

## Q1 In a typical week how many hours do you spend on Council business?

Answered: 20 Skipped: 0

#	RESPONSES	DATE
1	40	9/26/2022 1:25 AM
2	9pm-5pm mon-weds sometimes goes into the evening for meetings	9/23/2022 5:28 PM
3	22	9/15/2022 11:30 AM
4	35	9/14/2022 7:09 PM
5	30	9/14/2022 7:17 AM
6	20	9/13/2022 10:55 PM
7	20	9/13/2022 9:24 PM
8	7	9/13/2022 3:06 PM
9	30	9/13/2022 10:23 AM
10	10	9/13/2022 12:49 AM
11	16	9/12/2022 11:43 PM
12	20	9/12/2022 8:06 PM
13	22	9/12/2022 7:55 PM
14	13	9/12/2022 4:38 PM
15	15	9/12/2022 2:50 PM
16	20	9/12/2022 2:17 PM
17	30 hours	9/12/2022 1:28 PM
18	Really quiet minimum 25	9/12/2022 12:25 PM
19	20+	9/12/2022 12:22 PM
20	20 hours	9/12/2022 12:21 PM

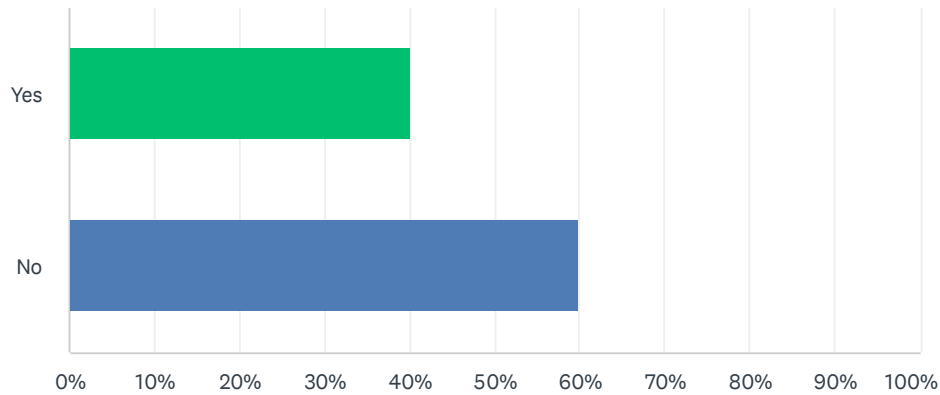
**Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.]Please specify specific roles below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

Answered: 17 Skipped: 3

#	RESPONSES	DATE
1	councillor 20 cabinet 20	9/26/2022 1:25 AM
2	Group Comms officer. Meetings with editor of local paper. meetings with Group Leader. Responding on behalf of the Group to media enquiries. Chasing answers to enquiries. Fielding calls from media. Assisting in regular communications between Cabinet and group members. Average 7 hours per week	9/15/2022 11:30 AM
3	Shadow Cabinet Stronger Communities and Crime Prevention I spend roughly 15 to 20 hours working on this portfolio. When broken down it includes : Licensing Community Safety Youth Offending Domestic Violence Stronger Communities I reach out to Councillors to establish what issues they are having, speak to residents, partners, cabinet and others. I then work on these problems looking for solutions and a way in which to improve the lives of residents, young people and any person living in our great city.	9/14/2022 7:09 PM
4	Cabinet Member - 25 hours	9/14/2022 7:17 AM
5	Cabinet 10 hours Ward work 10 hours	9/13/2022 10:55 PM
6	Deputy Group Leader / Shadow Cabinet - 3 hours pw	9/13/2022 3:06 PM
7	Cabinet Member 20hr Ward Councillor 10hr	9/13/2022 10:23 AM
8	Deputy Leader, 10-12 hours	9/13/2022 12:49 AM
9	Just finished as cabinet member and that was upwards of 30 hours a week.	9/12/2022 11:43 PM
10	varies as it is dependent on what events I am invited to.	9/12/2022 8:06 PM
11	Nil	9/12/2022 7:55 PM
12	Group exec: 5 hours	9/12/2022 4:38 PM
13	Chair of Planning - 5	9/12/2022 2:50 PM
14	5	9/12/2022 2:17 PM
15	Overview & Scrutiny Management Committee (3.5 hours per week) Governance Committee (3.5 hours per week)	9/12/2022 1:28 PM
16	I was Chair of Health Overview and Scrutiny Committee and also Vice Chair of planning in the last financial year. It probably added another 10 hours per week on average	9/12/2022 12:22 PM
17	6 hours	9/12/2022 12:21 PM

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

Answered: 20 Skipped: 0

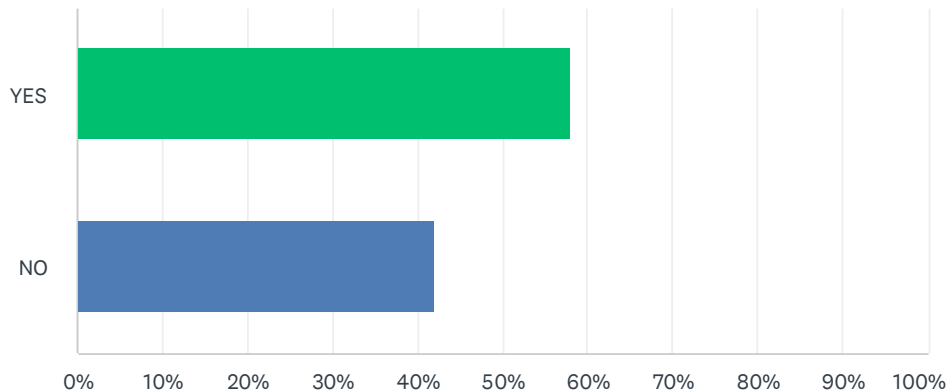


ANSWER CHOICES	RESPONSES	
Yes	40.00%	8
No	60.00%	12
<b>TOTAL</b>		<b>20</b>

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	parking ticket, travel cost	9/26/2022 1:25 AM
2	All my bills, mortgage etc cannot be met by my allowance, however, I'm not able to claim a long term sick payment due to having an allowance	9/14/2022 7:09 PM
3	Childcare	9/13/2022 10:55 PM
4	Shoes, Travel, Phone, Home office (not major but moslty come out of own pocket).	9/13/2022 10:23 AM
5	Childcare for meetings is a massive cost	9/12/2022 11:43 PM
6	As LM you have to put in for Raffles, collections ect. BUT you take on the role knowing this.	9/12/2022 8:06 PM
7	Loss of earnings - I could earn more in the private sector if I relinquished my councillor role, but I believe in the role, which is why I do it.	9/12/2022 7:55 PM
8	more working from home has increased domestic heating and energy costs	9/12/2022 1:28 PM
9	I chose not to claim expenses	9/12/2022 12:22 PM

## Q4 The present level of Basic Allowance payable to all Councillors is £13,900 (linked to the Real Living Wage). Do you think this is appropriate?

Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
YES	57.89%	11
NO	42.11%	8
TOTAL		19

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	higher	9/26/2022 1:25 AM
2	Higher. This is due to not being able to work full time or pick up over time in my day to day job.	9/23/2022 5:37 PM
3	higher, because although the number of hours spent at meetings and doing casework can be managed alongside other work, there are many emergencies, changes to meetings dates and additional meetings, plus phone calls and emails from constituents that make it impossible to earn money elsewhere.	9/15/2022 11:34 AM
4	Higher if you can prove you provide a sufficient level of work, meetings etc which warrants it.	9/14/2022 7:14 PM
5	I think it's very difficult as the Allowance has grown considerably in recent years, which is probably to a level where it shouldn't increase any further. However, it appears to be a challenge for all the political parties in the city to find people able and willing to be a councillor. I feel the size of the allowance may be part of this challenge.	9/13/2022 9:28 PM
6	HIGHER - Unfortunately this level means the requirement for younger members (not retired) to hold down a full time Job alongside their council work - some highly competent individuals have not managed this and have moved on.	9/13/2022 10:33 AM
7	I don't think I can judge this.	9/12/2022 11:44 PM
8	Higher, as there are weeks when you need to work a lot more hours	9/12/2022 2:51 PM
9	The member's basic allowance should be calculated on the basis of the medium wage hour rate annualised at 1,000 hours	9/12/2022 1:41 PM

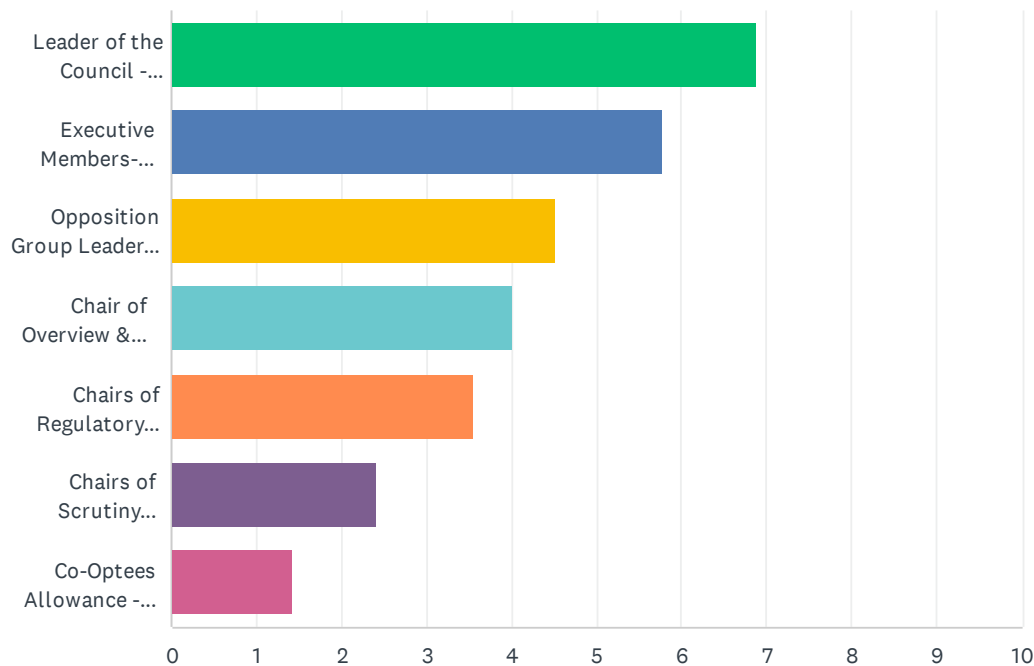
## Q5 If you are able to, please indicate an appropriate level £:

Answered: 10 Skipped: 10

#	RESPONSES	DATE
1	20,000	9/26/2022 1:25 AM
2	16k	9/23/2022 5:37 PM
3	£15,000 (linked to Real Living Wage but calculated on more hours)	9/15/2022 11:34 AM
4	£15,500	9/14/2022 7:14 PM
5	£18'000 basic £36'000 cabinet £54'000 leader	9/13/2022 10:33 AM
6	When I started you never got an allowance, it should reflect an amount that does not encourage people to do it for the money yet be enough for people to not have to work full time.	9/12/2022 8:08 PM
7	£15,000	9/12/2022 2:51 PM
8	Calculations vary. Suggest using best and latest ONS data (probably in the range of £14 per hour)	9/12/2022 1:41 PM
9	£20,000. I won't be standing for election again because I can't justify the amount of hours I put into it for the reward. Being a councillor is an honour and a privilege and we should try and attract the city's most talented people and create a path for them to become an MP, should they so wish. I think the allowance should be higher to allow councillors to work part-time and spend more time in the council offices or seeing residents in their wards.	9/12/2022 12:28 PM
10	I believe the current level is appropriate for the role.	9/12/2022 12:22 PM

**Q6 Special Responsibility Allowances (SRAs) are currently paid as follows: [To assist the Panel to produce a more consistent group of allowances, please can you score each role / position in respect of importance and impact, with 1 being the most important.**

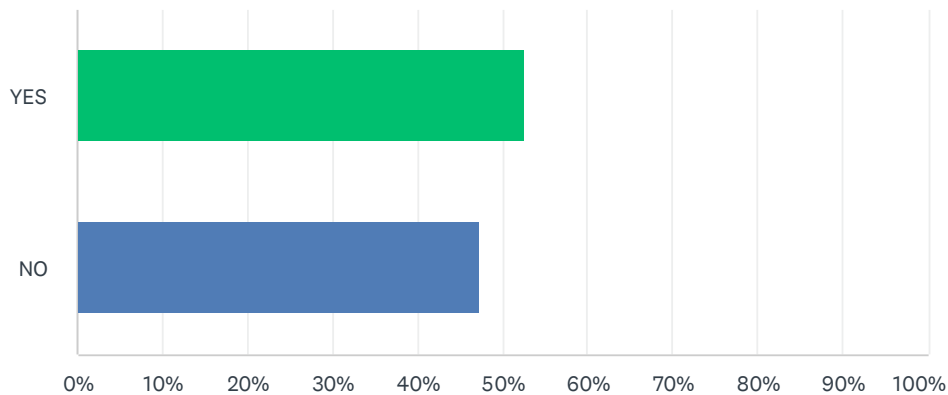
Answered: 19 Skipped: 1



	1	2	3	4	5	6	7	TOTAL	SCORE
Leader of the Council - £27,900	89.47% 17	10.53% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	19	6.89
Executive Members- £13,900	5.56% 1	72.22% 13	16.67% 3	5.56% 1	0.00% 0	0.00% 0	0.00% 0	18	5.78
Opposition Group Leader (per member rate)- £12,163, current rate	5.88% 1	17.65% 3	41.18% 7	5.88% 1	17.65% 3	11.76% 2	0.00% 0	17	4.53
Chair of Overview & Scrutiny Management Committee- £6,950	0.00% 0	0.00% 0	16.67% 3	66.67% 12	16.67% 3	0.00% 0	0.00% 0	18	4.00
Chairs of Regulatory Panels, Committees and Sub Committees- £6,950	0.00% 0	0.00% 0	22.22% 4	16.67% 3	55.56% 10	5.56% 1	0.00% 0	18	3.56
Chairs of Scrutiny Panels, Committees and Sub Committees- £3,475	0.00% 0	0.00% 0	5.26% 1	5.26% 1	15.79% 3	73.68% 14	0.00% 0	19	2.42
Co-Optees Allowance - £719 per annum	0.00% 0	5.26% 1	0.00% 0	5.26% 1	0.00% 0	0.00% 0	89.47% 17	19	1.42

## Q7 Would you like to see any of these changes made to these allowances?

Answered: 19 Skipped: 1

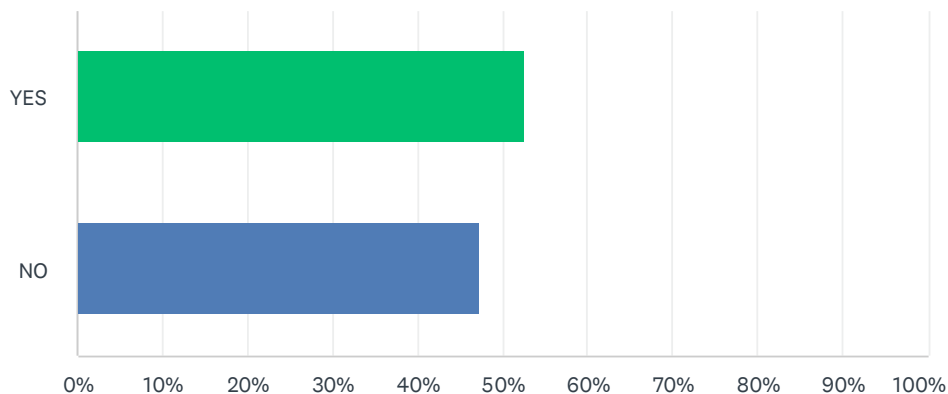


ANSWER CHOICES	RESPONSES
YES	52.63% 10
NO	47.37% 9
TOTAL	19

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	higher allowance and all cllrs get free parking in ward they represent. All cabinet get free parking in all wards.	9/26/2022 1:27 AM
2	Leader should get more. It's a full time job.	9/15/2022 11:37 AM
3	Leader, Exec Members and Chair of OSMC should be higher. The time involved to be Leader/Cab Member effectively is a barrier for people in jobs which are not flexible and low paid. To go to part time involves a sacrifice of both salary and pension contribution. Chair of OSMC is a really important role to hold executives to account that takes up a couple of days a month to prepare properly,	9/14/2022 7:25 AM
4	Should be re-based from basic allowance	9/13/2022 10:37 AM
5	Need to benchmark what other LAs provide leader and executive members with in terms of SRA.	9/13/2022 12:52 AM
6	The workload of the planning and licensing committees is more than the standards and childrens scrutiny panels, so planning and licensing should carry more weighting. Also, it would make more sense if the leader of the council was paid twice the amount of an executive member (or three times the amount of a backbencher).	9/12/2022 7:59 PM
7	I would increase them by £1,100 each for the same reason as the previous question	9/12/2022 2:53 PM
8	SRA should reflect the amount of time committed to the role. In the case of the Leader (and Deputy Leader if appointed) the SRA paid to Executive Members will not suffice so additional annual supplements should be applied at c. £10k p.a for the Leader and £5k p.a. for the Deputy Leader	9/12/2022 1:49 PM
9	Chairs of panels, scrutiny inquiries etc should all have the same allowance	9/12/2022 12:33 PM
10	not in present economic climate even with increase in Council size and population of city	9/12/2022 12:30 PM
11	The leader should have a higher allowance.	9/12/2022 12:23 PM

## Q8 Would you like to see any new SRAs introduced?

Answered: 19 Skipped: 1



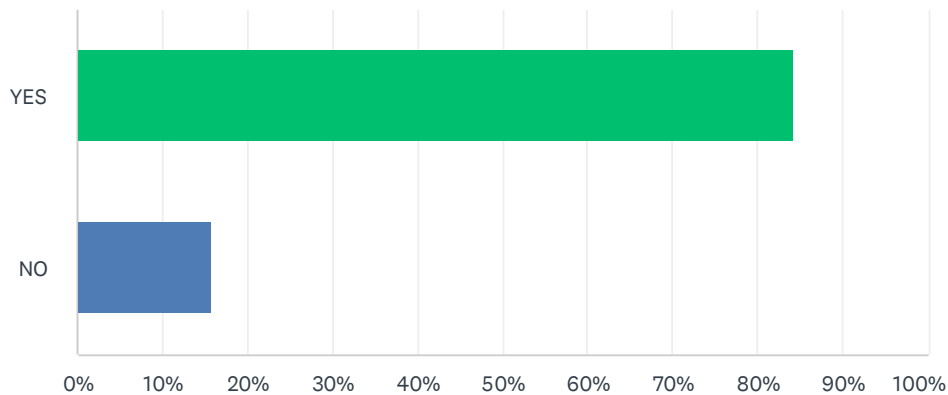
ANSWER CHOICES	RESPONSES
YES	52.63% 10
NO	47.37% 9
TOTAL	19

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	The lord mayor	9/23/2022 5:41 PM
2	Group Whips who are asked to manage council business and liaise cross-party. Plus Vice-Chairs of Committees and Panels.	9/15/2022 11:37 AM
3	I think the Council should consider an additional allowance for the Mayor. It is probably the most demanding council appointment other than the Leader, and although an allowance would slightly change the neutral status of the role, it may make it an option for more people to consider becoming mayor.	9/13/2022 9:31 PM
4	for large statutory outside bodies e.g. PCP	9/13/2022 10:37 AM
5	The mayor should receive at least the same as an executive member. They are the face of the city and it is a virtually full time role. A lack of SRA (generally) prevents younger people from being able to take on the role.	9/12/2022 11:46 PM
6	Having been Deputy leader for a number of years with no SRA, I do feel it would be appropriate for them to receive a small extra SRA maybe around 3.5k	9/12/2022 8:10 PM
7	An SRA for the Lord Mayor. The reason I wouldn't do this job, and refused it once before, is that I cannot afford to be economically inactive for the year. At present, it only suits single people, and pensioners, not working family people.	9/12/2022 7:59 PM
8	Some group exec positions that are considerably time consuming.	9/12/2022 4:39 PM
9	A new role of Deputy Leader should be considered who will receive a differential SRA. Consideration should also be given to extending SRAs to committee/ panel vice chairs, the Mayor and Sherriff in respect of their non ceremonial roles in chairing council meetings. Finally thought should be given to providing SRAs or honoraria (£1000 p.a) to backbench member 'champions' and (where appropriate) honorary aldermen	9/12/2022 1:49 PM
10	Maybe one for all members of the planning panel because it's the committee that probably requires the most time in preparation and meeting length. I think there should also be a pension contribution to the basic allowance but understand that this may be an issue because it's an allowance not employment.	9/12/2022 12:33 PM
11	not in present economic climate	9/12/2022 12:30 PM



## Q9 Dependent Carers' Allowance - Reimbursed at rate upto the Real Living Wage, £9.50 per hour. Do you support the allowance?

Answered: 19 Skipped: 1

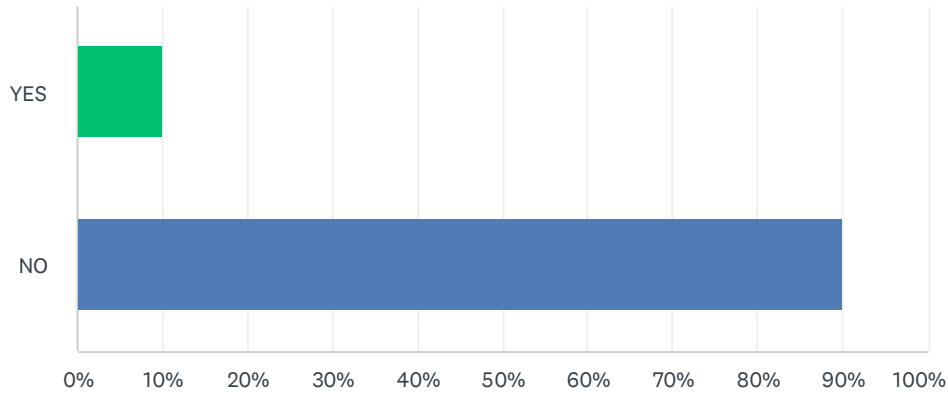


ANSWER CHOICES	RESPONSES	
YES	84.21%	16
NO	15.79%	3
TOTAL		19

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	As a Carer, I have been quoted £27 per hour by a care agency. I realise this is because the agency puts their costs and profits on top of what they pay the carers, but it seems the going rate is more like £11 per hour for carers locally.	9/15/2022 11:38 AM
2	I'm not sure how easy it would be for the Council to work out how many hours were worked, it could be a challenge logistically, although I support removing this potential barrier to stand for council.	9/13/2022 9:33 PM
3	£15	9/13/2022 10:38 AM
4	For members to do the role properly, they should not have to worry how they pay for caring responsibilities.	9/12/2022 8:11 PM
5	This is an important allowance and ensures carers can also serve as cllrs	9/12/2022 2:55 PM
6	This should be higher (e.g. £15 per hour) and reflect the true cost of providing care	9/12/2022 1:50 PM

### Q10 The current scheme of travel allowances are linked to those recommended by HMRC. Do you have any comments on the current scheme for Councillors?

Answered: 20 Skipped: 0

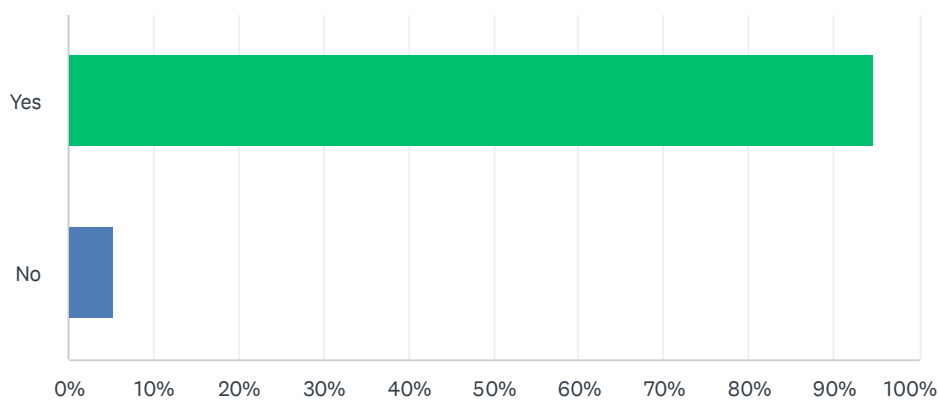


ANSWER CHOICES	RESPONSES
YES	10.00% 2
NO	90.00% 18
TOTAL	20

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	All Councillors should be equipped with annual bus passes to enable them to go about Council business using public transport	9/12/2022 1:54 PM
2	I choose not to claim travel expenses	9/12/2022 12:33 PM

### Q11 Parental Leave Policy for Councillors. Are you supportive of the current Parental Leave Policy for Councillors?

Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	94.74%	18
No	5.26%	1
TOTAL		19

## Q12 If you have any other comments on Members' Allowances, please detail below:

Answered: 10 Skipped: 10

#	RESPONSES	DATE
1	there should be recognition of additional work done by Members who are not on the Cabinet, without taking allowances from the Leader or Cabinet members.	9/15/2022 11:39 AM
2	If you are a portfolio holder I feel you should be given an additional allowance. There is a lot more work to undertake, along with your casework, committees. I want to do everything which is assigned to me to the best of my ability, research it well, visit each area which has a problem, learn about the people and the problems before trying to resolve the issue. Some Cllr's do not have any portfolios, no committees, and don't answer any casework.	9/14/2022 7:23 PM
3	The Parental LEave policy is good, but has not been properly thought through. When a Cabinet Member goes on Parental Leave there is no ability to pay someone else to take on that role. In this case other Cabinet Members had to take on additional work which is unfair. The MA scheme should include a clause to pay for Parental Leave Cover for roles which attract an allowance.	9/14/2022 7:29 AM
4	The allowance needs to compensate for loss of earnings and be pegged to something independent so the current arrangement works.	9/13/2022 11:00 PM
5	No further concerns.	9/13/2022 9:33 PM
6	Wasn't really sure on the dependent carers allowance as I don't know much about it. Best ignore my answer there!	9/12/2022 11:48 PM
7	Some members who have not held a Mayors position are advocating an allowance. I strongly feel this is not appropriate as to take the role you know what the job entails you can claim for a limited number of extra things cloths allowance. If it came with a SRA the wrong people would put them selves forward just for the SRA.	9/12/2022 8:15 PM
8	Some (but not all) of the executive roles for either political party (EG Chair, Sec, Whip) can be quite time consuming yet no roles carry any SRA. This can make recruiting good people for the necessarily exec roles that allow the groups to function difficult, and even if people sign up, they may not feel they can devote the time to it if its not paid. Despite declaring an interest as one of these roles, I objectively and pragmatically feel that it may be time to have a conversation about whether key exec. roles should get some small form of SRA (and even the conversation would raise awareness of the amount of work that goes into these roles).	9/12/2022 4:40 PM
9	Any member receiving a SRA should be expected to complete an annual statement outlining the work undertaken in the year, relevant meetings attended, specialist training (including conferences) accessed. This informatiin should be collated into an annual report which will also provide details of members allowances paid which should be presented in terms of the relevant municipal year as well as financial year etc	9/12/2022 1:54 PM
10	I don't know the details of the policy but glad to see there is one.	9/12/2022 12:33 PM

## Q13 Name:

Answered: 16 Skipped: 4

#	RESPONSES	DATE
1	Cllr Sally Goodfellow	9/23/2022 5:45 PM
2	Vivienne Windle	9/15/2022 11:39 AM
3	Cllr Sarah M Vaughan	9/14/2022 7:23 PM
4	Lorna Fielker	9/14/2022 7:29 AM
5	Sarah Bogle	9/13/2022 11:00 PM
6	Alex Houghton	9/13/2022 9:33 PM
7	Jeremy Moulton	9/13/2022 3:08 PM
8	Matt Renyard	9/13/2022 10:38 AM
9	Cllr Darren Paffey	9/13/2022 12:52 AM
10	James Baillie	9/12/2022 11:48 PM
11	Lord Mayor Rayment	9/12/2022 8:15 PM
12	Cllr Warwick Payne	9/12/2022 8:01 PM
13	Cllr Hannah Coombs	9/12/2022 2:55 PM
14	Dave Shields	9/12/2022 1:54 PM
15	Cllr Prior	9/12/2022 12:33 PM
16	David Fuller	9/12/2022 12:24 PM