

**REPORT OF THE INDEPENDENT REMUNERATION PANEL –  
REVIEW OF THE AUTHORITY CHAIRMAN AND  
VICE-CHAIRMAN ALLOWANCES**

Presented by the Deputy Chief Executive

**SUMMARY**

At the Authority meeting of 7 July 2022 Members agreed to the appointment of an Independent Remuneration Panel to carry out a review of the Chairman and Vice-Chairman allowances (Paper A/4320/22). The appointed Panel met on 21 July 2023 and the report attached at Appendix A to this report details the findings of the Panel and their recommendations and conclusions for the allowances.

**RECOMMENDATIONS**

- Members Note:                   (1)   the report of the Independent Remuneration Panel attached as Appendix A to this report; and
- Members Consider:           (2)   the recommendations made by the Independent Remuneration Panel detailed in paragraph 15 of this report.

**BACKGROUND**

- 1   The Lee Valley Regional Park Act 1966 (the Park Act) allows the Authority to pay the Chairman and Vice-Chairman such allowances as the Authority may from time to time determine.
- 2   A review of the Chairman and Vice Chairman allowances was carried out by an Independent Remuneration Panel in October 1996 (Paper UC958). Members agreed an increase of the allowance from £1,378 to £2,600 per annum for the Chairman and from £924 to £1,800 per annum for the Vice-Chairman.
- 3   The allowances for the Chairman and Vice-Chairman for the period 2001 to 2010 rose in line with the national pay awards except for 2001/2, 2005/06 and 2010/11 when there was no increase.
- 4   A further review of the Chairman and Vice Chairman allowances was carried out by an Independent Remuneration Panel in October 2010 (Paper A/4103/10).

Members agreed an increase of the allowance for the Chairman to £6,000 per annum and £3,000 per annum for the Vice-Chairman.

- 5 The last review of the Chairman and Vice-Chairman allowances was carried out by an Independent Remuneration Panel in October 2016 (Paper A/4233/16). Members agreed a 1% increase for both allowances effective from 1 July 2017.
- 6 The current allowances for the role of Chairman and Vice Chairman are £6,060 and £3,030 per annum respectively.

#### **APPOINTMENT OF INDEPENDENT REMUNERATION PANEL**

- 7 At the Authority meeting of 7 July 2022 Members agreed to the appointment of an Independent Remuneration Panel to carry out a review of the Chairman and Vice-Chairman allowances (Paper A/4320/22).
- 8 The following were engaged to form the Independent Remuneration Panel to conduct the review:
  - Dr Declan Hall: former academic at the Institute of Local Government, the University of Birmingham and now an independent Councillor Remuneration Consultant with extensive experience of reviewing allowances in both statutory and non-statutory contexts;
  - Derrick Ashley: former Chairman and Vice Chairman of the Authority and a former Hertfordshire County Councillor; and
  - Simon Sheldon: former Director of Finance & Resources at the Authority.
- 9 Each of the Panel members had significant experience in either remuneration of Member allowances or the Authority's activities.

#### **INDEPENDENT REMUNERATION PANEL TERMS OF REFERENCE**

- 10 The Independent Remuneration Panel terms of reference were:
  - To review the research undertaken by officers on remuneration generally;
  - To consider any comments made to the Panel from Members of the Authority either in person or in writing; and
  - To make recommendations to the Authority as to the amount of allowance which should be paid to its Chairman and Vice-Chairman.

#### **EVIDENCE FOR THE REVIEW**

- 11 The Panel considered and reviewed research and benchmarking data on Member allowances undertaken by officers of the Authority. This research and other relevant information was sent in an Information Pack to the Panel prior to the Panel meeting on 21 July 2023.
- 12 Members of the Authority were invited to meet with the Panel on 21 July 2023 and/or submit written evidence to assist the Panel with their review. Two

Members met with the Panel (one in person and one remotely) and five written submissions were received.

13 The Panel also considered evidence from the following:

- Interview with the Chief Executive (remotely);
- Interview with the Monitoring Officer (in person);
- Interview with the Chairman (remotely); and
- Interview with the Vice-Chairman (in person).

## **CONTEXT FOR THE REVIEW**

14 The Panel set the evidence and research detailed above against the context of the current economic climate and the Authority's broad business objectives, but it also noted that allowances of the Chairman and Vice Chairman had not been reviewed for 6 years (October 2016).

## **RECOMMENDATIONS OF THE INDEPENDENT REMUNERATION PANEL**

15 The Panel's recommendations are:

- that the Chairman is paid an allowance of £7,877 from 1 April 2023;
- that the allowance for the Vice-Chairman is reset at 40% of the Chairman's recommended allowance (£7,877) and is paid at £3,151 from 1 April 2023; and
- that the Authority annually index link the allowances paid to the Chairman and Vice-Chairman to the percentage annual increase for local government staff as agreed each year by the National Joint Council for Local Government Services. Furthermore, indexation should apply to the same financial year that they apply to staff.

16 The Panel's rationale and how it arrived at the above recommendations is set out in its report at Appendix A to this report.

## **ENVIRONMENTAL IMPLICATIONS**

17 There are no environmental implications arising directly from the recommendations in this report.

## **FINANCIAL IMPLICATIONS**

18 If Members approve the recommendations of the Independent Remuneration Panel then the cost to the Authority will be an additional £1,938 in 2023/24 which will be funded from existing budgets. Further annual increases will need to be built into the budget for future years.

## **HUMAN RESOURCE IMPLICATIONS**

19 There are no human resource implications arising directly from the recommendations in this report.

## **LEGAL IMPLICATIONS**

20 The Lee Valley Regional Park Act 1966 s.43(1) states that "the Authority may

pay to the Chairman and Vice-Chairman such remuneration, whether by way of salary, or by way of fees, as the Authority may from time to time determine.” Members should note that there is no legal requirement for the Authority to convene an Independent Remuneration Panel.

## **RISK MANAGEMENT IMPLICATIONS**

- 21 There are no risk management implications arising directly from the recommendations in this report.

## **EQUALITY IMPLICATIONS**

- 22 There are no equality implications arising directly from the recommendations in this report.

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## **BACKGROUND REPORTS**

None

## **PREVIOUS COMMITTEE REPORTS**

Authority	A/4096/10	Review of the roles and Allowances of the Chairman and Vice-Chairman of the Authority	8 July 2010
Authority	A/4103/10	Report of the Independent Remuneration Panel – Review of the allowances of the Chairman and Vice-Chairman	21 October 2010
Executive Committee	E/443/16	Review of Authority Chairman and Vice-Chairman Remuneration	28 April 2016
Authority	A/4233/16	Report of the Independent Remuneration Panel – Review of Authority Chairman and Vice-Chairman Remuneration	20 October 2016
Authority	A/4320/22	General Governance Matters including Amendment of Terms of Reference, Independent Remuneration Panel and Proposed Committees and Groups for 2022/23 – Appointment of Membership and Chairmen	7 July 2022

## **APPENDIX ATTACHED**

Appendix A Report of the Independent Remuneration Panel (August 2023)

## **LIST OF ABBREVIATIONS**

the Panel	Independent Remuneration Panel
the Park Act	Lee Valley Regional Park Act 1966

**A Review of Allowances**

**For the**

**Chairman and Vice Chairman**

**Of the**

**Lee Valley Regional Park Authority**

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**A Report By the**

**Independent Remuneration Panel**

**Derrick Ashley  
Dr Declan Hall (Chair)  
Simon Sheldon**

**August 2023**

## Introduction: The Regulatory Context

1. This report is a synopsis of the proceedings and recommendations made by the non-statutory Independent Remuneration Panel (IRP) appointed by the Lee Valley Regional Park Authority to provide recommendations to the Authority on the remuneration of its Chairman and Vice Chairman.
2. The Lee Valley Regional Park Authority (the Authority) is a public body established by the Lee Valley Regional Park Act 1966 (the Park Act). The Authority consists of 28 members (local councillors) appointed by various (relevant) local authorities across London, Essex and Hertfordshire.
3. Under section 43 (1) the Park Act allows for the payment of an allowance to the Chairman and Vice Chairman of the Authority. Currently they are paid £6,030 and £3,030 respectively. These allowances have not increased since 2017/18.
4. The Authority, unlike principal councils, is not required to seek advice from an IRP on the allowances that it pays to its Chairman and Vice Chairman. It can determine these allowances itself. However, since 2010 and subsequently in 2016 the Authority has chosen to appoint a non-statutory IRP to review and provide such advice. It has done this to follow best practice and ensure that the allowances paid to its Chairman and Vice Chairman is subject to a degree of external scrutiny.
5. The Authority at its AGM of 7<sup>th</sup> July 2022 approved the formation of an IRP to undertake a review of the remuneration of the Authority's Chairman and Vice Chairman. It is this decision of the Authority that provides the basis for this review to take place.

## The IRP

6. The Authority appointed the following members to the IRP to conduct the review:
  - Derrick Ashley: former Chairman and Vice Chairman of the Authority and a former Hertfordshire County Councillor
  - Dr Declan Hall: former academic at the Institute of Local Government, the University of Birmingham and now an independent Councillor Remuneration Consultant with extensive experience of reviewing allowances in both statutory and non-statutory contexts
  - Simon Sheldon: former Director of Finance & Resources at the Authority
7. The IRP was supported by Sandra Bertschin, Committee and Member Services Manager at the Authority.

## Terms of Reference

8. The IRP was formerly provided with the following terms of reference:
- To review the research on remuneration undertaken by Officers
  - To consider comments made to the IRP by Members of the Authority who will be invited to input into the process
  - To make recommendations to the Authority as to the amount of remuneration which should be paid to its Chairman and Vice Chairman

## The IRPs Approach and Evidence Reviewed

9. The IRP met at the Authority's headquarters in Myddelton House, Bulls Cross, Enfield, on 21<sup>st</sup> July 2023 to hear and consider oral and written evidence from Members. While the Chairman and Vice Chairman were specifically invited to meet with the IRP all Members were offered the opportunity to meet with the IRP. To ensure that no Member was denied a voice in the review process all Members of the Authority were also invited to make written submissions, of which five were received. Relevant Officers were also invited to meet with the IRP to provide factual briefings on any constitutional and governance changes since the last review in 2016.
10. The IRP also reviewed further written information pertinent to the review, such as previous IRP reports, committee structure and terms of reference, meetings schedules, benchmarking data, job descriptions for the Chairman and Vice Chairman, etc.
11. For details of whom the IRP met and full range of information reviewed see:
- Appendix 1 for a list of the full range of evidence considered by the IRP
  - Appendix 2 for Members and Officers who met with the IRP
  - Appendix 3 Summary of benchmarking data considered by IRP

## The Role of Chairman

12. The IRP started its review by asking whether the role of Chairman had changed over the years. In particular it was keen to find out now that the legacy of the Olympics had settled down whether the workload and wider responsibility had decreased. In the main the IRP concluded that it had not. While the number of sports venues that the Authority previously had direct responsibility for were now operated through a management contract the role remains a substantial one. The nature of how the Authority is funded and the oversight of the sports venues means that the Chairman has to develop and maintain relationships with relevant Councils, sports bodies and partner organisations.

13. Moreover, the IRP noted that the Authority is the only statutory body in the UK with a broad remit for sport, leisure, recreation, entertainment, parklands and nature conservation. The Authority owns significant assets (circa £290m) with an annual revenue budget of £19m (2023/24 – akin to a district council, if not slightly more) including a levy in 2023/24 of £10.6m. The Authority has a responsibility under its remit for actively developing, improving and activating the 10,000 acre Regional Park for the purpose of creating the Park as a place for leisure recreation and nature conservation. A capital programme of circa £27m 2022/23 – 2026/27 reflects this aspect of the Authority's role. It was noted by the IRP that National Parks do not have such a role.
14. In addition the Authority has a number of business objectives as follows:
- Develop commercial leisure investment opportunities which will enhance the Regional Park destination and generate new income streams
  - Increase the relevance and value of the Regional Park to its funding authorities
  - Continue to reduce the Authority's reliance upon the levy as a source of funding
15. The purpose of this outline of the activities, remit, budgets and objectives of the Authority is to show the role of Chairman and to a lesser extent Vice Chairman remains as substantial as it ever was, if not even more so. Strong effective political leadership from the Chairman will be crucial to the Authority successfully delivering its business plan.
16. The Chairman is the lead political figure and ambassador for the 28 Member Authority Board, to champion the purposes of the Authority and to provide dynamic and effective strategic leadership in partnership with Members, the Chief Executive and senior officers in the achievement of the Authority's strategic aims and relevant targets.
17. In addition, the Authority Board, through its Executive Committee, performs an executive function as delegation to officers is limited. This role, as Chairman of the Executive Board, and limited ability to delegate to officers places an additional responsibility on the Chairman and to a lesser extent the Vice Chairman in their leadership of the Executive Committee and guidance to senior officers.
18. Consequently, the IRP concluded that the role of Chairman remains substantial and has not decreased over the years.

### **Arriving at the recommended Allowance for the Chairman**

19. As a starting point the IRP noted that if the remuneration for the Chairman had been since 2016 indexed to the same annual percentage increase in officers' salaries the Chairman's allowance would be £7,062 rather than the current £6,060. Indeed if it had been indexed on the same basis since 2010 it would be over £8,000. This exercise shows that the current allowance for the Chairman



has lost relative value over the years and gives the IRP an indicative framing of where the remuneration should be.

### **Recalibrating the Chairman's Allowance**

20. The IRP then replicated the methodology utilised in the 2010 review to arrive at the remuneration for the Chairman, namely
- Assign a time assessment to the role
  - Apply a day rate to time assessment

### **Arriving at a time assessment for the Chairman's remunerated time**

21. In 2010 the IRP estimated that the Chairman needed to put in about one day per week, 52 days per year. The ordinary Member of the Authority is expected to put in at least 12 days per year. Those 12 days were covered by the Basic Allowance paid by their nominating Council. Consequently, the IRP concluded it was reasonable to attribute to the Chairman a similar responsibility to deliver 12 days per annum that was covered by the Basic Allowance from their nominating Council. Therefore from the expected 52 days per year from the Chairman, 12 days were deducted in considering the appropriate remunerated time for the Chairman.
22. From the evidence reviewed the IRP concluded that this time assessment remains valid, and therefore for recalibration purposes has retained 40 days per year as the remunerated time.

### **Arriving at an appropriate rate of remuneration**

23. Subsequently, the IRP in 2010 then applied a rate of remuneration to the remunerated time assessment of 40 days per year. In 2010 the IRP adopted a day rate of £152.77. This was based on the advice issued to statutory IRPs by the Local Government Association (LGA) in an annual LGA advice note to assist statutory IRPs in determining an appropriate rate of remuneration while conducting their own reviews.
24. However, the LGA no longer produces this advisory day rate. The reason for this is that the Office of National Statistics (ONS) through its Annual Survey of Hours and Earnings (ASHE) publishes average earnings on an authority by authority basis. As statutory IRPs began to base their rate of remuneration on the average earnings of their own Council, which was more robust and defensible as it rooted their recommendations in the average earnings of those people that local councillors represent in their local area, the LGA stopped issuing its own daily advisory rate of remuneration in 2013.
25. This left a dilemma for the IRP – what was now the appropriate day rate to base the rate of remuneration upon? The IRP considered a number of potential reference points but settled upon the average daily earnings (gross) of all

employee jobs in London. The IRP chose a rate of remuneration based on a London average as it is the London councils that make up half the appointments to the Authority and all London Councils are required to pay the levy. ASHE Table 7.1a Weekly pay (gross) for all full time employee jobs in London (work geography) 2022 shows that the average earnings of all employees in London is £984.70 per week, which the IRP simply divided by five working days. This gives a daily rate of remuneration of £196.94.

26. Thus the IRP has arrived at a recalibrated allowance for the Chairman by replicating the 2010 methodology but with an updated daily rate of remuneration as follows:

- Remunerated time 40 days per year
- Daily rate of remuneration £196.94
- 40 days multiplied by £196.94 per day = £7,877

### Benchmarking

27. The IRP then benchmarked the recalibrated Chairman's allowance (£7,877) to assess its validity. The reality is the role of Chairman of the Authority is unique and it proved difficult to do meaningfully. However a number of reference points can be made.

28. First of all the IRP looked at the Special Responsibility Allowances (SRAs) paid to Chairs of National Park Authorities (NPAs). It was noted that the mean and median SRAs paid to Chairs of NPAs is £5,763 and £6,000 respectively. But, as pointed out previously NPAs and the Authority are different animals. The NPAs are primarily planning authorities with limited assets while the Authority has a much broader remit as well as having larger assets and annual revenue budget. However, the IRP did note that the highest SRA for a Chair of an NPA (Northumberland) is £7,544 and as such the allowance for the Authority Chairman should be no lower than that, a condition the recalibrated allowance (£7,877) meets.

29. The other main reference point the IRP looked at for benchmarking was the SRA paid to Executive Members in appointing district councils. The IRP looked at the district councils as they have similar annual revenue budgets to the Authority. The appointing County Councils and London Borough Councils have much larger annual revenue budgets and therefore were discounted for benchmarking purposes. While it noted that Executive Members at the district councils have constitutional decision making powers the Chairman of the Authority does exercise similar powers through being Chairman of the Executive Committee.

30. The three nominating district councils pay their Executive Members the following SRAs:

- Broxbourne: £7,923
- East Hertfordshire: £9,781
- Epping Forest: £6,450

31. This produces a median SRA of £7,923. Again the recalibrated allowance (£7,877) for the Chairman of the Authority shows that it is in line with the SRA paid to the Executive Members of the appointing district councils.

### **The Recommended Allowance for the Authority Chairman**

32. Having reviewed the evidence the IRP concluded that the recalibrated allowance (£7,877) was an appropriate recommendation. **The IRP recommends that the Chairman is paid an allowance of £7,877 from 1<sup>st</sup> April 2023.**

### **The Recommended Allowance for the Vice Chairman**

33. Currently the Vice Chairman is paid an allowance set at 50 per cent of the Chairman's allowance. This level of remuneration essentially evaluates the role of Vice Chairman as having 50 per cent of the workload and responsibility as that held by the Chairman. The IRP took the opportunity to explore the robustness of this relationship.
34. It is noted that the Vice Chairman is also the Chairman of the Regeneration and Planning Committee but the two roles are not linked, there is nothing in the Standing Orders mandating the that Vice Chairman of the Authority is also the Chairman of the Regeneration and Planning Committee. The Vice Chairman is also assigned a political management role but the IRP takes the view, as is often the case at principal councils, that public money should not be used to support political management roles.
35. The Vice Chairman does have roles to undertake nonetheless, the prime one being to deputise for the Chairman of the Authority in all matters relating to that position in their absence. While the Vice Chairman does deputise for the Chairman it does not occur frequently, and it mainly relates to signing documents and contracts in the Chairman's absences. However, the potential to deputise does mean that the Vice Chairman does need to develop and maintain a broad knowledge of the Authority, including regular meetings with the Chairman and Senior Management Team as well as attend Committee Chairman's and Vice Chairman's briefings. However, the IRP noted that beyond the broad deputising role and all that entails the Vice Chairman is not assigned any additional discrete tasks.
36. As such the IRP has reassessed the Vice Chairman's role at 40 per cent of the Chairman's role – (this was based on the evidence submitted by Members to the IRP) and has reset their allowance at 40 per cent of the recommended allowance for the Chairman, which equates to £3,151. Resulting overall in a small increase on the existing allowance.
37. **The IRP recommends that the allowance for the Vice Chairman is reset at 40 per cent of the Chairman's recommended allowance (£7,877) and is paid at £3,151 from 1<sup>st</sup> April 2023.**

**Issue arising – the Indexation of allowances**

38. The IRP noted that in principal councils they are permitted to index their allowances for a maximum of four years before they are required to seek further advice from the IRP. The advantage of indexation is that it ensures that allowances do not lose relative value over the years thus necessitating substantial increases on a periodic basis. In principal councils once the principle of indexation has been adopted means it is applied annually each year (for up to four years) without reference to full council.
39. Whilst the Park Act does not provide for the Authority to index its allowances automatically, there is nothing to stop it from indexing its allowances if it so decides. Whilst a Local Authority is bound to review any indexation every four years, the Authority could consider a review of its Chairman and Vice Chairman allowances to align with the end of the next full 4 year term of office in 2029. The IRP concluded that this approach had merit rather than an IRP having to revisit the allowances periodically and recommend increases simply to maintain their relative value.
40. The IRP noted that the main index utilised by principal councils is what is known as the "NJC" index, this is the annual percentage increase in the salaries of local government staff as agreed by the National Joint Council for Local Government Services. The IRP could not see any reason why the Authority did not adopt the same index on an annual basis particularly as the majority of Authority staff are on NJC pay scales.
41. **The IRP recommends that the Authority annually index the allowances paid to the Chairman and Vice Chairman to percentage annual increase (at *Spinal Column Point 43*) for local government staff as agreed each year by the National Joint Council for Local Government Services. Furthermore, indexation should apply to the same financial year that they apply to staff.**

**Implementation of Recommendations**

42. **The IRP further recommends that the recommendations contained in this report are implemented from 1<sup>st</sup> April 2023.**

**Appendix One: Information received by the Independent Remuneration Panel**

1. IRP Terms of Reference
2. Officer briefing note to IRP on Member Remuneration – Lee Valley Regional Park Act 1966
3. Chairman Job Description
4. Vice Chairman Job Description
5. Allowances paid to the Chairman and Vice Chairman 2010/11 – 2022/23
6. Committee Structure
7. Calendar of Meetings July 2022 – July 2023
8. Benchmarking data
9. Senior Management Structure
10. Membership of Lee Valley Regional Park Authority
11. Local Authority Levy Payments
12. Report of the IRP 2016
13. Report of the IRP 2010
14. Lee Valley Regional Park Authority Standing Orders
15. Lee Valley Regional Park Act 1966
16. ASHE Table 7.1a Weekly pay (gross) for all full time employee jobs in London (work geography) 2022
17. National Joint Council for Local Government Services, Pay offer for staff, 23 February 2023

**Appendix Two: Members and Officers who met with the IRP**

**Members:<sup>1</sup>**

- Cllr D. Andrews: Vice Chairman of Authority, Chairman Regeneration & Planning Committee & Vice Chairman of Executive Committee (Conservative – Hertfordshire County Council)
- Cllr J. Bevan Scrutiny Committee Chairman (Labour – Haringey)
- Cllr D. Gardner<sup>2</sup> Audit Committee Chairman (Labour – Greenwich)
- Cllr P. Osborn<sup>2</sup>: Chairman of Authority and Chairman of Executive Committee (Conservative – Harrow/Leader)

**Officers (Factual Briefings):**

- Shaun Dawson<sup>2</sup> Chief Executive
- Beryl Foster Deputy Chief Executive & Monitoring Officer

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<sup>1</sup> In addition there were also five written submissions from Members

<sup>2</sup> Cllrs D. Gardner & P. Osborn and the Chief Executive were interviewed via MS Teams

## Appendix Three: Summary of Benchmarking Data

## Member Allowances paid in English National Parks 2021/22

Park	No of Members	Basic Allowance	Chairman	Vice Chairman	Legislation
Broads	21	£1,046	£3,925	£3,009	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Dartmoor	19	£1,860	£5,547	£1,860	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Exmoor	22	£2,980	£5,959	£4,470	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Lake District	20	£3,000	£6,000	£4,500	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
New Forest	22	£2,049	£4,098	£2,049	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Northumberland	18	£1,886	£7,544	£3,772	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
North Yorkshire Moors	20	£2,508	£4,836	£2,418	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Peak District	30	£2,453	£6,133	£3,066	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
South Downs	27	£3,837	£6,938	£5,180	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Yorkshire Dales	23	£3,325	£6,650	£4,988	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Mean			£5,763	£3,532	
Median			£6,000	£3,419	
Highest			£7,544	£5,180	
Lowest			£3,925	£1,860	

## Member Allowances and Executive Member Special Responsibility Allowance paid in local authorities 2021/22

Council	No of Members	Basic Allowance	Executive Member SRA	Legislation
East Herts District Council	50	£5,429	£9,781	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Epping Forest District Council	58	£4,300	£6,450	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Broxbourne Borough Council	30	£5,659	£7,923	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Essex County Council	75	£12,292	£37,060	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)
Hertfordshire County Council	78	£11,303	£22,606	Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended)

## Member Allowances paid in Lee Valley Regional Park Authority 2021/22

Park	No of Members	Basic Allowance	Chairman	Vice Chairman	Legislation
Lee Valley	28	N/A	£6,060	£3,030	Lee Valley Regional Park Act 1966 (as amended)

**Nominating Councils**

	No. of Members	Member Basic Allowance	Cabinet/Executive Member (Portfolio Holders) Special Responsibility Allowance	Council Leader	Opposition Leader	Chair Planning	Chair Scrutiny	Whips
<b>Riparian boroughs</b>								
Enfield	63	£10,997	£13,717	Leader £27,429	£16,467	£7,915	£7,915	Maj - £8,778 Opp - £4,394
Hackney	57	£10,892	£35,665	Mayor £83,090	£21,606	£17,459	£14,242	Maj - £5,307 Opp - £2,435
Newham	65	£11,590	£36,346	Mayor £86,589	£7,483	£7,483	£19,242	Maj - £16,035 Opp - £3,741
Tower Hamlets	46	£11,898	£21,754	Mayor £80,579	£12,291	£11,965	£11,965	-
Waltham Forest	59	£11,576	£26,201	Leader £52,403	£18,531	£10,481	£10,481	Maj - £10,481 Opp - £5,508
Broxbourne	30	£5,659	£7,923	Leader £19,807	£3,961	£7,074	£7,074	-
East Herts	50	£5,429	£9,781	Leader £19,767		£4,336	£6,464	-
Epping Forest	58	£4,300	£6,450	Leader £10,750		£3,225	£4,300	-
Essex	75	£12,292	£37,060	Leader £58,235	£17,470	£14,559	£17,470	-
Herts	78	£11,303	£22,606	Leader £45,212	£5,652	£11,303	£16,955	-
<b>Non-Riparian boroughs</b>								
Barnet	63	£10,809	£15,093	Leader £33,466	£8,713	£8,713	£8,713	-
Bromley	58	£11,393	£21,380	Leader £40,000	£9,333	£9,087	-	-
Camden	55	£10,985	£26,660	Leader £42,655	£17,355	£11,570	£9,595	Maj - £11,570 Opp - £5,865
Greenwich	55	£10,836	£22,562	Leader £53,808	£18,540	£18,582	£22,562	Maj - £10,836
Harrow	56	£8,711	£20,861	Leader £32,588	£9,195	£9,195	£9,195	£2,179
Islington	51	£12,242	£37,166	Leader £47,599	£15,175	£5,670	£8,510	Maj - £5,670



Other Organisations 2020/21

	Chair	Deputy/Vice Chair Exec Members with Portfolios	Party Group Policy Leads	Committee Chair	Committee Vice Chair	Audit Committee Chair	Whip
London Councils	£22,446	£11,223	£2,807	£11,223	£2,807	£5,612	£5,612

	Chair	Vice Chair & H&S Committee Chair	Regen & Communities Chair	Audit Committee Chair
London Legacy Development Corporation	£36,000	£29,000	£7,000	£21,000

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