

Members' Allowances – Questionnaire 2016

1. In a typical week how many hours do you spend on council business relevant to your role as a front-line councillor?

- | | |
|------------|--------|
| 1. 20 - 25 | 11. 28 |
| 2. 18 | 12. 12 |
| 3. 8 | 13. 14 |
| 4. 13 | 14. 21 |
| 5. 12 | 15. 24 |
| 6. 8 | 16. 20 |
| 7. 15 | 17. 54 |
| 8. 16 | 18. 20 |
| 9. 62 | 19. 20 |
| 10. 18 | 20. 24 |

Please indicate how this time will be spent:

a) Attending meetings (including travelling)

- | | |
|-----|----|
| 1. | 10 |
| 2. | 18 |
| 3. | 5 |
| 4. | 3 |
| 5. | 4 |
| 6. | 4 |
| 7. | 4 |
| 8. | 8 |
| 9. | 40 |
| 10. | 4 |
| 11. | 12 |
| 12. | 7 |
| 13. | 6 |
| 14. | 3 |
| 15. | 9 |
| 16. | 6 |
| 17. | 26 |
| 18. | 8 |
| 19. | 10 |
| 20. | 10 |

b) Community/Parish representation

- | | |
|-----|---|
| 1. | 5 |
| 2. | 4 |
| 3. | 2 |
| 4. | 4 |
| 5. | Nil hours (member of the Town Council so that covers the area). |
| 6. | 1 |
| 7. | 4 |
| 8. | 4 |
| 9. | 6 |
| 10. | 4 |
| 11. | 3 |
| 12. | 2 |
| 13. | 3 |
| 14. | 1 |
| 15. | 2 |
| 16. | / |
| 17. | 4 |
| 18. | 4 |
| 19. | 2 |
| 20. | 4 |

c) Case work (dealing with particular issues in your ward)

- | | |
|-----|----|
| 1. | 5 |
| 2. | 6 |
| 3. | 2 |
| 4. | 1 |
| 5. | 2 |
| 6. | 1 |
| 7. | 1 |
| 8. | 2 |
| 9. | 8 |
| 10. | 4 |
| 11. | 10 |
| 12. | 2 |
| 13. | 3 |
| 14. | 15 |
| 15. | 10 |
| 16. | 12 |
| 17. | 4 |
| 18. | 4 |
| 19. | 5 |

| | | |
|-------------|-----|-------|
| d) Research | 1. | 3 - 5 |
| | 2. | 4 |
| | 3. | 2 |
| | 4. | 3 |
| | 5. | 7 |
| | 6. | 2 |
| | 7. | 3 |
| | 8. | 2 |
| | 9. | 8 |
| | 10. | 6 |
| | 11. | 3 |
| | 12. | 1 |
| | 13. | 2 |
| | 14. | 2 |
| | 15. | 3 |
| | 16. | 2 |
| | 17. | 15 |
| | 18. | 4 |
| | 19. | 3 |
| | 20. | 5 |

2. In a typical week, how many hours do you spend on council business relevant to the role(s) that you hold in addition to front-line councillor?
Please provide details separately for each role if more than one additional role is held.

| Role 1 | Role 2 | Role 3 | Role 4 |
|------------|----------|--------|--------|
| 1. 15 - 20 | 1. 3 - 5 | 1. 0 | 1. 0 |
| 2. 1 | 2. 3 | 2. 0 | 2. 0 |
| 3. 25 | 3. 2 | 3. 2 | 3. 0 |
| 4. 14 | 4. 0 | 4. 0 | 4. 0 |
| 5. 4 | 5. 2 | 5. 4 | 5. 2 |
| 6. 0 | 6. 0 | 6. 0 | 6. 0 |
| 7. 15 | 7. 27 | 7. 8 | 7. 15 |
| 8. 0 | 8. 24 | 8. 0 | 8. 0 |
| 9. 0 | 9. 0 | 9. 0 | 9. 0 |
| 10. 0 | 10. 0 | 10. 0 | 10. 0 |
| 11. 0 | 11. 0 | 11. 0 | 11. 0 |
| 12. 2 | 12. 0 | 12. 0 | 12. 0 |
| 13. 3 | 13. 1 | 13. 0 | 13. 0 |
| 14. 3 | 14. 4 | 14. 2 | 14. 5 |
| 15. 0 | 15. 0 | 15. 0 | 15. 0 |
| 16. 0 | 16. 0 | 16. 0 | 16. 0 |
| 17. 0 | 17. 0 | 17. 0 | 17. 0 |
| 18. 0 | 18. 0 | 18. 0 | 18. 0 |
| 19. 0 | 19. 0 | 19. 0 | 19. 0 |
| 20. 14 | 20. 0 | 20. 0 | 20. 0 |

| Please indicate how this time is spent and give separate answers for each additional role held: | Role 1 | Role 2 | Role 3 | Role 4 |
|---|-----------|----------|--------|--------|
| a) Attending meetings (including travelling) | 1. 5 - 10 | 1. 3 - 5 | 1. 0 | 1. 0 |
| | 2. 18 | 2. 3 | 2. 18 | 2. 18 |
| | 3. 13 | 3. 0.5 | 3. 0.5 | 3. 0 |
| | 4. 5 | 4. 0 | 4. 0 | 4. 0 |
| | 5. 12 | 5. 12 | 5. 12 | 5. 12 |
| | 6. / | 6. / | 6. / | 6. / |
| | 7. 4 | 7. / | 7. / | 7. / |
| | 8. / | 8. / | 8. / | 8. / |
| | 9. / | 9. / | 9. / | 9. / |
| | 10. / | 10. / | 10. / | 10. / |
| | 11. / | 11. / | 11. / | 11. / |
| | 12. / | 12. / | 12. / | 12. / |
| | 13. 2 | 13. 1 | 13. / | 13. / |
| | 14. 3 | 14. 4 | 14. 2 | 14. 5 |
| | 15. 24 | 15. 24 | 15. 24 | 15. 24 |
| | 16. 20 | 16. 20 | 16. 20 | 16. 20 |
| | 17. 54 | 17. 54 | 17. 54 | 17. 54 |
| | 18. 20 | 18. 20 | 18. 20 | 18. 20 |
| | 19. 20 | 19. 20 | 19. 20 | 19. 20 |
| | 20. 24 | 20. 24 | 20. 24 | 20. 24 |

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| b) Community representation | 1. 5 2. / 3. 2 4. 1 5. / 6. / 7. 4 8. / 9. / 10. / 11. / 12. / 13. / 14. 1 15. / 16. / 17. / 18. / 19. / 20. 4 | 1. nil 2. / 3. / 4. / 5. / 6. / 7. 4 8. 4 9. / 10. / 11. / 12. / 13. / 14. 6 15. / 16. / 17. / 18. / 19. / 20. / | 1. 0 2. / 3. / 4. / 5. / 6. / 7. 2 8. / 9. / 10. / 11. / 12. / 13. / 14. 1 15. / 16. / 17. / 18. / 19. / 20. / | 1. 0 2. / 3. / 4. / 5. / 6. / 7. 3 8. / 9. / 10. / 11. / 12. / 13. / 14. 7 15. / 16. / 17. / 18. / 19. / 20. / |
| c) Case work (dealing with particular issues relevant to the role) | 1. 3 2. / 3. 5 4. 2 5. / 6. / 7. 4 8. / 9. / 10. / 11. / 12. / 13. / 14. 5 15. / 16. / 17. / 18. / 19. / 20. 2 | 1. / 2. / 3. / 4. / 5. / 6. / 7. 8 8. 2 9. / 10. / 11. / 12. / 13. / 14. 8 15. / 16. / 17. / 18. / 19. / 20. / | 1. / 2. / 3. 0.5 4. / 5. / 6. / 7. 2 8. / 9. / 10. / 11. / 12. / 13. / 14. 3 15. / 16. / 17. / 18. / 19. / 20. / | 1. / 2. / 3. / 4. / 5. / 6. / 7. 4 8. / 9. / 10. / 11. / 12. / 13. / 14. 3 15. / 16. / 17. / 18. / 19. / 20. / |
| d) Research | 1. 1 2. 1 3. 5 4. 6 5. / 6. / 7. 3 8. / 9. / 10. / 11. / 12. / 13. 1 14. 1 15. / 16. / 17. / 18. / 19. / 20. 4 | 1. / 2. / 3. 1.5 4. / 5. / 6. / 7. 5 8. 2 9. / 10. / 11. / 12. / 13. / 14. 1 15. / 16. / 17. / 18. / 19. / 20. / | 1. / 2. / 3. 1 4. / 5. / 6. / 7. 2 8. / 9. / 10. / 11. / 12. / 13. / 14. 1 15. / 16. / 17. / 18. / 19. / 20. / | 1. / 2. / 3. / 4. / 5. / 6. / 7. 2 8. / 9. / 10. / 11. / 12. / 13. / 14. 1 15. / 16. / 17. / 18. / 19. / 20. / |
| 3. Do you incur any significant costs which you believe are not covered by your present allowance? | <p>1. Yes. Regular In Touch newsletters and other flyers Advice surgery venue hire costs. Wear and tear to vehicle / clothing. There is an expectation that councillors have access to a vehicle and smart phone at their own expense. these simply could not be afforded on the allowance rates presently awarded.</p> <p>2. Yes. No specific costs but time lost (in deputy role) when I could be working my day job.</p> <p>3. No.</p> <p>4. Yes. The cost of home IT system is around £400 at least 75% of which is council business. Travel to Swale is for officer meetings and to committees as group leaders of which I am not a member.</p> <p>5. No.</p> <p>6. No.</p> <p>7. Yes. I incur travel cost and attend meetings on behalf of Sheppey matters that are not recoverable from SBC although I represent SBC. My time and travel as a trustee is given involuntary but amounts to at least £150.00 / week.</p> <p>8. Only my time.</p> <p>9. Yes my retirement fund and pension is severely effected as I am not able to join a work place scheme.</p> <p>10. Yes.</p> <p>11. No.</p> <p>12. No.</p> <p>13. No.</p> <p>14. No.</p> <p>15. No.</p> <p>16. /</p> <p>17. /</p> <p>18. No.</p> <p>19. No.</p> <p>20. No.</p> | | | |

4. Government guidance states that “it is important that some element of the work of Members 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.

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| <p>What do you feel is an acceptable amount of time to be given, unremunerated – expressed as a percentage?</p> | <ol style="list-style-type: none"> 1. 50% 2. Don't know but agree that some time should be voluntary. 3. 20% 4. 50 % 5. This differs from people who are working and those retired. For me 50% is fine. In addition for me it is acceptable for the rate of pay to be far, far below my normal rate of remuneration as a qualified Account, Bankers and Tax Advisor. 6. 10% 7. 20 % 8. 20% 9. 10% 10. 33% of Ward Member Role 0% Special Roles Leader / cabinet 11. 10% 12. 20% 13. / 14. 10 % 15. 10% 16. / 17. / 18. 50% 19. 50% 20. 20% |
| <p>5. The present level of Basic Allowance payable to all Councillors is £4,880.53. Do you think this is appropriate?</p> | <ol style="list-style-type: none"> 1. No. 2. Yes. 3. No. 4. Yes. May be somewhat too high. 5. Yes for me but I am retired. Younger people sacrificing career progression because of their commitment to attending to Council business would not think that it is reasonable. 6. No. 7. Yes. 8. Yes. 9. Yes plus annual inflation rises. 10. Yes. 11. Yes. 12. No. 13. Yes. 14. No. 15. Yes. 16. / 17. / 18. Yes. 19. Yes. 20. Yes. |
| <p>If NO, should it be higher or lower? Please give a reason for your answer.</p> | <ol style="list-style-type: none"> 1. Higher. The current level of remuneration plus additional costs involved if to meet the requirements of the role fully does not make the role. In my opinion, attractive for young professionals to enter politics given the sacrifices often required for full time employment. A more reasonable allowance system would overcome this barrier participation. 2. / 3. Higher. 4. / 5. Higher but for those members of working age linked to the financial sacrifice being made by them. 6. Higher. 7. / 8. / 9. / 10. / 11. / 12. Higher. 13. / 14. Higher considering the time I really need to work to properly undertake the job(s). 15. / 16. / 17. / 18. / 19. N/A. 20) N/A. |

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| If you are able, please indicate an appropriate level | 1. £6,000 to £8,000 2. / 3. £6,000 4. / 5. £6,000 6. N/A 7. / 8. / 9. / 10. / 11. / 12. 5,500 13. / 14. £5856 15. / 16. / 17. At this time about 2% but no higher than staff increase. 18. / 19. N/A. 20) / |
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6. 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. 1 to 18. 1= most important.)

| | | |
|---|------------|--|
| Leader of the Council | £18,545.42 | 1) / 2) 1 3) 1 4) / 5) 1 6) / 7) 1 8) 3 9) / 10) 1 11) 1 12) 1 13) / 14) 1 15) 1 16) 1 17) / 18) 1 19) 1 20) 1 |
| Cabinet Members | £11,127.25 | 1) / 2) 2 3) 2 4) / 5) 2 to 8 6) / 7) 2 8) 1 9) / 10) 3 11) 10 12) 2 13) / 14) 1 15) 11 16) 4 17) / 18) 2 19) 2 20) 2 |
| Minority Leader of the largest minority party | £ 9,272.71 | 1) / 2) 4 3) 7 4) / 5) 13 6) / 7) 5 8) 2 9) / 10) 10 11) 2 12) 5 13) / 14) 3 15) 2 16) 2 17) / 18) 8 19) 9 20) 4 |

| | | |
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| Minority Leader of the smaller minority party | £ 1,854.54 | 1) / 2) 9 3) 9 4) / 5) 14 6) / 7) 8 8) 9 9) / 10) 18 11) 2 12) 6 14) 1 15) 2 16) 3 17) / 18) 10 19) 9 20) 3 |
| Scrutiny Chairman | £ 5,099.48 | 1) / 2) 7 3) 4 4) / 5) 9 6) / 7) 5 8) 9 9) / 10) 14 11) 6 12) 3 13) / 14) 1 15) 5 16) 5 17) / 18) 5 19) 3 20) 7 |
| Policy Development & Review Committee Chairman | £ 5,099.48 | 1) / 2) 7 3) 5 4) / 5) 9 6) / 7) 5 8) 9 10) 12 11) 8 12) 4 13) / 14) 1 15) 8 16) 7 17) / 18) 5 19) 10 20) 9 |
| Planning Committee Chairman | £ 6,490.90 | 1) / 2) 6 3) 3 4) / 5) 9 6) / 7) 6 8) 6 9) / 10) 5 11) 2 12) 7 13) / 14) 1 15) 2 16) 6 17) / 18) 3 19) 7 20) 3 |

| | | |
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| Audit Committee Chairman | £1,854.54 | 1) / 2) 9 3) 8 4) / 5) 9 6) / 7) 8 8) 12 9) / 10) 17 11) 8 12) 8 13) / 14) 1 15) 9 16) 9 17) / 18) 6 19) 10 20) 3 |
| Mayor | £3,358.78 | 1) / 2) 3 3) 6 4) / 5) 15 6) / 7) 7 8) 9 9) / 10) 4 11) 8 12) 9 13) / 14) 2 15) 7 16) 8 17) / 18) 7 19) 4 20) 3 |
| Deputy Mayor | £1,344.54 | 1) / 2) 7 3) 10 4) / 5) 16 6) / 7) 9 8) 12 9) / 10) 18 11) 10 12) 10 13) / 14) 5 15) 9 16) 10 17) / 18) 12 19) 5 20) 8 |
| Would you like to see any changes made to these allowances? | 1. Yes. Given the responsibilities appertaining to the role of a Deputy Cabinet Member, a special responsibility allowance should be awarded to those councillors holding the role. The Audit Committee Chairman should see an increase in their SRA so more in-line with amounts awarded to Chairman of Scrutiny and Review Committees. 2. Yes. I think the Mayor should get a bigger allowance due to time put in to the role - certainly more than minority leaders. 3. / 4. Yes. Cabinet SRA should be lower - max £10k. Minority leader SRA should be lower - max £7k. 5. No. 6. Yes. At least an average of 6+% increase to meet other increases in cost. 7. Largest minority party £5,099.48 8. No. 9. Yes I believe that the funding given to scrutiny / policy and planning chairmen is too much and should be reduced to the same level as the mayor. 10. Yes. See below. 11. Yes. Cabinets members SRA reduced. Deputy Mayor SRA removed. 12. No. 13. No. 14. Yes. Mayor allowance raised to £10,000. 15. Yes. Cabinet Allowances removed. Scrutiny members removed. 16. No. 17. Yes. For the skill and for the volunteer of work, should rise by 25%. 18. No. 19. Yes. 20. Yes. Less for both scrutiny chairs. | |

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| Would you like to see any new Specialist Responsibility Allowances introduced? | <p>1. The role of Mayor also looks under-remunerated when considering its time involvement and level of remuneration awarded to various Chairmen of committees.</p> <p>2. Yes. Deputy Cabinet Member Allowance.</p> <p>3. /</p> <p>4. /</p> <p>5. Yes. Deputy Cabinet Members should receive an allowance as is being done now.</p> <p>6. Yes. For smaller or sub committees.</p> <p>7. Yes. Deputies to receive £3,709.</p> <p>8. Yes. Deputy Cabinet Member.</p> <p>9. No deputy roles for cabinet members have no direct responsibility therefore no allowance / if you look back there used to be only 7 cabinet members and no deputies at a lower rate so paying deputies is an expense and not warranted.</p> <p>10. Yes. Deputy Cabinet Members - at least equal to Chair of Scrutiny.</p> <p>11. No.</p> <p>12. No.</p> <p>13. No.</p> <p>14. No.</p> <p>15. Yes. Deputy Mayor removed.</p> <p>16. No.</p> <p>16. Yes. For Deputy Cabinet Members, suggests £2,000.</p> <p>17. /</p> <p>18. No.</p> <p>19. No.</p> <p>20. Deputy Leader and Deputy Cabinet Member.</p> |
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| <p>7. Travel and Subsistence</p> <p>The current travel scheme is shown below. and the subsistence is attached.</p> <p>Do you have any comments on the current scheme for Members?</p> | <p>1. Yes. Mileage rates should probably be more in-line with allowable HMRC rates and the ability to claim for wear and tear / additional running costs of vehicles; e.g. road tax, insurance, etc... on presentation of receipts and in accordance with % business use. As the above arrangement is not in place, increased mileage rates therefore offer some compensation towards the other costs associated with motoring expenses expected to fulfill the role.</p> <p>2. Yes. I think travel is higher than it needs to be for cars over 1000cc, and motorcycles and bicycles.</p> <p>3. No.</p> <p>4. Almost all car allowances are effectively 58-7p. HMRC allows 45p without being taxed and this is what officers receive. Rate for councillors should be 45p but chargeable uses should be widened.</p> <p>5. No.</p> <p>6. Yes.</p> <p>7. /</p> <p>8. No.</p> <p>9. No it is ok.</p> <p>10. No.</p> <p>11. No.</p> <p>12. No.</p> <p>13. No.</p> <p>14. No.</p> <p>15. No.</p> <p>16. No</p> <p>17. No change.</p> <p>18. No.</p> <p>19. No.</p> <p>20. Yes. Very poor as does not reflect cost</p> |
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| From 2016-17 | Not exceeding 999 cc | 1000cc | Above 1200cc |
|---------------|----------------------|--------|--------------|
| Cars and vans | 42.9p | 46.9p | 58.7p |
| Motorcycles | 42.9p | 46.9p | 58.7p |
| Bicycles | 42.9p | 46.9p | 58.7p |

| | |
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| If you have any other comments on Members' Allowances, please detail below: | |
| <p>1. The allowances available should offer some form of communication budget and PA services. In doing so, councillors will be more able to report back to their residents at no personal expense and have more time available to fulfil their community duties.</p> <p>2. /</p> <p>3. /</p> <p>4. System should be meaner in paying on time. System should be more generous in paying for real costs:</p> <p>1. IT allowance should be at least £300</p> <p>2. Travel costs should be allowed too.</p> <p>A) Any visit to Swale House for planned meeting with any officers.</p> <p>B) Any visit to Swale House for meeting where ELLR is not a committee member.</p> <p>C) Other valid travel such as planning committee members visiting planning sites individually rather than for committee site visits.</p> <p>5. None. I see these as being an area that does not concern me particularly but I am on a banking industry pension. It must be remembered that the amount paid will be considered very high by the Council's constituents in the deprived areas of swale.</p> <p>6. /</p> <p>7. No further comment.</p> <p>8. SRA for minority leaders should be the same.</p> <p>9. All members should be able to join the work place pension scheme, it is discriminatory that this is not so. Even part time workers are able to join a work place pension scheme. As a member that has previously served for 12 years on the cabinet involving much more time and effort I know my pension pot is much smaller for my retirement in the future, though not being able to join a pension scheme and not able to work elsewhere at the same time to provide that funding for the pension. This is wrong and should be rectified as it is just another reason why younger people do not become involved with the council and politics / councillors.</p> <p>10. Important that role of Deputy Cabinet Members recognised. Should be at a level that includes Committee Chairman to regard it as a position.</p> <p>11. /</p> | <p>12. /</p> <p>13. /</p> <p>14. /</p> <p>15. /</p> <p>16. /</p> <p>16. /</p> <p>17. /</p> <p>18. /</p> <p>19. I believe the Basic Allowance paid to all members is fair and should remain the same, only to be increased in line with staff salaries. I do however believe that our basic Allowance should better reflect our attendance at meetings and training sessions/briefings. Regular absences without apologies given should trigger a reduced allowance.</p> <p>20. Not pensionable thus long serving members are doubly penalised. Needs to be backdated.</p> |

| SUBSISTENCE ALLOWANCES | | |
|------------------------|-----------|-----------|
| Allowance | Rates (£) | Condition |
| | | |

| | | |
|--------------|--------|-------------------------------|
| Breakfast | £7.36 | For an absence of more than 4 |
| Lunch | £10.37 | For an absence of more than 4 |
| Tea | £4.03 | For an absence of |
| Evening Meal | £15.00 | For an absence of more than 4 |