

Q1 In a typical week how many hours do you spend on the non -
executive councillor role?

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	7 - 10	4/22/2022 12:16 PM
2	10 hours	4/17/2022 5:12 PM
3	6 hours	4/13/2022 12:28 PM
4	10-20	4/13/2022 11:58 AM
5	10	4/12/2022 9:27 AM
6	30	4/12/2022 12:24 AM
7	14	4/11/2022 7:24 PM
8	10 hours	4/11/2022 6:57 PM
9	3 hours	4/11/2022 3:57 PM
10	4	4/11/2022 3:19 PM
11	5	4/11/2022 2:25 PM
12	10	4/11/2022 1:43 PM
13	16	4/11/2022 1:31 PM
14	45	4/11/2022 1:25 PM
15	17.5	4/11/2022 12:46 PM
16	20	4/11/2022 12:40 PM

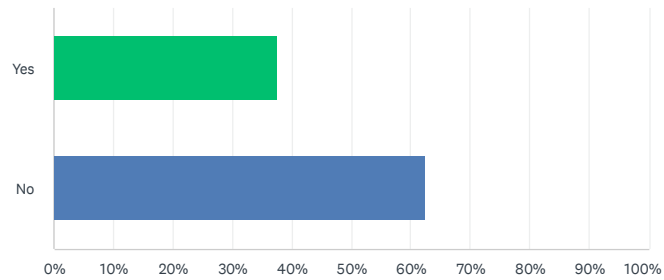
Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.]Please specify specific roles below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

Answered: 13 Skipped: 3

#	RESPONSES	DATE
1	10	4/22/2022 12:16 PM
2	Cabinet Member for Health and Wellbeing 20-30 hours	4/17/2022 5:12 PM
3	13 hours Cabinet Member 2 Hour Vice Chair Area Comm, Chair JTB	4/13/2022 12:28 PM
4	20 hours sometimes more	4/13/2022 11:58 AM
5	Deputy cabinet member. On a busy week I can spend about 15 hours in meetings both internal and external. Now that more is happening in person travel time will need to be added. As a chair person can spend up to 2 hours preparing for a meeting	4/12/2022 9:27 AM
6	Chair of Area Committee 2hrs	4/12/2022 12:24 AM
7	Deputy Leader of the opposition 4 hours	4/11/2022 6:57 PM
8	2	4/11/2022 3:19 PM
9	Council Leader 30	4/11/2022 2:25 PM
10	Dep. cabinet member for housing 20	4/11/2022 1:43 PM
11	Area ctte Chair 6hr/wk	4/11/2022 1:25 PM
12	5	4/11/2022 12:46 PM
13	Group Leader 5 hours per week Cabinet Member 20 hours per week	4/11/2022 12:40 PM

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

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	37.50%	6
No	62.50%	10
TOTAL		16

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	However, during the pandemic working from home my gas and electric bills doubled. But "hopefully" this is a one off!!!	4/17/2022 5:12 PM
2	Additional time off work for extraordinary meetings also external appointments do demand a lot on occasion considering we are often the only panel member there not paid for a full time job somewhere.	4/11/2022 7:24 PM
3	Attending Parish Council meetings	4/11/2022 6:57 PM
4	Travelling to site / locations	4/11/2022 3:57 PM
5	travel expenses to see constituents, attend parish meetings etc	4/11/2022 1:31 PM
6	costs of internet & phone £73.54 less £16.40 allowance less tax	4/11/2022 1:25 PM

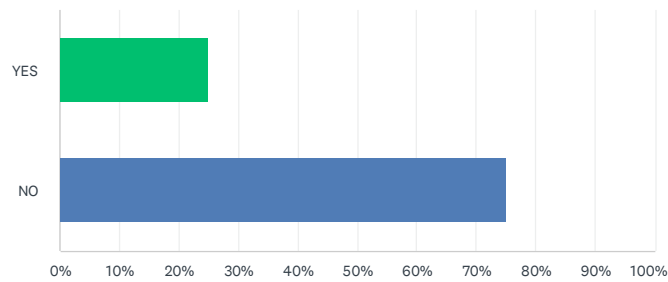
Q4 Government guidance states that "it is important that some element of the work of Councillors continues to be voluntary". As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time Councillors expect to give without any financial remuneration. Accordingly, what do you feel is an acceptable amount of time to be given, unremunerated, if any, expressed as a percentage?

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	30%	4/22/2022 12:16 PM
2	10/20% however, if you are giving up paid work hours, ie dont work, dont get paid, this does need to be taken into consideration.	4/17/2022 5:12 PM
3	30%. However it is worth noting I already spend 8/9 hours a week unpaid as a Parish councillor	4/13/2022 12:28 PM
4	50%	4/13/2022 11:58 AM
5	I think this will depend on financial circumstances and is a difficult question to answer. In my view councillors should be remunerated for all their work and this would encourage a more diverse group of people to stand for local government .	4/12/2022 9:27 AM
6	50%	4/12/2022 12:24 AM
7	Maybe 2 hours a week. I think it is unreasonable for people in full time unemployment to give up their working week for free. We would have much younger and accurate representation than we do now.	4/11/2022 7:24 PM
8	25%	4/11/2022 6:57 PM
9	Identify the what is considered voluntary elements	4/11/2022 3:57 PM
10	20%	4/11/2022 3:19 PM
11	5 hours	4/11/2022 2:25 PM
12	20%	4/11/2022 1:43 PM
13	20%	4/11/2022 1:31 PM
14	40	4/11/2022 1:25 PM
15	25%	4/11/2022 12:46 PM
16	40%	4/11/2022 12:40 PM

Q5 The present level of Basic Allowance payable to all Councillors is £5,663.94. Do you think this is appropriate?

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	25.00%	4
NO	75.00%	12
TOTAL		16

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher, more meetings to attend, impact on home life evenings	4/22/2022 12:16 PM
2	Difficult because some councillors knock themselves out on behalf of their residents and some do very little.	4/17/2022 5:15 PM
3	Higher	4/13/2022 11:58 AM
4	I think it should be enough for someone to be able to work part time and still be a councillor	4/12/2022 9:28 AM
5	Higher	4/11/2022 7:24 PM
6	Higher	4/11/2022 6:57 PM
7	Higher	4/11/2022 4:00 PM
8	HIGHER	4/11/2022 2:25 PM
9	Higher - most hours involve reading agendas etc- unseen	4/11/2022 1:45 PM
10	higher, with committees members will have more work & resp	4/11/2022 1:34 PM
11	Higher, particularly as we move to committee system	4/11/2022 1:32 PM
12	Higher	4/11/2022 12:47 PM
13	Higher, with move to committee system, all councillors will see an increase in their workloads and level of responsibility. in addition higher levels of allowance have been linked to increased diversity of candidates and councillors.	4/11/2022 12:42 PM

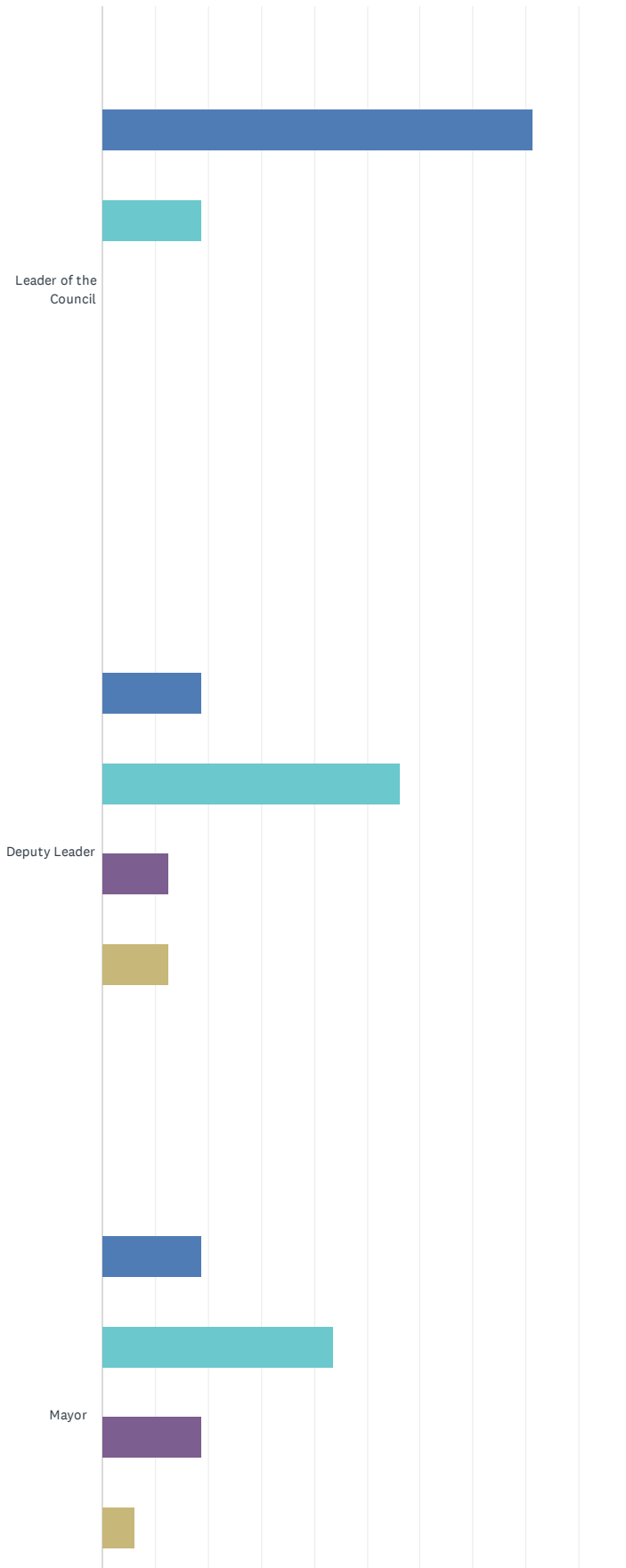
Q6 If you are able to, please indicate an appropriate level £:

Answered: 13 Skipped: 3

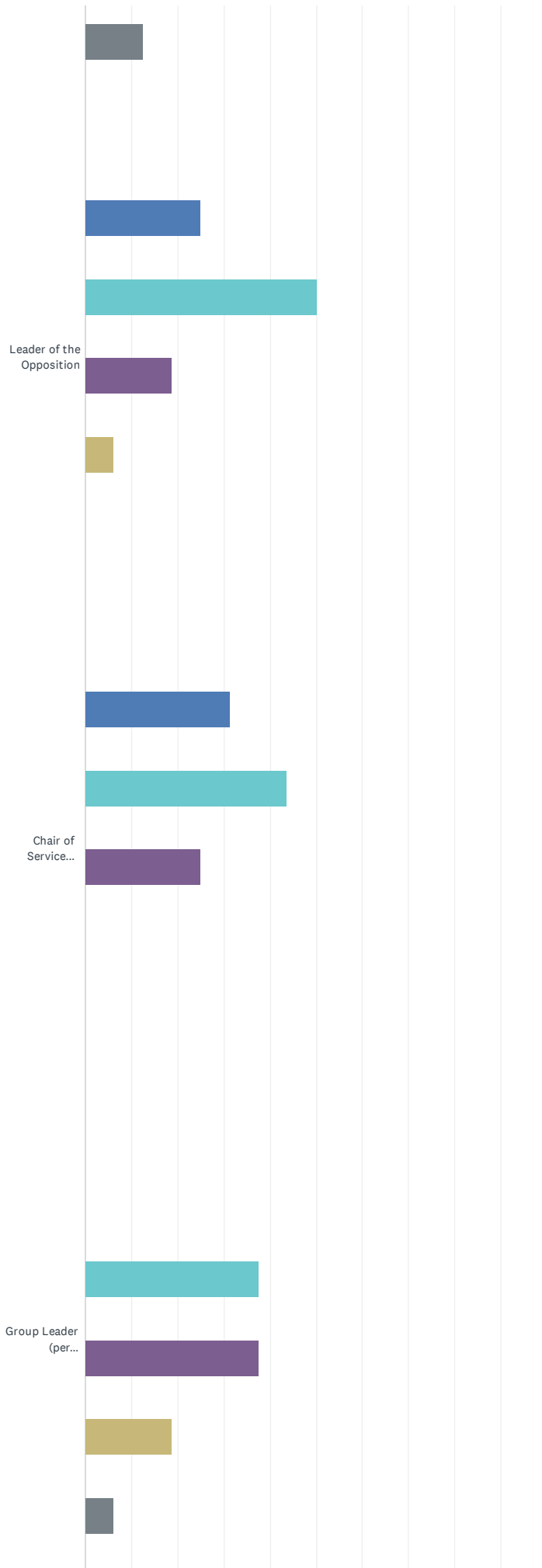
#	RESPONSES	DATE
1	£7000 - £7500	4/22/2022 12:16 PM
2	£6,500.	4/17/2022 5:15 PM
3	£9000	4/13/2022 11:58 AM
4	10,000	4/12/2022 9:28 AM
5	12,000	4/11/2022 7:24 PM
6	£7500.00	4/11/2022 6:57 PM
7	An increase that reflects the current cost of fuel, printer ink, postage thus avoiding attending & the travel cost re attending Swale House.	4/11/2022 4:00 PM
8	£7000	4/11/2022 2:25 PM
9	Basic £10,000	4/11/2022 1:45 PM
10	£7500	4/11/2022 1:34 PM
11	10,000	4/11/2022 1:32 PM
12	9000	4/11/2022 12:47 PM
13	£7,500 p.a. +	4/11/2022 12:42 PM

Q7 Special Responsibility Allowances (SRAs) will be considered by the IRP: To assist the Panel to produce a more consistent group of allowances, please can you score each role / position in terms of importance.

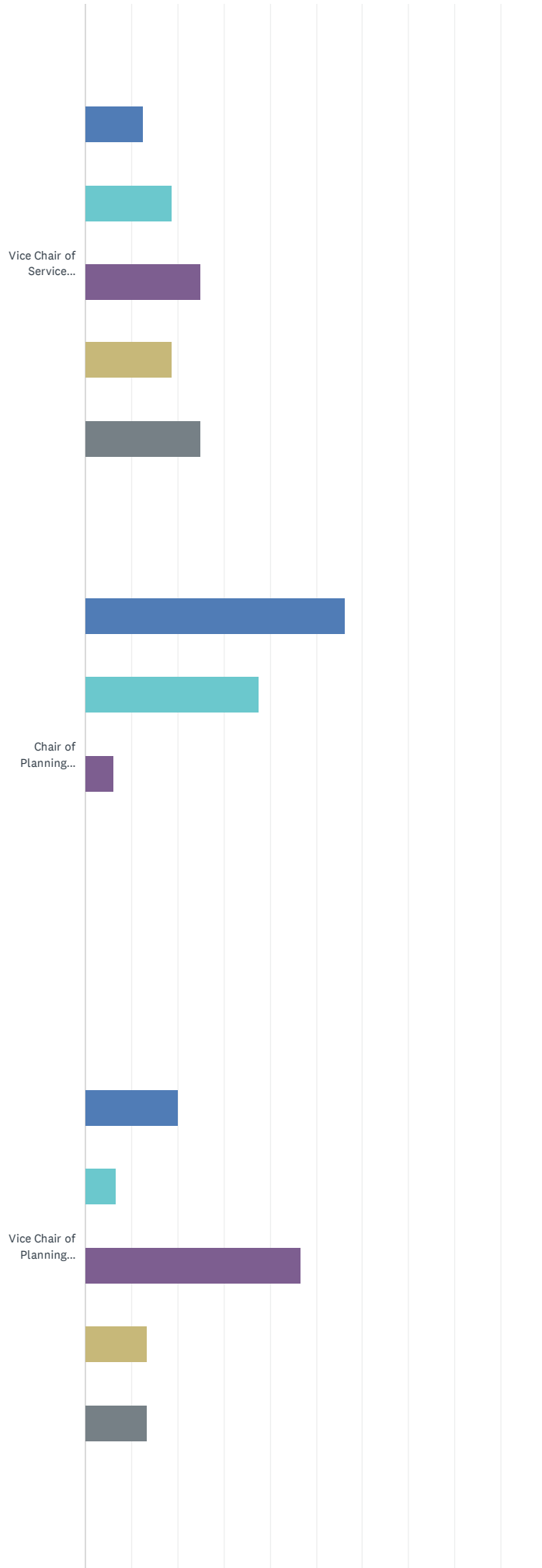
Answered: 16 Skipped: 0



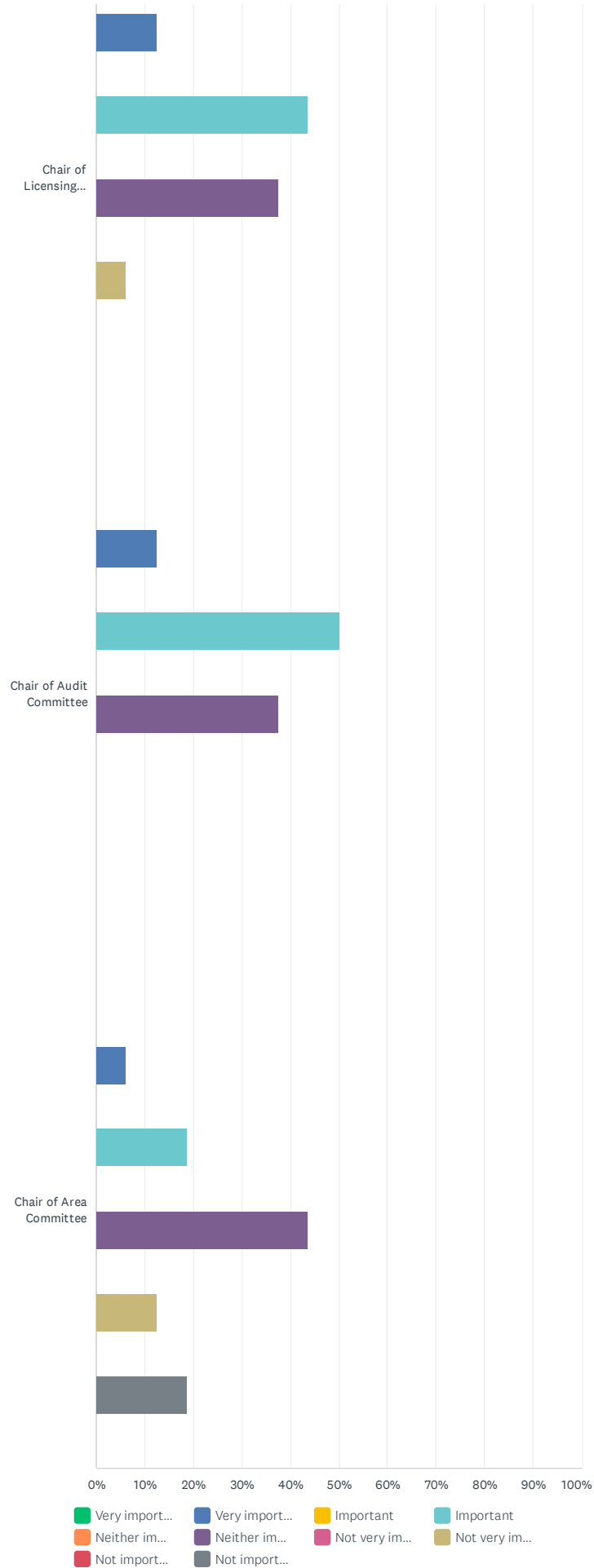
Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire
2022



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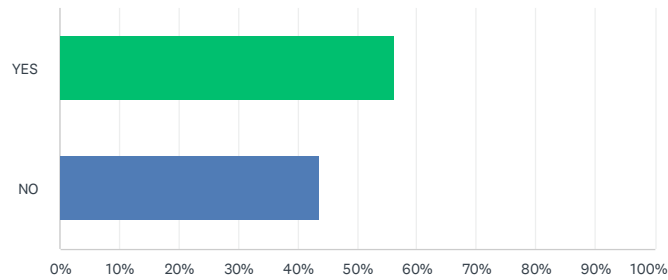


Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire
2022

	VERY IMPORTANT	VERY IMPORTANT	IMPORTANT	IMPORTANT	NEITHER IMPORTANT OR NOT IMPORTANT	NEITHER IMPORTANT OR NOT IMPORTANT	NOT VERY IMPORTANT	NOT VERY IMPORTANT	NOT IMPORTANT AT ALL
Leader of the Council	0.00% 0	81.25% 13	0.00% 0	18.75% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader	0.00% 0	18.75% 3	0.00% 0	56.25% 9	0.00% 0	12.50% 2	0.00% 0	12.50% 2	0.00% 0
Mayor	0.00% 0	18.75% 3	0.00% 0	43.75% 7	0.00% 0	18.75% 3	0.00% 0	6.25% 1	0.00% 0
Leader of the Opposition	0.00% 0	25.00% 4	0.00% 0	50.00% 8	0.00% 0	18.75% 3	0.00% 0	6.25% 1	0.00% 0
Chair of Service Committee	0.00% 0	31.25% 5	0.00% 0	43.75% 7	0.00% 0	25.00% 4	0.00% 0	0.00% 0	0.00% 0
Group Leader (per councillor)	0.00% 0	0.00% 0	0.00% 0	37.50% 6	0.00% 0	37.50% 6	0.00% 0	18.75% 3	0.00% 0
Vice Chair of Service Committee	0.00% 0	12.50% 2	0.00% 0	18.75% 3	0.00% 0	25.00% 4	0.00% 0	18.75% 3	0.00% 0
Chair of Planning Committee	0.00% 0	56.25% 9	0.00% 0	37.50% 6	0.00% 0	6.25% 1	0.00% 0	0.00% 0	0.00% 0
Vice Chair of Planning Committee	0.00% 0	20.00% 3	0.00% 0	6.67% 1	0.00% 0	46.67% 7	0.00% 0	13.33% 2	0.00% 0
Chair of Licensing Committee	0.00% 0	12.50% 2	0.00% 0	43.75% 7	0.00% 0	37.50% 6	0.00% 0	6.25% 1	0.00% 0
Chair of Audit Committee	0.00% 0	12.50% 2	0.00% 0	50.00% 8	0.00% 0	37.50% 6	0.00% 0	0.00% 0	0.00% 0
Chair of Area Committee	0.00% 0	6.25% 1	0.00% 0	18.75% 3	0.00% 0	43.75% 7	0.00% 0	12.50% 2	0.00% 0

Q8 Would you like to see any of these changes made to these allowances?

Answered: 16 Skipped: 0

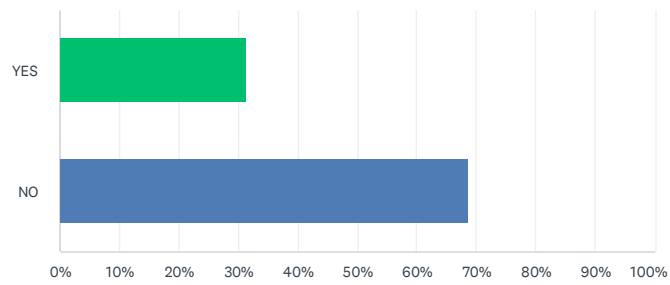


ANSWER CHOICES	RESPONSES	
YES	56.25%	9
NO	43.75%	7
TOTAL		16

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	The importance of the role, does not necessarily take into account the statutory responsibility or the volume and complexity of the work involved. In a Committee structure I see little point in an SRA at all for DEputy Chairs as they have effectively no role and certainly no responsibility. The role of Area Committee Chair appears to be overstated, the committees do very little and have become a complex forum to give out limited sums of money, other ways to conduct that business could/should be explored	4/22/2022 12:23 PM
2	Councils Committee Chairs	4/13/2022 12:01 PM
3	Area committee doesn't need an allowance. MOST vice chairs really do not need an allowance. Their role is to chair meetings in the absence of the chair. The chairs allowance is not for chairing the meeting it is for any additional responsibilities.	4/11/2022 7:27 PM
4	Officers are the experts in my opinion & members of committees rely on the officer experts	4/11/2022 4:04 PM
5	change to committee system	4/11/2022 1:37 PM
6	As we move to the committee system	4/11/2022 1:34 PM
7	Vice chairs should receive that of chairs as they step in sometimes at very short notice and have to be on top of all committee work	4/11/2022 12:49 PM
8	Group leaders should receive same amount regardless of number of members in their group.	4/11/2022 12:44 PM

Q9 Would you like to see any new SRAs introduced?

Answered: 16 Skipped: 0

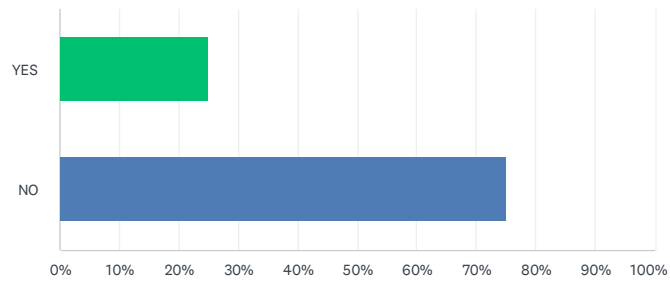


ANSWER CHOICES	RESPONSES	
YES	31.25%	5
NO	68.75%	11
TOTAL		16

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Committee Chairs & deputies under new committee system	4/13/2022 12:01 PM
2	Chair of standards should be remunerated. They have a roll of helping to maintain a positive culture within the council.	4/12/2022 9:33 AM
3	Specific external appointments	4/11/2022 7:27 PM
4	Vice chair allowances at half of chairs on service and planning committee	4/11/2022 12:49 PM
5	Chair of standards should also receive an allowance	4/11/2022 12:44 PM

Q10 Dependent Carers' Allowance - Reimbursed at the following rates:-
Childcare- At cost upon production of receipts- Specialist Care - At cost
upon production of receipts
Would you like to see any changes to this allowance?

Answered: 16 Skipped: 0

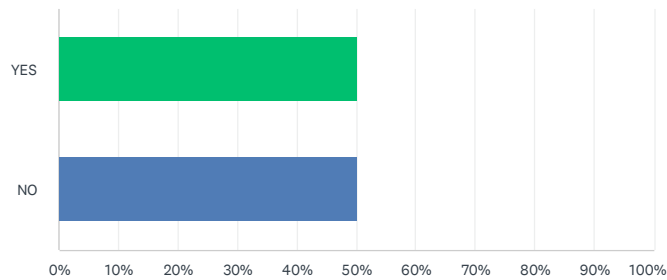


ANSWER CHOICES	RESPONSES	
YES	25.00%	4
NO	75.00%	12
TOTAL		16

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	As cost	4/13/2022 12:02 PM
2	Realistically most affordable child care would not be able to provide a receipt.	4/11/2022 7:28 PM
3	I'd like to see a basic element of this paid upfront to ensure councillors with caring responsibilities have the funds available to pay for care provision rather than waiting for reimbursement.	4/11/2022 12:46 PM

Q11 The current scheme of travel allowances are linked to those recommended by HMRC. The current subsistence allowances are linked to those paid to officers. Do you have any comments on the current scheme for Councillors?

Answered: 16 Skipped: 0

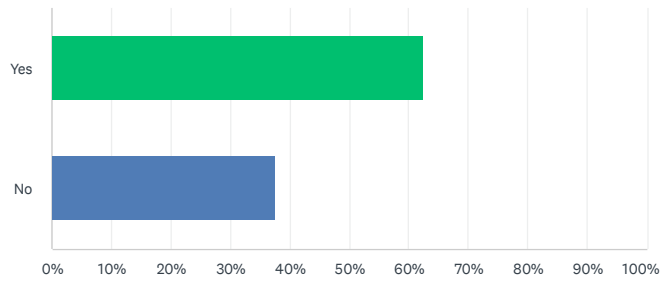


ANSWER CHOICES	RESPONSES	
YES	50.00%	8
NO	50.00%	8
TOTAL		16

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	The council should be looking to minimise expenditure on car travel for both financial and environmental reasons and I would be keen to see a review of this area to look at ways of reducing car use	4/13/2022 12:45 PM
2	The price of fuel has risen dramatically and there should be some kind of way that keeps up with this as the cost of living crisis starts to pinch	4/12/2022 9:35 AM
3	Shouldn't be able to claim transport. Staff don't claim travel to work so why should we.	4/11/2022 7:30 PM
4	Mileage should be higher	4/11/2022 7:00 PM
5	mileage allowance needs to be increased	4/11/2022 4:07 PM
6	cost of fuel is rising	4/11/2022 1:39 PM
7	Travel allowance should be payable for all councillor duties, not just meeting of committees on which a member sits or meetings with officers.	4/11/2022 1:35 PM
8	Fuel has gone up massively but the fuel allowance hasn't	4/11/2022 12:50 PM
9	Councillors should also be able to claim the additional 5p per business mile for each passenger, as per HMRC guidance.	4/11/2022 12:50 PM

Q12 Parental Leave Policy for Councillors. Are supportive of a Parental Leave Policy for Councillors?

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	62.50%	10
No	37.50%	6
TOTAL		16

**Q13 If you have any other comments on Members' Allowances, please
detail below:**

Answered: 5 Skipped: 11

#	RESPONSES	DATE
1	Once agreed the annual raise should be aligned to staff increases and occur automatically	4/22/2022 12:24 PM
2	I have lost money from my work to carry out my council functions	4/13/2022 12:03 PM
3	Although SRA is not a job I think it is unreasonable to ask someone to give it up during parental leave as they may have made long term commitments because of it in their schedule.	4/11/2022 7:30 PM
4	Needs to be increased to cover the cost of travel, correspondence & communications	4/11/2022 4:07 PM
5	In an ideal world allowances would be equivalent to those paid to councillors in Scotland, to assist with increasing the pool of candidates and diversity of the council. It should also be made clear if councillors can claim travel expenses for travel to outside body appointments.	4/11/2022 12:50 PM

Q14 Name (optional):

Answered: 7 Skipped: 9

#	RESPONSES	DATE
1	ANGELA HARRISON	4/17/2022 5:18 PM
2	Julian Saunders	4/13/2022 12:45 PM
3	Richard Palmer	4/13/2022 12:03 PM
4	Steve Davey	4/12/2022 12:26 AM
5	Cllr Derek Carnell	4/11/2022 3:22 PM
6	Roger Truelove	4/11/2022 2:28 PM
7	Ken Ingleton	4/11/2022 1:39 PM