

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

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	60 or 70 hours a week.	10/25/2024 2:22 PM
2	30	10/21/2024 5:54 PM
3	15	10/14/2024 8:58 PM
4	4	10/14/2024 4:28 PM
5	15	10/14/2024 2:27 PM
6	8	10/14/2024 1:04 PM
7	8	10/14/2024 12:50 PM
8	20	10/14/2024 12:02 PM
9	20	10/14/2024 11:32 AM
10	25 plus	10/14/2024 11:12 AM
11	10	10/14/2024 11:02 AM

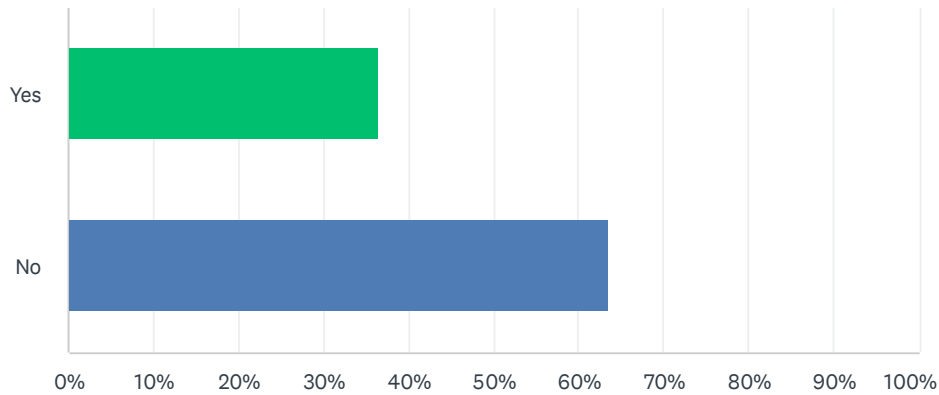
**Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.]Please specify specific roles below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

Answered: 8 Skipped: 3

#	RESPONSES	DATE
1	Role of Group Leader, Progressive Group - Difficult to disaggregate time spent as Leader - it involves greater overview of policy issues, more perusal of Council papers and making representations, preparing Motions and speeches for Council, time spent in meetings with the Chief Executive, consulting with my Group Member and Deputy, and taking up issues on behalf of him, including assistance on Parish matters. With the change of Council Leadership in May, the formal meetings with Group Leaders are only now being set up, so the Group Leadership role will demand more time. More residents also write to me for help, in my leadership role. Also County Councillor and the role overlaps and contains my Borough Area.	10/25/2024 2:22 PM
2	25	10/21/2024 5:54 PM
3	1: Planning committee member 12hrs per month (reading agenda / researching) and actual meeting but excluding special additional meetings. Planning members should get an sra reflecting the amount of business, including site visits and statutory training. Tendring dc pays an sra to planning committee members as well as chair. Vice chair gets the same as other planning members. 2: Vice-chair KLAC 2hrs per week - which does not attract an allowance and now klac is constituted it should attract an SRA. 3: R&D vice chair approx 2hrs per week, researching, reading agenda. 4: full council meetings. 4 hrs per month. 5: meeting with ward voters. As and when. 6: answering, reading, researching and forwarding emails 7hrs per week.	10/14/2024 8:58 PM
4	Vice-Chair of E&C: 4 Planning cttee member: 2 Audit cttee member: 2 Vice-Chair of HOSC: 4	10/14/2024 2:27 PM
5	Vice Chair of planning - 20 hours a month usually the 2 weeks prior to a planning meeting	10/14/2024 1:04 PM
6	n/a	10/14/2024 12:50 PM
7	n/a	10/14/2024 12:02 PM
8	n/a	10/14/2024 11:32 AM

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

Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	36.36%	4
No	63.64%	7
TOTAL		11

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Public transport to ward.	10/14/2024 8:58 PM
2	Loss of paid work on meeting days	10/14/2024 2:27 PM
3	I have 6 Parish Councils which I attend and about a 40 mile radius. County Councillor get paid mileage to attend. We should have parity.	10/14/2024 11:12 AM
4	Late Evenings and Weekend work.	10/14/2024 11:02 AM

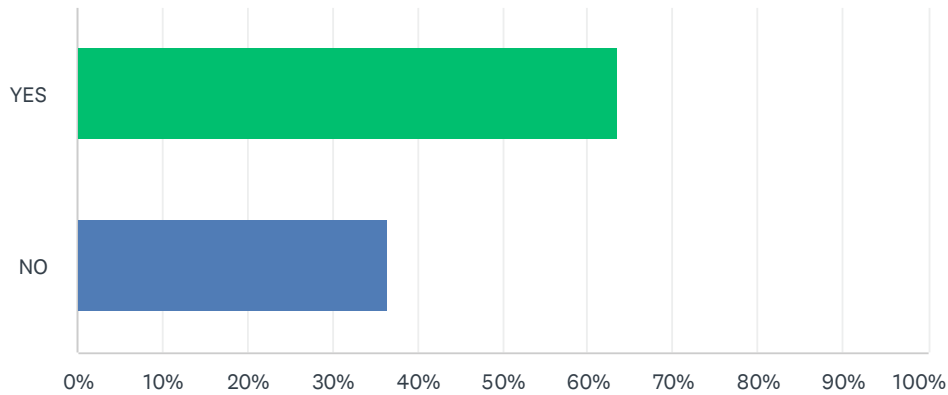
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time 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: 11 Skipped: 0

#	RESPONSES	DATE
1	I am aware that for many, perhaps most residents, the amount of time spent on Council work, daytime, evenings and weekends would be a significant barrier to undertaking the role of a Councillor, representing deprived wards and areas with infrastructure deficit.	10/25/2024 2:22 PM
2	10%	10/21/2024 5:54 PM
3	20% as per current scheme.	10/14/2024 8:58 PM
4	40%	10/14/2024 4:28 PM
5	30%	10/14/2024 2:27 PM
6	50%	10/14/2024 1:04 PM
7	10	10/14/2024 12:50 PM
8	50% of the time I presently spend on Council matters.	10/14/2024 12:02 PM
9	0	10/14/2024 11:32 AM
10	I attend Upwell Charity and would not dream of being paid. It varies the time allocated depending on the issues, i.e, a Charity House and land sale. I go to social events that are interconnected to my Ward work. You must have a visible presence. I cannot give a percentage as each month is different.	10/14/2024 11:12 AM
11	0% - I regret that everything is monetised in this day and age and the next generations expect to be properly compensated.	10/14/2024 11:02 AM

## Q5 The present level of Basic Allowance payable to all Councillors is £7,518. Do you think this is appropriate?

Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	63.64%	7
NO	36.36%	4
TOTAL		11

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher to take into account general cost of living increases and extra work done.	10/14/2024 9:13 PM
2	I think its quite generous especially considering that some cllrs do no cttee work whatsoever, and some don't even bother to attend full council meetings	10/14/2024 2:29 PM
3	I think it's a bit low and should be higher. I'm retired and so it doesn't bother me too much but it acts as a disincentive to attracting high quality working individuals to becoming councillors. It also signals that being a councillor is a low pay job. It sends out the wrong message.	10/14/2024 12:18 PM
4	Higher	10/14/2024 11:33 AM
5	it should be higher - the job has changed, the public are more demanding, officers get far more pay but Councillors have the responsibility. We not getting the younger generation coming through to be Councillors.	10/14/2024 11:06 AM

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

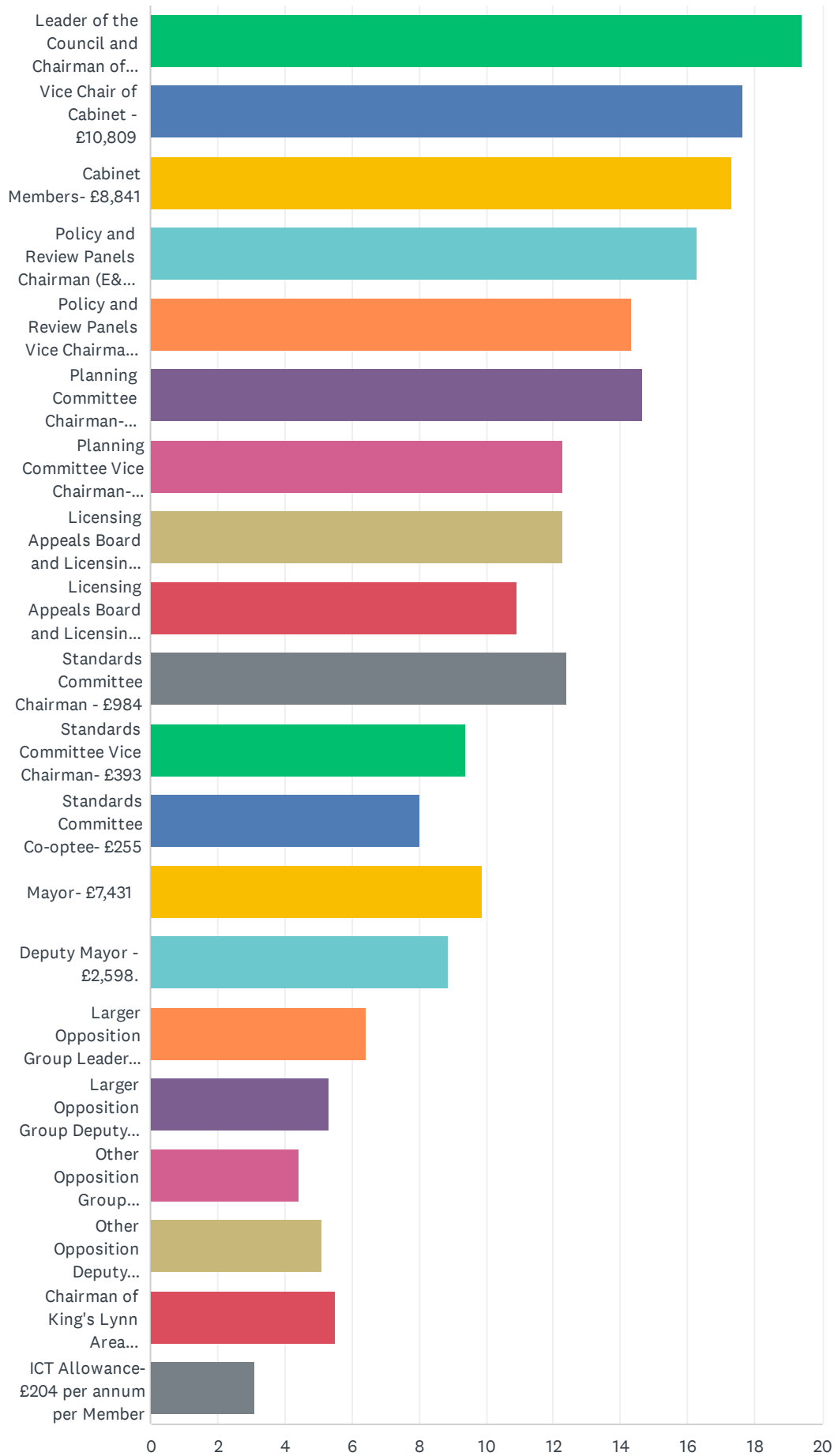
Answered: 5 Skipped: 6

#	RESPONSES	DATE
1	It should increase annually with the rate of inflation	10/25/2024 2:22 PM
2	£8500 already taken into account 20% PSD	10/14/2024 9:13 PM
3	I think there could be an additional payment for membership of council committees, separately, as they are quite time consuming in terms of reading papers, attending the meetings etc	10/14/2024 2:29 PM
4	I've been retired too long to say a £ value as I'm out of touch with the market but I think it should be valued alongside the Executive Director posts. If councillors work half of full time (say) the allowance should be half of those pay rates less whatever is considered appropriate for the voluntary element (perhaps 50%). That would equate with the Councillor Allowance being 25% of the Executive Director pay grade. The benefit of using this kind of system is that it would then avoid having to re-set Councillor Allowance each year as it would follow whatever Executive Director pay grade changes. This would be an immediate saving in future admin costs.	10/14/2024 12:18 PM
5	It should be £12K pa basic.	10/14/2024 11:06 AM

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: 11 Skipped: 0

# Independent Remuneration Panel Members' Allowances Questionnaire 2024 - King's Lynn & West Norfolk Council





Independent Remuneration Panel Members' Allowances Questionnaire 2024 - King's Lynn & West Norfolk Council

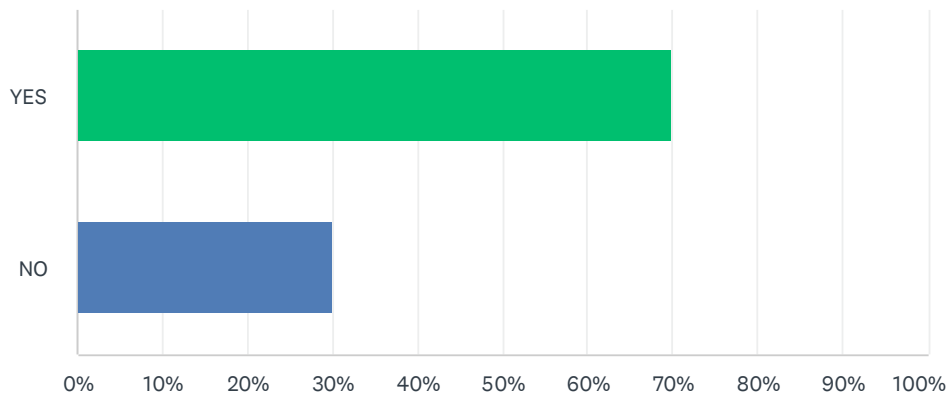
	1	2	3	4	5	6	7	8	9	10	11
Leader of the Council and Chairman of Cabinet - £19,653	80.00% 8	10.00% 1	0.00% 0	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Vice Chair of Cabinet - £10,809	0.00% 0	77.78% 7	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	11.11% 1	0.00% 0	0.00% 0
Cabinet Members- £8,841	0.00% 0	0.00% 0	77.78% 7	11.11% 1	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0
Policy and Review Panels Chairman (E&C, R&D, CPP, Audit) - £2,751	0.00% 0	0.00% 0	0.00% 0	60.00% 6	20.00% 2	10.00% 1	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Policy and Review Panels Vice Chairman - £1,104	0.00% 0	0.00% 0	11.11% 1	0.00% 0	55.56% 5	0.00% 0	11.11% 1	11.11% 1	0.00% 0	0.00% 0	0.00% 0
Planning Committee Chairman- £7,164	0.00% 0	0.00% 0	0.00% 0	22.22% 2	11.11% 1	55.56% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Planning Committee Vice Chairman- £3,129	0.00% 0	10.00% 1	0.00% 0	0.00% 0	20.00% 2	0.00% 0	30.00% 3	0.00% 0	10.00% 1	10.00% 1	0.00% 0
Licensing Appeals Board and Licensing Committee Chairman - £3,234	0.00% 0	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0	10.00% 1	30.00% 3	10.00% 1	10.00% 1	30.00% 3
Licensing Appeals Board and Licensing Committee Vice Chairman- £1,410	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.00% 2	30.00% 3	30.00% 3	0.00% 0
Standards Committee Chairman - £984	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 1	10.00% 1	20.00% 2	0.00% 0	30.00% 3	0.00% 0
Standards Committee Vice Chairman- £393	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.00% 2	0.00% 0	50.00% 5
Standards	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%

Independent Remuneration Panel Members' Allowances Questionnaire 2024 - King's Lynn & West Norfolk Council

Committee Co-optee-£255	0	0	0	0	0	0	0	0	0	0	1	0
Mayor-£7,431	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Mayor -£2,598.	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Larger Opposition Group Leader-£984	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	11.11% 1	0.00% 0	0.00% 0
Larger Opposition Group Deputy Leader-£435	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	0.00% 0	0.00% 0	11.11% 1
Other Opposition Group Leader-£588	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	0.00% 0	11.11% 1	0.00% 0
Other Opposition Deputy Leader-£270	10.00% 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	0.00% 0	0.00% 0
Chairman of King's Lynn Area Committee-£360	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0
ICT Allowance-£204 per annum per Member	10.00% 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	0.00% 0	0.00% 0

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

Answered: 10 Skipped: 1

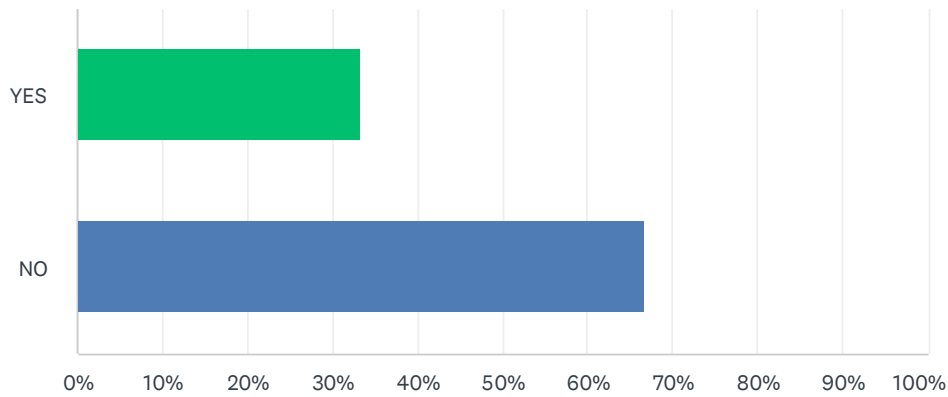


ANSWER CHOICES	RESPONSES
YES	70.00% 7
NO	30.00% 3
TOTAL	10

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Remuneration should be rearrange in order of priority, and updated annually in line with inflation.	10/25/2024 2:47 PM
2	Chair and Vi ce chair of Cabinet are woefully under remunerated for today's world. It takes me an hour a day minimum to deal with the emails alone and the diary has 4 plus meetings in most days.	10/21/2024 5:59 PM
3	Reduce chair planning committee allowance and remove vice-chair planning allowance redistribute amongst ordinary planning committee members. Eg £100 Attendance Allowance per meeting paid in addition to any other SRAs	10/14/2024 9:31 PM
4	Chair (not "chairman") of KLACC should receive more, as should Standards Committee chair and vice-chair. Licencing chair and vice-chair should receive less - committee appears to mostly just rubber-stamp the council's obligations.	10/14/2024 1:15 PM
5	I've been a councillor for just under 18 months and do not have enough experience to be able to grade these positions as you have requested.	10/14/2024 12:30 PM
6	Subs for Committee Chair or Vice should be paid pro rata	10/14/2024 11:13 AM
7	They should move up with the basic allowance	10/14/2024 11:09 AM

## Q9 Would you like to see any new SRAs introduced?

Answered: 9 Skipped: 2

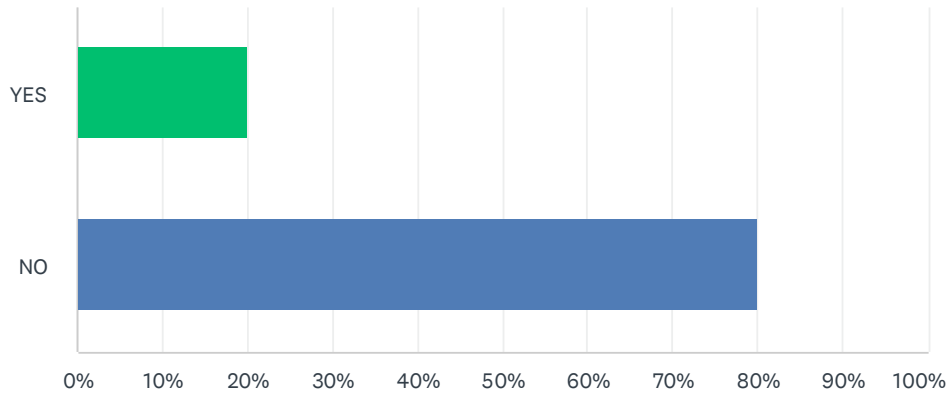


ANSWER CHOICES	RESPONSES
YES	33.33% 3
NO	66.67% 6
TOTAL	9

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Vice chair KLAC. ordinary member of planning committee.	10/14/2024 9:31 PM
2	As stated previously, it would be good to have recognition of and payment for membership and attendance at planning, and the scrutiny committees	10/14/2024 2:32 PM
3	As my answer to Q8 above.	10/14/2024 12:30 PM
4	Planning committee members should have an SRA to reflect the amount of work involved, which is more than any other committee	10/14/2024 11:35 AM

### Q10 Dependent Relative Care - Reimbursed at cost at Real Living Wage £12.00 per hour and the Maximum Qualified Agency Care Allowance (£30) for specialist care? Would you like to see any changes to this allowance?

Answered: 10 Skipped: 1

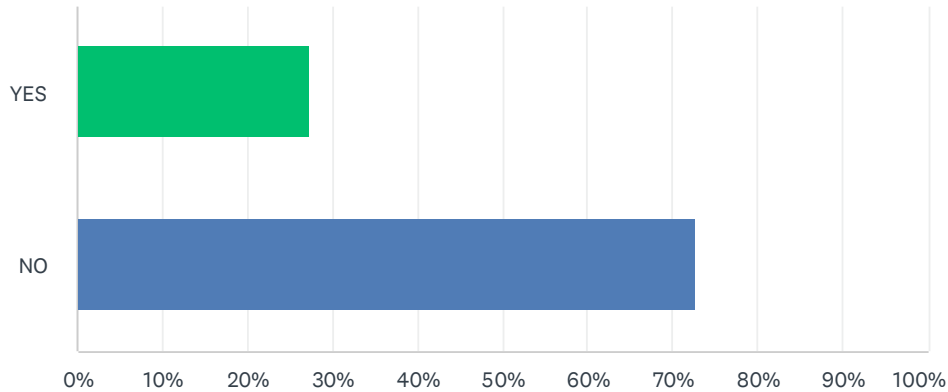


ANSWER CHOICES	RESPONSES
YES	20.00% 2
NO	80.00% 8
TOTAL	10

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	£15 per hour	10/14/2024 4:31 PM
2	This should be increased to reflect the importance of this work	10/14/2024 11:37 AM
3	I dont know anytjhing about this so cannot comment - but should be relative and current.	10/14/2024 11:10 AM

### 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: 11 Skipped: 0

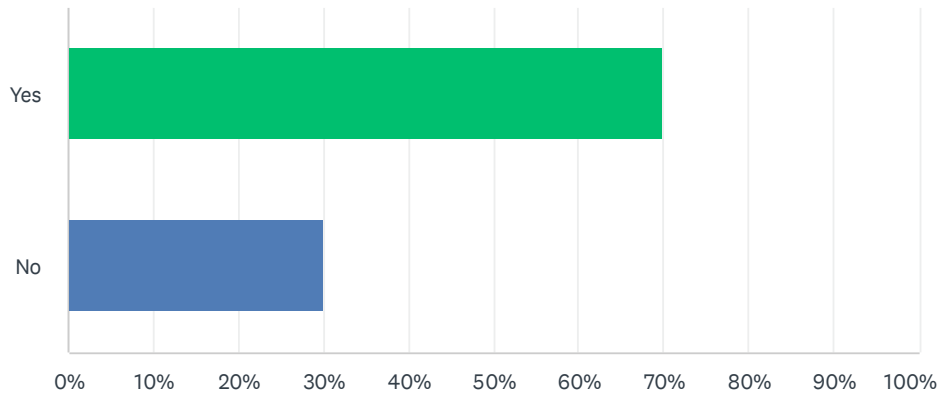


ANSWER CHOICES	RESPONSES
YES	27.27% 3
NO	72.73% 8
TOTAL	11

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Needs to reflect current prices	10/14/2024 4:32 PM
2	It's too restrictive on the functions the travel allowance is paid for. Attending Council functions other than formal meetings should be included as they are part of being a councillor.	10/14/2024 12:34 PM
3	Should be paid same as Couty Councillors at 45p per mile	10/14/2024 11:15 AM

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

Answered: 10 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	70.00%	7
No	30.00%	3
TOTAL		10

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

Answered: 3 Skipped: 8

#	RESPONSES	DATE
1	to be eligible for an allowance the opposition Group is required to have at least 10% of total Members in the Group.	10/14/2024 9:34 PM
2	See above. Currently all cllrs get a basic rate regardless of the work they put in. I would favour a similar or lower base rate with additional reimbursement for planning and various cttee memberships	10/14/2024 2:34 PM
3	If the allowances (quaint name) are not realistic you will not get the yopunger generation coming in. Pay peanuts.....	10/14/2024 11:12 AM



## Q14 Name:

Answered: 9 Skipped: 2

#	RESPONSES	DATE
1	Cllr Alexandra Kemp Leader of the Progressive Group South and West Lynn Ward	10/25/2024 2:48 PM
2	Simon Ring	10/21/2024 6:00 PM
3	Tony Bubb	10/14/2024 4:32 PM
4	Pallavi Devulapalli	10/14/2024 2:34 PM
5	Cllr Josie Ratcliffe	10/14/2024 1:17 PM
6	Sue Lintern	10/14/2024 1:10 PM
7	Cllr Richard Coates	10/14/2024 12:34 PM
8	Cllr Vivienne Spikings	10/14/2024 11:15 AM
9	Tom de Winton	10/14/2024 11:12 AM