Councillors entitled to a SRA shall continue to receive the allowance for a period of 6 months or until the date of the next Annual Meeting or until the date when the councillor taking leave is up for election (whichever is soonest). On review this could be extended for a further 6 months.

Buckinghamshire Council	Unitary	Buckinghamshire	Conservative	553,100	£0.45	£0.20	Subsistence allowances Breakfast (more than 4 hours away before 11am) - £6.50 Lunch (business journeys entailing working away from normal place of work between 12 and 2pm) - £9.00 Dinner (can be claimed when required to work outside of usual rostered requirements and away from usual place of work after 8.30pm) - £11.50 Overnight expenses Per night when staying away from usual place of residence Reasonable overnight rate.	£11.44* per hour for child care	£0.00	N/A	£0.00
Canterbury City Council	District	Kent	No overall control	159,900	£0.45	£0.24	As per staff scheme	We pay the real Living Wage, which is currently £12 per hour, according to the Living Wage Foundation. This would be awarded irrespective of age. They can claim for the duration of the meeting plus an hour either side.	£0.00	N/A	Basic Allowance in full and SRA for a period up to six months - as per the Constitution
Cherwell District Council	District	Oxfordshire	No overall control	162,000	£0.45	£0.20	Breakfast: £6.02 (more than 4 hours away from normal place of residence before 11am) Lunch: £8.31 (more than 4 hours away from normal residence including lunchtime between 12noon and 2pm) Evening meal: £10.29 (more than 4 hours away from normal place of residence ending after 7pm) (amount is maximum payable)	£20 per hour (subject to submission of receipts, allowance cannot be paid to a member of the claimant's household, capped at 40 hours per month)	£0.00	Childcare Allowance - £10 per hour (subject to submission of receipts, allowance cannot be paid to a member of the claimant's household, capped at 40 hours per month)	£0.00
Chichester District Council	District	West Sussex	Liberal Democrat	113,794	£0.469	£0.20	Breakfast £8.68 (where travel starts before 7am and absence is less than 24 hours) (ii) Lunch £11.90 (for necessary absences of several hours spanning the normal lunch period leaving home/ office before 11am and returning after 3pm) (iii) Tea £4.74 (if unable to return to home/office by 6.30pm) (iv) Evening Meal £14.38 (if unable to return to home/office by 8.30pm) (v) Out of Pocket Expenses for residential courses £6.73 per night.	The amount of the Dependants' Carers' Allowance shall be £18.20 per hour and the Child Care Allowance shall be £10 per hour.	£0.00	N/A	£0.00
Crawley Borough Council	District	West Sussex	Labour	119,000	£0.45	£0.20	Same as officer rates	£11.54 per hour (10p above national living wage)	£0.00	Chair of scrutiny panel - £1,418	£0.00
Dover District Council	District	Kent	Labour	116,410	£0.45	£0.20	As per HMRC scheme	At actual rate incurred	£0.00	N/A	Yes - but at 0 level
East Hants District Council	District	Hampshire	No overall control	127,000	£0.45	£0.20	Not available for duties in the district. Duties outside the district: • Breakfast = £5.73 • Lunch = £7.92 • Meal = £9.80	Considered on an Ad Hoc basis	£0.00	N/A	£0.00
Eastbourne Borough Council	District	East Sussex	Liberal Democrat	102,744	£0.45	£0.20	Paid when on qualifying duties 4 or more hours from home: Breakfast - up to £7.13 (if event starts before 7.30 am) Lunch - up to £9.78 (if away between 12noon-2pm) Tea - up to £4.44 (if event ends after 6.30pm) Evening Meal Option 1 up to £17.80 (event ending after 8.30pm) Evening Meal Option 2 up to £41.52 (when taken as part of overnight stay)	The Council will pay allowances for carer of children or other dependents living with them to perform allowed duties. Two rates - 1) Childcare at market rate with receipts, 2) Special Care costs with receipts and medical evidence of the type of care required. Payments will not be paid when the carer is a member of the Councillor's family.	£429.00	Reserve members of Planning Committee - £2,287 pa Chair of a Licensing Panel - £100 per meeting Chair of a Licensing Sub-Committee - £65 per meeting.	All Councillors will receive their Basic Allowance in Full for 6 months in case of absence from Cllr duties due to leave relating to maternity, paternity, adoption shared parental leave or sickness absence. Councillor receiving Special Responsibility Allowances (SRA) shall receive the SRA in full for the same reasons for 6 months. Where a replacement is appointed by the Council or Leader for a role - they can claim the SRA pro rata for the period in which cover is provided.

Eastleigh Borough Council	District	Hampshire	Liberal Democrat	140,000	£0.45	£0.20	For more than 4 hours but less than 8 hours £9.50 For more than 8 hours but less than 12 hours £13.26 For more than 12 hours £25.02	Councillors can claim a childcare and dependent carer allowance only where actual expenditure is incurred. Payments are based on the actual cost of care and should not exceed £10 per hour other than in exceptional circumstances. This is payable for attending full Council, Cabinet, Area Committees, Scrutiny and representing the Council on outside bodies.	£0.00	Councillors can now claim for eye tests and help with the costs towards corrective eye wear	£0.00
East Sussex County Council	County	East Sussex	Conservative	555,585	£0.45	£0.30	Overnight only up to £82 per night or £133 for LGA/London based conference	£15.61 per hour	N/A - a laptop and phone are provided by the Council	N/A	Basic to be received for the duration of leave, SRAs to be received if no replacement is appointed during the leave.
Elmbridge Borough Council	District	Surrey	No overall control	138,800	£0.45	£0.25	>4 hours before 11 a.m. = breakfast allowance £7.40 >4 hours including 12 noon to 2 p.m. = Lunch allowance £10.20 >4 hours including 3 p.m. to 6 p.m. = Tea allowance £4.10 >4 hours ending after 7 p.m. = Evening meal allowance £12.70	£9.00 per hour	£0.00	N/A	Policy being prepared.
Epsom and Ewell Borough Council	District	Surrey	Residents Association	81,000	£0.45	£0.00	Up to the maximum allowed by Inland Revenue Scheme	Appropriate rate of National Living Wage. Not payable in respect of carers in the same household.	£0.00	N/A	0
Folkestone & Hythe	District	Kent	No overall control	110k	£0.45	£0.20	- Breakfast allowance (more than 4 hours away from normal place of residence before 11.00 am) up to £5.88 - Lunch allowance (more than 4 hours from normal place of residence, including the lunch time between 12 noon and 2.00 pm) up to £8.13 - Tea allowance (more than 4 hours away from normal place of residence, including the period 3.00 pm to 6.00 pm) up to £3.21 - Evening meal allowance (more than 4 hours away from normal place of residence, ending after 7.00 pm) up to £10.06	The rate for such an allowance is an hourly rate (or proportion thereof), equivalent to the national living wage, applicable at the time, and to a total of the costs reasonably incurred.	£266.00	Motor Cycles - 0.24p per mile. Co-opted members £860.00 per annum.	£0.00
Gosport Borough Council	District	Hampshire	Liberal Democrat	86000	£0.45	N/A	N/A	Up to 8 hours per week	£0.00	N/A	£0.00
Gravesham Borough Council	District	Kent	Labour	106,900	£0.45	£0.20	Breakfast: £6.23 (Maximum without receipt) Lunch: £8.60 (Maximum without receipt) £15.00(Maximum with receipt) Tea (Claimable up to 8.30 p.m.) - £3.40 Evening Meals: £10.65 (Maximum without receipt) £25.00 (Maximum	current National Living Wage (NLW) hourly rate	£0.00	N/A	£0.00
Guildford Borough Council	District	Surrey	Liberal Democrat	150,000	£0.45	£0.22	Day Subsistence Allowance: Breakfast - £6.88 Lunch - £9.50 Tea - £3.76 Evening Meal - £11.76 Overnight Subsistence Allowance: London - £102 Elsewhere - £89	£11.92 per hour	n/a	None	n/a
Hampshire County Council	County	Hampshire	Conservative	1,389,200	£0.45	£0.20	Not financially defined - only applicable in respect of approved duties.	Dependent Carers' allowance (including dependent care for children with special needs is payable at the County Council's Care at Home Rate (currently £22.77 per hr). Childcare allowance is payable at the National Living Wage hourly amount for age 23 and over.	IT equipment is provided - no allowance.	N/A.	No formal policy but the Council will continue to pay Basic Allowance and any SRA for the period of parenteral leave unless the councilor no longer holds an SRA position or declines the allowance.

Hastings Borough Council	District	East Sussex	No overall control	95,000	£0.45	£0.20	The subsistence allowances should be paid up to the current maximum rates for Officers	Dependant Carer's Allowance should be based on the actual costs incurred whilst undertaking an approved duty, including up to 1 hour in total travelling to and from the place at which the approved duty takes place.	£0.00	N/A	£0.00
Havant Borough Council	District	Hampshire	No overall control	124,200	£0.45	£0.20	Up to breakfast £5.73, lunch £7.92 and dinner £9.80	up to 8 hours or 2 approved duties is less in any one week at the national minimum wage / hourly rate chargeable by HCC for Adult Services up to a maximum of 14.20 / hour	£0.00	N/A	£0.00
Horsham District Council	District	West Sussex	Liberal Democrat	146 800	£0.45	£0.20	Very few claims. Breakfast £6.45 Lunch £8.91 Tea £3.53 Dinner £11.03	£10.42 per hour (equal to Living Wage rate)	£0.00	Representatives on outside bodies; £55 per meeting for approved representatives (excluding Parish Councils or where Cllr is paid by host organisation	£0.00
Isle of Wight Council	Unitary	Hampshire	No overall control	140,000	£0.45	N/A	Individual per claim submitted and approved	Individual per claim submitted and approved	£0.00	N/A	£0.00
Lewes District Council	District	East Sussex	No overall control	103745	£0.45	£0.20	Costs of subsistence in association with approved duties out of the Council area are paid at cost, and in district in exceptional circumstances at the rates applied to employees. All claims require receipts. Travel by public transport can be claimed to approved duties at the cheapest rate available, with receipts. Costs of taxis can be claimed if public transport is impracticable but with prior agreement from officers.	The Dependants Carers' Allowance is based on two criteria, general childcare and specialist care. Rate one for childcare will be paid at the market rate, reimbursed upon production of receipts, with no monthly maximum claim. Rate two will be paid for specialist care based at cost upon production of receipts and requiring medical evidence that this type of care is required.	£0.00	Chairs of Scrutiny Panels/Licensing Hearings Panels - £65 per meeting Other members of Scrutiny Panels / Licensing Hearings Panel - 0 – 12 meetings – £0 pa, 13 – 26 meetings – £576 pa, 27 – 40 meetings – £862 pa, 41 + meetings – £1150 pa Standards Panel Members - £35 per meeting up to £160pa Co-opted members of Audit and Governance Committee (if applicable) - £34 per meeting.	A parental leave policy has been in place since November 2020. All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave relate to maternity, paternity, adoption shared parental leave or sickness absence. Councillors entitled to a Special Responsibility Allowances should receive allowance for up to 6 months for same reasons. If a replacement is required to cover a special responsibility - the Councillor covering duties will receive the same SRA pro rata for the period covered.
Maidstone Borough Council	District	Kent	No overall control	184,200	£0.45	£0.20	£20 per head max	Child-Care Provider - To pay a reasonable amount but it must not exceed the Real Living Wage as recommended by the Living Wage Foundation, currently £12.00 per hour and reviewed on an annual basis. Specialist Carer Provider – Based at cost on production of receipts (at a minimum rate of Real Living Wage) and in the case of specialist care a requirement of medical evidence that this type of care be required.	£0.00	N/A	All Councillors shall continue to receive their Basic Allowance in full for a period up to six months in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption, shared parental leave or sickness absence.
Medway Council	Unitary	Kent	Labour	282700	£0.45	£0.20	4 hrs or more away from home. Breakfast(starting before 7.30am)=£5. Lunch(Including period 12noon-2pm)=£7. Tea (ending after 6.30pm)=£3 and Evening Meal(ending after 8.30pm)=£15	Cost of Care during approved duties.	£0.00	Group Whips: Ruling Group=1815 Opposition Group (more than 20% of members) = 1210	Full allowance for 6 months, including any SRA
Mid Sussex District Council	District	West Sussex	No overall control	152,600	£0.45	£0.20	Breakfast - £7.00 Lunch - £10.00 Tea - £4.00 Evening Meal - £13.00	Childcare Allowance to be payment of receipt-based actual costs up to a maximum rate of £11 per hour for one child, or a maximum of £22 per hour for two or more children.	£0.00	Dependent Carers Allowance - of receipt based actual costs up to a maximum of £22 per hour.	£0.00

Milton Keynes City Council	Unitary	Buckinghamshire	Labour	290,000	£0.45	£0.20	All reasonable claims for subsistence expenses whilst carrying out Approved Duties will be paid provided they are supported by valid receipts.	The rate payable is as follows with no maximum time cap: a) Childcare – Real Living Wage of £12 per hour b) Specialist Care – actual costs subject to medical evidence supporting the requirement for specialist care 4. The Scheme covers care provided for a councillor's/co-opted member's dependant(s) whilst they are carrying out any 'approved duties', including travel time, as set out in Section 13 of the Scheme of Councillors' Allowances. 5. Carers must be over the age of 16 and not be a member of the claimant's own household.	£0.00	N/A	Yes - The Council has therefore resolved that (CL111), where a Councillor takes Qualifying Parental Leave in accordance with this policy, such will be taken as a good reason for absence within the meaning of the Section and the six-month period relating to that Councillor ('the Period') will be extended by up to an additional six months to a maximum of twelve months ('the Extended Period')
Mole Valley District Council	District	Surrey	Liberal Democrat	86,000	£0.45	£0.12	In the case of an absence not involving an absence overnight, from the usual place of residence; (i) of more than 4 hours before 11.00 am (breakfast allowance), £4.92 (ii) of more than 4 hours, including the period between 12 noon and 2.00 pm (lunch allowance), £6.77 (iii) of more than 4 hours, including the period 3.00pm to 6.00pm (tea allowance) £2.67 (iv) of more than 4 hours ending after 7.00pm (evening meal allowance) £8.38. Other costs necessarily incurred by Members will be reimbursed on the production of a receipt.	The following are specified as Carer's Allowances in respect of which Carer's allowances are payable in certain circumstances and the amounts of those allowances: a)Childcare allowance (on production of child's birth certificate indicating a child or children under 14 years of age) b)Other Dependant's Allowance (to be agreed with the Executive Head of Service with responsibility for Democratic Services) Members eligible for this allowance can opt for either of the following:- •A single payment of £1,230 per annum or •Make claims up to £2,045 per annum (claims to be supported by valid business receipts). Members must confirm to the Democratic Services Manager which option they wish to opt for before making a first claim.	N/A	A Co-optee's allowance of £530 per member is to be paid to the two Parish Council representatives on the Standards Committee and a Co-optee's allowance of £530 per member is to be paid to the two independent co-opted members on the Audit Committee.	N/A
New Forest District Council	District	Hampshire	Conservative	179,753	£0.45	£0.20	'Reasonable' subsistence allowances paid for Approved Duties	£12ph (Living Wage outside London) capped to 52 hours per month. Specialist Care - paid at actual cost, subject to conditions eg receipts and medical evidence.	£0.00	N/A	BA and SRA's paid for up to 6 months. Temporary replacement cover for SRAs payable to another member standing in if appointed.
Oxford City Council	District	Oxfordshire	No overall control	163,260	£0.45	£0.20	N/A	£12.49 per hour	£0.00	N/A	£0.00

Oxfordshire County Council	County	Oxfordshire	No overall control	521,890	£0.45	Same as officers	Same as officers	Extract from Members' Allowances Scheme - 13. An allowance shall be paid to any councillor in respect of such expenses of arranging for the care of his/her child(ren) or dependant(s) as are necessarily incurred in carrying out any duty specified in Schedule 2. 14. The amount payable shall be the actual cost incurred in providing such care up to the following maximum hourly rates: (a) Child care - £10.21 per hour, to a maximum level of £1,200 per annum (b) Care for an adult dependent relative - £20.42 per hour, to a maximum level of £2,400 per annum. 15. In calculating the length of time to be taken into account for the purposes of the preceding paragraph, the time reasonably spent by the councillor in travelling to and from the place at which the relevant duty is performed shall be included.	£0.00	Locality Committee Chairs - £1,332 - 12 localities (2023-24, 2024-25 dependent on local government pay settlement)	£0.00
Portsmouth City Council	Unitary	Hampshire	No overall control	208,400	£0.45	£0.20	N/A	Living Wage Foundation rate, currently £12 per hour	£0.00	N/A	£0.00
Reading Borough Council	Unitary	Berkshire	Labour	162,670	£0.45	£0.37	Breakfast allowance - £9.15; Lunch allowance - £12.64; Tea allowance - £5.01; Evening meal allowance - £15.65.	Claims may be made for up to £12 per hour for childcare for up to 15 hours per week. Claims may be made for up to £12 per hour for the paid care attendant for an elderly or disabled relative (including a disabled child) for up to 15 hours per week.	£0.00	The rate paid for travel by a councillor's own solo motorcycle is 40.9p per mile	Yes - the Council adopted the Local Government Association, Parental Leave Policy for Councils on 27 January 2022
Reigate and Banstead Borough Council	District	Surrey	No overall control	150,000	£0.45	£0.20	Subsistence is generally only payable when a Member is not able to take a meal at his/her usual place of residence and has not been provided with refreshments at the Council's expense. Prior approval by the Managing Director is required. The rates of Subsistence Allowance are currently as follows: (i) in the case of an absence, not involving an absence overnight from the usual place of residence: - (a) Breakfast - up to £6.36 (b) Lunch - up to £8.78 (c) Tea - up to £3.47 (d) Evening Meal - up to £10.87 (ii) in the case of an absence overnight from the usual place of residence: - Standard Rate - up to £93.43 Absence in London or at an approved Conference - up to £106.61	£3,000 MAX	£0.00	N/A	Leave for Maternity, Paternity and Adoption During leave for Maternity, Paternity and Adoption reasons, all allowances in payment at the time should (will) continue to be paid during the statutory period of leave or until the claimant ceases to in the role that carries the allowance.
Rother District Council	District	East Sussex	No overall control	93,100	£0.45	£0.20	Breakfast - £6.10 Lunch - £8.50 Tea - £3.60 Dinner - £12.10	£14.00 ph for dependents £10.42 ph for childcare	£0.00	N/A	£0.00

Royal Borough of Windsor and Maidenhead	Unitary	Berkshire	Liberal Democrat	153,500	£0.45	£0.20	No Subsistence allowances shall be paid.	Childcare (i.e. children aged fifteen or less) to be paid at and indexed to the hourly minimum wage applicable to the age of the carer (who must be 16 years of age or over) or less for actual reimbursement. • Care for dependants on social/medical grounds (i.e. . elderly parents or disabled children/siblings who are dependant upon a Councillor) paid the hourly rate equivalent to the Royal Borough's average hourly homecare charge.	£0.00	N/A	The Basic Allowance should continue to be paid during any period of maternity, adoption or paternity leave, noting that any period of absence from qualifying meetings greater than six months would require special dispensation by Full Council. For maternity and adoption leave, the Councillor to continue to receive SRA payments on the following basis: • Six weeks at 90% of actual SRA level • Twelve weeks at 50% of actual SRA level For paternity leave, the Councillor to continue to receive SRA payments in full for a period of two weeks. If a Councillor chose to resign in the three month period following a return from maternity or adoption leave, they would be required to pay back the 12 weeks at 50% allowance. If cease to be a Councillor due to losing an election no repayment required. Shared parental leave should only apply if both parents/legal guardians are Royal Borough councillors; the Basic allowance would continue to be paid whichever Councillor took the parental leave.
Runnymede Borough Council	District	Surrey	No overall control	80,510	£0.45	£0.00	Yes - Subsistence allowances at the rates claimable by staff	Members are entitled to claim such expenses as arranging for the care of their children or dependants as are fair and reasonable and necessarily incurred in the circumstances set out in Regulation 7 of the Regulations	None	None	No
Rushmoor Borough Council	District	Hampshire	Labour	101,100	£0.45	£0.20	lunch £7.92, Evening meal £9.80	Childcare - National Living Wage, other care is hourly wage charged by HCC Adult Services for a carer	£0.00	N/A	Members are entitled to continue to receive their basic allowance, and if applicable their Special Responsibility Allowance, when they are required to take maternity, paternity or adoption leave for up to a period of 12 months, subject to the legal attendance requirements
Sevenoaks District Council	District	Kent	Conservative	121,106	£0.45	£0.20	Lunch (12-2pm) - £9.86 Evening (Past 7pm) - £12.21 Overnight - £79.82 - £91.04	Childcare - £8/hour/child Dependent Carer - £19/hour	N/A	Standards Co-optees - £561	N/A
Slough Borough Council	Unitary	Berkshire	No overall control	158,500	£0.45	£0.20	£138.15 overnight allowance (max)	£1,184.00	£0.00	N/A	Council has Members policy in place to pay continuation of SRAs in the event of maternity/parental leave.
South Oxfordshire District Council	District	Oxfordshire	Liberal Democrat	152,000	£0.45	£0.20	Travel and subsistence allowances shall be paid where a councillor, a co-opted member or Independent Person has necessarily incurred costs on travel or subsistence in carrying out any approved duty specified in Schedule 1 to this scheme.	A dependants' carer's allowance shall be paid where a councillor has necessarily incurred expenditure for the care of one or more children or a dependent relative while undertaking any of the approved duties specified in Schedule 1 to this scheme. This allowance shall be no more than the costs incurred up to the following hourly limits and include a reasonable time for travel and 15 minutes for hand-over: Childcare and general care - in line with the Real Living Wage Rate as recommended by the Living Wage Foundation. No monthly maximum. Specialist Dependent Relative Care - this should be reimbursed at the actual cost upon production of receipts. In the case of reimbursement for specialist care, medical evidence that this type of care is required must also be provided. No monthly maximum.	£0.00	N/A	Councillors, who are the designated carer, are entitled to up to 6 months parental leave from the due date, or date of placement in respect of adoption, with the option to extend up to 52 weeks by agreement if required All councillors shall continue to receive their Basic Allowance in full whilst on parental leave Councillors entitled to a Special Responsibility Allowance (SRA) shall continue to receive their allowance in full in the case of parental leave.
Southampton City Council	Unitary	Hampshire	Labour	264,957	£0.45	£0.20	Same as HMRC rates	Members can reclaim costs linked to providing dependent care in line with approved duties.	£0.00	N/A	SCC have adopted the LGA Policy on parental leave
Spelthorne Borough Council	District	Surrey	Labour	103,550	£0.47	£0.20	Reimbursement of actual costs incurred	Reimbursement of actual costs incurred	£100.00	N/A	N/A

Surrey County Council	County	Surrey	Conservative	1,200,000	£0.45	£0.20	(a) Breakfast allowance (more than 4 hours away from normal place of residence before 11am (for example 7am to 11am) £5.30. (b) Lunch allowance (more than 4 hours away from the normal place of residence including a lunchtime between 12pm and 2pm (for example 10am to 2pm or 12pm to 4pm) £7.25. (c) Tea allowance (more than 4 hours away from the normal place of residence including the period 3pm to 6pm (for example 2pm to 6 pm) £2.90. (d) Evening meal allowance (more than 4 hours away from the normal place of residence ending after 7pm (for example 4pm to 8pm or 5pm to 9pm) £9.00.	actual costs incurred.	From May 2025, the Council provides Councillors with a £300 one-off payment upon election for bespoke IT solutions. The payment covers the whole term of office and is not repeated should a member be re-elected. Current Councillors may claim the payment in advance of the 2025 elections.	N/A	Yes
Swale Borough Council	District	Kent	No overall control	155,893	£0.45	£0.45	N/A	Linked to living wage or if specialist care required, receipts and evidence required	£0.00	N/A	6 months full basic allowance and SRA
Tandridge	District	Surrey	No overall control	87,900	£0.45	£0.20	In the case of absence, not involving an absence overnight from the usual place of residence:- (i) Over four hours but not more than 8 hours £ 6.00 (ii) Over 8 hours but not more than 12 hours £12.00 (iii) Over 12 hours £19.00 In the case of absence overnight from the usual place of residence - £81.50. In addition, for absence overnight in London or for the purposes of attendance at the annual conference of the LGA a supplementary allowance of £21.00 may be claimed. In the case of absence overnight from the usual place of residence - £81.50. In addition, for absence overnight in London or for the purposes of attendance at the annual conference of the LGA a supplementary allowance of £21.00 may be claimed. These rates are deemed to cover a continuous period of absence of 24 hours. They should be reduced by an appropriate amount in respect of any meal provided free of charge by an authority or body during the period to which the allowance relates.	A dependants' carers' allowance may be claimed on the basis of the actual cost incurred supported by receipts.	£0.00	N/A	£0.00
Test Valley Borough Council	District	Hampshire	Conservative	136,999	£0.45	£0.20	Daytime (more than 4 hours away or less before 7pm) - £8.82 Evening (more than 4 hours away or after 7pm) - £15.45	Maximum of £16.17 per hour	£0.00	N/A	£0.00
Thanet District Council	District	Kent	Labour	140,700	£0.22	£0.20	Subsistence Breakfast 7.36 Lunch 10.17 Tea 4.03 Evening Meal 12.59 Out of pocket expenses Per night 5.73 Per week 22.90	Members are entitled to claim Dependants' Carers' Allowance for expenses necessarily incurred in arranging care on account of any 'Approved Duty'.	No	No	Yes
Tonbridge and Malling Borough Council	District	Kent	No overall control	130,500	£0.45	£0.00	£0.00	£18.00 per hour	£0.00	N/A	£0.00
Tunbridge Wells Borough Council	District	Kent	Liberal Democrat	115,311	£0.45	£0.20	Breakfast £6.88 Lunch £9.50 Dinner £11.76	£16 per hour	£0.00	N/A	£0.00

Vale of White Horse District Council	District	Oxfordshire	Liberal Democrat	142,000	£0.45	£0.20	Travel and subsistence allowances shall be paid where a councillor has necessarily incurred costs on travel or subsistence in carrying out any approved duty specified in Schedule 1 to this scheme	A dependants' carer's allowance shall be paid where a councillor has necessarily incurred expenditure for the care of one or more children or a dependent relative while undertaking any of the approved duties specified in Schedule 1 to this scheme. This allowance shall be no more than the costs incurred up to the following hourly limits and include a reasonable time for travel and 15 minutes for hand-over: Childcare and general care - in line with the Real Living Wage Rate as recommended by the Living Wage Foundation. No monthly maximum. Specialist Dependent Relative Care - this should be reimbursed at the actual cost upon production of receipts. In the case of reimbursement for specialist care, medical evidence that this type of care is required must also be provided. No monthly maximum.	£0.00	N/A	Councillors, who are the designated carer, are entitled to up to 6 months parental leave from the due date, or date of placement in respect of adoption, with the option to extend up to 52 weeks by agreement if required
Waverley Borough Council	District	Surrey	No overall control	130,000	£0.45	£0.22	Against receipts up to: 6.88 breakfast 9.50 lunch 3.76 tea 11.76 evening meal	Reasonable costs (with invoice/receipts)	n/a	n/a	No
West Sussex County Council	County	West Sussex	Conservative	885,100	£0.45	£0.20	Breakfast £7.89; Lunch £10.87, Dinner £13.47, Hotel £139.50	£9,088	£0.00	Fostering Panel £4,008; Adviser to Cabinet Member; £4,808 (Advisers will only receive the SRA if the terms of reference for their role is judged by the Director of Law & Assurance to be at least 50% independent of the Cabinet Member as agreed when the Cabinet Member is appointed.	If a member notifies the Council they are taking parental or special leave in accordance with the Councils parental leave or special leave policies the member remains entitled to the basic allowance.
Winchester City Council	District	Hampshire	Liberal Democrat	127,500	£0.45	£0.20	Subsistence outside District only - Breakfast £5.17, Lunch £7.13, Tea £2.79, Evening Meal £8.82	Actual Fees, up to £8.45 per hour	N/A	N/A	Key provisions of LGA scheme adopted
Woking Borough Council	District	Surrey	Liberal Democrat	103,900	£0.45	£0.20	Subsistence Allowance: Payable on production of receipts of actual expenditure: More than 4 hours, before 11am - £6.14 More than 4 hours including between 12pm and 2pm - £8.39 More than 4 hours including between 3pm and 6pm - £3.35 More than 4 hours, finishing after 7pm - £10.48 Overnight allowance - £84.42 (Overnight in London, or attendance at Annual Conference of the Local Government Association - £96.28).	£8.91 per hour. If Members have the sole responsibility for the children/dependent relative, payments of up to £802 per annum will be available. If Members have joint responsibility, £401 per annum is available.	£0.00	Loss Allowance - A Member is eligible to apply for a Loss Allowance where he/she has been appointed by the Council or a Committee to attend a Conference or Seminar or any other approved duty necessitating absence from the Members normal employment. An allowance of £100 (one hundred pounds) per twenty four hour period will be payable provided, upon the submission of necessary documentary evidence, to take unpaid leave, or use paid leave entitlement. In cases where the Members employer permits "public service days" the Member will need to provide evidence that the days allowed by his/her employer have been utilised before claiming Loss Allowance.	£0.00

Wokingham Borough Council	Unitary	Berkshire	No overall control	174,000	£0.45	£0.35	<p>Breakfast allowance more than a four hours away from normal place of residence before 11am 4.92 Lunch allowance more than four hours away from normal place of residence, including the lunchtime between 12 noon and 2pm 6.77 Tea allowance more than four hours away from normal place of residence including the period 3pm to 6pm 2.67 Evening meal allowance more than four hours away from normal place of residence ending after 7pm 8.38 Overnight if Members attend a training course or conference which is held at a venue beyond reasonable daily travelling distance, the reasonable cost of overnight accommodation (e.g. 3* star hotel) may be claimed subject to agreement with the Budget Manager prior to booking</p>	<p>From April 2021 the following will take effect: i) A maximum claimable rate of ~£10 per hour be instated, to rise with the national living wage rate as and when this overtakes the stated figure. This rate is claimable by Members with direct caring responsibilities, and should primarily be used for non-specialist childcare (e.g. babysitting); ii) A maximum claimable rate of ~£20 per hour be instated, to rise by the same monetary increase as granted to part i) of the Dependent and Carers allowance. This rate is claimable by Members with direct caring responsibilities, and should be used for specialist care (e.g. medically trained staff care including mental health, care for a number of young children for which a babysitter would not be appropriate, care which includes lifting or moving an adolescent or adult). An invoice, of any description, is required to claim for this rate. Both of the above are claimable up to a combined maximum of 35 hours total per month, and the carer must not be a member of the Councillor's family that lives at the same address.</p>	~£500 as part of the basic allowance	£0.00	£0.00
---------------------------	---------	-----------	--------------------	---------	-------	-------	--	--	--------------------------------------	-------	-------

Constitution and Ethics Committee recommendations - Proposed changes to the Constitution

To: County Council

Date: 15th July 2025

From: Service Director: Legal and Governance

Purpose: To present to Full Council for consideration and approval proposed changes to the Council's Constitution recommended by the Constitution and Ethics Committee on 26 June 2025.

The current Constitution is on the Council's website at [Constitution](#).

Recommendation: Full Council is recommended to:

- a) approve the following changes to the Constitution, as set out in Section 2 of the report:
 - (i) To establish a Health Scrutiny Committee;
 - (ii) To abolish the Corporate Parenting Sub-Committee; and
 - (iii) To rename the Staffing and Appeals Committee.
- b) authorise the Monitoring Officer to take all steps necessary or incidental to implement the changes to the Constitution detailed in this report.

Officer contact:

Name: Michelle Rowe

Post: Democratic Services Manager

Email: michelle.rowe@cambridgeshire.gov.uk

1. Background

- 1.1 The Local Government Act 2000 requires all local authorities to have a constitution that covers standing orders, delegation processes and a code of conduct for councillors. Changes to the Council's Constitution are considered by the Constitution and Ethics Committee before being recommended to Full Council for approval.

2. Constitutional Changes

- 2.1 The Constitution and Ethics Committee, at its meeting on 26 June 2025, considered and recommended to Council the changes set out below.

Establishment of a Health Scrutiny Committee

- 2.2 Since 1 January 2003, regulations under the Health and Social Care Act 2001 have given the Council power to scrutinise health services in Cambridgeshire. Health scrutiny is a fundamental way by which democratically elected local councillors are able to voice the views of their constituents and hold relevant National Health Service (NHS) bodies and relevant health service providers to account.
- 2.3 The review and scrutiny of any matter relating to the planning, provision and operation of the health services in Cambridgeshire is currently delegated to the Adults and Health Committee. Meetings of the committee are usually held five times a year, but as its functions also include the delivery of social care services to eligible adults, and fulfilling the Council's public health duty, the meetings last all day, with health scrutiny taking place in the afternoon. The current committee does not allow for the appropriate differentiation and separation between the Adults and Health Committee and the function of the scrutiny element of the meeting. It can also be challenging if the agenda for the morning meeting is long, and also for those Members who may have work or caring commitments which make it difficult to commit to an all-day meeting.
- 2.4 It is proposed to establish a separate Health Scrutiny Committee to review and scrutinise the planning, provision, and operation of health services within Cambridgeshire. This will also include the commissioning and provision of NHS primary, acute, secondary and tertiary health services, covering both provider and commissioning NHS bodies, including, but not limited to, the Cambridgeshire and Peterborough Integrated Care Board / new integrated care board structure, the East of England Ambulance Service, NHS Trusts providing services to Cambridgeshire residents, NHS Dentistry, General Practitioner (GP) practices and community health services.
- 2.5 The committee will encourage local health services to address the specific needs and priorities of Cambridgeshire communities, including accessible and equitable access to health services. It will react to what is happening in the NHS both locally and nationally and develop a work programme that lists the issues it plans to investigate. The committee will be supported by the Director of Public Health and a Democratic Services Officer.
- 2.6 It is proposed that the committee comprise seven members of the Council and five non-voting co-opted district councillors, one from each district council in Cambridgeshire. The Chair and Vice-Chair of Adults and Health Committee are members of the Cambridgeshire and Peterborough Health and Wellbeing Board and so will not be eligible to be members of the health scrutiny committee due to the potential conflict of interest. The Chair of the committee will receive a Special Responsibility Allowance, as recommended by the Independent Remuneration Panel for council approval. The committee will meet quarterly, but training, site visits, workshops and briefing sessions will be scheduled as needed

between meetings. The proposed terms of reference for the new committee are attached at Appendix 1, with the relevant functions moved from the Adults and Health Committee.

Abolishing the Corporate Parenting Sub-Committee

- 2.7 The Corporate Parenting Sub-Committee was established in December 2017 to ensure that the voices of children and young people are captured and used to shape the services that support them. The sub-committee aimed to ensure that their views were meaningfully considered in decision-making and service delivery. The sub-committee was established by the Children and Young People Committee, to which it reports, and its terms of reference are set out Chapter D7 (Children and Young People Committee) of the Council's constitution.
- 2.8 Although created as a forum for children and young people to engage with the Council's discussions that affected them, attendance from young people at sub-committee meetings has been limited.
- 2.9 In 2024, young people were consulted on renaming the sub-committee and exploring ways to increase their engagement and leadership on key issues. This led to the development of Young People's Corporate Parenting meetings. Since their establishment, these meetings have facilitated important discussions and enabled progress on key priorities. Notably, they have contributed to the development and agreement of the Pledge for Care Leavers. Additionally, the meetings have provided a valuable platform for considering the voices of young people regarding post-16 education support, ensuring their needs and perspectives are central to the Council's approach. The young people have also been instrumental in setting out the priorities outlined in the Council's Corporate Parenting Strategy 2025-2030 and identifying five key areas of focus.
- 2.10 Following consultation, young people have expressed their support for this new approach, and after two successful meetings, they have confirmed their desire for its continuation. The format of Young People's Corporate Parenting meetings is designed to be young person-led, with the agenda collaboratively set and based on the topics young people wish to discuss, through the support of the Participation Team. Key areas of focus include their voice on the matter of health, education, housing, and preparation for adulthood, reflecting the priorities identified by young people. To further empower young people, the Council is actively supporting young people to co-chair these meetings alongside officers and Members, with the long-term goal of enabling them to take on full chairing responsibilities.
- 2.11 These developments mark a significant step in strengthening young people's participation in corporate parenting and ensuring their voices actively shape the services that impact them. Due to these reasons, it is proposed to abolish the Corporate Parenting Sub-Committee, and instead continue to hold Young People's Corporate Parenting meetings. It is proposed to increase their frequency to four meetings per year and the venue will change, as requested, with young people receiving training to chair the meetings. The meetings will occur in different forums to further encourage participation and engagement from the young people. The sub-committee's current delegated authorities will be retained by the Children and Young People Committee, as set out in Appendix 2 (additions in bold, removals in strikethrough).

Renaming the Staffing and Appeals Committee

- 2.12 The Staffing and Appeals Committee, through the Service Appeals Sub-Committee, has delegated authority to hear and determine appeals arising in relation to decisions made by the Council in the course of its activities other than those undertaken by another body, which includes appeals by service users. In order to clarify that the committee is not

involved in staffing appeals, it is proposed to rename it as the Staffing and Service Appeals Committee.

3. Source documents

[The Council's constitution](#)

[Constitution and Ethics Committee meeting 26/06/2025](#)

Health Scrutiny Committee

1. Membership

- 1.1 Seven members of the Council. The Chair and Vice-Chair of the committee shall be appointed by Full Council. The Chair and Vice-Chair of the Adults and Health Committee who also sit on the Cambridgeshire and Peterborough Health and Wellbeing Board are not eligible to be members.
- 1.2 Five non-voting co-opted district councillors, one from each district council in Cambridgeshire. District councils shall be invited to nominate one member and one substitute.
- 1.3 The usual rules for substitution, as set out in Chapter D2 (Committee Procedure Rules) shall apply.

2. Summary of Functions

- 2.1 To review and scrutinise any matter relating to the planning, provision and operation of the health services in Cambridgeshire, in accordance with the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013, and to make reports and recommendations on such matters in accordance with the regulations. This will include the commissioning and provision of NHS primary, acute, secondary and tertiary health services, covering both provider and commissioning NHS bodies, including, but not limited to the Cambridgeshire and Peterborough Integrated Care Board/ new integrated care board structure, the East of England Ambulance Service, NHS Trusts providing services to Cambridgeshire residents, NHS Dentistry, General Practitioner (GP) practices and community health services.
- 2.2 To encourage local health services to address the specific needs and priorities of Cambridgeshire communities, including accessible and equitable access to health services. It will react to what is happening in the NHS both locally and nationally and develop a work programme that lists the issues it plans to investigate. The committee will be supported by the Director of Public Health and a Democratic Services Officer.
- 2.3 To make reports and recommendations to local NHS or other bodies on any matter reviewed or scrutinised by it, as appropriate. Where the Health Scrutiny Committee is minded to refer a matter to the Secretary of State, the Health Scrutiny Committee shall provide evidence of what action has already been taken locally to resolve the issue.
- 2.4 To report to the Secretary of State for Health on any proposals for substantial change to any part of the NHS's services within Cambridgeshire.

3. Delegated Authorities

Delegated Authority	Delegation / Condition
<p>Authority to exercise the powers conferred by Section 21 of the Local Government Act 2000 and Section 7 of the Health and Social Care Act 2001 as amended by the Health and Social Care Act 2012, and the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013 (SI 2013/218) to review and scrutinise any matter relating to the planning provision and operation of the health service in its area.</p>	
<p>Authority to request, via a request call-in form, that the Secretary of State consider calling in a proposal to vary or reconfigure local health service provision.</p>	
<p>Authority to delegate its functions under Section 7 of the Health and Social Care Act 2001 as amended by the Health and Social Care Act 2012 to a joint health overview and scrutiny committee (JHOSC) when this is required by the direction issued by the Secretary of State for Health in July 2003 or is conducive to the efficient scrutiny of proposals affecting more than one social services local authority area.</p>	
<p>Authority to appoint members to a joint health overview and scrutiny committee (JHOSC) established under the paragraph above.</p>	<p>Political balance requirements apply</p>
<p>Authority to set up task and finish groups in support of the committee's statutory health scrutiny function.</p>	

Children and Young People Committee

1. Membership

- 1.1 Fifteen members of the Council. The chair and vice-chair of the committee shall be appointed by Full Council.
- 1.2 One Church of England diocesan representative and one Roman Catholic diocesan representative shall be co-opted as non-elected members with voting rights on:
 - (a) Matters which relate to schools maintained by the local authority; and
 - (b) Matters which relate to pupils who are educated in schools maintained by the local education authority, or who are educated by the local education authority otherwise than at school.
- 1.3 The Chair of the Children and Young People Committee will be designated the Lead Councillor for Children and Young People's Services in accordance with Section 19 of the Children Act 2004.

2. Summary of Functions

- 2.1 This committee has delegated authority to exercise all the Council's functions, save those reserved to Full Council, relating to the delivery, by or on behalf of, the County Council, of services relating to children and young people ensuring that they contribute to improvements in health outcomes and reduction in health inequalities. These include:
 - (a) Child protection
 - (b) Children's centres
 - (c) Education, schools and settings
 - (d) Children in care and leaving care
 - (e) Mental health services
 - (f) Safeguarding
 - (g) Special Educational Needs & Disabilities (SEND)
 - (h) Youth Offending Services
 - (i) Youth services
 - (j) Social and Education Transport

3. Delegated Authorities

Delegated Authority	Delegation / Condition
Authority for exercising management, oversight and delivery of services to children and young people in relation to their care, wellbeing, education or health, with the exception of any powers reserved to Full Council.	
Authority for exercising management, oversight and delivery of services to looked after children and care leavers in relation to their care, wellbeing, education and health, including delivery of the Council’s Pledge to Looked After Children.	
Authority for the functions and powers conferred on or exercisable by the County Council as the local authority in relation to corporate parenting operational matters.	
Authority for the functions and powers conferred on or exercisable by the County Council as local authority in relation to the provision of education.	
Authority for working with all schools including academies in relation to raising standards of attainment and developing opportunities.	
Authority for exercising management, oversight and delivery of Learning Outside of the Classroom and environmental education.	
Authority for exercising management, oversight and delivery of Early Years services, including children’s centres.	
Authority for exercising management, oversight and delivery of Enhanced and Preventative Services and Children’s Social Care.	
Authority for working with the Virtual School in relation to raising standards of attainment and developing education, employment and training opportunities for looked after children, former looked after children and care leavers.	
Authority for exercising management, oversight and delivery of the Youth Offending Service.	
Authority to take decisions relating to exercising management, oversight and the delivery of all the Council’s public health services for children and their communities.	

Delegated Authority	Delegation / Condition
<p>Authority for exercising management, oversight and delivery of services to looked after children, former looked after children and care leavers including: (i) District and countywide Early Help and social work services; (ii) Fostering and adoption services; (iii) Commissioning of external services; (iv) Residential and outreach services; (v) Contact services.</p>	
<p>Authority for ensuring mechanisms for consultation and participation are positively promoted for looked after children and care leavers and that the Council actively listens and responds to the views and experiences of these children and young people, including those with disabilities and very young children.</p>	
<p>Authority to receive regular reports on the provision of services for looked after children and care leavers – as required in legislation and fulfilling the purpose of monitoring and offering advice.</p>	
<p>Authority for approval of all strategies associated with the committee portfolio area that are not reserved to Full Council.</p>	
<p>Authority to nominate representatives to outside bodies other than the Combined Authority, Greater Cambridge Partnership, Cambridgeshire and Peterborough Fire Authority, the County Councils Network Council and the Local Government Association.</p>	
<p>The making of arrangements in relation to appeals against the exclusion of pupils from maintained schools. (Section 52 of the Education Act 2002, appeals against exclusion of pupils)</p>	<p>Delegated to the Executive Director for Children, Education and Families</p>
<p>The making of arrangements for admissions appeals. (Section 94(1), (1A) and (4) of the School Standards and Framework Act 1998).</p>	<p>Delegated to the Executive Director for Children, Education and Families</p>

<p>The making of arrangements for appeals by governing bodies (Section 95(2) of the School Standards and Framework Act 1998 (children to whom section 87 applies))</p>	<p>Delegated to the Executive Director for Children, Education and Families</p>
<p>Authority to contribute to the Council’s duties relating to public health by assessing the health implications of decisions, seeking synergies and avoiding harmful health impacts, in order to improve population health and health equity.</p>	
<p>Authority for working with the Integrated Care Board and health providers to ensure delivery of services to meet health needs including health assessments and plans, emotional health, sexual health, substance misuse and teenage pregnancy.</p>	
<p>Authority to assist the Director of Public Health in the exercise of the public health statutory duties set out in (i) Health and Social Care Act 2012 (ii) NHS Bodies and Local Authorities (Partnership Arrangements, Care Trusts, Public Health and Local Healthwatch) Regulations 2012 (iii) NHS Act 2006</p>	

~~4. Corporate Parenting Sub-Committee~~

~~4.1 The Children and Young People Committee shall establish a Corporate Parenting Sub-Committee with the following membership and powers.~~

~~5. Membership~~

~~5.1 Any five members (including substitutes) of the Children and Young People Committee, subject to political proportionality. The Chair and Vice-Chair of the sub-committee shall be selected and appointed by the Children and Young People Committee.~~

~~5.2 Two non-voting co-opted young people with recent (within the last five years), direct experience of being looked after by, or receiving services as a care leaver from Cambridgeshire County Council. The usual rules for substitution as set out in Chapter D2 (Committee Procedure Rules) shall apply.~~

~~6. Summary of Functions~~

~~6.1 The sub-committee has delegated authority to exercise all the Council’s functions relating to the delivery, by or on behalf of, the County Council, of corporate parenting~~

~~functions with the exception of policy decisions which will remain with the Children and Young People's Committee.~~

7. Delegated Authorities

Delegated Authority	Delegation / Condition
Authority for exercising management, oversight and delivery of services to looked after children and care leavers in relation to their care, wellbeing, education and health, including delivery of the Council's Pledge to Looked After Children.	
Authority for the functions and powers conferred on or exercisable by the County Council as the local authority in relation to corporate parenting operational matters, excluding policy decisions.	
Authority for working with the Virtual School in relation to raising standards of attainment and developing education, employment and training opportunities for looked after children, former looked after children and care leavers.	
Authority for exercising management, oversight and delivery of services to looked after children, former looked after children and care leavers including: (i) District and countywide Early Help and social work services; (ii) Fostering and adoption services; (iii) Commissioning of external services; (iv) Residential and outreach services; (v) Contact services.	
Authority for ensuring mechanisms for consultation and participation are positively promoted for looked after children and care leavers and that the Council actively listens and responds to the views and experiences of these children and young people, including those with disabilities and very young children.	
Authority to receive regular reports on the provision of services for looked after children and care leavers – as required in legislation and fulfilling the purpose of monitoring and offering advice.	
Authority for working with the Integrated Care Board and health providers to ensure delivery of services to meet health needs including health assessments and plans, emotional health, sexual health, substance misuse and teenage pregnancy.	

Health Scrutiny Annual Report 2024-25

To: County Council

Date: 15 July 2025

From: Executive Director for Adults, Health and Commissioning

Purpose: To report on the work of the Adults and Health Committee in discharging the Council's statutory health scrutiny function during 2024-25.

Recommendation: It is recommended that Full Council note the content of the report.

Officer contact:

Name: Richenda Greenhill

Post: Democratic Services Officer

Email: richenda.greenhill@cambridgeshire.gov.uk

1. Annual Reports to the Council

- 1.1 Some committees report annually to Council to improve awareness of their work and to provide the Council with an opportunity to debate issues which might not otherwise be referred for discussion. It also allows the Council to exercise oversight of activity in a number of important areas and to emphasise the accountability of these committees to the Council.

2. Background

- 2.1 The Adults and Health Committee currently has delegated authority to exercise the Council's functions in relation to the review and scrutiny of any matter relating to the planning, provision and operation of health services in Cambridgeshire. This is distinct from its role as a policy and service committee.
- 2.2 Council is being asked separately to consider proposals to establish a new Health Scrutiny Committee to further strengthen its work in this important area. Agenda Item 8: Constitution and Ethics Committee Recommendations – Proposed Changes to the Constitution refers.

3. Health Scrutiny Annual Report 2024-25

- 3.1 A copy of the Health Scrutiny Annual Report for 2024-25 is attached at Appendix 1.

4. Source Documents

- 4.1 [Adults and Health Committee agendas and minutes](#)

Cambridgeshire County Council Adults and Health Committee

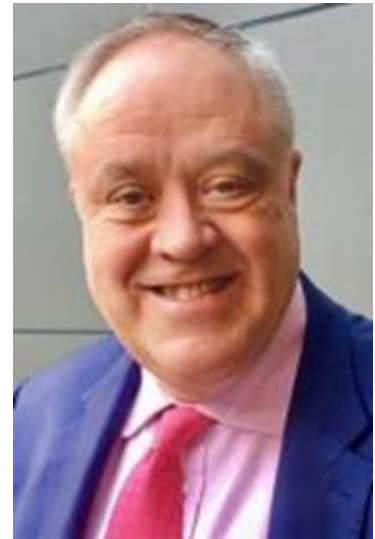
Health Scrutiny Annual Report 2024/25

Contents:

Chair's foreword	<i>Pages 3-4</i>
1. What is health scrutiny	<i>Page 5</i>
2. The role of the Adults and Health Committee	<i>Pages 5-6</i>
3. Health Scrutiny Topics 2023/24	<i>Pages 6-12</i>
4. Engagement	<i>Pages 13-17</i>
5. Health Scrutiny Work Programme	<i>Page 17</i>
6. Ways of Working	<i>Pages 18-21</i>

Chair's Foreword

Health Scrutiny remains a very important function of the County Council and an important platform where the different parts of the National Health Service in Cambridgeshire can be held to account, on behalf of our citizens. I am honoured to introduce this summary report of the work which we have conducted over the past twelve months.



Our health scrutiny this year has covered some of the most critical issues within the health service and to the public.

Our scrutiny of Urgent and Emergency Care provided recommendations to help relieve and manage the winter pressures, which present such a problem for health services in most years.

Our session with Cambridgeshire and Peterborough NHS Foundation Trust enabled us to raise questions around the mental health crisis which exists locally and nationally, and to consider in candid but constructive terms, the excess number of suicides faced by the Trust.

Equally important is that healthcare reaches those who need it most and our session on health inequalities was a very significant part of our work this year.

Full descriptions of all of the different scrutiny sessions are in the pages which follow.

I am concerned that scrutiny of health services for people with learning disabilities was postponed by our NHS partners and - given the very great difference in life expectancy compared to the general population - hope that this will still take place.

This year, members have undertaken prior visits to see health services on site and to enable informal discussion prior to the formal scrutiny session. I think this has been a welcome innovation and hope that arrangements for these and for the continuing liaison groups which inform our scrutiny function, can be put on even firmer footing in the period ahead.

We have undertaken all of this work recognising that the County Council is not just an external spectator of health services, but is a partner in delivering many of them.

Although this dual role and the problems which the NHS has experienced in past times has sometimes led to tensions in the process - replicated in areas across the country - I would also point to excellent personal relationships which exist in many cases, deep cooperation which continues to take place between us and the joint commitment to securing the very best care for local residents. I would like to place on record my thanks to all the NHS representatives who have attended Health Scrutiny, to the time and respect which they have given to the process.

It seems inevitable that arrangements for the Integrated Care Board are going to change in the future, which will necessitate further changes in relationships - and indeed might be one future subject for scrutiny itself.

I would like to extend my thanks to all of the County members who have taken part, to the City and District representatives who have been co-opted to join us in doing so and who have played a full part in all our work. I would also like to thank our partners in Healthwatch, who play such an important role in upholding patients' rights and who have advised us throughout.

My thanks as well to all the officers in Public Health and Adult Social Care, who have advised members in the process. My special thanks go to Richenda Greenhill, Democratic Services Officer, who has coordinated and supported the whole process with diligence, professionalism and good humour.

As outgoing Chair, I wish the new administration the very best in continuing and strengthening our health scrutiny activities going in to the future.

Councillor Richard Howitt
Chair, Adults and Health Committee
2021-2025

1. What is Health Scrutiny

The Department of Health and Social Care issued [updated guidance on local authority health scrutiny on 9th January 2024](#). This states that:

‘The primary aim of health scrutiny is to strengthen the voice of local people, ensuring that their needs and experiences are considered an integral part of the commissioning and delivery of health services and that those services are effective and safe.’

Health scrutiny has a strategic role in monitoring local health services and holding commissioners and providers to account on behalf of local residents. It also acts as a critical friend, offering constructive challenge with the aim of driving improvement in services.

2. The role of the Adults and Health Committee

At Cambridgeshire County Council the Adults and Health Committee is responsible for health scrutiny. This is distinct from its role as a policy and service committee, and gives the committee delegated authority to exercise the Council’s functions in relation to the review and scrutiny of any matter relating to the planning, provision and operation of health services in Cambridgeshire.

Health scrutiny sessions are open to the public and are broadcast via a [livestream on the Council’s website](#). Scrutiny sessions are also recorded and are available to watch later on the [Council’s YouTube channel](#).

The following county councillors served on the Adults and Health Committee during 2024/25:

Cllr M Black	Cllr R Howitt (Chair)
Cllr C Boden	Cllr E Murphy
Cllr A Bulat	Cllr K Prentice
Cllr S Corney	Cllr K Reynolds
Cllr A Costello	Cllr G Seeff
Cllr C Daunton	Cllr P Slatter
Cllr A Hay	Cllr S Taylor
Cllr M Howell	Cllr S van de Ven (Vice Chair)

The Council’s city and district council partners are invited to nominate a representative to join the committee as a non-voting member for health scrutiny business only. Adults and Health Committee members recognise and celebrate the genuine partnership which exists with co-opted members, and which continues to enrich the committee’s scrutiny work.

Co-opted members during 2024/25 were:

Cllr Cameron Holloway	Cambridge City Council
Cllr Corinne Garvie	South Cambridgeshire District Council
Cllr Keith Horgan	East Cambridgeshire District Council
Cllr Dr Haq Nawaz	Fenland District Council
Cllr Clare Tevlin	Huntingdonshire District Council

3. Health Scrutiny Topics 2024/25

The Adults and Health Committee scrutinised a wide range of topics during 2024/25:

i. Adults and Health Committee 27 June 2024

Health scrutiny session cancelled due to the meeting falling during the pre-election period for the General Election.

ii. [Adults and Health Committee 10 October 2024](#)

a) Maternity Services at Cambridge University Hospitals NHS Foundation Trust

A report was provided by Roland Sinker CBE, Chief Executive of Cambridge University Hospitals NHS Foundation Trust (CUH) on the Trust's maternity services. Mr Sinker was joined at the public scrutiny session by Dr Kanwal Moar, Divisional Director for Women and Children's Services at CUH. Caroline Tyrrell-Jones, Communities Programme Manager at Healthwatch Cambridgeshire and Peterborough also contributed to the public scrutiny session. A cross-party pre-scrutiny site visit to the Rosie Hospital took place on 3rd October 2024.

The aim of the scrutiny session was to explore the issues raised by the [Care Quality Commission \(CQC\) inspection of maternity services at Addenbrookes and The Rosie - 11 May 2023](#). The hospital was rated Good overall, but Requires Improvement for maternity services. The committee's questioning focused on safety, workforce, service users' feedback and partnership working



The committee commended CUH for the candour and openness of its response to questions during councillors' pre-scrutiny visit to The Rosie Hospital on 3rd October 2024 and during the public scrutiny session on 10th October 2024. The Trust's efforts to ensure patient safety were acknowledged, including the achievement of higher than average performance in relation to post-partum haemorrhage rates. Efforts to improve staffing levels meant that the Trust was now likely to reach its target, and the committee encouraged continuing efforts in relation to the culture of team working, recognising that CUH staff reported that they felt that they were working under pressure. The committee welcomed the steps being taken to increase access to interpretation services and the practice of ring-fencing beds within the maternity services department, but highlighted that satisfaction levels did not always accord with CUH's results in terms of medical outcomes and encouraged further efforts to improve satisfaction levels.

Key Recommendations:

- that CUH adopt a target figure of 100% on safeguarding training.

The Trust's response was that it set a Trust target for all mandatory training including safeguarding training at 90%. This allowed for movement of staff due to the turnover rate of 12-13% per year. Long-term non-compliance with mandatory training was monitored and reviewed for all staff during their appraisals.

- that the issue of women's health hubs was re-visited locally in terms of providing an equitable approach to the treatment of women's and men's health.

The Cambridgeshire and Peterborough Integrated Care Board subsequently advised that it had approved funding for the

establishment of women's health hubs in accordance with Government's guidelines.

b) The Redevelopment of Hinchingsbrooke Hospital

A report was provided by Deborah Lee, Senior Responsible Officer for the Hinchingsbrooke Hospital Redevelopment Programme. Oral evidence was provided at the public scrutiny session by Ms Lee and Louis Kamfer, Deputy Chief Executive of the Cambridgeshire and Peterborough Integrated Care Board. Healthwatch was represented by Caroline Tyrrell-Jones, Communities Programme Manager.

The Adults and Health Committee had previously scrutinised the Hinchingsbrooke Hospital Redevelopment Programme in [March 2022](#), and this further session provided an opportunity to explore the current status of the project. Questioning focused on safety, programme format, the consultation process and service users' feedback.

The committee welcomed confirmation by Government that the redevelopment of Hinchingsbrooke Hospital would proceed because of the reinforced autoclaved aerated concrete (RAAC) status of the existing hospital buildings. The challenging nature of the target date of 2030 was acknowledged. The interim measures being put in place to minimise disruption to service users, staff and local residents during the redevelopment programme were commended, and the committee encouraged the programme development team to be open and transparent around contingency planning or any modifications to the programme design if this was required.

Key Recommendation:

- that the redevelopment team intensify its efforts to engage with hard to reach groups as part of its service user engagement programme and the promotion of greater public awareness of how the redevelopment of Hinchingsbrooke Hospital was being developed within the new model of care approach. An update was requested in summer 2025.

iii. [Adults and Health Committee 12 December 2024](#)
Urgent and Emergency Care

Reports were provided by Stacie Coburn, Chief Operating Officer at the Cambridgeshire and Peterborough Integrated Care Board, and Marika Stephenson, Executive Lead for the East of England Service NHS Trust (EEAST). The public scrutiny session was attended by the report authors, Dr Andrew Anderson, GP and Integrated Care Board (ICB) Clinical Lead for Urgent and Emergency Care; Terry Hicks, Head of Clinical Operations for Cambridgeshire, EEAST; and Sue Allan, Head of Engagement, Healthwatch Cambridgeshire and Peterborough. A cross-party pre-scrutiny visit was made to Huntingdon Ambulance Station on 5 December 2024.



The aim of the session was to examine current urgent and emergency care provision in Cambridgeshire and to understand the steps being taken to prepare for and manage winter pressures in 2024/25. Questioning focused on safety, service delivery models, partnership working and workforce issues.

The committee learned that 2024/25 was expected to be the busiest winter ever for urgent and emergency services. Members recognised the

continuing delays in patient handover at hospital and that current performance was significantly below national standards. A planned 45 minute limit on patient handovers being implemented by EEAST was explored and the committee drew attention to the potential risks associated with this practice.

Key Recommendation:

- that the Cambridgeshire and Peterborough Integrated Care Board carries out full scrutiny of the new policy to mandate calls to 111 for urgent and emergency care for people in care homes without an individual care pathway. A response is awaited.

iv. [Adults and Health Committee 23 January 2025](#)

a) Health Inequalities

Reports and verbal evidence were provided by Louis Kamfer, Deputy Chief Executive of the Cambridgeshire and Peterborough Integrated Care Board (ICB); Jonathan Bartram, Programme Director for Health Inequalities at the ICB; and Dr Ashley Shaw, Medical Director at Cambridge University Hospitals NHS Foundation Trust. Jess Slater, Chief Executive of Healthwatch Cambridgeshire and Peterborough contributed to the public scrutiny session.

The aim of the session was to scrutinise the work being done in Cambridgeshire by NHS commissioners and providers to tackle health inequalities. Questioning focused on ways of identifying and addressing health inequalities in the county, partnership working and funding.

The committee commended the efforts to re-balance funding towards primary care services in the most deprived areas of the county, and encouraged intensified efforts to achieve this in future. Attention was drawn to a unique and innovative partnership between the ICB and the County Council in relation to high intensity users of emergency care services, and the ICB's move towards a greater data-based approach to tackling health inequalities was welcomed. Initiatives to offer virtual appointments where appropriate and the establishment of community diagnostic centres in Wisbech and Ely to reduce the distances patients needed to travel to access services were also commended. The committee encouraged efforts to improve communication with patients in

a way which was more accessible to them, and to addressing patients' needs through an holistic rather than a siloed approach. The committee called for a further focus on prevention for specific groups where inequality was higher and for the ICB to maintain a focus on tackling health inequalities within the CORE20PLUS approach.

Key Recommendation:

- The committee called on the Cambridgeshire and Peterborough Integrated Care Board to maintain a focus on tackling health inequalities within the CORE20PLUS approach and for a further focus on preventive healthcare for specific groups where inequality is higher.

b) Cambridgeshire and Peterborough NHS Foundation Trust (CPFT) Mental Health Services

A report was received from Holly Sutherland, Chief Operating Officer at CPFT. She was joined at the public scrutiny session by Steve Grange, Chief Executive CPFT, Rachel Gomm, Chief Nurse CPFT and Dr Catherine Maxey, Interim Deputy Medical Director. Jess Slater, Chief Executive of Healthwatch Cambridgeshire and Peterborough, also took part in the public scrutiny session.



The session's aim was to scrutinise the provision of mental health services by CPFT to Cambridgeshire residents. Questioning focused on safety and performance, workforce, leadership and finances. The committee would

like to place on record its recognition and thanks to the new CPFT leadership team for their candour and openness.

The committee highlighted the scale of the mental health crisis being seen in Cambridgeshire and nationally. The work being done to strengthen primary care mental health service triage to help patients get to the right service first time and to support waiting well was welcomed, but concern was expressed at the long waiting times experienced by adults and children referred for autism spectrum disorder (ASD) or attention deficit hyperactivity disorder (ADHD) assessments. The committee welcomed the establishment of a system-wide Learning from Deaths Group, which superseded CPFT's Zero Suicide Taskforce Alliance, but expressed regret at the loss of the joint CPFT/ East of England Ambulance Service Trust NHS Trust (EEAST) mental health response vehicle and called for this to be reinstated.

Key Recommendations:

- that the future orientation of CPFT mental health services reflects the scale of the mental health crisis being seen in Cambridgeshire through an increased focus on early intervention and prevention linking to place/ system working.
- that the new leadership team at CPFT should make greater efforts to achieve a culture of transparency in the light of past shortcomings, including past failings in relation to suicide prevention.
- the committee calls for the reinstatement of the joint CPFT/ EEAST mental health response vehicle.

v. [Adults and Health Committee 6 March 2025](#)

The scrutiny session on Annual Health Checks for People with Learning Disabilities was postponed at the request of the Chief Nurse of the Cambridgeshire and Peterborough Integrated Care System as key staff were unable to attend.

Committee members would like to place on record their thanks to the leadership and members of Speak Out Cambridgeshire for the [detailed feedback](#) they provided on their lived experience of annual health checks for people with learning disabilities.

4. Engagement

a) Encouraging Public Engagement

Involving local residents and communities in the health scrutiny process ensures that it reflects their experience and concerns.

The Council's health scrutiny sessions are open to the public to attend in person at New Shire Hall in Alconbury Weald or to watch via a livestream or as recordings on the [Council's YouTube channel](#).

A new [dedicated health scrutiny webpage](#) went live on 20th September 2024, and sets out the role of health scrutiny, how it is carried out in Cambridgeshire and the topics being scrutinised at the next committee meeting. An online feedback form enables local people to share their views and experiences of Cambridgeshire's NHS services to inform upcoming scrutiny sessions, and their suggestions are invited for future scrutiny topics. Sub-folders have been created for recent health scrutiny sessions containing links to the recording of the meeting, relevant reports and the committee's feedback and recommendations. A further sub-folder brings together the committee's statements on [NHS Quality Accounts](#) into a single space for ease of access:



b) Pre and Post Meeting Promotion of Health Scrutiny

The Council now publicises its public meetings on the home page of its website, including upcoming health scrutiny topics:



Adults and Health Committee Meeting

The next Adults & Health Committee takes place on Thursday 10 October - the health scrutiny session will focus on maternity services at the Rosie Hospital in Cambridge.

The Chair of the Adults and Health Committee has also used his [post-meeting summary](#) to promote health scrutiny.

c) Local Media Coverage

The committee's scrutiny of urgent and emergency care in December 2024 was reported in local media: [Patient handover delays at hospitals took equivalent of 1,286 ambulances off the road - Cambridgeshire Live](#)

d) Healthwatch Cambridgeshire

Healthwatch plays an important role in championing the voice of local people in relation to health and social care services and signposting them to reliable sources of information and advice.

Healthwatch Cambridgeshire has a standing invitation to attend all of the Adults and Health Committee's public scrutiny sessions and/ or submit written representations. Healthwatch was also invited to suggest potential topics for scrutiny as part of the 2025/26 health scrutiny programme. It is positive to see that the top three topics attracting calls to Healthwatch during 2024/25 are all areas which the Adults and Health Committee has either scrutinised recently or will be looking at again in the near future: GP services, urgent and emergency care and dentistry. This demonstrates that the committee is identifying and focusing its attention on the issues which are most important to local residents.

The committee was pleased to welcome Jess Slater, the new Chief Executive of Healthwatch Cambridgeshire, to its scrutiny of health inequalities and Cambridgeshire and Peterborough NHS Foundation Trust mental health services in January 2025, new Head of Engagement Sue Allan to its scrutiny of urgent and emergency care in December 2024 and Caroline Tyrrell-Jones, Healthwatch Communities Programme Manager, to its scrutiny of maternity service at Cambridge University Hospitals NHS Foundation Trust and the redevelopment of Hinchingsbrooke Hospital in October 2024. The Committee looks forward to developing its relationship with the new senior leadership team at Healthwatch Cambridgeshire during the coming year.

e) NHS Partner Governors

The Adults and Health Committee has been invited to nominate a Partner Governor to Cambridge University Hospitals NHS Foundation Trust Council of Governors, the Cambridgeshire and Peterborough NHS Foundation Trust Council of Governors, the North West Anglia NHS Foundation Trust Council of Governors and the Royal Papworth Hospital NHS Foundation Trust Council of Governors.

The committee places great value to the role these Partner Governors play in maintaining constructive relationships with key local health service providers and as a way of identifying potential areas for future scrutiny.

The appointees for 2024/25 were:

Trust	Partner Governor
Cambridge University Hospitals NHS Foundation Trust Council of Governors	Cllr S van de Ven
Cambridgeshire and Peterborough NHS Foundation Trust Council of Governors	Cllr C Daunton
North West Anglia NHS Foundation Trust Council of Governors	Cllr T Sanderson
Royal Papworth Hospital NHS Foundation Trust Council of Governors.	Cllr P Slatter

f) NHS Liaison Groups

The committee has six cross-party liaison groups which meet informally with senior leaders from local NHS providers, the Cambridgeshire and Peterborough Integrated Care Board and Healthwatch Cambridgeshire. Appointees are drawn from the members and substitute members of the Adults and Health Committee, including co-opted members.

The groups aim to meet informally three or four times a year to help determine any issues the Adults and Health Committee might want to consider under its health scrutiny function. They also help facilitate an open and constructive dialogue with local NHS providers and commissioners around current issues. During 2024/25 meetings took place with Cambridgeshire Community Services NHS Trust and the East of England Ambulance Service. The scrutiny of Cambridgeshire and Peterborough NHS Foundation Trust (CPFT) mental health services in January 2025 was well supported by liaison group meetings both before and after the public scrutiny session.

During 2024/25 the liaison groups were tasked with reviewing and commenting on the draft Quality Accounts of the county’s largest local NHS trusts, in consultation with the relevant Partner Governors and Adults and Health Committee Spokes. Quality Accounts require NHS providers to report publicly on the quality of their services, and their focus is on patient safety, the effectiveness of treatments that patients receive and patient feedback about the care provided.

The committee’s statements on the draft Quality Accounts for Cambridgeshire Community Services NHS Trust, Cambridgeshire and Peterborough NHS Foundation Trust, Cambridge University Hospitals NHS Foundation Trust, the East of England Ambulance Service NHS Trust, North West Anglia NHS Foundation Trust and the Royal Papworth Hospital NHS Foundation Trust are included in those Trust’s published Quality Accounts. They are also available to view on the new [Health Scrutiny webpage](#).

g) Liaison group membership for 2024/25 is set below:

Cambridge University Hospitals NHS Foundation Trust	Cllrs Howitt, Prentice, Slatter and van de Ven* *Cllr van de Ven is also a Partner Governor appointed by A&H
Cambridgeshire Community Services (CCS) NHS Trust	Cllrs Black, Bulat, Goodliffe, Garvie (SCDC) and van de Ven

Cambridgeshire and Peterborough Integrated Care Board and Healthwatch Cambridgeshire	Cllrs Black, Hales (SCDC), Howitt, Dr Nawaz (FDC) and van de Ven
Cambridgeshire and Peterborough NHS Foundation Trust (CPFT)	Cllrs Daunton*, Garvie (SCDC), Murphy, Dr Nawaz (FDC) and van de Ven *Cllr Daunton is also a Partner Governor appointed by A&H
East of England Ambulance Service Trust (EEAST)	Cllrs Black, Howitt, Murphy, Taylor and van de Ven
North West Anglia Foundation Trust (NWAFT)	Cllrs Prentice, Seeff, Slatter, Taylor and van de Ven Cllr Sanderson is a Partner Governor appointed by A&H
Royal Papworth NHS Trust	Cllrs Howitt and van de Ven Cllr Slatter is a Partner Governor appointed by A&H

In addition to these liaison groups, the committee has accepted invitations from the Cambridge Cancer Research Hospital Engagement Board and Cambridge Children’s Hospital to appoint representatives to its engagement groups.

5. Health Scrutiny Work Programme

The Centre for Governance and Scrutiny (CfGS) says that scrutiny work programming is about looking at the right topics, at the right time and in the right way. To achieve this the committee decided in 2023 to introduce an annual work programme which would reflect Members’ priorities and align with key dates for local providers and commissioners, but retain the agility to add topics in-year in response to local or national events.

Work to embed this new way of working has continued in 2024/25. Suggestions for potential scrutiny topics were invited from a wide range of in-house experts, partners and stakeholders including councillors, local residents, Healthwatch Cambridgeshire, the Voluntary and Community Sector representative on the Cambridgeshire and Peterborough Health and Wellbeing Board and the Cambridgeshire and Peterborough Integrated Care Board. The topics suggested were assessed against a set of scrutiny objectives agreed by the committee in [October 2024 \(Item 13 refers\)](#). This enabled the committee to prioritise items for inclusion in its work programme and make sure that its work had collective support and was Member-led. The draft work programme for 2025/26 was discussed at the [Adults and Health Committee meeting on 6 March 2025](#).

6. Ways of Working

a) Committee Training and Development

Most Adults and Health Committee members and co-opted members attended a training and development session on Health Scrutiny Best Practice delivered by Link Support Services UK Ltd in September 2023. This included the legislative basis for health scrutiny, its role and purpose and the different methods of health scrutiny and ways of working.

In January 2024 the Chair and several committee members attended a national briefing session on changes to [Government guidance on local authority health scrutiny](#) run by the Centre for Governance and Scrutiny (CfGS). The [CFGS website](#) also contains a range of useful health scrutiny resources which are available to members at any time.

Also in January 2024 Dr David Vickers, the Medical Director for Cambridgeshire Community Services (CCS) NHS Trust, delivered a member briefing session on the work of CCS. This was arranged at the invitation of the Adults and Health Committee and was open to all county councillors and to co-opted members of the Adults and Health Committee representing the Council's city and district council partners. It was held on Teams to make it as accessible as possible and was attended by 22 councillors.

Looking ahead, an external trainer will be providing a committee training and development session on How Do I Scrutinise the NHS Effectively in autumn 2025. This will provide refresher training for returning committee members and a good introduction to health scrutiny for new committee members. Additional training and development sessions and briefings will be arranged as required to support a best practice approach to health scrutiny in Cambridgeshire.

b) Site visits

Two pre-scrutiny site visits were carried out by cross-party representatives of the Adults and Health Committee during 2024/25. This was a new initiative by the committee, and offered the opportunity for councillors to see services in action at first hand and to speak to frontline staff and service users. Committee members commended the openness of staff and senior managers, and learning from these visits was used to inform the subsequent public scrutiny sessions.

Site visit to The Rosie Hospital 3 October 2024
Attendees: Cllrs Black, Howitt, Murphy and Tevlin (Huntingdonshire District Council)

Site visit to Huntingdon Ambulance Station 5 December 2024

Attendees:

Cllrs Black, Seeff, Horgan (East Cambridgeshire District Council), Tevlin (Huntingdonshire District Council), Dr Nawaz (Fenland District Council) and Taylor

The Chief Executive of Cambridgeshire and Peterborough NHS Foundation Trust (CPFT) offered a post-scrutiny follow-up visit to CPFT following the scrutiny of its mental health service provision in January 2025. This represents an encouraging recognition of the value which scrutiny can bring to local health service providers.

c) Health Scrutiny Pre-Meets

The use of scrutiny pre-meets is promoted as good practice by the Centre for Governance and Scrutiny (CfGS). They were introduced in Cambridgeshire during 2023/24 and since then have enabled scrutineers to identify in advance the areas where the committee wants to focus its attention during public scrutiny sessions and to discuss potential lines of questioning. This helps focus the public session on councillors' priorities, although there is still scope to develop additional lines of enquiry in response to information which may emerge on the day.

d) Preparation for People attending Scrutiny

The Adults and Health Committee believes that health scrutiny should be a process of constructive challenge in order to add value both for local residents and for those attending to be scrutinised. Those invited to scrutiny sessions are the leaders and senior managers of local health care providers and commissioners and it is important to make the best use of their time. This is achieved by:

- i. giving as much notice as possible of a request to attend for scrutiny, to minimise the impact on their day to day commitments. The introduction of an annual health scrutiny programme supports this. Calendar invites containing a map, details of parking and arrangements on arrival at New Shire Hall and notice that the public meeting will be livestreamed and recorded are sent out as soon as a date is confirmed.
- ii. giving the Democratic Service Officer's contact information as a single point of contact for any queries relating to the scrutiny session, and providing a prompt response to any which are received.
- iii. providing clear information about which aspects of the topic the committee plans to focus its attention. This has been achieved through the introduction of a formal scoping process for each scrutiny topic which identifies what the committee wants to know and what matters fall outside the focus of the session.

- iv. providing feedback following the committee’s health scrutiny pre-meet. This allows those attending scrutiny to focus their preparation on the issues which councillors plan to explore during the public session. It also offers an opportunity to give notice of any specific queries which councillors plan to raise to ensure the relevant information is available on the day, or to request clarification or additional information ahead of the public session. It is made clear that this does not mean that committee members may not pursue other lines of questioning during the public meeting.
- v. The Chair introduces themselves before the formal scrutiny session begins wherever practicable.
- vi. Democratic Services explain the microphone system in the Red Kite Room and answer any questions about the way the meeting is conducted.

Planned improvements

Committee members suggested that details of the Red Kite Room layout should be provided in advance to those attending for scrutiny for the first time. This will be implemented from 2025/26.

e) Feedback from Participants

In preparing this annual report the committee asked that all those who had participated in scrutiny sessions during 2024/25 should be invited to provide feedback on their experience. One response was received:

“Thank you for the opportunity to provide feedback. I only attended the Committee once but my experience was a positive one. The liaison with [Democratic Services] and the flexibility around timelines was much appreciated.

The meeting itself was well chaired, I felt welcomed and appreciated for my attendance and contribution. The summing up by the Chair at the end was outstanding!”

Planned improvements

Committee members asked that participants’ feedback should be sought after each scrutiny session going forward to support continuous improvement. This will be implemented from 2025/26.

f) Recommendations Tracker

A health scrutiny recommendations tracker was introduced in December 2023. It is updated and included in the papers for each public meeting until the response to the committee’s recommendations has been reported. This ensures continued Member oversight of the outcome of all health scrutiny recommendations.

g) Health Scrutiny Annual Report

Many local authorities' health overview and scrutiny committees (HOSCs) produce an annual report setting out their work during the previous year. This supports openness and transparency and helps raise the profile of scrutiny within the council and beyond.

Adults and Health Committee Spokes agreed to the introduction of an annual health scrutiny report for Cambridgeshire in 2024. The draft annual report for 2024/25 was reviewed at the committee meeting on [6 March 2025](#) to enable all committee members and co-optees to shape its content to support collective ownership. A revised draft reflecting Member feedback was shared with Committee Spokes in June 2025.

h) Room set-up

An officer training course run by the Association of Democratic Services Officers (ADSO) in October 2023 used a screen grab of the Red Kite Room at New Shire Hall as an example of a good scrutiny layout. The use of a horseshoe formation with all attendees being seated on the same level was identified as good practice.



i) Scrutiny Updates

Regular health scrutiny updates are emailed to all committee members and co-optees to keep them updated on relevant issues between formal committee meetings. This consolidates the information into a single communication and ensures it is shared in a timely way.

j) Power to establish Task and Finish Groups

In [July 2024](#) Council gave authority to the Adults and Health Committee to establish Task and Finish Groups in support of the committee's statutory health scrutiny function.

Committee Membership 2025/26

Policy and Service Committees

The Council will allocate seats in the same manner to ensure that the number of substitute members is equal to the number of members on a committee/sub-committee, with a minimum of three substitute members per political group.

Strategy, Resources and Performance Committee (15 members)

Members			Substitutes		
Cllr	A Beckett	LD	Cllr	A Bostanci	LD
Cllr	L Dupré	LD	Cllr	S Caine	LD
Cllr	R Hathorn	LD	Cllr	J Edge	LD
Cllr	E Murphy	LD	Cllr	D Levien	LD
Cllr	L Nethsingha	LD	Cllr	C Morris	LD
Cllr	A Whelan	LD	Cllr	L Navarro	LD
Cllr	G Wilson	LD	Cllr	C Whelan	LD
Cllr	K Young	LD	Cllr	R Wyatt	LD
Cllr	C Boden	C	Cllr	S Bywater	C
Cllr	M Goldsack	C	Cllr	D Keane	C
Cllr	R Martin	C	Cllr	S Tierney	C
Cllr	R Ioannides	RUK	Cllr	S Fisher	RUK
Cllr	J Sidlow	RUK	Cllr	C Galbraith	RUK
Cllr	E Meschini	L	Cllr	J Wells	RUK
Cllr	E Tong	G	Cllr	A Bulat	L
			Cllr	B Goodliffe	L
			Cllr	R Howitt	L
			Cllr	D Green	G
			Cllr	P Rees	G

Adults and Health Committee (15 members)

Members			Substitutes		
Cllr	S Caine	LD	Cllr	H Batchelor	LD
Cllr	T Hawker-Dawson	LD	Cllr	A Bostanci	LD
Cllr	D Levien	LD	Cllr	A Bradnam	LD
Cllr	Y Malinowski	LD	Cllr	L Damary-Homan	LD
Cllr	L Navarro	LD	Cllr	P Fane	LD
Cllr	L Nethsingha	LD	Cllr	P McDonald	LD
Cllr	C Whelan	LD	Cllr	E Murphy	LD
Cllr	G Wilson	LD	Cllr	C Poulton	LD
Cllr	D Keane	C	Cllr	C Boden	C
Cllr	S Tierney	C	Cllr	C Lowe	C
Cllr	A Osborn	RUK	Cllr	R Martin	C
Cllr	J Sidlow	RUK	Cllr	D Watt	RUK
Cllr	R Howitt	L	Cllr	-	RUK
Cllr	D Green	G	Cllr	-	RUK
Cllr	J Kerr	Ind.	Cllr	M Black	L
			Cllr	A Bulat	L
			Cllr	B Goodliffe	L
			Cllr	P Rees	G
			Cllr	E Tong	G
			Cllr	T Sanderson	Ind.

Assets and Procurement Committee (15 members)

Members			Substitutes		
Cllr	A Bostanci	LD	Cllr	H Batchelor	LD
Cllr	R Clark	LD	Cllr	L Dupré	LD
Cllr	R Hathorn	LD	Cllr	J Edge	LD
Cllr	T Hawker-Dawson	LD	Cllr	D Levien	LD
Cllr	M Morgan	LD	Cllr	P McDonald	LD
Cllr	E Murphy	LD	Cllr	C Poulton	LD
Cllr	L Nethsingha	LD	Cllr	G Seeff	LD
Cllr	K Young	LD	Cllr	G Wilson	LD
Cllr	S Bywater	C	Cllr	M Goldsack	C
Cllr	C Boden	C	Cllr	R Martin	C
Cllr	M Fisher	RUK	Cllr	S Tierney	C
Cllr	C Galbraith	RUK	Cllr	S Fisher	RUK
Cllr	R Ioannides	RUK	Cllr	J Wells	RUK
Cllr	E Meschini	L	Cllr	-	RUK
Cllr	D Green	G	Cllr	A Bulat	L
			Cllr	M Black	L
			Cllr	B Goodliffe	L
			Cllr	P Rees	G
			Cllr	E Tong	G

Children and Young People Committee (15 members)

Members			Substitutes		
Cllr	L Beckett	LD	Cllr	A Beckett	LD
Cllr	A Bradnam	LD	Cllr	L Dupré	LD
Cllr	L Damary-Homan	LD	Cllr	D Levien	LD
Cllr	Y Deter	LD	Cllr	I Manning	LD
Cllr	J Edge	LD	Cllr	L Navarro	LD
Cllr	E Murphy	LD	Cllr	L Nethsingha	LD
Cllr	J Stuart	LD	Cllr	K Young	LD
Cllr	C Whelan	LD	Cllr	R Wyatt	LD
Cllr	M Goldsack	C	Cllr	S Bywater	C
Cllr	C Lowe	C	Cllr	L George	C
Cllr	D Divine	RUK	Cllr	S Hoy	C
Cllr	J Sidlow	RUK	Cllr	-	RUK
Cllr	B Goodliffe	L	Cllr	-	RUK
Cllr	E Tong	G	Cllr	-	RUK
Cllr	J Kerr	Ind.	Cllr	M Black	L
			Cllr	A Bulat	L
			Cllr	E Meschini	L
			Cllr	D Green	G
			Cllr	P Rees	G
			Cllr	T Sanderson	Ind.

Communities, Social Mobility and Inclusion Committee (15 members)

Members			Substitutes		
Cllr	H Batchelor	LD	Cllr	L Dupré	LD
Cllr	S Caine	LD	Cllr	T Hawker-Dawson	LD
Cllr	Y Deter	LD	Cllr	Y Malinowski	LD
Cllr	P Fane	LD	Cllr	M Morgan	LD
Cllr	L Damary-Homan	LD	Cllr	L Nethsingha	LD
Cllr	D Levien	LD	Cllr	J Stuart	LD
Cllr	G Seeff	LD	Cllr	C Whelan	LD
Cllr	A Whelan	LD	Cllr	K Young	LD
Cllr	S Hoy	C	Cllr	I Gardener	C
Cllr	C Lowe	C	Cllr	L George	C
Cllr	D Divine	RUK	Cllr	S Tierney	C
Cllr	A Osborn	RUK	Cllr	M Fisher	RUK
Cllr	A Bulat	L	Cllr	-	RUK
Cllr	E Tong	G	Cllr	-	RUK
Cllr	T Sanderson	Ind.	Cllr	M Black	L
			Cllr	B Goodliffe	L
			Cllr	E Meschini	L
			Cllr	D Green	G
			Cllr	P Rees	G
			Cllr	J Kerr	Ind.

Environment and Green Investment Committee (15 members)

Members			Substitutes		
Cllr	L Beckett	LD	Cllr	A Bradnam	LD
Cllr	A Bostanci	LD	Cllr	L Dupré	LD
Cllr	R Clark	LD	Cllr	D Levien	LD
Cllr	R Hathorn	LD	Cllr	C Morris	LD
Cllr	I Manning	LD	Cllr	L Navarro	LD
Cllr	P McDonald	LD	Cllr	G Seeff	LD
Cllr	C Poulton	LD	Cllr	G Wilson	LD
Cllr	R Wyatt	LD	Cllr	K Young	LD
Cllr	L George	C	Cllr	I Gardener	C
Cllr	S Tierney	C	Cllr	S Hoy	C
Cllr	C Thornhill	RUK	Cllr	D Keane	C
Cllr	D Watt	RUK	Cllr	A Osborn	RUK
Cllr	M Black	L	Cllr	J Sidlow	RUK
Cllr	P Rees	G	Cllr	-	RUK
Cllr	J Kerr	Ind.	Cllr	A Bulat	L
			Cllr	B Goodliffe	L
			Cllr	E Meschini	L
			Cllr	D Green	G
			Cllr	E Tong	G
			Cllr	T Sanderson	Ind.

Highways and Transport Committee (15 members)

Members			Substitutes		
Cllr	A Beckett	LD	Cllr	H Batchelor	LD
Cllr	L Dupré	LD	Cllr	R Clark	LD
Cllr	J Edge	LD	Cllr	Y Deter	LD
Cllr	P Fane	LD	Cllr	T Hawker-Dawson	LD
Cllr	R Hathorn	LD	Cllr	Y Malinowski	LD
Cllr	I Manning	LD	Cllr	P McDonald	LD
Cllr	M Morgan	LD	Cllr	L Nethsingha	LD
Cllr	R Wyatt	LD	Cllr	G Seeff	LD
Cllr	I Gardener	C	Cllr	S Hoy	C
Cllr	M Goldsack	C	Cllr	D Keane	C
Cllr	C Galbraith	RUK	Cllr	C Lowe	C
Cllr	D Watt	RUK	Cllr	R Ioannides	RUK
Cllr	A Bulat	L	Cllr	J Sidlow	RUK
Cllr	D Green	G	Cllr	-	RUK
Cllr	T Sanderson	Ind.	Cllr	M Black	L
			Cllr	B Goodliffe	L
			Cllr	E Meschini	L
			Cllr	P Rees	G
			Cllr	E Tong	G
			Cllr	J Kerr	Ind.

Regulatory Committees

Planning Committee (9 members)

Members			Substitutes		
Cllr	H Batchelor	LD	Cllr	A Bradnam	LD
Cllr	L Damary-Homan	LD	Cllr	P Fane	LD
Cllr	D Levien	LD	Cllr	L Nethsingha	LD
Cllr	C Poulton	LD	Cllr	G Seeff	LD
Cllr	C Whelan	LD	Cllr	A Whelan	LD
Cllr	I Gardener	C	Cllr	L George	C
Cllr	S Hoy	C	Cllr	D Keane	C
Cllr	D Watt	RUK	Cllr	-	C
Cllr	B Goodliffe	L	Cllr	S Fisher	RUK
			Cllr	R Ioannides	RUK
			Cllr	J Wells	RUK
			Cllr	M Black	L
			Cllr	A Bulat	L
			Cllr	E Meschini	L

Other Committees

Audit and Accounts Committee (7 members)

Members			Substitutes		
Cllr	P Fane	LD	Cllr	H Batchelor	LD
Cllr	L Navarro	LD	Cllr	A Bradnam	LD
Cllr	C Poulton	LD	Cllr	P McDonald	LD
Cllr	G Wilson	LD	Cllr	G Seeff	LD
Cllr	C Boden	C	Cllr	M Goldsack	C
Cllr	R Ioannides	RUK	Cllr	R Martin	C
Cllr	M Black	L	Cllr	-	C
			Cllr	S Fisher	RUK
			Cllr	C Galbraith	RUK
			Cllr	-	RUK
			Cllr	B Goodliffe	L
			Cllr	R Howitt	L
			Cllr	E Meschini	L

Cambridge Joint Area Committee (6 members)

Members			Substitutes		
Cllr	A Beckett	LD	Cllr	R Clark	LD
Cllr	I Manning	LD	Cllr	D Levien	LD
Cllr	R Howitt	L	Cllr	K Young	LD
Cllr	E Meschini	L	Cllr	M Black	L
Cllr	P Rees	G	Cllr	B Goodliffe	L
Cllr	E Tong	G	Cllr	-	L
			Cllr	D Green	G
			Cllr	-	G
			Cllr	-	G

[Note: Membership from Councillors representing Cambridge City Divisions]

Cambridgeshire and Peterborough Health and Wellbeing Board (2 members)

Members			Substitutes		
Cllr	L Navarro (Lead Member for health and wellbeing)	LD	Cllr	E Murphy	LD
Cllr	G Wilson	LD	Cllr	L Nethsingha	LD

Constitution and Ethics Committee (9 members)

Members			Substitutes		
Cllr	L Dupré	LD	Cllr	R Clark	LD
Cllr	L Damary-Homan	LD	Cllr	Y Malinowski	LD
Cllr	D Levien	LD	Cllr	E Murphy	LD
Cllr	L Nethsingha	LD	Cllr	C Poulton	LD
Cllr	T Sanderson	LD	Cllr	R Wyatt	LD
Cllr	S Bywater	C	Cllr	C Boden	C
Cllr	R Martin	C	Cllr	S Hoy	C
Cllr	J Wells	RUK	Cllr	-	C
Cllr	R Howitt	L	Cllr	J Sidlow	RUK
			Cllr	-	RUK
			Cllr	-	RUK
			Cllr	A Bulat	L
			Cllr	B Goodliffe	L
			Cllr	E Meschini	L

Health Scrutiny Committee (7 members)

Members			Substitutes		
Cllr		LD	Cllr		LD
Cllr		LD	Cllr		LD
Cllr		LD	Cllr		LD
Cllr		LD	Cllr		LD
Cllr		C	Cllr		C
Cllr		RUK	Cllr		C
Cllr		L	Cllr		C
			Cllr		RUK
			Cllr		RUK
			Cllr		RUK
			Cllr		L
			Cllr		L
			Cllr		L

Pension Fund Committee (6 members)

Members			Substitutes		
Cllr	D Levien	LD	Cllr	L Damary-Homan	LD
Cllr	G Seeff	LD	Cllr	K Young	LD
Cllr	A Whelan	LD	Cllr		LD
Cllr	D Keane	C	Cllr	-	C
Cllr	S Fisher	RUK	Cllr	-	C
Cllr	M Black	L	Cllr	-	C
			Cllr	-	RUK
			Cllr	-	RUK
			Cllr	-	RUK
			Cllr	B Goodliffe	L
			Cllr	R Howitt	L
			Cllr	E Meschini	L

Pension Fund Committee Investment Sub-Committee (4 members)

Members			Substitutes		
Cllr	G Seeff	LD	Cllr	L Damary-Homan	LD
Cllr	A Whelan	LD	Cllr	D Levien	LD
Cllr	D Keane	C	Cllr	K Young	LD
Cllr	S Fisher	RUK	Cllr	-	C
			Cllr	-	C
			Cllr	-	C
			Cllr	-	RUK
			Cllr	-	RUK
			Cllr	-	RUK

[Note: All Investment Sub-Committee Members shall be drawn from the Pension Committee membership including substitutes. The Chair and Vice-Chair of the Investment Sub-Committee shall be the Chair and Vice-Chair of the Committee respectively]

Pension Fund Board (2 Employer Representatives)

Members			Substitutes		
Cllr	P Fane	LD	Cllr	-	LD
Cllr	R Martin	C	Cllr	-	C

[Note: Members of the Board cannot be members of the Pension Fund Committee]

Shareholder Sub-Committee (5 members)

Members			Substitutes		
Cllr	R Hathorn	LD	Cllr	R Clark	LD
Cllr	E Murphy	LD	Cllr	L Dupré	LD
Cllr	K Young	LD	Cllr	G Wilson	LD
Cllr	C Boden	C	Cllr	S Bywater	C
Cllr	S Fisher	RUK	Cllr	-	C
			Cllr	-	C
			Cllr	-	RUK
			Cllr	-	RUK
			Cllr	-	RUK

[Note Any five members (including substitutes) of the Assets and Procurement Committee, subject to political proportionality. The Chair and Vice-Chair of the Sub-Committee shall be selected and appointed by the Assets and Procurement Committee.]

Staffing and Appeals Committee (9 members)

Members			Substitutes		
Cllr	H Batchelor	LD	Cllr	A Bradnam	LD
Cllr	S Caine	LD	Cllr	L Dupré	LD
Cllr	C Morris	LD	Cllr	D Levien	LD
Cllr	E Murphy	LD	Cllr	C Whelan	LD
Cllr	L Nethsingha	LD	Cllr	G Wilson	LD
Cllr	I Gardener	C	Cllr	L George	C
Cllr	C Galbraith	RUK	Cllr	C Lowe	C
Cllr	A Osborn	RUK	Cllr	-	C
Cllr	M Black	L	Cllr	S Fisher	RUK
			Cllr	-	RUK
			Cllr	-	RUK
			Cllr	A Bulat	L
			Cllr	R Howitt	L
			Cllr	E Meschini	L

Service Appeals Sub-Committee (3 members)

Appointed from members of the Staffing and Appeals Committee as and when needed, based on political proportionality, currently:

Two Liberal Democrats and one Reform UK

Appointment of the Chair and Vice-chair of Health Scrutiny Committee:

Committee	Chair	Vice-chair
Health Scrutiny Committee	To be nominated	To be nominated

Cambridgeshire County Council

Appointments to Outside Bodies: County Council Appointments

Name of Outside Body	Meetings per Annum	Reps Appointed	Representative(s)	Guidance Classification	Contact Details
County Councils' Network Council	3-4	4	<ol style="list-style-type: none"> 1. Councillor Lorna Dupré (LD) 2. Councillor Edna Murphy (LD) 3. Councillor Lucy Nethsingha (LD) 4. Councillor To be nominated (Con/RUK) 	Unincorporated Association	Simon Edwards Local Government House Smith Square London SW1P 3HZ countycouncilsnetwork@local.gov.uk



Agenda Item No.14(a)

Reports from Constituent Council Representatives on the Combined Authority

The following meetings have taken place in February 2025

Combined Authority Board, 6 February 2025

Councillor Lucy Nethsingha

Decision Summary Link: [Combined Authority Board \(February\)](#)

Audit and Governance Committee, 21 February 2025

Councillor Graham Wilson

Decision Summary Link: [Audit and Governance Committee \(February\)](#)

Skills and Employment Committee, 24 February 2025

Councillor Lucy Nethsingha

Decision Summary Link: [Skills and Employment Committee \(February\)](#)

Environment and Sustainable Communities Committee, 26 February 2025

Councillor Lorna Dupré

Decision Summary Link: [Environment and Sustainable Communities Committee \(February\)](#)

The following meetings have taken place in March 2025

Transport and Infrastructure Committee, 5 March 2025

Councillor Neil Shailer

Decision Summary Link: [Transport and Infrastructure Committee \(March\)](#)

Investment Committee, 10 March 2025

Councillor Lucy Nethsingha

Decision Summary Link: [Investment Committee \(March\)](#)

Overview and Scrutiny Committee, 12 March 2025

Councillors Anna Bradnam and Mark Goldsack

Decision Summary Link: [Overview and Scrutiny Committee \(March\)](#)

Human Resources Committee, 14 March 2025

Decision Summary Link: : [Human Resources Committee \(March\)](#)

Combined Authority Board, 19 March 2025

Councillor Lucy Nethsingha

Decision Summary Link: [Combined Authority Board \(March\)](#)