



Local Authorities (Members' Allowances) (England) Regulations 2003

London Borough of Harrow

Members' Allowances Scheme for 2025/26

Allowances paid to Members in the 2024/25 Financial Year

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Each year the Council adopts a scheme for the payment of allowances to Councillors. The Members' Allowances Scheme for 2025/26 is attached at Appendix 1.

Under the scheme, all Councillors are eligible for a Basic Allowance. Those Councillors with additional responsibilities (eg Chairs of Committees, Portfolio Holders) may also receive a Special Responsibility Allowance. If Councillors travel outside the borough on Council business, they may claim for reimbursement of travel and subsistence expenses. Councillors with dependent relatives may also claim for the costs of requiring a hired-in alternative carer. Co-optees to formal Council Committees and Independent Members of the Governance, Audit, Risk Management and Standards Committee are eligible for a Co-optees' Allowance and can also claim for reimbursement of travel and subsistence expenses if they travel outside the Borough on Council business.

The scheme for 2025/26 was agreed at the Council meeting on 27 February 2025. The scheme can be amended by the Council at any time but must be reviewed before 1 April each year.

The scheme is being published in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003.

Under the provisions of the Regulations, the Council is also required to publish information on the total sum paid to Councillors under its scheme for Members' Allowances in the previous financial year. The required information relates to: -

- ◆ Basic Allowance
- ◆ Special Responsibility Allowance
- ◆ Carers' Allowance
- ◆ Travel and Subsistence Allowance
- ◆ Co-optees' Allowance

Information on allowances paid in the 2024/25 financial year is attached at Appendix 2. Records of all allowances are kept for public inspection.

If you have any queries about the Harrow Members' Allowances Scheme, please contact Alison Atherton, Senior Professional Democratic Services, tel: 07825 726493 e-mail: alison.atherton@harrow.gov.uk or at Legal and Governance Services, Harrow Council Hub, Forward Drive, Harrow HA3 8NT.

Appendix 1

Members' Allowances Scheme

1. This scheme shall have effect until 31st March 2026. It replaces all former schemes.

Basic Allowance

2. A basic allowance of £11,900 per annum shall be paid to each Councillor.

Special Responsibility Allowances and Mayoral Allowances

3.
 - (1) A special responsibility allowance shall be paid to those Councillors who have the special responsibilities in relation to the posts specified in Schedule 1 to this scheme. The amount of each such allowance shall be the amount specified against that special responsibility in that schedule.
 - (2) An allowance of £16,144 per annum shall be paid to the Mayor and an allowance of £5,496 per annum shall be paid to the Deputy Mayor.
 - (3) No Member may receive special responsibility allowances in respect of more than one post. For the purposes of this paragraph, the mayoral allowances referred to in 3(2) above are considered to be special responsibility allowances.

Up-rating the Basic and Special Responsibility Allowances

4. The basic allowance and special responsibility allowances may be up-rated annually in line with an index approved by the London Councils Independent Panel. The index to be used will be the level of the Local Government Pay Settlement. When making the scheme for 2026/27, the indexing arrangements will be reviewed.

Travel and Subsistence Allowances

5. The reimbursement of travel and subsistence expenses incurred in respect of **approved duties** (as set out in Schedule 2) **undertaken outside the Borough boundaries** can be claimed by Members, co-optees to formal Council committees and Independent Persons on the Governance, Audit, Risk Management and Standards Committee at the rates paid and on the conditions specified in the officer scheme for travel and subsistence allowances.

Carers' Allowance

6. (1) The allowance shall only be paid for attendance at approved duties as listed in Appendix A.
- (2) The maximum basic rate of pay is £3.00 per half hour for the duration of the meeting together with the Member's travel time between home and the place of the meeting and the carer's reasonable travelling time.
- (3) The allowance is claimable in respect of children aged 15 or under or where a professional carer is required to meet a specialist need (eg a nurse for an elderly person).
- (4) Actual costs will be paid on production of an invoice or receipt.
- (5) Where the length of the meeting cannot be predicted and payment to the carer is necessarily contractually committed then a payment of up to 4 hours will be made. (For day time quasi-judicial meetings, payment of up to 8 hours may be made if the estimated length of the meeting is for the whole day).
- (6) In addition, the reasonable travelling expenses of the person taking care of the dependent shall be reimbursed either at the appropriate public transport rate, or in cases of urgency or where no public transport is available, the amount of any taxi fare actually paid.
- (7) The allowance is not to be paid where the carer is a member of the Member's household.
- (8) Any dispute as to the entitlement and any allegation of abuse should be referred to the Governance, Audit, Risk Management and Standards Committee for adjudication.

Co-optees' Allowance

7. A basic allowance of £503 per annum shall be paid to co-optees to formal Council Committees and Independent Persons on the Governance, Audit, Risk Management and Standards Committee.

Sickness, maternity and paternity leave

- 8.1 All Members shall continue to receive their Basic Allowance in full in the case of pregnancy, maternity, paternity and sickness leave.
- 8.2 Members entitled to a Special Responsibility Allowance shall continue to receive their allowance in the case of pregnancy, maternity, paternity and sickness leave in the same way that the Council's employees receive such benefits.
- 8.3 Where a Member's pregnancy renders her unable to attend a meeting of the Council for a period of 6 months, a dispensation will be granted in accordance with Section 85 Local Government Act 1972.
- 8.4 If a replacement to cover the period of absence is appointed by Council or the Leader of the Executive (or in the case of party group position, the party group) the replacement will be entitled to claim an SRA.

Claims and Payments

9.
 - (1) A claim for allowances or expenses under this scheme shall be made in writing within two months of the date of undertaking the duty in respect of which the entitlement to the allowance or expense relates.
 - (2) Payment shall be made
 - (a) in respect of basic and special responsibility allowances, in instalments of one-twelfth of the amount specified in this scheme each month;
 - (b) in respect of out-borough travel and subsistence expenses and Carers' Allowance, each month in respect of claims received up to one month before that date.

Backdating

10. Any changes made to this scheme during the year may be backdated to 1st April 2025 by resolution of the Council when approving the amendment.

Pensions

11. Allowances paid under the Harrow Members' Allowances Scheme will **not** be pensionable for the purposes of the Superannuation Act.

Renunciation

12. A person may, by notice in writing given to the Strategic Director of Legal and Governance Services, elect to forgo any part of their entitlement to an allowance under this scheme.

Appendix A

Approved duties for Carers' Allowance

- ◆ A meeting of the Executive.
- ◆ A meeting of a committee of the Executive.
- ◆ A meeting of the Authority.
- ◆ A meeting of a Committee or Sub-Committee of the Authority.
- ◆ A meeting of some other body to which the Authority make appointments or nominations.
- ◆ A meeting of a committee or sub-committee of a body to which the Authority make appointments or nominations.
- ◆ A meeting which has **both** been authorised by the Authority, a committee, or sub-committee of the Authority or a joint committee of the Authority and one or more other authorities, or a sub-committee of a joint committee **and** to which representatives of more than one political group have been invited (if the Authority is divided into several political groups) or to which two or more councillors have been invited (if the authority is not divided into political groups).
- ◆ A meeting of a Local Authority association of which the Authority is a member.
- ◆ Duties undertaken on behalf of the Authority in pursuance of any Procedural Rule of the Constitution requiring a member or members to be present while tender documents are opened.
- ◆ Duties undertaken on behalf of the Authority in connection with the discharge of any function of the Authority conferred by or under any enactment and empowering or requiring the Authority to inspect or authorise the inspection of premises.
- ◆ Duties undertaken on behalf of the Authority in connection with arrangements made by the authority for the attendance of pupils at a school approved for the purposes of section 342 of the Education Act 1996.

Schedule 1

Special Responsibility Allowances (SRAs)

There are 6 bands of SRAs:

Band	Post	SRA - £/annum
1	Chief Whips of the two largest Groups Scrutiny Lead Members Chair of Licensing and General Purposes Committee Portfolio Holder Assistants	£4,579
2	Nominated Member of the party not holding the Chair of the Planning Committee Chair of the Traffic Advisory Panel Chair of Governance, Audit, Risk Management and Standards Committee Chair of the Pension Fund Committee Chair of the Performance and Finance Scrutiny Sub Chair of the Health and Social Care Scrutiny Sub Nominated Member of the largest party not holding the Chair of the Performance and Finance Scrutiny Sub	£7,201
3	Nominated Member of the largest party not holding the Chair of the Overview and Scrutiny Committee Non Executive Members of Cabinet Shadow Cabinet Members (limited to 8)	£10,387
4	Chair of the Overview and Scrutiny Committee Chair of the Planning Committee Deputy Leader of the second largest Group	£13,732
5	Cabinet Members Leader of the Second Largest Group	£26,095
6	Deputy Leader	£37,218
7	Leader of the Council	£47,172

Note

The Groups are as follows:-

Largest Group = Conservative Group

Minority Group = Labour Group

Schedule 2

Claims for Out-Of-Borough Travel and Subsistence Expenses

Duties Undertaken Out-of-Borough

Claims for travel and subsistence expenses incurred can normally only be paid in respect of approved duties undertaken at venues out of the Borough. Expenses will be reimbursed at the rates paid and on the conditions specified in the officer scheme for travel and subsistence allowances.

1. Members may claim travel and subsistence expenses in respect of the following **out-of-Borough** duties:-
 - (a) Attendance at any meeting which may be convened by the Authority provided that Members of at least two groups are invited and the meeting is not convened by officers.
 - (b) Attendance at a meeting of an outside body to which the Member has been appointed or nominated as a representative of the Council, where the Outside Body does not itself operate a scheme to reimburse travel and subsistence expenses.
 - (c)
 - (i) attendance at an appropriate out-of-Borough conference, seminar, meeting or other appropriate non-political event as a representative of an Outside Body to which that Member has been either nominated or appointed by Council to serve in a role with a specific pan-Authority remit;
 - (ii) attendance at meetings in the capacity of a direct appointee of a Local Authority Association, joint or statutory body or other London-wide or national body subject to the following proviso: that the Member serves on the appointing body by virtue of an appointment made by Council to an authorised Outside Body; subject in either case to the Outside Body/Bodies concerned themselves not making provision for any travel and subsistence expenses necessarily incurred.
 - (d) Attendance at a meeting of any association of local authorities of which the Authority is a member and to which the Member has been appointed as a representative.
 - (e) Attendance at a training session, conference, seminar or other non-political event, the attendance fees for which are being funded by the Council through a Departmental or a corporate budget.
 - (f) Attendance at any training session, conference, seminar or other non-political event for which there is either no attendance fee or any attendance fee is being met by the Member their self (or from the

relevant political group secretariat budget) subject to the relevant Director confirming that the content of the training, conference, seminar or event is relevant to the Member's responsibilities in respect of the services provided by the Authority or to the management of the Authority.

2. Duties for which out-of-Borough travel and subsistence expenses may **not** be claimed include:-
 - (a) Political meetings or events.
 - (b) Any meetings of 'Outside Bodies' to which the Member has not been appointed or nominated by the Council as its representative.
 - (c) Meetings of the Governing Bodies of Schools.

Appendix 2

Members' Allowances

Amounts Paid to Members in the 2024-25 Financial Year

Name of Member	Basic Allowance	Special Responsibility Allowance	Carers' Allowance	Travel and Subsistence Allowance	Co-Optees' Allowance	Total
Councillors	£	£	£	£	£	£
Ghazanfar Ali	11,388					11,388.00
Daniel Anderson	11,388	9,939.96				21,327.96
David Ashton	11,388	24,971.04				36,359.04
Marilyn Ashton	11,388	35,615.04				47,003.04
Peymana Assad	11,388	9,939.96				21,327.96
Christopher Baxter	11,388	6,636.09				18,024.09
June Baxter	11,388	541.86				11,929.86
Phillip Benjamin	11,388	4,382.04				15,770.04
Govind Bharadia	11,388	4,382.04				15,770.04
Nicola Blackman	11,388	4,382.04				15,770.04
Simon Brown	11,388	9,939.96				21,327.96

Members' Allowances

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Name of Member	Basic Allowance	Special Responsibility Allowance	Carers' Allowance	Travel and Subsistence Allowance	Co-Optees' Allowance	Total
Councillors	£	£	£	£	£	£
Ramji Chauhan	11,388	6,066.79				17,454.79
Shahania Choudhury	11,388					11,388.00
Salim Chowdhury	11,388	14,188.98				25,576.98
Kandy Dolor	11,388					11,388.00
Dean Gilligan	11,388					11,388.00
Matthew Goodwin-Freeman	11,388	4,382.04				15,770.04
Stephen Greek	11,388	24,971.04				36,359.04
Chetna Halai	11,388	6,891.00				18,279.00
Susan Hall	11,388	4,382.04				15,770.04
Graham Henson	11,388	9,939.96				21,327.96
Maxine Henson	11,388	3,840.17				15,228.17
Stephen Hickman	11,388	9,939.96				21,327.96
Nitesh Hirani	11,388	4,382.04				15,770.04
Asif Hussain	11,388					11,388.00

Members' Allowances

Amounts Paid to Members in the 2024-25 Financial Year

Name of Member	Basic Allowance	Special Responsibility Allowance	Carers' Allowance	Travel and Subsistence Allowance	Co-Optees' Allowance	Total
Councillors	£	£	£	£	£	£
Thaya Idaikkadar	11,388	9,939.96				21,327.96
Ameet Jogia	11,388	8,127.53				19,515.53
Rashmi Kalu	11,388	3,840.17				15,228.17
Hitesh Karia	11,388	24,971.04				36,359.04
Eden Kulig	11,388	9,939.96				21,327.96
Kuha Kumaran	11,388	4,382.04				15,770.04
Jean Lammiman	11,388	24,971.04				36,359.04
Jerry Miles	11,388	6,928.27				18,316.27
Vipin Mithani	11,388	4,382.04				15,770.04
Amir Moshenson	11,388	13,140.96				24,528.96
Janet Mote	11,388	22,425.09				33,813.09
Phillip O'Dell	11,388					11,388.00
Paul Osborn	11,388	45,141.00				56,529.00

Members' Allowances

Amounts Paid to Members in the 2024-25 Financial Year

Name of Member	Basic Allowance	Special Responsibility Allowance	Carers' Allowance	Travel and Subsistence Allowance	Co-Optees' Allowance	Total
Councillors	£	£	£	£	£	£
Nitin Parekh	11,388	9,939.96				21,327.96
Minaxi Parmar	11,388	24,971.04				36,359.04
Varsha Parma	11,388	4,382.04				15,770.04
Anjana Patel	11,388	8,544.34				19,932.34
Pritesh Patel	11,388	24,971.04				36,359.04
David Perry	11,388	24,971.04				36,359.04
Natasha Proctor	11,388	13,140.96				24,528.96
Kantilal Rabadia	11,388	9,939.96				21,327.96
Rekha Shah	11,388	4,382.04				15,770.04
Aneka Shah-Levy	11,388	3,840.17				15,228.17
Norman Stevenson	11,388	24,971.04				36,359.04
Samir Sumaria	11,388	4,382.04				15,770.04
Krishna Suresh	11,388	9,939.96				21,327.96
Sasi Suresh	11,388					11,388.00
Yogesh Teli	11,388	6,891.00				18,279.00
Zak Wagman	11,388	4,382.04				15,770.04
Antonio Weiss	11,388	9,252.70				20,640.70

Members' Allowances

Amounts Paid to Members in the 2024-25 Financial Year

Name of Co-Opted/ Independent Members	Basic Allowance £	Special Responsibility Allowance £	Carers' Allowance £	Travel and Subsistence Allowance £	Co-Optees' Allowance £	Total £
Co-Opted/ Independent Members						
Gerald Balabanoff					480.96	480.96
James Coyle					480.96	480.96
Richard Harbord					480.96	480.96
Simon Radford					263.75	263.75
Dr J Kirkland					480.96	480.96
Rev P Reece					-	-
Ms M Trivedi					-	-
					-	-
TOTAL	626,340	566,804.52			2,187.59	1,195,332.11

Notes

1. In addition to the Allowances, the London Borough of Harrow pays Employers' National Insurance Contributions, the figures for which are not included in the above.
2. Allowances paid under the Harrow Members' Allowances Scheme are not pensionable for the purposes of the Superannuation Act.
3. Certain Members elected to forego all or part of their Allowance Entitlements.