

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

Answered: 13 Skipped: 1

#	RESPONSES	DATE
1	20	11/28/2022 6:56 PM
2	8-10	11/24/2022 10:58 PM
3	Varies enormously but I would say 6-7	11/22/2022 9:46 PM
4	30	11/22/2022 3:40 PM
5	Ten	11/22/2022 11:07 AM
6	21	11/21/2022 6:51 PM
7	20	11/21/2022 6:49 PM
8	30	11/21/2022 5:42 PM
9	30	11/21/2022 4:02 PM
10	20-22 hours	11/21/2022 1:51 PM
11	30 hours	11/21/2022 12:39 PM
12	15	11/21/2022 11:12 AM
13	22	11/21/2022 10:37 AM

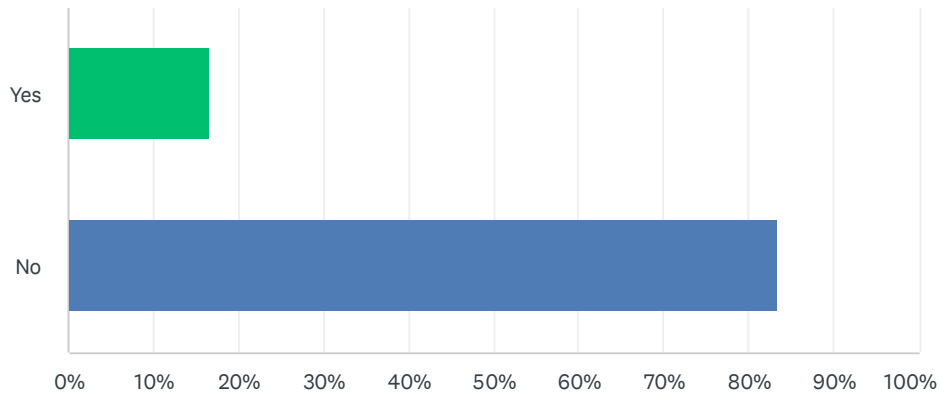
Q2 If you hold a role(s) within the Council i.e. Portfolio Holder, Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.] Please specify specific roles below and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

Answered: 10 Skipped: 4

#	RESPONSES	DATE
1	JOSC subgroup 2	11/24/2022 10:58 PM
2	Licencing 1-2 depending on meetings	11/22/2022 9:46 PM
3	Ward Councillor 12hrs p/w Cabinet Member 16hrs p/w Planning 2hrs p/w	11/22/2022 3:40 PM
4	N/A	11/22/2022 11:07 AM
5	portfolio holder Climate Emergency varies but average about 5 hours a week	11/21/2022 6:51 PM
6	Cabinet Lead Culture and Leisure: 24	11/21/2022 5:42 PM
7	Cabinet Member for Resources 25 Planning 2 Other 3	11/21/2022 4:02 PM
8	Leader Opposition group 14-16 hours	11/21/2022 1:51 PM
9	Chair of Planning: 10 hours	11/21/2022 12:39 PM
10	Licensing Chair - 3 hours Group Treasurer - 1 hour	11/21/2022 11:12 AM

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

Answered: 12 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	16.67%	2
No	83.33%	10
TOTAL		12

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Working from home. Heating lighting and internet connection	11/22/2022 9:46 PM
2	However it does mean that I work day and night 5 days a week and extra weekend hours because I have to work full time. The cllr allowance is not enough to allow me to work part time in my main job.	11/22/2022 3:40 PM
3	Training course for Women Leaders: group supported with £90 but total cost with travel £450	11/21/2022 5:42 PM

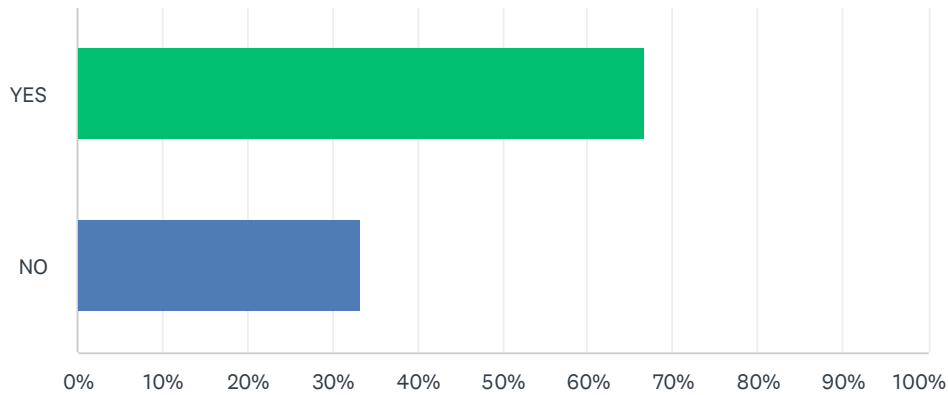
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time 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: 12 Skipped: 2

#	RESPONSES	DATE
1	50%	11/28/2022 6:56 PM
2	This not a paid employment and with Christmas, Easter, purdah in election years reduces hours stated and committed. In the current climate we should not be looking to increase our allowances and should be serving our residents	11/24/2022 10:58 PM
3	That's not how it works. We don't receive an hourly rate for any hours worked so how can you then decide how much is voluntary. Inguess if you took the minimum wage of £10 an hour and I work 26 hours a month then it would be £260. So about right. just depends if our work is worth more than the minimum wage	11/22/2022 9:46 PM
4	50%	11/22/2022 3:40 PM
5	20%	11/22/2022 11:07 AM
6	An allowance is not equivalent to remuneration. The Allowance is not equivalent to a salary even for part time work. So there is a voluntary element in all Councillor work of about 50% under the current allowance scheme.	11/21/2022 6:51 PM
7	50% or 10 hours	11/21/2022 6:49 PM
8	50:50	11/21/2022 5:42 PM
9	25%	11/21/2022 4:02 PM
10	1 hour per day	11/21/2022 1:51 PM
11	33%	11/21/2022 12:39 PM
12	50 per cent	11/21/2022 11:12 AM

Q5 The present level of Basic Allowance payable to all Councillors is £5,154. Do you think this is appropriate?

Answered: 12 Skipped: 2



ANSWER CHOICES	RESPONSES	
YES	66.67%	8
NO	33.33%	4
TOTAL		12

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher . being a cllr should not be unaffordable to working Members	11/28/2022 7:01 PM
2	Remuneration is less than the minimum wage	11/22/2022 9:48 PM
3	It is enough for me because I earn a good wage in my main work but I think it's a barrier to low earners and carers	11/22/2022 3:42 PM
4	It's not enough however making it higher would impact Council Tax charges.	11/21/2022 6:52 PM
5	Higher	11/21/2022 12:29 PM
6	lower or have less cllrs	11/21/2022 10:38 AM

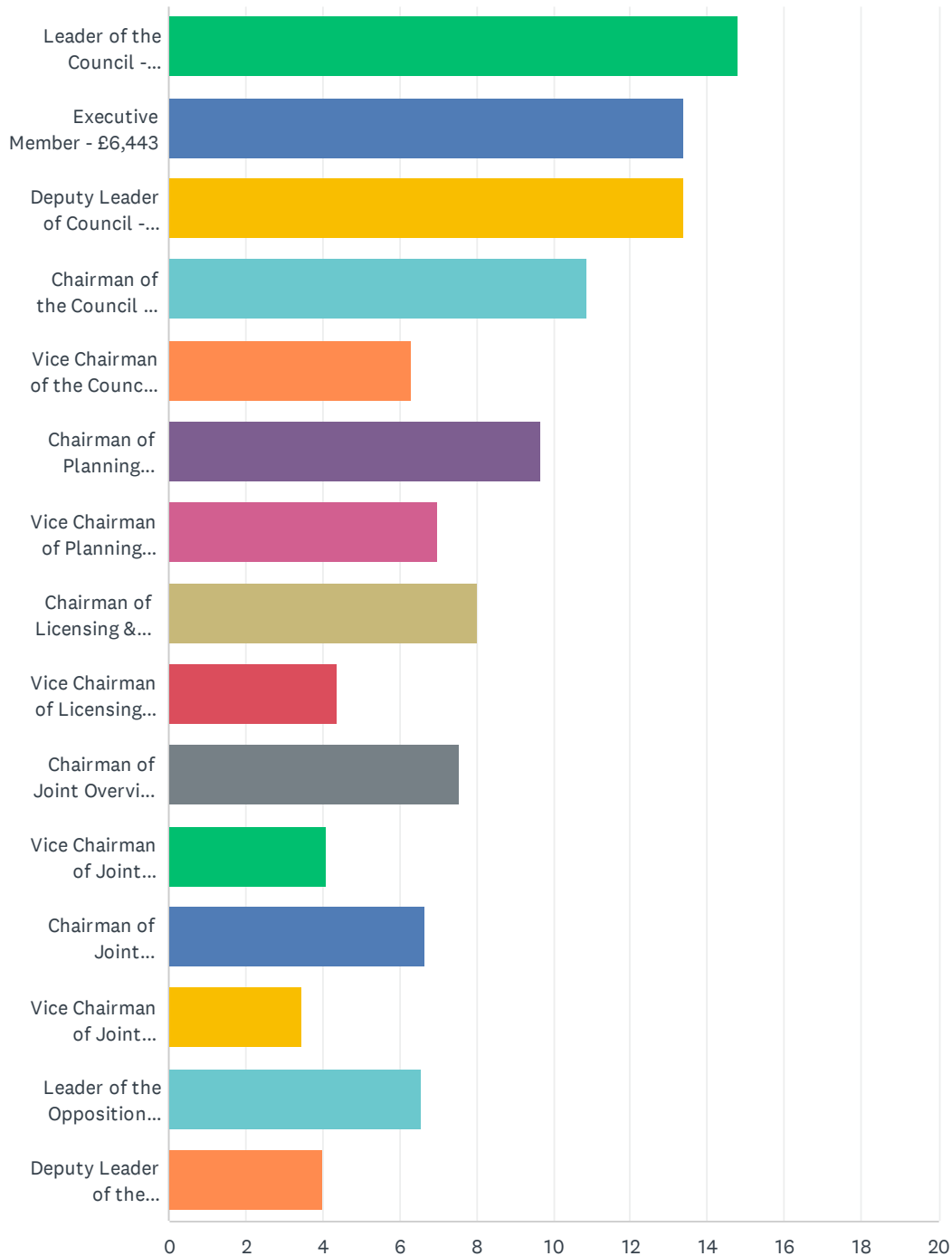
Q6 If you are able to, please indicate an appropriate level £:

Answered: 7 Skipped: 7

#	RESPONSES	DATE
1	5,500	11/28/2022 7:01 PM
2	We all know colleagues who ignore contact or requests for help from residents. How do we 'manage the disinterested who just keep taking their allowance, attend Council x2 per year Nolan principals clearly identify the qualities of public servants and yet there is no appraisal within the political groups within Council I personally would still complete my role and responsibilities without any allowance I am aware this is not a popular sentiment	11/24/2022 11:06 PM
3	I am not prepared to say what I am worth. That is for others to decide	11/22/2022 9:48 PM
4	Perhaps should be means tested so we can encourage more working age; women and people of colour to stand.	11/22/2022 3:42 PM
5	£5,154	11/22/2022 11:07 AM
6	but needs to rise in line with CPI, printing costs at home have risen by over 200% Ream paper risen from £2.50 to £5.00 ream for example. Postage continues to rise.	11/21/2022 1:53 PM
7	c 7,000 - 10,000 based on relating the allowance to National Minimum wage - currently at c. £20K and with reductions based on the % of working week worked and a voluntary contribution.	11/21/2022 12:29 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: 10 Skipped: 4



Independent Remuneration Panel Members' Allowances Questionnaire 2022 - Worthing Borough Council

	1	2	3	4	5	6	7	8	9	10	11
Leader of the Council - £15,462	90.00% 9	0.00% 0	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
Executive Member - £6,443	0.00% 0	40.00% 4	60.00% 6	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of Council - £7,731	0.00% 0	60.00% 6	20.00% 2	20.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Chairman of the Council - £2,577	0.00% 0	0.00% 0	11.11% 1	55.56% 5	0.00% 0	11.11% 1	0.00% 0	11.11% 1	11.11% 1	0.00% 0	0.00% 0
Vice Chairman of the Council-£1,288	0.00% 0	0.00% 0	0.00% 0	0.00% 0	22.22% 2	11.11% 1	11.11% 1	0.00% 0	0.00% 0	11.11% 1	11.11% 1
Chairman of Planning Committee - £ 5,154	0.00% 0	0.00% 0	0.00% 0	10.00% 1	20.00% 2	10.00% 1	50.00% 5	10.00% 1	0.00% 0	0.00% 0	0.00% 0
Vice Chairman of Planning Committee - £1,288	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.00% 2	10.00% 1	10.00% 1	0.00% 0	10.00% 1	10.00% 1	10.00% 1
Chairman of Licensing & Control Committee-£3,865	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	22.22% 2	44.44% 4	0.00% 0	22.22% 2	0.00% 0
Vice Chairman of Licensing & Control Committee - £1,288	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	10.00% 1	20.00% 2
Chairman of Joint Overview and Scrutiny Committee-£3,865	0.00% 0	0.00% 0	0.00% 0	11.11% 1	22.22% 2	0.00% 0	0.00% 0	0.00% 0	22.22% 2	22.22% 2	0.00% 0
Vice Chairman of Joint Overview and Scrutiny Committee-£1,288	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	33.33% 3
Chairman of Joint Governance Committee-£2,577	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	22.22% 2	11.11% 1	11.11% 1	11.11% 1	11.11% 1	0.00% 0
Vice Chairman of	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	22.22% 2

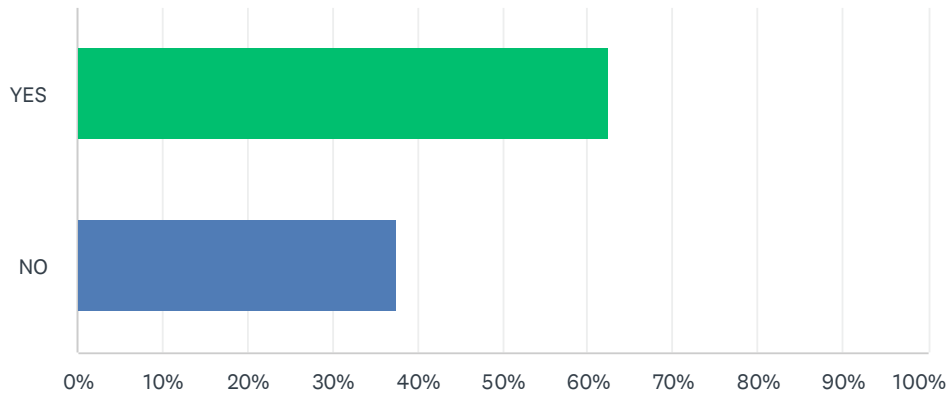
Independent Remuneration Panel Members' Allowances Questionnaire 2022 - Worthing Borough Council

Joint
Governance
Committee
- £1,288

Leader of the Opposition Group-£2,577	0.00% 0	0.00% 0	0.00% 0	11.11% 1	11.11% 1	22.22% 2	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of the Opposition Group-£1,288	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0	11.11% 1	0.00% 0	22.22% 2	0.00% 0

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

Answered: 8 Skipped: 6

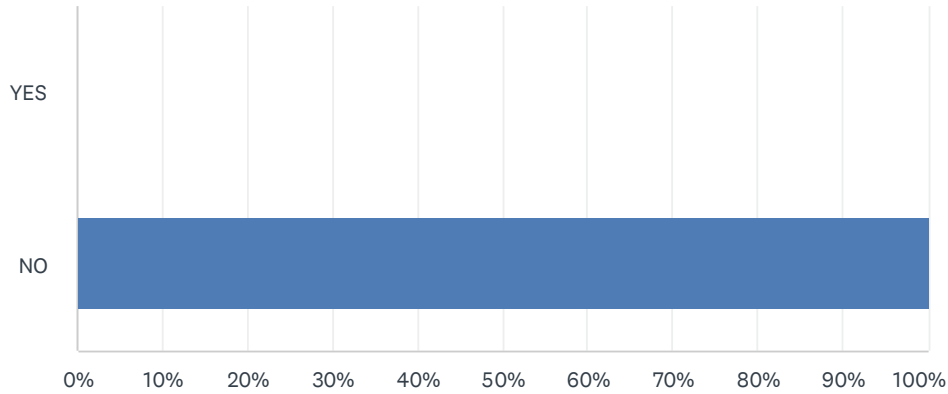


ANSWER CHOICES	RESPONSES	
YES	62.50%	5
NO	37.50%	3
TOTAL		8

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	chair planning =too much . Chair J(A)GC = too little	11/28/2022 7:13 PM
2	A cap on the total amount across all functions to stop the same people trying to control everything.	11/22/2022 3:52 PM
3	Vice chairman/Deputy Mayor doesn't need an SRA	11/22/2022 11:10 AM
4	I think the Chairman and Leader of the Opposition allowances are too low	11/21/2022 4:05 PM
5	Opposition group Leader and deputy - spend as much time reading the full sets all council papers as teh administration do, to ensure that they are able to hold the administration to account, and attend additional meetings at JSC and JSC sub to ask questions and challenge. I think there is a perception that being in opposition is a doddle, in fact it is harder as you do not have officer support to rely on nor access to the full information and have to do your own research. Having an effective opposition is crucial to 'good' democracy and it needs to be recognised in what people are being expected to do	11/21/2022 2:00 PM
6	Worthing Licensing is much busier than Adur, This should be recognised financially	11/21/2022 11:14 AM

Q9 Would you like to see any new SRAs introduced?

Answered: 9 Skipped: 5

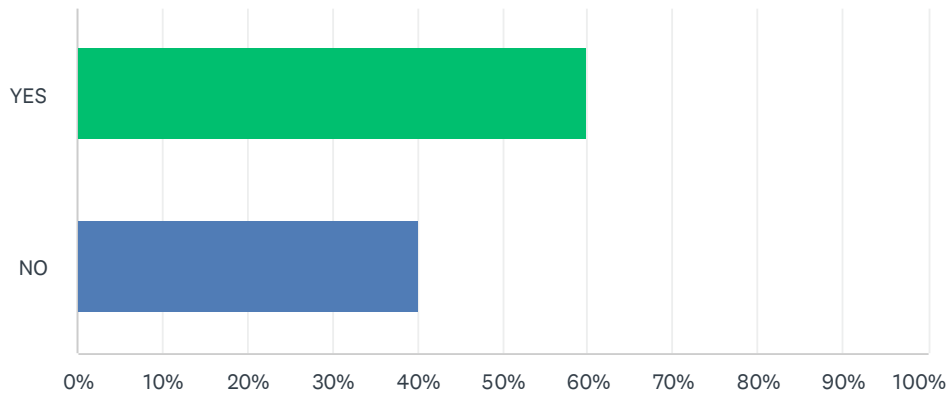


ANSWER CHOICES	RESPONSES
YES	0.00% 0
NO	100.00% 9
TOTAL	9

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I would like to see better provision of expenses for those who have caring responsibilities. Currently they have to pay the minder first and then claim back from the council. Many do not have the cash flow to support this. It can also disrupt people's benefits. Instead I think the council should pay the relief carers directly,	11/22/2022 3:52 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: 10 Skipped: 4

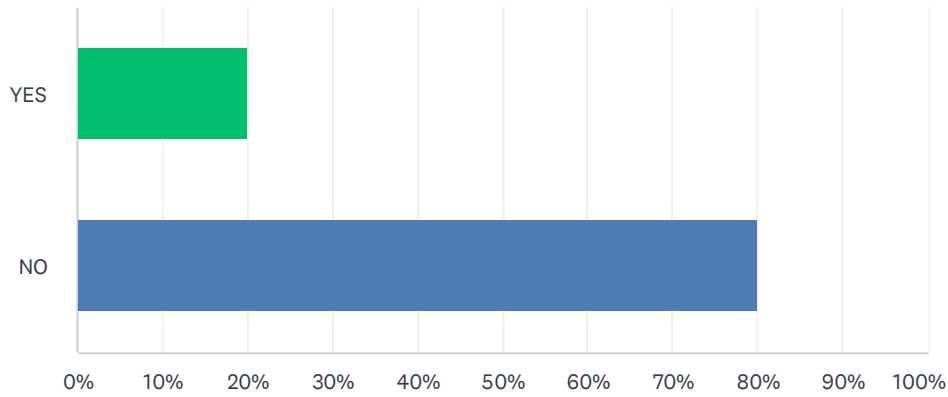


ANSWER CHOICES	RESPONSES	
YES	60.00%	6
NO	40.00%	4
TOTAL		10

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	with inflation	11/28/2022 7:13 PM
2	Not sure	11/22/2022 9:49 PM
3	For children with additional needs £15 may be required	11/22/2022 3:53 PM
4	Childcare can cost more than £10.25 per hour. Needing to pay for childcare should not be a barrier to attending council meetings. Provided that receipts can be provided this should be higher.	11/22/2022 11:11 AM
5	Increase childcare hourly rate and extend to cover travelling time	11/21/2022 7:24 PM
6	I think Childcare and Carer should be the same	11/21/2022 5:47 PM
7	A check should be made of 'local' rates and being reflective of these	11/21/2022 2:00 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: 10 Skipped: 4



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

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Needs to reflect real costs	11/24/2022 11:09 PM
2	I didn't know I could claim travel allowances	11/21/2022 5:48 PM

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

Answered: 10 Skipped: 4

#	RESPONSES	DATE
1	yes	11/28/2022 7:14 PM
2	Yes	11/24/2022 11:09 PM
3	Yes	11/22/2022 9:50 PM
4	Yes otherwise on the whole women are unfairly disadvantaged	11/22/2022 3:55 PM
5	Yes.	11/22/2022 11:11 AM
6	Yes	11/21/2022 7:24 PM
7	Yes	11/21/2022 5:48 PM
8	No	11/21/2022 4:06 PM
9	No - as you have identified this is a voluntary role.	11/21/2022 2:01 PM
10	Yes	11/21/2022 11:14 AM

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

Answered: 8 Skipped: 6

#	RESPONSES	DATE
1	Not at this moment	11/28/2022 7:14 PM
2	Needs to be benchmarked against similar Councils and their allowances	11/24/2022 11:09 PM
3	The allowance is just that an allowance. It should not be taxable as a wage.	11/22/2022 9:50 PM
4	People should not see being a cllr as a money making opportunity but if we do not offer decent allowances where needed we will exclude some of the people that we most need to represent our citizens. Perhaps a means tested approach could help to address this?	11/22/2022 3:55 PM
5	No. On the whole I think the current scheme works well.	11/22/2022 11:11 AM
6	No	11/21/2022 5:48 PM
7	No	11/21/2022 4:06 PM
8	No	11/21/2022 2:01 PM