

Independent Remuneration Panel Members' Allowances Questionnaire 2021 - King's Lynn & West Norfolk Council

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

Answered: 25 Skipped: 0

#	RESPONSES	DATE
1	20	8/1/2021 5:12 PM
2	30	7/31/2021 9:53 PM
3	10	7/23/2021 4:09 PM
4	About 20 hours per week averaged out	7/23/2021 1:00 PM
5	12	7/22/2021 3:40 PM
6	20-25	7/21/2021 6:45 PM
7	15hours	7/21/2021 2:42 PM
8	10	7/21/2021 2:19 PM
9	10	7/18/2021 8:43 PM
10	20	7/15/2021 3:48 PM
11	20	7/15/2021 3:23 PM
12	1-2 hours sometimes less	7/15/2021 10:37 AM
13	20	7/14/2021 4:43 PM
14	30 plus	7/14/2021 4:33 PM
15	8	7/14/2021 4:12 PM
16	30+	7/14/2021 3:42 PM
17	Twelve	7/14/2021 3:19 PM
18	Average over month 6hrs per week	7/14/2021 2:52 PM
19	Twelve	7/14/2021 2:50 PM
20	10	7/14/2021 2:47 PM
21	10	7/14/2021 2:29 PM
22	Average 25-30	7/14/2021 2:04 PM
23	20%	7/14/2021 1:13 PM
24	4	7/14/2021 12:51 PM
25	10-15	7/14/2021 12:21 PM

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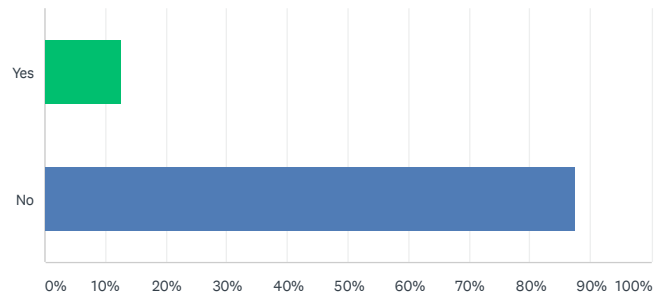
Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.] Please specify specific roles below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

Answered: 18 Skipped: 7

#	RESPONSES	DATE
1	Vice Chair Audit. Ave 3 hours ( I have spread sifting and meeting over 2 months). Audit requires extensive reading to lead.	8/1/2021 5:12 PM
2	Not applicable	7/23/2021 4:09 PM
3	Chair CPP. Very hard to quantify. On the day of the meeting or just before it can be six hours. Sift, chasing, Meetings could be the same again. I feel the allowance for the role is about right, that for Vice Chairs is too much as it is, say, 2 hours Sifting on top of normal role. Acting as Chair is very rare, and I say that as somebody who did it for 18 months.	7/22/2021 3:40 PM
4	Member of the cabinet so up to 10 hours a week just on the senior roll	7/21/2021 6:45 PM
5	Cabinet member 10 hours as new to the role. It maybe more or less when I'm fully up to speed.	7/21/2021 2:42 PM
6	planning committee - 4 hours reading and digesting info plus hours spent at planning meeting, plus sites visits if required.	7/21/2021 2:19 PM
7	Chairman of Planning. My work varies week to week depending on what planning applications are due to be heard. Also the Agenda , if big, can take 3to 4 hours alone to read and mark up. The meetings can last upto 5 hours. Plus 2 hours approx travel time. Site visits can take 4 hours. Pre discussions can take 1 hr max. General correspondence can be 2 hours a week.	7/15/2021 3:48 PM
8	Deputy Leader - 2-3 hours a week	7/15/2021 3:23 PM
9	4-5 hours on planning committee	7/15/2021 10:37 AM
10	Chairman Licensing and Appeals Board 5 hours	7/14/2021 4:43 PM
11	Cabinet Member	7/14/2021 4:33 PM
12	Chair of E&C Urban Wildlife Working Group 2 hours	7/14/2021 4:12 PM
13	Panel Chairman One hour each week and four hours every sixth week.	7/14/2021 3:19 PM
14	Panel Chairman four hrs on panel business one week in six.	7/14/2021 2:50 PM
15	Planning chair ( until quite recently) 6	7/14/2021 2:47 PM
16	Vice-chair planning 6	7/14/2021 2:29 PM
17	Cabinet member KLCB , IDB QEH Governor	7/14/2021 2:04 PM
18	Planning Committee once a month 5-6 hrs Dealing with constituents queries or visiting 10-12 hrs	7/14/2021 12:21 PM

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

Answered: 24 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	12.50%	3
No	87.50%	21
<b>TOTAL</b>		<b>24</b>

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I'm retired. My hours to all intents are "free". Even at the minimum wage the allowance no way covers the hours spent. I am putting back what society has given me.	8/1/2021 5:12 PM
2	Mileage to and from seven Parish Council Meetings	7/15/2021 10:37 AM
3	The inability to hold any normal job.	7/14/2021 4:33 PM

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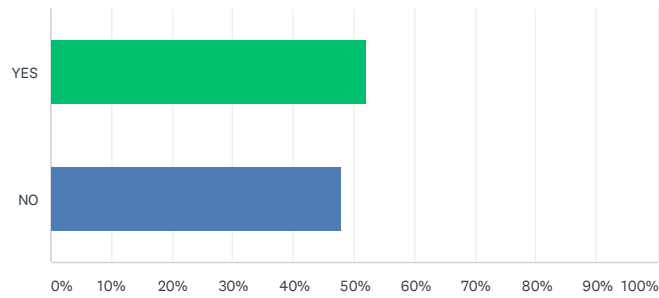
Q4 Government guidance states that "it is important that some element of the work of Councillors continues to be voluntary". As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time 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: 23 Skipped: 2

#	RESPONSES	DATE
1	This depends on the individual. I am content to give as much as it takes. After all I may only be elected for 1 term. Much also depends upon your tax position.	8/1/2021 5:12 PM
2	10%	7/31/2021 9:53 PM
3	Meeting Ward members can take a considerable amount of time out of your day	7/23/2021 4:09 PM
4	1. I don't accept the basis of the Government policy; it's a false economy. On that baseline I could only accept a purely nominal percentage: 1%.	7/23/2021 1:00 PM
5	50	7/22/2021 3:40 PM
6	An hour a day for free would be a good start. Obviously we get stopped in the street or buy the man walking his dog which is not included in council work time	7/21/2021 6:45 PM
7	50%	7/21/2021 2:19 PM
8	20	7/18/2021 8:43 PM
9	25%	7/15/2021 3:23 PM
10	2-3 hours a week sometimes more sometimes less	7/15/2021 10:37 AM
11	20%	7/14/2021 4:43 PM
12	0	7/14/2021 4:33 PM
13	20%	7/14/2021 4:12 PM
14	50%	7/14/2021 3:42 PM
15	Ten to fifteen per cent.	7/14/2021 3:19 PM
16	All time 100%	7/14/2021 2:52 PM
17	10%	7/14/2021 2:50 PM
18	5	7/14/2021 2:47 PM
19	5%	7/14/2021 2:29 PM
20	10%	7/14/2021 2:04 PM
21	20%	7/14/2021 1:13 PM
22	25%	7/14/2021 12:51 PM
23	At least 10-15%	7/14/2021 12:21 PM

Q5 The present level of Basic Allowance payable to all Councillors is £6,012. Do you think this is appropriate?

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	52.00%	13
NO	48.00%	12
TOTAL		25

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Each Councillor receives their Allowance after tax. Like the Lords, it should be exempt of tax.	8/1/2021 5:15 PM
2	It should at least reflect the basis minimum wage based on 15 hours per.	7/23/2021 1:00 PM
3	It should be more as it's less than half the minimum wage	7/21/2021 6:49 PM
4	Higher.. for me my ward work takes up a lot of my time. Some Cllr's never have any residents contact them.	7/21/2021 2:43 PM
5	Higher	7/15/2021 3:49 PM
6	Vehicle running cost as I do not live in my ward and the furtherest Parish is a 30 mile round trip	7/15/2021 10:40 AM
7	Higher for most but lower for some.	7/14/2021 4:34 PM
8	20% lower	7/14/2021 4:13 PM
9	Higher	7/14/2021 3:45 PM
10	Time spent on council business and the complexity of it has increased over the past two years or so. The allowance has not increased for several years so a modest increase is now warranted.	7/14/2021 3:26 PM
11	Inflation is low but time spent on council business has increased so a modest increase is now justified.	7/14/2021 2:54 PM
12	Higher	7/14/2021 2:05 PM
13	higher to reflect higher fuel costs	7/14/2021 12:52 PM

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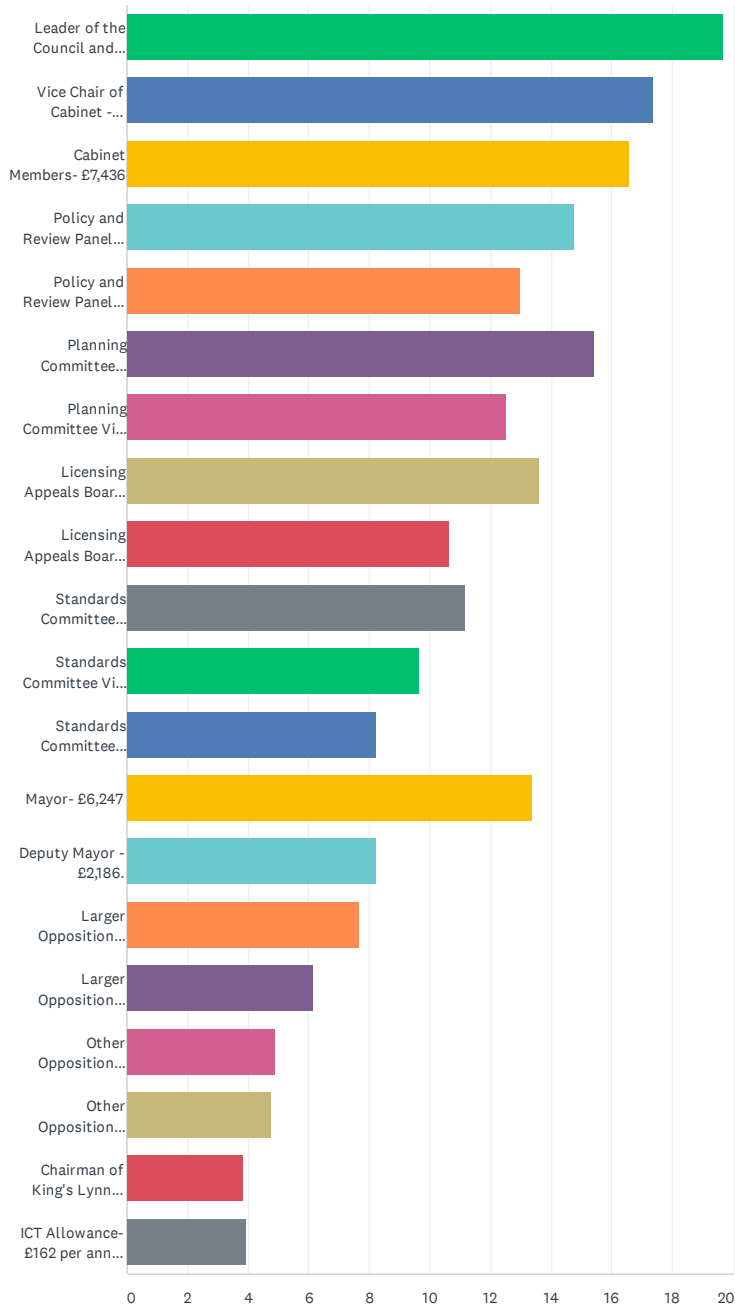
Q6 If you are able to, please indicate an appropriate level £:

Answered: 11 Skipped: 14

#	RESPONSES	DATE
1	A flat net figure of £500 per month.	8/1/2021 5:15 PM
2	£7500 pa	7/23/2021 1:00 PM
3	Probably nearer £9000 plus the special duty payment as we are behind Breckland council and way behind county council	7/21/2021 6:49 PM
4	£8,000 minimum	7/15/2021 10:40 AM
5	7500	7/14/2021 4:34 PM
6	£4800	7/14/2021 4:13 PM
7	One does not do it for the money but I would have thought the same as NCC members.	7/14/2021 3:45 PM
8	A basic figure of £7000 would be reasonable. Travel to and within the Ward is not chargeable - rightly so - therefor a modest increase in the basic allowance is justified.	7/14/2021 3:26 PM
9	£7,000 would be a fair basic level.	7/14/2021 2:54 PM
10	£7,000	7/14/2021 2:05 PM
11	10% more	7/14/2021 12:52 PM

Q7 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: 22 Skipped: 3



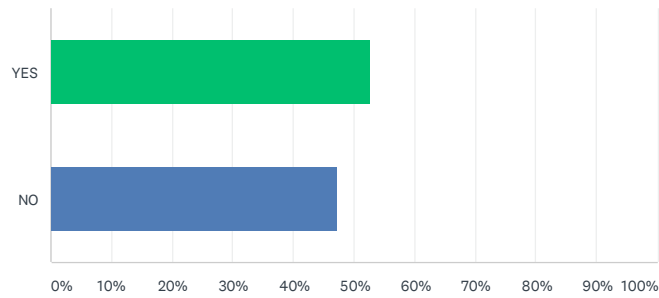
## Independent Remuneration Panel Members' Allowances Questionnaire 2021 - King's Lynn & West Norfolk Council

	1	2	3	4	5	6	7	8	9	10	11	12	13
Leader of the Council and Chairman of Cabinet - £16,527	80.00% 16	10.00% 2	5.00% 1	5.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Vice Chair of Cabinet - £9,090	0.00% 0	36.84% 7	47.37% 9	0.00% 0	0.00% 0	0.00% 0	5.26% 1	0.00% 0	0.00% 0	5.26% 1	5.26% 1	0.00% 0	0.00% 0
Cabinet Members- £7,436	11.11% 2	16.67% 3	33.33% 6	22.22% 4	0.00% 0	5.56% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56% 1
Policy and Review Panels Chairman (E&C, R&D, CPP, Audit) - £2,312	0.00% 0	5.00% 1	5.00% 1	25.00% 5	20.00% 4	15.00% 3	5.00% 1	10.00% 2	0.00% 0	0.00% 0	5.00% 1	0.00% 0	0.00% 0
Policy and Review Panels Vice Chairman - £926	0.00% 0	5.26% 1	0.00% 0	0.00% 0	21.05% 4	21.05% 4	5.26% 1	5.26% 1	15.79% 3	5.26% 1	0.00% 0	10.53% 2	0.00% 0
Planning Committee Chairman- £6,025	0.00% 0	0.00% 0	0.00% 0	26.32% 5	15.79% 3	36.84% 7	15.79% 3	5.26% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Planning Committee Vice Chairman- £2,632	0.00% 0	0.00% 0	0.00% 0	0.00% 0	15.79% 3	0.00% 0	36.84% 7	15.79% 3	10.53% 2	5.26% 1	0.00% 0	5.26% 1	0.00% 0
Licensing Appeals Board and Licensing Committee Chairman - £2,719 per committee	0.00% 0	5.26% 1	0.00% 0	0.00% 0	10.53% 2	10.53% 2	10.53% 2	52.63% 10	0.00% 0	0.00% 0	5.26% 1	5.26% 1	0.00% 0
Licensing Appeals Board and Licensing Committee Vice Chairman- £1,185	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.26% 1	0.00% 0	0.00% 0	47.37% 9	21.05% 4	5.26% 1	5.26% 1	0.00% 0
Standards Committee Chairman - £827	0.00% 0	10.53% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.26% 1	5.26% 1	15.79% 3	21.05% 4	21.05% 4	10.53% 2	0.00% 0
Standards Committee Vice Chairman- £330	0.00% 0	0.00% 0	0.00% 0	5.26% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	26.32% 5	36.84% 7	5.26% 1	10.53% 2
Standards Committee Co-optee- £213	0.00% 0	5.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	15.00% 3	35.00% 7	25.00% 5
Mayor- £6,247	10.00% 2	15.00% 3	10.00% 2	15.00% 3	0.00% 0	0.00% 0	5.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 2	30.00% 6
Deputy Mayor - £2,186.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.26% 1	5.26% 1	0.00% 0	5.26% 1	5.26% 1	0.00% 0	0.00% 0	0.00% 0	10.53% 2
Larger Opposition Group Leader- £827	0.00% 0	0.00% 0	5.56% 1	0.00% 0	5.56% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 2	0.00% 0	0.00% 0	0.00% 0
Larger Opposition Group Deputy Leader- £366	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.53% 2	0.00% 0	0.00% 0	0.00% 0	5.26% 1	0.00% 0	0.00% 0
Other Opposition Group Leader- £495	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.26% 1	0.00% 0	0.00% 0	5.26% 1	5.26% 1
Other Opposition Deputy Leader- £226	0.00% 0	0.00% 0	0.00% 0	9.52% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.76% 1	0.00% 0
Chairman of King's Lynn Area Committee-£301	0.00% 0	0.00% 0	5.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 2
ICT Allowance- £162 per annum per Member	4.76% 1	0.00% 0	0.00% 0	0.00% 0	9.52% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.76% 1	0.00% 0	0.00% 0	0.00% 0



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

Answered: 19 Skipped: 6

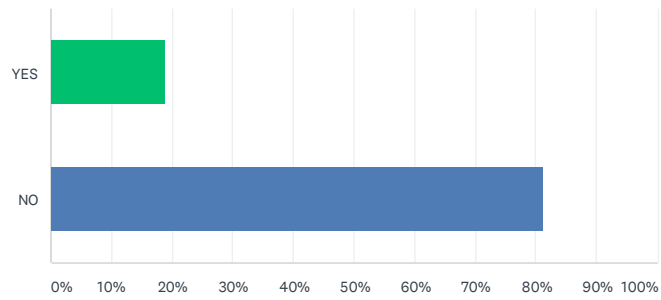


ANSWER CHOICES	RESPONSES
YES	52.63% 10
NO	47.37% 9
TOTAL	19

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Too complicated for this survey. Trust numbers give gist.	8/1/2021 5:23 PM
2	An increase for Panel and Committee Chairman	7/31/2021 10:07 PM
3	Greater allowance for leader of opposition. It is very time consuming and a very important role in our type of democracy.	7/22/2021 3:45 PM
4	Planning Chair more. There is a big responsibility to this role.	7/21/2021 3:28 PM
5	for a start stop referring to chairman!! and they're all Tories.	7/21/2021 2:24 PM
6	Not enough allowances for the responsibility	7/15/2021 10:43 AM
7	The role of Mayor needs to reflect the time and effort	7/14/2021 4:40 PM
8	Cannot agree with the current list and this survey does not any level pegging. I see no justification for any panel chair not to receive the same amount, same goes for deputy chairs	7/14/2021 4:01 PM
9	Again, a modest 5% maximum increase is warranted.	7/14/2021 3:32 PM
10	Leader and cab member increase by £2000	7/14/2021 2:10 PM

Q9 Would you like to see any new SRAs introduced?

Answered: 16 Skipped: 9

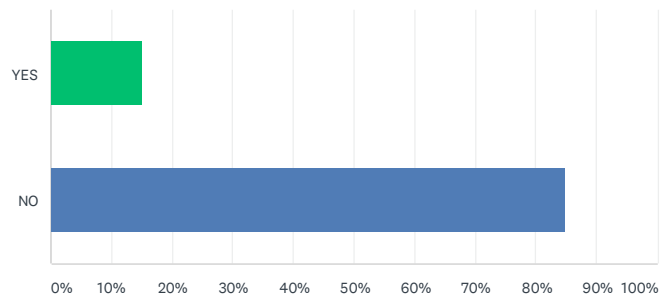


ANSWER CHOICES	RESPONSES	
YES	18.75%	3
NO	81.25%	13
TOTAL		16

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Planning Committee members	7/31/2021 10:07 PM
2	Vice Chair of Kings Lynn Area Consultive comm	7/23/2021 4:10 PM
3	What ate SRAs	7/14/2021 4:01 PM
4	what is an SRA.	7/14/2021 12:55 PM

Q10 Dependent Relative Care - Reimbursed at cost at Real Living Wage £9.50 per hour and at cost for specialist care? Would you like to see any changes to this allowance?

Answered: 20 Skipped: 5

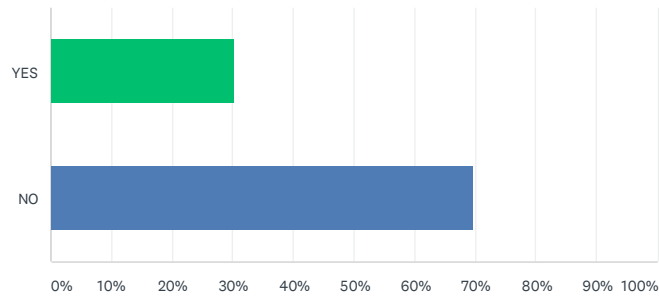


ANSWER CHOICES	RESPONSES	
YES	15.00%	3
NO	85.00%	17
TOTAL		20

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	This is important to encourage better representation on the council of the whole community. Should be linked to a more realistic rate not the very basic rate govt sets.	7/23/2021 1:00 PM
2	15.00	7/21/2021 2:25 PM
3	Unsure	7/15/2021 10:44 AM
4	If the figures are adequate to cover the costs then, no, otherwise again a modest increase might be right.	7/14/2021 3:42 PM

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

Answered: 23 Skipped: 2

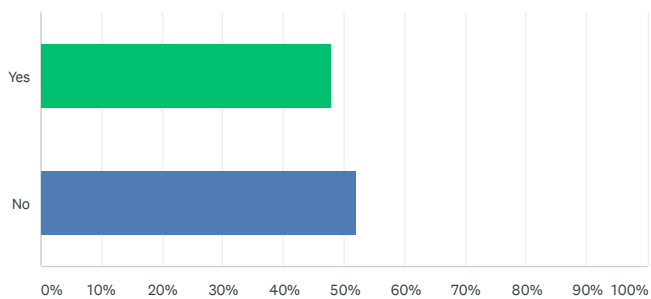


ANSWER CHOICES	RESPONSES	
YES	30.43%	7
NO	69.57%	16
TOTAL		23

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Too generous.	8/1/2021 5:26 PM
2	It should include a reasonable amount of mileage for Cllrs to visit Parish Council Meetings and other wards related travel. Present system is far too restrictive esp for Cllrs in large rural wards.	7/23/2021 1:00 PM
3	Such a performance, can't be bothered this year. Having to prove I have a driving licence, for goodness sake ! We have got rid of the position at the council of teaching me how to sit at a desk and it is about time the rules on expenses also went out the door.	7/22/2021 3:49 PM
4	You can not run, service and insure any car for 45p a mile, it costs nearer a £1 per mile and that doesn't break even	7/21/2021 7:02 PM
5	Vehicle running costs have not kept up with inflation	7/15/2021 10:47 AM
6	With the reduction of real meetings a councillor's fixed costs remain for motoring and so a fairer scheme needs consideration. For rural wards a car is a prerequisite	7/14/2021 4:43 PM
7	should be linked to fuel cost	7/14/2021 12:57 PM

### Q12 Parental Leave Policy for Councillors. Would you be supportive of a Parental Leave Policy for Councillors?

Answered: 23 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	47.83%	11
No	52.17%	12
TOTAL		23

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

Answered: 12 Skipped: 13

#	RESPONSES	DATE
1	Not sure I have given this the necessary consideration within 10 minutes. The tax issue is very important for helping a full balance of contenders for Office.	8/1/2021 5:26 PM
2	The decision at the outset to pay so little to the leader of the opposition was done out of spite by the then Conservative administration, time it was increased to reflect the time it takes to do it - even badly.	7/22/2021 3:49 PM
3	Councillor do an important job in helping people, I know a lot of it is voluntary but important decisions are made by the ruling group and the executive and you only have to look back in history to see all the good things that have been achieved	7/21/2021 7:02 PM
4	I am a new Cabinet member and still bedding in. But so far I have been involved in a few decisions and this is a big responsibility. My ward work takes up a lot of my time. If this was a persons only job they would struggle to survive on the wage.	7/21/2021 3:32 PM
5	I can't comment on the SRAs in particular as I see little impact from those roles on improving the Borough for the benefit of residents. I do not know what they contribute, or are meant to contribute. The current state of the council does not invite or support scrutiny.	7/18/2021 8:50 PM
6	Do not forget that the mayor is also chair of the council	7/14/2021 6:09 PM
7	I wish to address these directly to the independent panel	7/14/2021 4:43 PM
8	Similar jobs should get the same pay. All chairs should be able to be rated the same but this survey failed to consider this	7/14/2021 4:06 PM
9	Proportionately they are fair but the amounts need a bit of updating.	7/14/2021 3:44 PM
10	Remuneration is adequate in my opinion	7/14/2021 3:04 PM
11	Many of the allowances given to chair holders is excessive. Councillors are elected as public servants and should only receive a small remuneration not many thousands of pounds as certainly no post is worth over a total of £10,000 max.	7/14/2021 3:01 PM
12	None	7/14/2021 12:25 PM

Independent Remuneration Panel Members' Allowances Questionnaire 2021 - King's Lynn & West Norfolk Council

Q14 Name:

Answered: 21 Skipped: 4

#	RESPONSES	DATE
1	Christopher Morley	8/1/2021 5:26 PM
2	Cllr Sandra Collop	7/23/2021 4:11 PM
3	James Moriarty	7/22/2021 3:49 PM
4	Adrian Lawrence	7/21/2021 7:02 PM
5	Sam Sandell	7/21/2021 3:32 PM
6	Jo Rust	7/21/2021 2:25 PM
7	Cllr Josie Ratcliffe	7/18/2021 8:50 PM
8	Vivienne Spikings	7/15/2021 3:52 PM
9	Ben Jones	7/15/2021 3:25 PM
10	Clark. Michael Howland	7/15/2021 10:47 AM
11	G.Hipperson	7/14/2021 6:09 PM
12	Tyler D.A.	7/14/2021 4:47 PM
13	Brian Long	7/14/2021 4:43 PM
14	Andy Bullen	7/14/2021 4:25 PM
15	Colin Rose	7/14/2021 4:06 PM
16	Colin T Sampson	7/14/2021 3:44 PM
17	Cllr Chris Crofts	7/14/2021 3:04 PM
18	Christine Hudson	7/14/2021 3:01 PM
19	Paul Kunes	7/14/2021 2:11 PM
20	cllr Tony Bubb	7/14/2021 12:57 PM
21	R Lawton	7/14/2021 12:25 PM