

Appendix 1

Report of the East Devon Parish Remuneration Panel June 2025.

Part 1

Review of the East Devon District Councillors' Allowance Scheme

Introduction

The Independent Remuneration Panel believe that it is timely to update the current Council Members' Allowance Scheme. The current Scheme has not been updated since 2009/2010.

There are a number of reasons for refreshing, including:

- **Reflecting Legislative, Policy and Compliance Changes**

Regulations governing allowances change over time due to updates in local government legislation or policies. Regular updates ensure the scheme remains compliant with legal requirements and adjustments.

- **Adjusting for Inflation and Cost of Living**

Over time, the cost of living increases due to inflation. Updating the allowances ensures that Councillors are fairly compensated, enabling them to perform their duties effectively without financial hardship.

- **Incorporating Role Changes and Responsibilities**

The roles and responsibilities of council members has evolved , with new positions being introduced or existing ones requiring additional duties. The scheme must reflect these changes to adequately compensate Councillors for their contributions.

- **Maintaining Transparency and Public Confidence**

Regular reviews and updates demonstrate accountability and fairness in the use of public funds. This helps maintain public trust in the council's governance and ensures allowances are justifiable and aligned with current expectations.

- **Enhancing Recruitment and Retention**

Ensuring allowances are competitive can help attract diverse and capable candidates for council roles and retain current Councillors.

- **Adapting to Organisational Change**

Changes in council structures, such as merging committees or creating new leadership roles, require updates to accurately compensate for the new dynamics.

- **Aligning with Best Practices**

Periodic updates allow the council to benchmark its scheme against those of other local authorities, ensuring it aligns with industry standards and practices.

The revised Councillors' Allowance Scheme is attached.

The key changes are:

Section	Key change
Introduction	General Points: Updated to provide greater clarity around allowances.
Basic Allowance	Current rate of BA updated to reflect current rate payable. Definition of BA updated to provide greater clarity. How a BA is calculated. Review period for allowances every 4 years.
Special Responsibility Allowance	Definition of SRA updated to provide greater clarity. When SRAs are paid from. Maximum number of SRAs payable to Cabinet councillors (10) included.
Co-optees and Independent Person	All current co-optee roles are now included where an allowance is claimable.
Travel Allowances	Definition of TA included and what can be claimed. Includes details on train fares. Includes details on cycle allowance. Additional text around claiming for travelling together to meetings.
Subsistence Allowances	Definition of SA included and what can be claimed. Rates claimable at the same rates applied to staff.
Non-Claimable Duties	Includes a list of non-claimable duties. List of claimable duties updated.
Parental Leave and Carers' allowance	Updated to reflect current practices and in line with staff policy.
Care of dependents	Updated to reflect current practices.
Payment of claims	Updated to reflect current payroll arrangements and dates for submitting claims.
Statutory Sick Pay	Update to reflect current practices.
Backdating of allowances	Section included to cover backdating of allowances
Appendix 1 Special Responsibility Allowances	Reflects current SRAs claimable
Appendix 2 Approved duties	Updated list of approved duties.

Appendix 3 Travel and Subsistence	Updated list of travel and subsistence allowances in line with rates claimable by staff.
-----------------------------------	--

Recommendation 1

That East Devon District Council adopts the revised Councillors' Allowance Scheme.

Part 2

Report of the East Devon Parish Remuneration Panel introducing a revised Framework for Members' Allowances for town and parish councils

Introduction

Parish councils are the smallest units of local government responsible for grassroots decision making and local community services. The East Devon Parish Remuneration Panel believe providing guidance on allowances to parish councils is essential because it enables them to fulfil their duties effectively and equitably.

Allowances help make parish councils more accessible, accountable, and effective. They allow councils to function in a way that is both professional and inclusive, ensuring that they can serve the community's best interests without placing an undue financial burden on those who choose to participate.

Encouraging Participation and Representation: allowances enable a wider range of individuals to participate in local government, including those who might otherwise be unable to afford the time or expense of involvement. This financial support makes it feasible for people from diverse socioeconomic backgrounds to serve, encouraging broader representation.

Recognising the Time and Effort Involved: although often voluntary, serving on a parish council requires a considerable time commitment for meetings, community consultations, and managing projects. Allowances compensate councillors for this time and effort, recognising their service and helping to prevent financial barriers to participation.

Supporting Effective Governance and Accountability: with allowances, parish councils can afford to dedicate time to thoroughly understand local issues, develop and implement policies, and monitor their impact. This improves governance and ensures that councillors can be held accountable for their decisions, enhancing trust within the community.

Reducing Personal Financial Burden: councillors often need to travel locally to engage with residents, attend training sessions, and oversee local projects. Allowances help to cover these out-of-pocket expenses, which may otherwise deter potential council members from active participation.

Improving Retention and Continuity: without allowances, councils may struggle to retain councillors over the long term, as the personal cost can become unsustainable. Providing financial support helps maintain continuity in leadership and reduces the likelihood of turnover, which is beneficial for long-term projects and community stability.

Enhancing Council Effectiveness and Community impact: with allowances councillors can focus on delivering impactful projects that meet community needs. This funding can directly translate to more effective management of resources, better organised events, improved maintenance of community spaces and stronger support for local initiatives.

Background

The Local Authorities (Members' Allowances) (England) Regulations 2003, Part 5 govern the way Parishes (in the Act the term 'Parish' includes 'Towns') in East Devon may pay an allowance, known as the 'Parish Basic Allowance', to elected members each year. Allowances may be paid to the chair only or to each of its members.

The legislation sets out the mechanisms whereby a 'Parish Remuneration Panel' is established by 'a responsible authority'. In East Devon the East Devon District Council is the 'responsible authority' and the East Devon Independent Remuneration Panel is the Parish Remuneration Panel.

The role of the Parish Remuneration Panel is to make recommendations on:

- the amount of Parish Basic Allowance payable to members.
- the amount of Travelling and Subsistence allowance payable to members.
- whether Parish Basic Allowance should be payable only to the chair of any such authority or to all of its members.
- whether if Parish Basic Allowance should be payable to both the chair and the other members of any such authority, the allowance payable to the chair should be set at a level higher than that payable to the other members and if so the higher amount so payable; and
- the responsibilities or duties in respect of which members should receive parish travelling and subsistence allowance.

The level of allowance is of course ultimately open to parish councils to determine after first considering the recommendations of the Parish Remuneration Panel. This is in line with the Government's view that the allowances system provides for clear and transparent local accountability as parish councils. This will allow them to be both accountable and answerable to their local communities in terms of the allowance payments made to their members.

Review

As part of the review process all towns and parishes were invited to complete a questionnaire. Whilst the regulations treat towns and parishes in the same manner it is the case that towns in East Devon are by their nature larger authorities with a corresponding higher commitment to meetings and committees.

There are 8 towns and 62 parishes in East Devon. The towns are Axminster, Budleigh Salterton, Cranbrook, Exmouth, Honiton, Ottery St Mary, Seaton and Sidmouth. Their populations range from 5,240 to 35,488 with an average of 12,120 (figures from 2021 census). There are 62 parishes; according to the 2021 census their populations range from Woodbury (3,882) to Nether Exe at 39 with an average of 801.

The Parish Remuneration Panel reviewed the questionnaire, relevant historical East Devon District Council papers and recommendations from other southwest Parish Remuneration Panels.

At the time of this report the basic allowance for members is £5,391.50.

Historically the parish basic allowance has been set at 10% of the EDDC basic allowance for chairs and 7% for members. The last Parish Remuneration Panel review to recommend a continuation of this level of allowance was in 2009.

The questionnaire demonstrates that by far the majority of parishes do not pay their chair or members an allowance. The parishes that do pay their chair and members allowance are broadly, but not limited to, towns. Of the 8 towns 6 pay some form of allowance to the chair and 4 pay an allowance to their members. Of the 37 parishes that responded to the questionnaire (out of a total of 62) only 6 pay any form of allowance.

The Parish Remuneration Panel are concerned that there has been no review since 2009 and that, as a result, parishes are not as informed as they should be over the level of allowances available for their chair and members.

The Panel are also concerned that for some parishes, who are aware of the recommended level of the basic allowance, there is a perception that it is seen as being set too high for the majority of parishes. Whilst it is possible within the legislation for parishes to set their own level of basic allowance regardless of the Parish Remuneration Panel recommendations, the Panel are concerned that many may see the current parish basic allowance recommendation as a 'take it or leave it' approach.

Not all parishes have councils, parishes below a certain size/population have 'parish meetings' in place of councils.

For this reason, it has been increasingly common for other Parish Remuneration Panels to tailor their recommendations within a tiered approach to the parish population. The higher the population the greater time commitment, number of meetings and member participation required. One further advantage of this approach is to encourage parishes to agree a basic allowance more in tune with the time and commitment of their members and perceptions of their electorate.

Our analysis of parish size, population and member numbers, together with the EDDC members basic allowance, suggests the following as a suitable tiered approach.

Tier	Population	Percentage of EDDC Basic Allowance Chair	Percentage of EDDC Basic Allowance for Members	Allowance Chairs	Allowance for Members

1	5,000+	10%	7%	£539.15	£377.40
2	1,000 – 4,999	6%	4%	£323.49	£215.66
3	500 – 999	4%	2%	£215.66	£107.83
4	1 – 499	2%	1%	£107.83	£53.91

Travelling Rates and Subsistence Allowances

The rates of travel by a parish member's motor vehicle are currently based on the HMRC Mileage Allowance Payments (MAPs). These rates are the same for staff and members of East Devon District Council and if they remain within the HMRC guidelines they are not deemed to be a taxable benefit.

The approved allowances are;

- Car-45p per mile up to 10,000 and 25p per mile thereafter.
- Passenger payments-up to 5p per mile per passenger (up to a maximum of four) to be claimed only for passengers who would otherwise be eligible for a travel allowance.
- Motorcycle 24p per mile
- Bicycle-20p per mile.
- Travel by public transport (including rail and bus) reimbursement of the standard actual fare paid;
- Parking fees actual amount paid.

Subsistence allowances may be claimed to meet the costs of accommodation, meals and other refreshments in connection with approved parish duties.

Travel and subsistence rates payable to parish members are set out in the East Devon District Council Members' Allowance Scheme.

Any subsistence claim in connection with an approved duty, not involving an overnight absence from the normal place of residence is limited to:

- more than 4 hours, £6.76 for breakfast (£8.29 in London)
- more than 4 hours, £9.43 for lunch (£11.82 in London)
- more than 4 hours, ending after 7pm, £11.56 for an evening meal (£15.36 in London)

At meetings such as parish or committee meetings meals or refreshments may be provided by the parish, including where absence from any residence may not exceed 4 hours. Where meals are provided or paid for separately by the parish, subsistence allowances shall not be paid.

Recommendation 2

1. Basic Allowance

The Parish Remuneration Panel recommend a parish basic allowance should be available to all parish chairs and members for the reasons listed above.

The Parish Remuneration Panel recognise that the previous setting of allowances only at the 10% and 7% level of the East Devon District Council members' basic allowance may act as a barrier to more parishes agreeing allowances. Accordingly, and in common with other Parish Remuneration Panels the Parish Remuneration Panel recommend the parish basic allowance should take a tiered approach principle based on population size as a significant driver of complexity and time commitment as follows:

Tier	Population	Percentage of EDDC Basic Allowance Chair	Percentage of EDDC Basic Allowance for Members	Allowance Chairs	Allowance for Members
1	5,000+	10%	7%	£539.15	£377.40
2	1,000 – 4,999	6%	4%	£323.49	£215.66
3	500 – 999	4%	2%	£215.66	£107.83
4	1 – 499	2%	1%	£107.83	£53.91

The parish basic allowance should increase annually in line with the basic allowance of members of East Devon District Council on 1st June each year.

A member may, by giving notice in writing to the proper officer of the authority, elect to forgo their entitlement or any part of their entitlement to allowances.

2. Travel and Subsistence

The Parish Remuneration Panel recommend the HMRC agreed travel rates for parish members should continue to be aligned to those of East Devon District Council staff and Councillors.

Part 3

Assistant Portfolio Holders and Champions

Assistant Portfolio Holders

Following representations to the Independent Remuneration Panel we have looked at the question of the introduction of Assistant Portfolio Holders in specific portfolio areas and, if adopted, the appropriate level of remuneration.

The workload in some portfolio areas can be substantial, especially during major events or initiatives. Introducing assistants allows for greater strategic planning and implementation of long-term goals while ensuring day-to-day operations are managed effectively.

Many areas sometimes involve contentious or high-profile topics, such as land use, environmental conservation, and tourism impacts. Assistants can help manage public consultations, support decision-making, and contribute to well-informed strategies.

Assistants can focus on engaging with community groups, local businesses, and other stakeholders to ensure initiatives are inclusive and responsive to the needs of the community. They can help maintain and strengthen these relationships to ensure successful outcomes.

By having assistants, councils can foster collaboration with external organisations, such as environmental NGOs, universities, and government agencies, while also building internal capacity for addressing long-term challenges

Assistants can also research and develop innovative solutions, allowing the council to stay at the forefront in many areas and can help ensure that each aspect receives adequate focus and attention. In addition, they can develop specialised knowledge that complements the council's broader strategies, enabling more informed decision-making.

Finally, the role of assistant can be used to develop councillors and prepare them for the role of Vice Chair and ultimately Chair in portfolio areas.

In summary the introduction of assistants can facilitate or provide;

- Assistance in portfolios with significant operational or policy demands which may exceed the capacity of a single council member, necessitating assistance to ensure all responsibilities are met.
- Targeted expertise or focus on specific aspects of a portfolio, enhancing the quality of decision-making and project execution.

- Extensive interaction with the community or stakeholders by helping organise, attend meetings, and maintain communication channels.
- Delegation of specific tasks or projects to allow the portfolio holder to concentrate on strategic priorities, improving overall efficiency.
- Assistance with emergencies or rapidly evolving situations, such as public health or disaster management, benefit from additional support to respond effectively.
- Opportunities for less experienced councillors to gain insight and training, preparing them for future leadership roles.
- Continuity in managing portfolio responsibilities and projects.

The Panel consider the appropriate level of remuneration for Assistant Portfolio Holders would be 25% of the Basic Allowance (£1,347.87), recognising that these roles help the council meet its goals more effectively and demonstrate a commitment to specific portfolio areas.

Recommendation 3

The Independent Remuneration Panel recommend that where an SRA is considered necessary by the Council to introduce assistants within portfolio areas the level of remuneration should be set at 25% of the Basic Allowance (£1,347.87). This allowance to be backdated to 1 June 2025.

Champions

The Panel have been asked to explore the role of 'Champions', individuals that are elected councillors who take on a specific advocacy role to promote, support, and raise awareness of a particular cause, priority, or area of interest within the council and the wider community. They are not decision-makers in the formal sense but act as influential advocates or ambassadors.

Champions advocate to advance a specific cause, such as climate action, public health, inclusivity, safeguarding and armed forces. They aim to keep these issues on the council's agenda and encourage action.

They help raise awareness the profile of their area of focus by engaging with the public, stakeholders, and other councillors through events, campaigns, and communications. This includes reporting activity in their area on an annual basis.

Whilst they don't have executive powers, good champions provide advice and input to the council based on their advocacy, offering insights into how policies and decisions could align with the needs of their focus area. Champions also act as a bridge between the council and the community, ensuring that the voices of residents and stakeholders related to their focus area are heard and represented.

The Panel believe Champions serve as a figurehead for their cause, often working closely with council officers, committees, and external organisations to develop initiatives, policies, and projects that support their advocacy area.

Nominating a Champion for specific causes can be a very effective way of bringing focus in certain areas but the Panel are mindful that the role is most effective where there is a concentrated focus by one individual, on one topic. Too many Champions can dilute the impact and feel like 'business as usual'.

At the present time there are 6 Council Champions:

- Armed Forces Covenant;
- Arts and Culture;
- Sport and Leisure;
- Mental Health;
- Safeguarding; and
- Equality, Inclusion and Diversity

The Panel feel that recognising the role of Champions by the payment of an allowance demonstrates the Council's commitment to a specific issue and inspiring greater involvement from others.

The Independent Remuneration Panel recommend an SRA 15% of the Basic Allowance (£808.73) would be an appropriate level of remuneration.

Recommendation 4

The Independent Remuneration Panel recommend that where it is considered necessary by the Council to nominate Champions the level of remuneration should be set at 15% (£808.73) of the Basic Allowance. This allowance to be backdated to 1 June 2025.

Vice Chair of Licensing and Enforcement Committee

The Panel reviewed the attendance figures since May 2023 and the number of meetings chaired by the Vice Chair i.e. Licensing and Enforcement Sub Committees. The Panel recognised that the Licensing and Enforcement Sub Committees were quasi-judicial and by their nature dealt with complex legal technical matters. Decisions may be challenged in the Magistrates' Court.

The Panel noted that the Vice Chair of the Licensing and Enforcement Sub Committee attended the Sub Committee meetings and chairs these meetings in the absence of the Chair. The Panel feels that the level of responsibility and amount of information to be considered was on a par with the Planning Committee and supported that an SRA of 50% of the Chairs SRA be recommended for the Vice Chair of the Licensing and Enforcement Committee.

Recommendation 5

That the Independent Remuneration Panel recommend that the Vice Chair of the Licensing and Enforcement Committee SRA is paid at 50% of the Licensing and Enforcement Committee Chairs allowance (£1,754.28). This allowance to be backdated to 1 June 2025.

Independent Representative on Audit and Governance Committee

The Panel noted that an Independent Representative had recently been appointed to the Audit and Governance Committee.

The current scheme did not list this role on the SRAs payable to co-opted and independent person serving on the Audit and Governance Committee. The Panel concluded that an annual allowance should be claimable to bring this in line with similar payments claimable on the Standards Committee and Independent Remuneration Panel at £400.

Recommendation 6

That the Independent Remuneration Panel recommend that the Independent Representative on the Audit and Governance Committee should receive an allowance of £400. This allowance to be backdated to 1 June 2025.

Part 4

Benefits

Introduction

This relates to the issues highlighted in the Introduction to Part 1 of this paper (Review of the East Devon Councillors' Allowance Scheme) and more specifically to enhancing recruitment and retention, improving equality, diversity and inclusion, as well as aligning with best practice.

Background

To further support making public office more accessible, the Independent Remuneration Panel wish to consider aligning member benefits with EDDC, where appropriate.

In considering the extent to which member benefits could be aligned, it is recognised that:

- councillors are not employees of EDDC;
- some benefits e.g. sick pay, maternity pay are already included in the Councillors' Allowance Scheme; and
- councillors have no legal rights to the proposed additional benefits, which if agreed would operate on a voluntary basis.

In considering this proposal, it has been noted that locally both Exeter City Council and Devon County Council have adopted the same approach for councillors to Family Friendly Policies, incorporating Maternity, Paternity, Shared Parental and Adoption Leave.

EDDC employees currently have access to an Employee Assistance Programme (EAP), which is intended to help employees deal with personal problems that might adversely impact their work performance, health and wellbeing. The EAP includes assessment, short-term counselling and referral services for employees and their immediate family.

It is understood that the EAP was previously used in isolated circumstances in support of Councillors, but has now been introduced across the board.

EDDC employees also receive access to an online discount portal via the EAP, which includes LED Leisure. It is also understood that this has been introduced across the board for Councillors.

Review

Maternity, Paternity, Shared Parental and Adoption Leave and Pay

Currently Councillors are entitled to be assessed for maternity pay entitlement if they are pregnant whilst holding office. Details of the entitlement and Statutory Maternity Pay (SMP) are dependent on their earnings.

The Basic Allowance (BA) is paid during maternity leave, but not any Special Responsibility Allowance (SRA).

Sickness Leave and Pay

Councillors in receipt of any Councillors' Allowance are treated as if they were employed by the Council for the purpose of sickness absence and can claim sick pay from the Council. There are a number of conditions that allow for the payment of Statutory Sick Pay (SSP) and advice is available from Payroll Services.

Compassionate Leave

There does not appear to be any member arrangements in place for compassionate leave.

Childcare and Dependent Carer's Allowance

A childcare and dependent carer's allowance scheme was introduced on 1 April 2003. The childcare and dependent carer's allowance is set at the National Living Wage, with a maximum amount of 5 hours able to be claimed in any one day. The level of allowance is adjusted automatically in line with any adjustments made to the National Living Wage.

The allowance may only be claimed in the circumstances set out in the Local Authority (Members' Allowances) (England) Regulations 2003. This sets out that a carer for a dependent can be engaged to enable a member of council to carry out an approved duty. A carer is any responsible person who does not normally live with the member as part of that member's family.

Recommendation 7

The Independent Remuneration Panel recommend that the Councillor Scheme of Allowances is updated to include the benefits listed.

Maternity, Paternity, Shared Parental and Adoption Leave and Pay

5.1. Councillors should receive the BA and any SRA for the period of maternity leave, subject to the initial assessment mentioned above and in line with the basis of payments to EDDC employees.

5.2. Councillors should also receive the BA and any SRA for the period of paternity, shared parental and adoption leave in line with the basis of payments to EDDC employees.

5.3. Any member intending to take maternity, paternity, shared parental or adoption leave will be required to comply with the operational arrangements set down by EDDC e.g. compliance with the relevant notice requirements (both in terms of the point at which the leave starts and the point at which they return) and responding to reasonable requests for information as promptly as possible and that they keep officers and colleagues informed and updated in relation to intended dates of return and requests for extension of leave.

5.4. Where a replacement is appointed to cover the period of leave, that person should receive a SRA on a pro-rata basis for the period of the temporary appointment.

Sickness Leave and Pay

5.5. Consistent with paying the BA/SRA during any Family Friendly Leave, EDDC should do the same for sickness absence inclusive of any Statutory Sick Pay and consistent with the employee payment period (max 6 months full pay and 6 months half pay, dependent on service).

Compassionate Leave

5.6. Consistent with sickness absence, Councillors in receipt of any Councillors' Allowance should be treated in line with employees for the purpose of compassionate leave. (The employee policy is 3 days + an optional additional 2 days where there is a bereavement except in cases of parental bereavement leave which is 2 weeks - 1 week at full pay and 1 week statutory pay. 3 days paid leave is also paid where a dependent requires special care due to a very serious or terminal illness, with further leave without pay agreed at management discretion.)

Childcare and Dependent Carer's Allowance

5.7. In addition to the formalised Childcare and Dependent Carer's Allowance, Councillors in receipt of any Councillors' Allowance should be treated by the Council

in line with an employee for fostering purposes. (The employee policy is up to 5 days paid fostering leave per year.)

Summary of Recommendations

Recommendation 1 – Councillors Allowance Scheme

That East Devon District Council adopt the revised Councillors Allowance Scheme (attached as Appendix 1).

Recommendation 2 – Parish Allowance Scheme

Basic Allowance

The Parish Remuneration Panel recommend a parish basic allowance should be available to all parish chairs and members.

The Parish Remuneration Panel recognise that the previous setting of allowances only at the 10% and 7% level of the East Devon District Council members basic allowance may act as a barrier to more parishes agreeing allowances. Accordingly and in common with other Parish Remuneration Panels the Parish Remuneration Panel recommend the parish basic allowance should take a tiered approach principal based on population size as a significant driver of complexity and time commitment as follows:

Tier	Population	Percentage of EDDC Basic Allowance Chair	Percentage of EDDC Basic Allowance for Members	Allowance Chairs	Allowance for Members
1	5,000+	10%	7%	£539.15	£377.40
2	1,000 – 4,999	6%	4%	£323.49	£215.66
3	500 – 999	4%	2%	£215.66	£107.83
4	1 – 499	2%	1%	£107.83	£53.91

The parish basic allowance should increase annually in line with the basic allowance of members of East Devon District Council on 1st June each year.

A member may, by giving notice in writing to the proper officer of the authority, elect to forgo their entitlement or any part of their entitlement to allowances.¹

Travel and Subsistence

The Independent Remuneration Panel recommend the HMRC agreed travel rates for parish members should continue to be aligned to those of East Devon District Council staff and members.

Recommendation 3 - Assistant Portfolio Holders

That the Independent Remuneration Panel recommend that where it is considered necessary by the Council to introduce assistants within portfolio areas the level of remuneration should be set at 25% of the Basic Allowance (£1,347.87). To be backdated to 1 June 2025.

Recommendation 4 - Councillor Champions

That the Independent Remuneration Panel recommend that where it is considered necessary by the Council to nominate Champions the level of remuneration should be set at 15% of the Basic Allowance (£808.73). To be backdated to 1 June 2025.

Recommendation 5 – Licensing & Enforcement Committee Vice Chair SRA

That the Independent Remuneration Panel recommend that the Vice Chair of the Licensing and Enforcement Committee SRA is paid at 50% of the Licensing and Enforcement Committee Chairs allowance (£1,754.28). To be backdated to 1 June 2025.

Recommendation 6 – Audit and Governance Committee Independent Person

That the Independent Remuneration Panel recommend that the Independent Person appointed to the Audit and Governance Committee is paid an annual SRA of £400. To be backdated to 1 June 2025.

Recommendation 7 – Benefits

That East Devon District Council adopts the same approach for council and parish members as that applied to employees, for Family Friendly Policies (incorporating maternity, paternity, shared parental and adoption leave) and to include reference to these policies in the Councillor Scheme of Allowances for East Devon District Council.

Likewise, the approach to sickness and compassionate leave should operate in the same way as employees.

In addition to the provisions of the Childcare and Dependent Carer's Allowance, Councillors should be treated in line with employees for fostering purposes.

¹ Section 32, Local Authorities (Members' Allowances) (England) Regulations 2003

Any revisions to the EDDC employee policies to reflect legislative changes from time to time should, in the same way, apply to Councillors.