

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

Answered: 18 Skipped: 0

#	RESPONSES	DATE
1	16	12/2/2022 12:29 PM
2	15-20hrs pw emails, visits, street surgery, follow up calls, training, reading papers, attending meetings on line or in person, meeting fellow councillors to prepare for meetings, travel time to and from meetings.	11/29/2022 1:38 PM
3	20	11/28/2022 6:54 PM
4	29	11/28/2022 3:24 PM
5	25	11/28/2022 10:57 AM
6	20 hrs +	11/28/2022 2:38 AM
7	10 - 15	11/25/2022 2:49 PM
8	25	11/24/2022 11:57 AM
9	30+	11/24/2022 7:22 AM
10	12	11/22/2022 4:18 PM
11	25	11/22/2022 12:33 AM
12	30	11/21/2022 7:09 PM
13	14	11/21/2022 4:20 PM
14	3/4	11/21/2022 1:41 PM
15	six-then phone calls from locals needing help with something	11/21/2022 1:12 PM
16	10	11/21/2022 11:36 AM
17	3-4	11/21/2022 11:26 AM
18	20	11/21/2022 11:20 AM

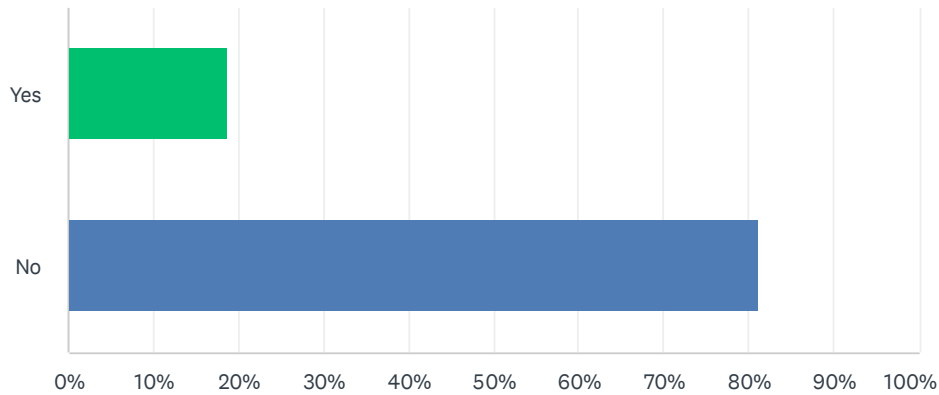
Q2 If you hold a role(s) within the Council i.e. Portfolio Holder, Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.] Please specify specific roles below and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

Answered: 9 Skipped: 9

#	RESPONSES	DATE
1	Customer Services portfolio 2 hours Licensing up to 1 hour sub on planning 1 hour Observaton and scrutiny 1 hour	12/2/2022 12:29 PM
2	Chair LPC Finance & General Purposes Committee 5 hours	11/28/2022 3:24 PM
3	8hrs +	11/28/2022 2:38 AM
4	10	11/24/2022 11:57 AM
5	Leader of Council. The roles tend to merge.	11/24/2022 7:22 AM
6	Whip: 5 hours	11/21/2022 7:09 PM
7	Vice Chair Licencing committee - only if chair needs help with anything	11/21/2022 1:12 PM
8	15-20	11/21/2022 11:26 AM
9	Cabinet member 15	11/21/2022 11:20 AM

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

Answered: 16 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	18.75%	3
No	81.25%	13
TOTAL		16

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Loss of income. I reduced my working hours by 1 day per week to facilitate my role as councillor. This has cost approx £8000 in pre-tax lost income. It would not be possible for me to be an effective cllr and work full time due to other time constraints.	11/29/2022 1:38 PM
2	n/a	11/28/2022 3:24 PM
3	No, but I have pressures balancing with my full time work	11/25/2022 2:49 PM
4	My time - it means I cannot work because I am limited to the hours I can manage due to disability - so I cannot earn money - which leaves my family in hardship.	11/24/2022 11:57 AM
5	I never claim expenses	11/22/2022 12:33 AM
6	loss of freelance salary, as I turn down work to do my cllr work	11/21/2022 4:20 PM

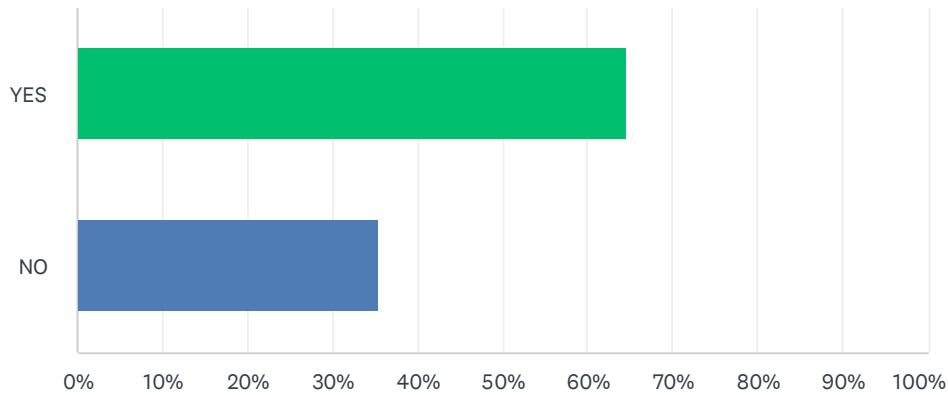
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time 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: 17 Skipped: 1

#	RESPONSES	DATE
1	40%	12/2/2022 12:29 PM
2	If the voluntary aspect of being a councillor was equated with an interest or hobby it would be reasonable to allocate 5-6 hours of voluntary time per week for a full time working person. So that's about 25-33% of my weekly hours for a non cabinet member and maybe only 20% for a cabinet member. But CM has a higher SRA so area lradly compensated for the additional work to some extent	11/29/2022 1:38 PM
3	50%	11/28/2022 6:54 PM
4	I am not sure but I do not claim for incidental expenses and happy to do unpaid work and happy that an amount is decided as a remuneration for work as a Council Member	11/28/2022 3:24 PM
5	10	11/28/2022 10:57 AM
6	20%	11/28/2022 2:38 AM
7	I don't support this premise, but if I was asked to provide a percentage it would be 10%	11/25/2022 2:49 PM
8	I expect to give 5/6 hours a week with no pay. This could be reasonably accommodated on top of family life and earning. Beyond this I am eating into time I could be earning money to survive. This is especially brutal in the current circumstances.	11/24/2022 11:57 AM
9	5%	11/24/2022 7:22 AM
10	25%	11/22/2022 4:18 PM
11	40%	11/22/2022 12:33 AM
12	Don't expected to be remunerated for any time given	11/21/2022 7:09 PM
13	5 years ago I would have said 10-15% now I would suggest very little as workload is so extensive and stressful, so I would say 2%	11/21/2022 4:20 PM
14	505	11/21/2022 1:12 PM
15	90%	11/21/2022 11:36 AM
16	50%	11/21/2022 11:26 AM
17	Yes	11/21/2022 11:20 AM

Q5 The present level of Basic Allowance payable to all Councillors is £4,762. Do you think this is appropriate?

Answered: 17 Skipped: 1



ANSWER CHOICES	RESPONSES	
YES	64.71%	11
NO	35.29%	6
TOTAL		17

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher Much of a councillor's work takes a toll on physical and mental resources. Quite a few hours are spent on training. There are many aspects to the work wieth unpredictable situations arising frequently.	12/2/2022 12:33 PM
2	For me the allowance is sufficient. However, for low waged working councillors they are having to sacrifice potential earnings to become cllrs adn this level of remuneration is not sufficient. The danger of keeping a low allowance is that it disincentivises people on lower incomes from consideration of becoming a cllr. I believe a sliding scale of allowance, based on household need, would enable us to keep costs as low as possible whilst supporting poorer people to stand for office and to become cllrs.	11/29/2022 1:38 PM
3	Higher to enable younger people in employment to be able to bring their expertise and experience to the Councillor	11/25/2022 2:55 PM
4	It should be comparable with other local authorities.	11/24/2022 12:03 PM
5	Should be the same as Worthing,	11/24/2022 7:23 AM

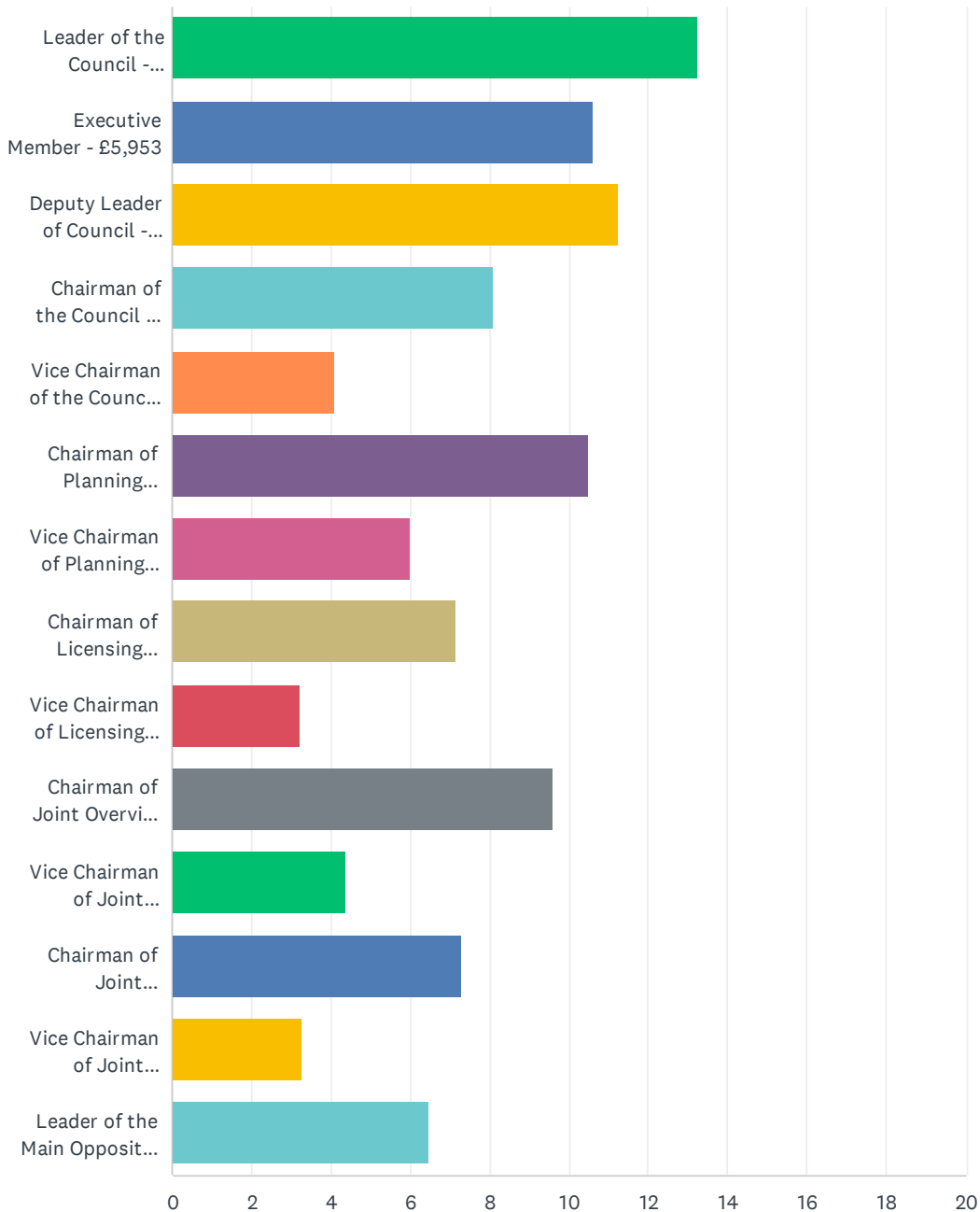
Q6 If you are able to, please indicate an appropriate level £:

Answered: 5 Skipped: 13

#	RESPONSES	DATE
1	£5,500	12/2/2022 12:33 PM
2	20 hrs pw x living wage should be the maximum, annually adjusted. with provision for weeks when no cl business occurs. There should be a minimum allowance which councillors who are retired or have private income could claim . This would literally cover wifi, printing and postage as a token goodwill gesture. Could be the same as (or even lower than) the current allowance or by agreement.	11/29/2022 1:38 PM
3	10.000 This would allow someone on average income in the south east (40,000) to devote one quarter of their time w/o loss of income	11/25/2022 2:55 PM
4	Basic allowance should cover basic hours done in casework, work with officers and in Full Council for all Cllrs. Further costs should be paid to cover additional commitments - so for every Committee and sub committee there should be an allowance. Other Councils do this and it is a fairer way forward. See B&H Council for example. These should reflect time given in preparation, getting to the meeting and time in the meeting. A commentary should be given on the public record of allowances showing responsibilities for transparency.	11/24/2022 12:03 PM
5	N/A	11/21/2022 7:10 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: 11 Skipped: 7



Independent Remuneration Panel Members' Allowances Questionnaire 2022 - Adur District Council

	1	2	3	4	5	6	7	8	9	10	11
Leader of the Council - £14,286	81.82% 9	9.09% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9.09% 1	0.00% 0	0.00% 0	0.00% 0
Executive Member - £5,953	0.00% 0	10.00% 1	50.00% 5	0.00% 0	10.00% 1	10.00% 1	10.00% 1	0.00% 0	10.00% 1	0.00% 0	0.00% 0
Deputy Leader of Council - £7,143	9.09% 1	45.45% 5	9.09% 1	0.00% 0	18.18% 2	0.00% 0	9.09% 1	0.00% 0	0.00% 0	9.09% 1	0.00% 0
Chairman of the Council - £2,381	0.00% 0	9.09% 1	18.18% 2	9.09% 1	0.00% 0	9.09% 1	0.00% 0	18.18% 2	18.18% 2	0.00% 0	9.09% 1
Vice Chairman of the Council- £1,191	0.00% 0	0.00% 0	0.00% 0	10.00% 1	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 1	10.00% 1
Chairman of Planning Committee - £ 4,762	10.00% 1	10.00% 1	10.00% 1	20.00% 2	10.00% 1	20.00% 2	20.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Vice Chairman of Planning Committee - £1,191	0.00% 0	10.00% 1	0.00% 0	0.00% 0	0.00% 0	10.00% 1	10.00% 1	0.00% 0	0.00% 0	30.00% 3	30.00% 3
Chairman of Licensing Committee- £3,572	0.00% 0	9.09% 1	0.00% 0	0.00% 0	9.09% 1	0.00% 0	18.18% 2	18.18% 2	36.36% 4	0.00% 0	0.00% 0
Vice Chairman of Licensing Committee - £1,191	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	11.11% 1	22.22% 2
Chairman of Joint Overview and Scrutiny Committee- £3,865	0.00% 0	0.00% 0	20.00% 2	10.00% 1	30.00% 3	20.00% 2	10.00% 1	0.00% 0	0.00% 0	10.00% 1	0.00% 0
Vice Chairman of Joint Overview and Scrutiny Committee- £1,191	0.00% 0	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 1	10.00% 1	30.00% 3
Chairman of Joint Governance & Audit Committee- £2,577	0.00% 0	0.00% 0	0.00% 0	10.00% 1	10.00% 1	10.00% 1	20.00% 2	30.00% 3	0.00% 0	0.00% 0	0.00% 0
Vice Chairman of Joint	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0	0.00% 0	20.00% 2	0.00% 0

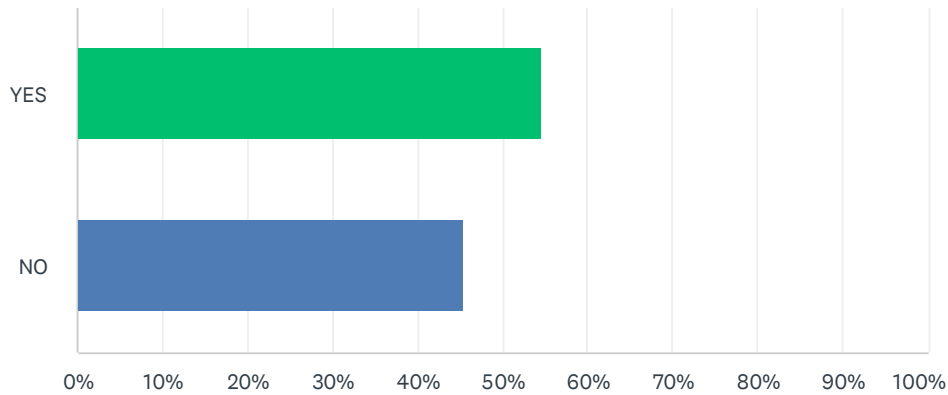
Independent Remuneration Panel Members' Allowances Questionnaire 2022 - Adur District Council

Governance & Audit Committee - £1,191

Leader of the Main Opposition Group- £2,381	0.00% 0	0.00% 0	0.00% 0	30.00% 3	10.00% 1	0.00% 0	0.00% 0	10.00% 1	20.00% 2	0.00% 0	0.00% 0
---	------------	------------	------------	-------------	-------------	------------	------------	-------------	-------------	------------	------------

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

Answered: 11 Skipped: 7

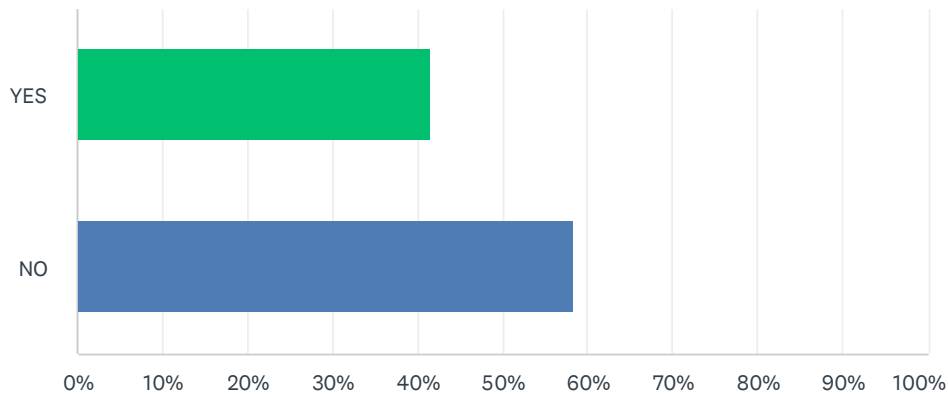


ANSWER CHOICES	RESPONSES	
YES	54.55%	6
NO	45.45%	5
TOTAL		11

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	For example The Licensing ctte in Adur has much less work than the LC in Worthing. This should be reflected in the allowance.	11/29/2022 1:38 PM
2	Equality amongst the chairs. Allowances for leaders of other political groups	11/25/2022 2:59 PM
3	Governance has responsibility for scrutinising audits etc and finances which feels more pertinent than for example licensing.	11/24/2022 12:15 PM
4	How it works now with the multiple is great	11/24/2022 7:30 AM
5	Vice chairs allowances are too high	11/22/2022 4:23 PM
6	planning the most important in Adur	11/21/2022 7:22 PM
7	More for the leader of the opposition, the leader of the opposition is called upon for media, has to create alternative or amended budgets, attend most meetings they aren't a committee member for etc	11/21/2022 4:25 PM

Q9 Would you like to see any new SRAs introduced?

Answered: 12 Skipped: 6

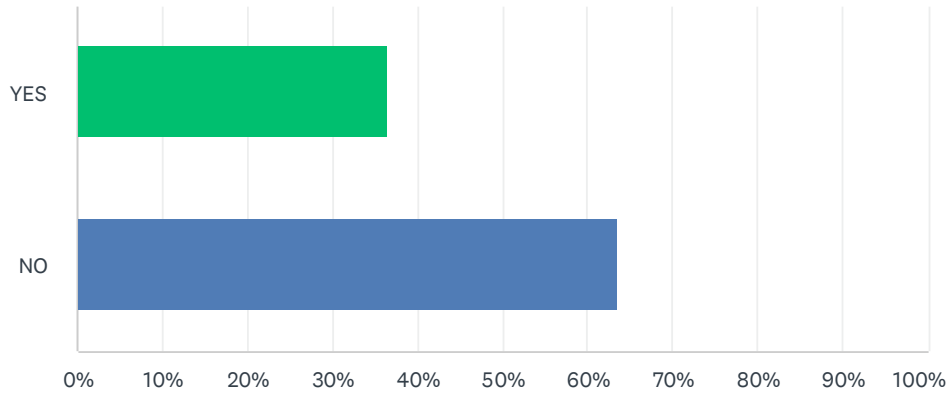


ANSWER CHOICES	RESPONSES
YES	41.67% 5
NO	58.33% 7
TOTAL	12

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	There could be a small additional SRA for the leaders of each political group which is not Leader or Opposition in each council to reflect liaison role and cross party working requirements.	11/29/2022 1:38 PM
2	see above	11/25/2022 2:59 PM
3	ought to have a Deputy Leader of Opposition at equivalent to VC of Council. Need to have allowances for Cllrs for each committee they are in, even if only nominal (but it ought to be more than this). See previous notes.	11/24/2022 12:15 PM
4	Deputy leader of the main opposition	11/22/2022 4:23 PM
5	additional deputy leader of opposition, I stand in for the leader, often attending meetings I am not a committee member for and do almost as much work, take on mentoring and training duties for the group	11/21/2022 4:25 PM

Q10 Dependent Carer Allowance - Childcare up to £10.25 per hour. Dependent Persons Carer Allowance up to £15 per hour. Do you think these rates should be increased?

Answered: 11 Skipped: 7

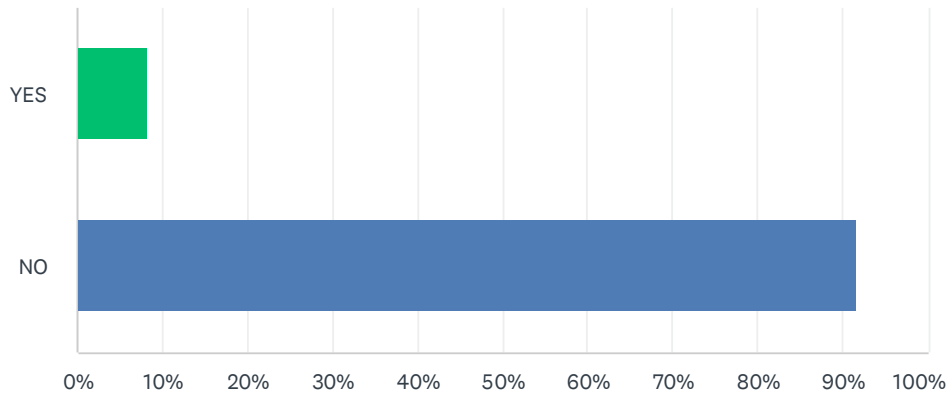


ANSWER CHOICES	RESPONSES	
YES	36.36%	4
NO	63.64%	7
TOTAL		11

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	It would be best to seek examples from people who use these allowances to see whether the current rates are adequate.	11/29/2022 1:39 PM
2	Out of date	11/28/2022 2:46 AM
3	There should be generous support for those with caring responsibilities to be councillors	11/25/2022 3:00 PM
4	They need to cover costs and be available to people who use family / friends as carers.	11/24/2022 12:16 PM

Q11 The current scheme of travel allowances are linked to the NJC rate. Do you have any comments on the current scheme for Councillors?

Answered: 12 Skipped: 6



ANSWER CHOICES	RESPONSES	
YES	8.33%	1
NO	91.67%	11
TOTAL		12

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I am unaware of the travel allowances and have never claimed them so cannot comment.	11/29/2022 1:39 PM
2	I don't use them. It should just be an allowance rolled in for each committee people attend.	11/24/2022 12:19 PM
3	Going out of County should be authorised	11/24/2022 7:32 AM
4	no	11/21/2022 1:26 PM

Q12 Would you support the introduction of a Parental Leave Policy for Councillors?:

Answered: 13 Skipped: 5

#	RESPONSES	DATE
1	Yes	12/2/2022 12:44 PM
2	I would need more information on this . So I am in favour of examining the issue	11/29/2022 1:39 PM
3	yes	11/28/2022 10:59 AM
4	No	11/28/2022 2:47 AM
5	Yes, strongly	11/25/2022 3:02 PM
6	Yes of course.	11/24/2022 12:19 PM
7	No	11/24/2022 7:32 AM
8	yes	11/22/2022 4:24 PM
9	Yes	11/22/2022 12:35 AM
10	yes	11/21/2022 7:22 PM
11	Yes, in fact I have suggested one at Adur District Council	11/21/2022 4:32 PM
12	no	11/21/2022 1:26 PM
13	No	11/21/2022 11:28 AM

Q13 Do You have any other views on the Members Allowance Scheme?:

Answered: 11 Skipped: 7

#	RESPONSES	DATE
1	No	12/2/2022 12:44 PM
2	no	11/28/2022 3:27 PM
3	no	11/28/2022 10:59 AM
4	No	11/28/2022 2:47 AM
5	If you look at the current demographic of councillors, we need to be a more diverse and representative group. This means allowing people with families and other employment to be able to perform their duties to the maximum without financial hardship.	11/25/2022 3:02 PM
6	We don't get any leave / holiday. I am actively in poverty due to my Councillor commitments as a disabled member. We have nothing to support people from a wider socio-economic demographic, notably anyone subject to benefits or on a low income. Being a Councillor remains the preserve of people retired on a good income or otherwise cushioned. How can we change this? Are we taking this seriously? I have made suggestions.	11/24/2022 12:19 PM
7	I think linking it to staff increase take the silly politics out of it	11/24/2022 7:32 AM
8	No	11/22/2022 12:35 AM
9	no	11/21/2022 7:22 PM
10	no	11/21/2022 1:26 PM
11	I think on the whole that it is pretty fair, most people who become a councillor don't do it for the money. Having said that I think a lot is expected of Cabinet Members and perhaps that isn't widely recognised.	11/21/2022 11:28 AM