

# DEMOCRACY VOLUNTEERS

DEMOCRACY UNDER STRESS



Democracy  
**Volunteers**

the election observers



# **Democracy Under Stress**

## **An assessment of the staffing and budgets of council's electoral services departments in England**

### **Objectives of the Research**

1. To assess the budgets of electoral services departments across England.
2. To assess the number of staff working in core elections teams across England.
3. To discover how this has changed over time.

### **The purpose of the research**

As part of our work in 2021 we have been increasingly aware of the mounting costs that elections incur, whether this has been through our interlocutor meetings, media reports or from statements from the Association of Electoral Administrators.

As well as the local elections in England in May, and the parliamentary elections in Scotland and Wales, the Democracy Volunteers team has observed numerous by-elections across Scotland in the run up to the May polls.

We have also become aware that councils, partly due to the ongoing budgetary challenges faced by many local authorities, have seen some reductions in the numbers of staff working in elections and, especially in a period when elections have become even more challenging than usual, this might prove to be difficult to organise and conduct effective elections.

### **Credits**

This report forms part of our project, funded by the Joseph Rowntree Reform Trust, to assess electoral integrity in the UK for the May 2021 elections. We would like to thank them again for their funding of our work. No other funds, either domestic or foreign, went towards the work in this report.

We would also like to thank the staff of those councils who were able to respond for the data they have provided. A full list of those councils who responded is compiled in Appendix B. Appendices C and D show the individual responses to our FOI request.

We would also like to thank the Association of Electoral Administrators for their advice concerning the process of Freedom of Information requests as we are aware that the period in which we asked councils, immediately following a busy election period can be a challenging one.

## Background on Democracy Volunteers



Democracy Volunteers is the largest domestic election observation group in the United Kingdom, regularly attending electoral events in the UK and abroad. In addition to our previous work assessing and reporting on our polling day observations and meetings with interlocutors around a host of issues and recommendations<sup>1</sup>, over the previous months we have been evaluating the levels of staffing and budgets at councils across England.<sup>2</sup>

### Executive Summary

We issued Freedom of Information requests to English Councils in May asking them for information on the funding and staffing of elections.

196 English councils replied with data and 51 replied stating that they were unable to locate the data or that it was not held by them. Of the 196 respondents who did provide data, 176 provided full data on staffing arrangements and 155 on the amount spent on their electoral services team in the years requested.

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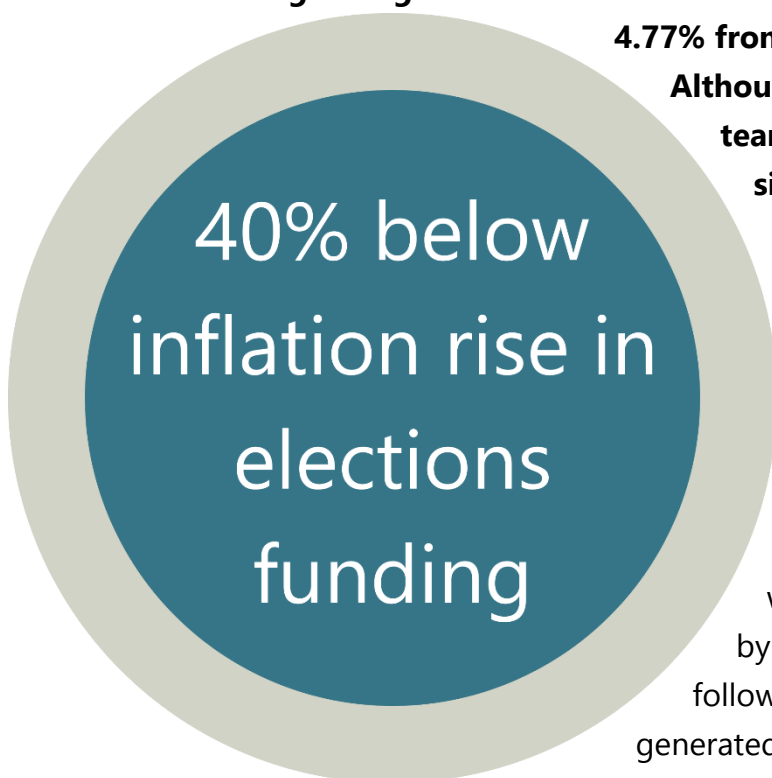
<sup>1</sup> Our reports can be accessed at: [www.democracyvolunteers.org/reports](http://www.democracyvolunteers.org/reports)

<sup>2</sup> Please note these data do not include any increases in financial support offered by central government for conducting polls due to Covid-19. They reflect the ongoing costs of election administration paid for by councils out of their annual budget.

**The average number of FTE employees decreased from 4.57<sup>3</sup> in 2015 to 4.32 in 2021, a reduction of 5.5% during a period when many electoral events took place in a short period of time. Just 39 of the 196 councils who responded, reported that staff numbers have increased over this time.**



**The average budget for elections services teams was £251,458 in 2020, up by 4.77% from the £240,004 average in 2016.**



**Although budgets for elections services teams did increase, they did so at levels significantly lower than inflation as calculated by the Bank of England's inflation calculator during this time period.** This being approximately 40% below the increase that would have been expected if the increases were in line with inflation.

Staffing levels are reducing at a time when higher workloads will be expected by elections staff over the coming years following legislative change that might be generated by Electoral Integrity Bill presently before parliament.

### **The Use of Freedom of Information Requests**

This report utilises responses from Freedom of Information (FOI) requests from almost 200 councils across England and qualitative data from our meetings with interlocutors in elections teams across the country to provide an overview of the resources used by councils to deliver elections.

We would like to thank all the councils who engaged with us through both meetings and by responding in a timely and comprehensive fashion to our FOIs for their time.

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<sup>3</sup> All figures accurate to 2 decimal places.

To obtain data on the funding and staffing of elections, Democracy Volunteers submitted FOI requests to three-hundred and sixteen councils and boroughs across England. FOIs were submitted through either an email to the relevant address or using the online forms provided by councils.

Requests were sent on the 18th and 19th of May 2021, meaning councils were legislatively obliged to respond by the 15th or 16th of June. In some cases, councils informed us that, due to the pandemic, requests may take longer than normal to be dealt with and this was the case for several councils.

To measure the changes in spending and staffing over time, councils were asked to provide data relating to previous years as well as 2021. A copy of the questions asked which are being drawn from in this report can be seen in Appendix A.

In response to the FOIs, 196 councils replied with data and 51 replied stating that they were unable to locate the data or that it was not held by them. The majority of councils who did not provide data, stated that some of the data requested was held by the Returning Officer who is exempt from FOIs. Of the 196 respondents who did provide data, 176 provided full data on staffing arrangements and 155 on the amount spent on their electoral services team in the years requested.

## **Funding Elections in England**

Proper funding of elections is an essential ingredient to delivering secure and fair elections across the world. Many costs are associated with running an electoral event, such as the hiring of polling venues, count venues, hiring staff for polling day, the printing of ballot papers, the printing and distribution of postal votes and polling station infrastructure to name only a few.

In addition to the 'one-off' costs such as those above, councils across the country, who are tasked with conducting elections in their local areas, host electoral services departments to ensure our democracy can function properly.

During Democracy Volunteers' observations at a range of elections in England over the past six years, we have become very aware of the anxieties that those tasked with holding elections face regarding funding. Whether the timeliness of the payments they receive from central government following an election or the funding of their own electoral services teams, the issue is a recurring one. Staff working on elections often discuss the strain felt in their departments, with staff working long hours under intense pressure. This has led to many questioning the long-term sustainability of

delivering high quality elections whilst funding is at its current level with Peter Stanyon, Chief Executive of the Association of Electoral Administrators, stating:

*'The last decade has seen electoral administrators deliver poll after poll with increasing workloads imposed at a time when council resources have been significantly reduced'<sup>4</sup>*

Furthermore, the introduction of the Election Bill 2021<sup>5</sup>, will create new pressures on electoral services teams, as the new legislation will introduce the added complexity of councils delivering voter ID checks in polling stations, alongside other novel practices.

## **Evidence**

Councils were asked: *How many staff did the council have in employment exclusively to work in the election's services team at each of the following elections? (General Election 2015, General Election 2017, General Election 2019, May 2021 round of elections) (N.176)*

The number of staff working at elections varies by council, as expected, primarily driven by the geography and size of population that they serve. Our data showed that councils range from having no dedicated staff working on elections up to 15.8 FTE employees working in electoral services teams in 2021.

The average number of FTE employees decreased from 4.57<sup>6</sup> in 2015 to just 4.32 in 2021, a reduction of 5.5% during a period when many electoral events took place in a short period of time. Just 39 councils reported that staff numbers have increased over this time.

Councils were also asked: *What was the total budget for the electoral services team in each of the following years?<sup>7</sup> (2016, 2017, 2018, 2019, 2020, 2021) (N. 155)*

To assess the levels of 'core' funding spent on elections services teams in 2021 and the five preceding years, councils were asked how much money was spent on these departments. These figures do not include the expenses incurred at specific elections,

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<sup>4</sup> <https://www.itv.com/news/2019-11-06/decade-of-going-to-the-polls-has-cost-uk-more-than-1-billion>

<sup>5</sup> <https://bills.parliament.uk/bills/3020>

<sup>6</sup> All figures accurate to 2 decimal places.

<sup>7</sup> We are aware that councils conduct their budgets based on the financial year. However, election cycles, especially in the past 5 years, have varied significantly from this framework with snap General Elections. European Elections etc.

but rather allow us to compare funding across multiple years which have different elections taking place within them.

The average budget for elections services teams was £251,458 in 2020<sup>8</sup>, up by 4.77% from the £240,004 average in 2016. Although budgets for elections services teams did increase, they did so at levels significantly lower than inflation as calculated by the Bank of England's inflation calculator during this time period<sup>9</sup>. This being approximately 40% below the increase that would have been expected if the increases were in line with inflation.

## **Conclusion**

To ensure high quality elections, proper funding and staffing arrangements are critical. Ensuring that electoral services departments are properly equipped to ensure polls are delivered for voters is fundamental to the democratic process.

However, as we often hear from those working in elections, and is borne out by the data collected, elections across the UK are being conducted by increasingly small teams on budgets which have effectively been cut, in real terms, over recent years.

This problem is currently overcome by dedicated elections staff working exceedingly long hours at the time of an election and very high levels of stress where mistakes could become more common.

Democracy Volunteers believe that this situation is unsustainable, especially considering the additional pressures and workload which will be increased due to the introduction of the Electoral Integrity Bill 2021.

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<sup>8</sup> 2020 figure used rather than 2021 as not all councils could provide this data at this time.

<sup>9</sup> <https://www.bankofengland.co.uk/monetary-policy/inflation/inflation-calculator>



## The Report Authors



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John has worked in elections throughout the UK and the United States since the 1980s. He has observed on behalf of the OSCE/ODIHR in parliamentary elections as far afield as Kazakhstan and is former Chair of the UK's Electoral Reform Society.

He has served as Head of Mission on numerous elections for Democracy Volunteers, including the UK general elections in 2017 and 2019, and the Finnish presidential and Dutch elections in 2017, 2018 and 2019. He has also been a consultant on the subject of electoral and parliamentary reform in Moldova. He has also been an election expert consultant for the Commonwealth Parliamentary Association. He is an Honorary Research Fellow at the University of Exeter and has lectured at Canterbury Christ Church University and the University of Manchester.



**Harry Busz FRSA** is Democracy Volunteers' Head of Operations and has worked for the organisation since October 2019. He is a graduate, having gained a BSc in Human Geography at Cardiff University and an MA in International Relations from Exeter University. He has also completed the Foundation Course in Electoral Administration with the Association of Electoral Administrators.

He has participated in numerous domestic and international observations such as the 2019 local elections in Northern Ireland, the provincial and Water Board elections in The Netherlands, and national elections in Austria, Slovakia, Ireland, and Gibraltar. He was also the general election coordinator for the 2019 UK general election for Democracy Volunteers. In 2019, he also recommended changes to blind and partially sighted accessibility in Gibraltar, making recommendations to the Gibraltar Parliament.



## **Appendix A – Questions asked of Councils**

How many staff did the council have in employment exclusively to work in the elections services team at each of the following elections?

1. General Election 2015
2. General Election 2017
3. General Election 2019
4. May 2021 round of elections

What was the total budget for the electoral services team in each of the following years?<sup>10</sup>

1. 2016
2. 2017
3. 2018
4. 2019
5. 2020
6. 2021

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<sup>10</sup> Where councils have given us data based on a financial year we have combined to an electoral year for simplicity. (See data below)

## **Appendix B – List of Responding Councils**

Allerdale, Amber Valley, Arun, Babergh, Barnsley, Barrow, Basingstoke, Bath & NE Somerset, Bexley, Birmingham, Blaby, Blackburn with Darwen, Blackpool, Boston, Bracknell Forest, Bradford, Braintree, Breckland, Brentwood, Brighton & Hove, Bristol, Broadland, Bromley, Broxbourne, Broxtowe, Burnley, Calderdale, Cambridge, Camden, Cannock Chase, Canterbury, Charnwood, Chelmsford, Cheltenham, Chesterfield, Chichester, Chorley, City of Westminster, City of Wolverhampton, Copeland, Cornwall, Coventry, Craven, Crawley, Christchurch & Poole, Croydon, Dartford, Derby, Derbyshire Dales, Doncaster, Dover, Durham, Ealing, East Cambridgeshire, East Hertfordshire, East Lindsey, East Riding, East Staffordshire, East Suffolk, Eastbourne, Enfield, Epping Forest, Fenland, Gedling, Gloucester, Gosport, Gravesham, Great Yarmouth, Greenwich, Guildford, Hackney, Hambleton, Hammersmith & Fulham, Harborough, Haringey, Harlow, Harrogate, Hart, Hastings, Herefordshire, Hinckley, Horsham, Hull, Huntingdonshire, Ipswich, Isle of Wight, Islington, Kingston, Lancaster, Leeds, Leicester, Lewes, Luton, Maldon, Malvern Hills, Manchester, Mansfield, Medway, Melton, Mendip, Merton, Mid Devon, Mid Suffolk, Mid Sussex, Newark & Sherwood, Newcastle Under Lyme, Newcastle Upon Tyne, North Devon, North East Lincolnshire, North Hertfordshire, North Kesteven, North Warwickshire, North West Leicestershire, Norwich, Nottingham, Oadby & Wigston, Oldham, Oxford, Peterborough, Plymouth, Portsmouth, Redbridge, Redcar & Cleveland, Reigate Banstead, Richmond & Wandsworth, Richmond upon Thames, Richmondshire, Rossendale, Rother, Rotherham, Rugby, Rushcliffe, Rutland, Ryedale, Sandwell, Scarborough, Selby, Sevenoaks, Sheffield, Solihull, Somerset West & Taunton, South Derbyshire, South Hams, South Norfolk, South Oxfordshire, Vale of White Horse (staff joint with South Oxfordshire), South Cambridgeshire, South Staffordshire, South Tyneside, Spelthorne, St. Albans, Stockport, Stoke on Trent, Stratford upon Avon, Stroud, Sunderland, Surrey Heath, Sutton, Swale, Swindon, Tamworth, Tandridge, Teignbridge, Telford, Test Valley, Thanet, Three Rivers, Tonbridge & Malling, Torbay, Torridge, Uttlesford, Walsall, Warrington, Warwick, Waverley, Wealden, West Berkshire, West Devon, West Lancashire, West Northamptonshire, West Suffolk, Winchester, Windsor & Maidenhead, Wokingham, Worcester, Wychavon.<sup>11</sup>

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<sup>11</sup> Please note some councils have joint services with other councils for Democratic/Elections Services.

## Appendix C – Staffing Complement in Councils 2015-2021

Council	Election Staffing	FTE staff	(Part time = 0.5)	
	2015	2017	2019	2021
Allerdale	5	5	6	6
Amber Valley	5.5	4	4	4
Arun	7	6	6	7
Barnsley	6.6	6.6	5.8	5.8
Basingstoke	5	5	4	4
Bath & NE Somerset	3	3	4	3
Bexley	6	6	6	5.8
Birmingham	20.7	17	15.8	15.8
Blaby	2.93	2.82	2.82	2.5
Blackburn with Darwen	3	0	0	0
Blackpool	4	4	3	3
Boston BC	1.5	1.5	1.5	1.5
Bracknell Forest	5	3.81	4.14	3.49
Bradford	12	12	12	12
Braintree	2.5	2.5	2.5	2.5
Breckland	4	4	4	4
Brentwood	5	5	5	5
Brighton & Hove	11.16	9.28	7.08	5.54
Bristol	8	12	12	12
Broadland	2.5	2.5	2.5	3
Bromley	9	8	7	8
Broxbourne	2	2	2	2
Broxtowe	3	3	3	3
Burnley	2	2	2	2
Calderdale	7	7	7	7
Cambridge	4	4	4	4
Camden	6	6	5	5
Cannock Chase	2.5	2.5	2.5	2
Canterbury	5	7	6	5
Charnwood	4.5	4	4	3

Council	Election Staffing	FTE staff	(Part time = 0.5)	
	2015	2017	2019	2021
Chelmsford	5	5	4	2
Cheltenham	3.6	3.6	3.7	3.5
Chesterfield	3	3	3	3
Chichester	2.4	2.4	2.4	2.1
Chorley	3	4	4	4
City of Westminster	5	5	5	6
City of Wolverhampton	7	7	6	5
Copeland	2.6	2.6	1.8	1.5
Cornwall	15	16	12	11
Coventry City	6.5	6.5	6	7
Craven	2	3	3	2
Crawley	3	3	2	2
Croydon	8	8	8	6
Dartford	4	3	5	5
Derby City	4.4	4.4	4.8	4.8
Derbyshire Dales	2.6	2.6	2.6	2.6
Doncaster	6	7	6	5
Dover	7	5	5	5
Durham	12	13	14	12
Ealing	8	7	8	8
East Cambridgeshire	3	3	3	4
East Lindsey	5.06	5.06	4.21	4.21
East Riding	4	4	4	6
East Staffordshire	4	4	4	4
East Suffolk	8	8	7	7
Eastbourne	4.5	4.5	3.5	3.25
Enfield	5	6	6	4
Epping Forest	3	3	2	2
Fenland	4	4	4	4
Gedling	4.5	4.5	4.5	4.5
Gloucester	2	2	0	0
Gosport	4	3	4	4

Council	Election Staffing	FTE staff	(Part time = 0.5)	
	2015	2017	2019	2021
Gravesham	3	3	3	3
Great Yarmouth	3	3.5	3	3
Greenwich	10	10	10	10
Guildford	5	4	3	3
Hackney	5	7	6	6
Hambleton	2.6	3	2.8	2.8
Hammersmith & Fulham	6.5	6.5	6.5	5.5
Haringey	11	12	9	10
Harlow	3	3	3	3
Harrogate	3	3	4	3
Hart	4	4	4	3
Hastings	4	3	3	3
Herefordshire	5	6	6	6
Hinckley	3	3.5	3.5	3
Horsham	3	4	4	3
Hull	4	4	4	3
Huntingdonshire	3.1	3.1	3.1	2.7
Ipswich	3	3	3	3
Isle of Wight	3.5	3.5	3.5	3.5
Islington	5	5	5	4
Kingston	5	5	8	7
Lancaster	4	4	4	4
Leeds	10.5	11.5	13	13
Leicester	12	13	12	12
Lewes	4.25	4.25	4	3.75
Luton	4	4	3	3
Maldon	2	2	2	2
Malvern Hills	3	3	3	3
Manchester City	16	11	11	11
Mansfield	4	6	5	5
Medway	8	9	9	6
Melton	4	4	2	2

Council	Election Staffing	FTE staff	(Part time = 0.5)	
	2015	2017	2019	2021
Mendip	3	3	3	3
Merton	4	4	4	4
Mid Devon	3	3	3	3
Mid Sussex	3.5	3.5	3.5	3.5
Newark & Sherwood	2	2	2	2
Newcastle City	7	7	7	6
Newcastle Under Lyme	3	3	3	4
North Devon	2	2	2	2
North East Lincolnshire	2.5	2.5	2.5	2.5
North Hertfordshire	3	4	4.5	4.5
North Kesteven	2.5	2.5	2.5	2.5
North Warwickshire	3	3	3	3.5
North West Leicestershire	1.6	1.85	1.75	2.05
Norwich	4	3	3	3
Nottingham	6	4.5	7	5
Oadby & Wigston	2	2	2	2
Oldham	4	4	4	4
Oxford	4	4	4	4
Peterborough	5	4	4	4
Plymouth	5	6	8	8
Portsmouth	4	4	5	5
Redbridge	5	6.5	3.5	5.5
Redcar & Cleveland	3.5	3.5	4	4
Reigate Banstead	4	4	3.5	3.5
Richmond & Wandsworth	7	7	6	6
Richmond upon Thames	6	4	6	6
Rossendale	2	2	2	2
Rother	2.5	2.5	2.5	2.5
Rotherham	8	8	8	8
Rugby	3	3	2.67	3.67
Rushcliffe	4	4	4	4
Rutland	0.81	1	2	2

Council	Election Staffing	FTE staff	(Part time = 0.5)	
	2015	2017	2019	2021
Ryedale	0	0	0	0
Sandwell	8	7	4	5
Scarborough	0	0	0	0
Selby	2	2	2	2
Sevenoaks	2	2	3	3
Sheffield	7.8	7.8	7.8	7.8
Solihull	2	2	2.5	2.7
Somerset West & Taunton	2.5	3.5	3.5	3.5
South Derbyshire	4	3	2	3
South Hams	4	3	4	5
South Norfolk	3	3	3	3
South Oxfordshire	3.75	3.75	3.75	3.25
Vale of White Horse (staff joint with South Oxfordshire)	3.75	3.75	3.75	3.25
South Cambridgeshire	3	3	4	4
South Tyneside	4	4	4	4
Spelthorne	4	4	4	4
St Albans	4	4	4.5	4
Stratford on Avon	3.5	3.5	3.5	3.5
Stroud	4	4	4	5
Sunderland	8	7	7	6
Surrey Heath	1	0	0	0
Sutton	5	5	6	6
Swale	4.5	4.5	4.5	5
Swindon	4.25	4	4	4
Tamworth	2	2	2	2
Tandridge	3.5	2.5	1.75	2
Teignbridge	3	3.5	3.5	2.5
Telford	4	4	3.8	4.8
Test Valley	4	4	4	4
Thanet	3	4	2	2.5
Three Rivers	3	3	3	3



<b>Council</b>	<b>Election Staffing</b>	<b>FTE staff</b>	<b>(Part time = 0.5)</b>	
	2015	2017	2019	2021
Tonbridge & Malling	4	3	4	4
Torbay	5	5	5	4.5
Torridge	3	3	3	3
Uttlesford	3	3	5	4
Walsall	6	6	6	6
Warrington	3.5	3	3	3
Warwick	2.5	2.5	4	3.5
Waverley	5	5	5	5
Wealden	4	4	4	4
West Berkshire	2	2	2	2
West Devon	3.7	2.2	2.5	2.2
West Lancashire	2.6	2.6	2.6	2
W Northamptonshire	8.8	9.3	9.3	9.3
West Suffolk	5	5	7	8
Winchester City	4	4	4	4
Windsor & Maidenhead	4	5	4	4
Wokingham	6	4	5	5
Worcester	3	2.3	3	3
Wychavon	5	5	5	4
<b>Average FTE</b>	<b>4.565681818</b>	<b>4.497556818</b>	<b>4.430227273</b>	<b>4.31625</b>
<b>Total Staff</b>	<b>803.56</b>	<b>791.57</b>	<b>779.72</b>	<b>759.66</b>
<b>5.5% reduction in staff</b>				

## Appendix D – Elections Budgets 2015-2021

Council	Budget	If 16/17 = 16				
	2016	2017	2018	2019	2020	2021
Allerdale	89,600	87,520	110,850	90,960	98,720	79,192
Amber Valley	268,400	283,600	275,100	283,600	312,100	282,100
Arun	125,852.01	153,963.40	129,846.78	131,493.21	135,380.28	123,600
Babergh	86,480	87,072.00	108,480.00	150,940.00	164,960.00	
Mid Suffolk	99,095.00	139,232.00	108,250.00	145,710.00	166,100.00	
Barnsley	564,838.00	599,767.00	706,087.00	687,650.00	801,704.00	458,779.00
Barrow	222,580	235,030	265,732	289,100	289,857	328,912
Basingstoke	197,700.00	206,100.00	189,800.00	215,700.00	224,000.00	226,300.00
Bath & NE Somerset	119,207.33	87,511.00	98,694.00	105,768.00	117,828.00	114,959.00
Christchurch & Poole <sup>12</sup>	627,618.00	708,620	869,650.00	525,100.00	496,900.00	496,900.00
Bexley	-	419,000.00	413,000.00	365,000.00	365,000.00	258,000.00
Birmingham	602,563.00	845,885.00	771,457.00	783,957.00	765,718.00	814,001.00
Blackburn with Darwen	270,600.00	218,700.00	185,900.00	190,100.00	186,700.00	250,800.00
Blackpool	146,182.00	124,589.00	105,920.00	108,049.00	111,002.00	114,517.00
Boston	40,735.00	40,311.00	37,534.00	47,393.00	39,709.00	
Bracknell Forest	147,200.00	130,800.00	141,510.00	149,700.00	150,150.00	147,070.00
Bradford	332,900.00	-	344,700.00	350,400.00	357,600.00	364,300.00
Braintree	99,810.00	102,992.00	105,471.00	108,193.00	115,096.00	117,550.00
Brentwood	252,320.00	274,100.00	228,090.00	235,290.00	318,290.00	249,810.00
Brighton & Hove	769,440.00	672,750.00	655,820.00	997,500.00	595,740.00	634,190.00
Broadland	90,119.00	97,622.00	96,300.00	98,500.00	127,826.00	-
Bromley	308,170.00	316,140.00	287,770.00	287,920.00	310,080.00	316,350.00
Broxbourne	21,615.37	22,049.00	23,284.40	24,483.17	24,439.99	-
Broxtowe	37,800.00	46,400.00	46,650.00	46,650.00	47,830.00	49,160.00
Burnley	59,056.00	59,515.00	59,914.00	60,415	60,989.00	61,769.00
Calderdale	177,270.00	181,070.00	233,030.00	238,630.00	244,730.00	244,730.00
Cambridge	313,600.00	211,450.00	350,980.00	338,431.00	377,350.00	392,950.00
Cannock Chase	102,080.00	104,550.00	108,560.00	114,260.00	117,820.00	-

<sup>12</sup> These councils merged their election services during this period.

Council	Budget	If 16/17 = 16				
	2016	2017	2018	2019	2020	2021
Canterbury	319,658.00	297,454.00	251,770.00	234,455.00	225,402.00	239,350.00
Cheltenham	118,300.00	124,900.00	124,900.00	129,770.00	154,870.00	145,210.00
Chorley	109,700.00	113,780.00	116,070.00	109,760.00	81,030.00	81,030.00
City of Westminster	350,000.00	350,000.00	350,000.00	350,000.00	350,000.00	350,000.00
City of Wolverhampton	207,940.00	275,320.00	274,940.00	260,090.00	234,410.00	237,010.00
Copeland	73,051.21	79,953.36	67,504.72	64,317.58	75,847.74	64,055.12
Cornwall	683,000.00	694,007.00	705,000.00	525,352.00	536,500.00	788,800.00
Coventry	159,699.00	162,370.00	169,654.00	172,646.00	183,297.00	181,203.00
Craven	152,580.00	111,030.00	154,042.00	140,394.00	161,639.00	160,831.00
Crawley	236,003.00	200,421.00	286,862.00	322,083.00	242,404.00	257,990.00
Croydon	438,000.00	358,000.00	281,000.00	253,000.00	456,000.00	463,000.00
Dartford	174,800.00	208,950.00	209,950.00	214,580.00	281,230.00	289,710.00
Derby	255,833.00	255,934.00	255,985.00	280,140.00	280,677.00	281,211.00
Derbyshire Dales	94,389.00	65,921.00	81,687.00	64,422.00	66,379.00	88,503.00
Ealing	694,022	701,039	713,231	611,560	619,038	659,711
East Cambridgeshire	76,969.00	76,969.00	79,157.00	80,931.00	75,871.00	-
East Hertfordshire	117,650	119,820.00	144,920.00	152,710.00	160,430.00	166,720.00
East Lindsey	218,500.00	246,700.00	247,300.00	224,000.00	116,800.00	
East Riding	267,950.00	249,950.00	261,770.00	319,810.00	326,000.00	327,790.00
East Suffolk <sup>13</sup>	535,900.00	540,800.00	535,900.00	833,600	544,600.00	599,700.00
Eastbourne	275,950.00	370,900.00	351,100.00	359,900.00	207,650.00	211,000.00
Epping Forest	83,610.00	88,430.00	81,440.00	83,660.00	85,330.00	-
Fenland	217,860.00	206,230.00	213,150.00	291,900.00	172,200.00	195,250.00
Gedling	134,600.00	154,800.00	157,600.00	173,600.00	161,900.00	183,100.00
Gosport	182,300.00	171,140.00	172,280.00	204,260.00	204,270.00	207,540.00
Gravesham	307,120.00	218,150.00	278,060.00	288,310.00	287,830.00	-
Great Yarmouth	262,521.00	167,862.00	149,260.00	170,710.00	176,130.00	163,467.00
Greenwich	505,780.00	509,320.00	501,120.00	517,460.00	468,890.00	468,460.00
Hackney	406,000.00	353,000.00	277,000.00	286,000.00	300,000.00	-

<sup>13</sup> East Suffolk became a 'super-district' in 2019.

Council	Budget	If 16/17 = 16				
	2016	2017	2018	2019	2020	2021
Hambleton	72,001.19	59,262.67	86,695.20	88,704.24	96,360.06	96,290.00
Hammersmith & Fulham	432,850.00	393,550.00	390,600.00	401,200.00	455,300.00	462,100.00
Harborough	86,723.62	70,722.94	73,162.02	61,016.59	63,400.98	-
Haringey	305,900.00	307,600.00	377,600.00	385,820.00	532,270.00	508,990.00
Harlow	308,610.00	337,050.00	370,250.00	404,440.00	392,720.00	394,040.00
Harrogate	316,420.00	325,630.00	290,690.00	279,500.00	285,020.00	291,820.00
Hart	312,492.00	311,558.00	430,455.00	415,370.00	225,301.00	420,755.00
Herefordshire	166,419.00	171,644.00	158,345.00	162,636.00	231,807.00	234,956.00
Hinckley	56,000.00	94,000.00	122,000.00	116,000.00	124,000.00	125,000.00
Hull	422,008.00	425,907.00	367,189.00	471,341.00	513,849.00	473,647.00
Huntingdonshire	224,051.00	231,753.00	208,753.00	206,396.00	208,065.00	211,348.00
Ipswich	89,770.00	94,390.00	96,310.00	107,630.00	114,730.00	115,000.00
Isle of Wight	34,387.00	28,908.00	30,557.00	39,583.00	41,418.00	41,418.00
Islington	417,692.37	479,116.00	452,024.34	426,985.01	433,284.65	410,100.00
Lancaster	105,574.87	109,040.55	114,447.76	120,517.59	124,480.41	-
Leeds	444,970.00	476,140.00	476,020.00	480,650.00	540,020.00	460,250.00
Leicester	565,000.00	543,000.00	553,000.00	558,000.00	562,000.00	-
Luton	103,197.00	127,854.00	80,855.00	101,507.00	118,829.00	121,732.00
Maldon	56,437.00	68,241.00	79,385.00	-	76,800.00	78,922.00
Malvern Hills	143,521.93	109,937.66	131,725.88	136,806.57	162,075.17	152,250.96
Manchester	1,035,865	1,038,865.00	1,047,337.00	1,061,926.00	1,074,817.00	1,187,817.00
Mansfield	158,363.00	170,553.00	169,838.00	185,030.00	169,053.00	197,611.00
Medway	426,672.00	403,121.00	446,545.00	434,611.00	441,685.00	450,063.00
Mendip	336,250.00	372,580.00	351,235.00	476,940.00	512,720.00	-
Merton	359,720.00	365,005.00	369,825.00	376,065.00	344,135.00	359,755.00
Mid Devon	76,920.00	76,920.00	79,360.00	80,560.00	83,110.00	83,710.00
Mid Sussex	245,727.00	274,832.00	284,566.00	290,428.00	301,305.00	281,659.00
Newcastle	190,966.00	231,520.00	255,102.00	253,720.00	218,530.00	-
Newcastle Under Lyme	304,500.00	308,810.00	462,260.00	300,450.00	328,020.00	329,120.00
North Devon	73,770.00	87,310.00	92,000.00	116,320.00	118,060.00	105,650.00
NE Lincolnshire	162,000.00	162,000.00	188,000.00	191,000.00	195,000.00	203,000.00

Council	Budget	If 16/17 = 16				
	2016	2017	2018	2019	2020	2021
N Hertfordshire	140,200.00	125,000.00	118,800.00	172,700.00	146,600.00	142,900.00
North Kesteven	75,000.00	77,000.00	80,000.00	82,000.00	84,000.00	90,000.00
N Warwickshire	21,730.00	22,770.00	24,550.00	110,930.00	25,550.00	23,350.00
NW Leicestershire	51,059.56	56,679.89	55,955.28	51,646.39	53,280.00	71,176.00
Norwich	375,183.00	297,283.00	462,163.00	460,611.00	333,384.00	-
Nottingham	230,807.00	200,952.00	214,080.00	217,909.00	217,909.00	213,265.00
Oadby & Wigston	187,820.00	205,600.00	185,200.00	196,970.00	219,700.00	219,700.00
Oldham	382,920.00	368,810.00	376,200.00	382,230.00	389,320.00	487,820.00
Oxford	310,768.00	314,123.00	317,449.00	320,514.00	322,990.00	325,514.00
Peterborough	170,642.00	238,612.00	246,127.00	214,136.00	228,118.00	220,803.00
Plymouth	325,782.00	327,983.00	187,583.00	155,452.00	152,336.00	134,292.00
Redbridge	342,000.00	339,000.00	336,000.00	454,000.00	447,000.00	447,000.00
Richmond & Wandsworth	680,000.00	680,000.00	691,000.00	687,000.00	650,000.00	650,000.00
Richmond upon Thames	662,800.00	666,000.00	625,000.00	732,700.00	437,500.00	437,400.00
Richmondshire	48,110.00	50,300.00	52,250.00	53,680.00	55,110.00	69,000.00
Rossendale	51,860.00	53,340.00	67,520.00	70,140.00	73,620.00	73,740.00
Rother	150,670.00	139,250.00	159,150.00	162,330.00	172,440.00	-
Rotherham	272,861.00	281,708.00	286,182.00	297,550.00	291,625.00	-
Rugby	158,790.00	213,620.00	205,770.00	159,060.00	178,030.00	177,660.00
Rushcliffe	154,200.00	149,200.00	318,800.00	343,000.00	260,700.00	-
Rutland	31,200.00	65,500.00	79,931.00	90,020.00	89,758.00	92,800.00
Ryedale	72,690.00	61,520.00	62,000.00	185,400.00	104,240.00	150,360.00
Sandwell	786,500.00	770,400.00	712,000.00	677,600.00	615,000.00	615,000.00
Selby	30,580.00	64,640.00	65,060.00	66,280.00	66,540.00	66,930.00
Sevenoaks	49,877.00	68,460.00	76,311.00	96,114.00	94,874.00	76,200.00
Solihull	191,430.00	192,940.00	194,600.00	246,150.00	204,520.00	-
South Derbyshire	316,972.28	132,517.59	140,012.98	157,759.34	284,572.10	163,772.92
South Hams	79,463.00	83,000.00	84,800.00	83,354.00	79,291.00	81,981.00
South Norfolk	98,714.00	107,996.00	136,019.00	125,414.00	159,074.00	-
South Oxfordshire	255,534.00	260,422.00	320,748.00	416,959.00	265,456.00	274,547.00

Council	Budget	If 16/17 = 16				
	2016	2017	2018	2019	2020	2021
Vale of White Horse <sup>14</sup>	245,043.00	247,448.00	306,173.00	331,255.00	251,156.00	247,059.00
South Cambridgeshire	-	232,000.00	276,000.00	342,000.00	369,000.00	394,000.00
South Staffordshire	291,500.00	252,300.00	162,900.00	165,000.00	150,900.00	183,200.00
St Albans	221,619.00	209,910.00	225,569.00	242,908.00	248,041.00	214,261.00
Stockport	190,000.00	198,000.00	202,000.00	207,000.00	213,000.00	198,000.00
Stoke on Trent	203,100.00	152,400.00	148,200.00	156,400.00	156,200.00	-
Stratford on Avon	163,510.00	124,560.00	151,290.00	309,390.00	-	155,894.00
Stroud	340,600.00	329,800.00	330,900.00	204,800.00	226,600.00	186,300.00
Sunderland	272,445.00	268,163.00	282,530.00	300,898.00	313,138.00	315,468.00
Surrey Heath	89,050.00	89,050.00	69,870.00	81,474.00	74,064.00	74,064.00
Sutton	415,800.00	369,300.00	409,700.00	422,100.00	429,500.00	429,500.00
Swale	177,432.93	168,520.04	176,947.99	104,255.72	282,355.36	259,833.45
Swindon	161,500.00	159,000.00	152,600.00	151,600.00	165,350.00	165,250.00
Tamworth	253,150.00	268,310.00	270,870.00	280,620.00	209,380.00	277,510.00
Tandridge	218,500.00	148,500.00	193,400.00	159,930.00	182,030.00	183,830.00
Teignbridge	279,040.00	267,200.00	191,680.00	276,680.00	219,710.00	223,940.00
Telford	237,530.00	255,490.00	269,672.00	260,870.00	258,690.00	326,150.00
Test Valley	139,537.00	111,371.00	117,483.00	118,937.00	131,961.00	132,758.00
Thanet	82,206.00	83,617.86	85,379.00	89,939.38	82,692.00	84,980.00
Three Rivers	101,370.00	84,720.00	98,880.00	122,020.00	126,760.00	129,350.00
Tonbridge & Malling	363,550.00	365,350.00	322,950.00	541,200.00	297,150.00	389,250.00
Torbay	107,600.00	114,100.00	125,700.00	138,000.00	146,900.00	136,000.00
Torridge	140,661.00	133,779.00	135,206.00	126,764.00	133,927.00	132,331.00
Walsall	626,012.00	481,069.00	754,833.00	745,630.00	860,357.00	605,577.00
Warrington	115,578.00	119,917.00	122,314.00	124,759.00	128,189.00	128,189.00
Warwick	488,000.00	624,974.00	784,806.00	776,948.00	413,989.00	-
Waverley	136,307.00	135,323.00	181,295.00	189,344.00	141,728.00	196,456.00
Wealden	140,013.00	140,013.00	147,712.00	140,013.00	143,793.00	143,793.00

<sup>14</sup> Staff joint with South Oxfordshire

Council	Budget	If 16/17 = 16				
	2016	2017	2018	2019	2020	2021
West Berkshire	162,480.00	161,610.00	165,610.00	170,010.00	173,600.00	171,090.00
West Devon	57,307.08	59,637.48	59,531.90	59,547.21	62,066.56	55,000.00
West Lancashire	81,260.40	83,699.20	85,618.00	90,344.80	74,495.20	76,549.20
W Northamptonshire	515,148.08	609,650.08	474,802.50	616,167.50	625,427.00	-
West Suffolk	248,945.00	252,250.00	276,190.00	292,884.00	311,616.00	316,865.00
Winchester City	377,621.00	449,678.00	427,608.00	398,877.00	394,184.00	-
Windsor & Maidenhead	77,800.00	78,300.00	77,900.00	77,570.00	77,470.00	77,400.00
Wokingham	313,690.00	291,040.83	283,858.00	335,370.00	374,670.00	396,230.00
Worcester	112,190.00	139,910.00	136,540.00	150,790.00	123,550.00	117,220.00
<b>Average budget for electoral service team</b>	<b>240,004</b>	<b>240,655</b>	<b>250,019</b>	<b>263,180</b>	<b>251,458</b>	<b>257,070</b>

**Bank of England Inflation from 2016 to present = £267,457**