

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

Answered: 24 Skipped: 0

#	RESPONSES	DATE
1	15	10/19/2020 9:14 PM
2	7	10/19/2020 5:36 PM
3	30	10/19/2020 4:42 PM
4	4	10/19/2020 10:35 AM
5	25	10/18/2020 7:47 PM
6	25 to 30 hours	10/16/2020 4:47 PM
7	12	10/16/2020 3:19 PM
8	15	10/16/2020 10:58 AM
9	7	10/15/2020 5:50 PM
10	12	10/15/2020 12:22 PM
11	40+	10/15/2020 8:27 AM
12	50	10/14/2020 10:38 PM
13	30-40	10/12/2020 5:25 PM
14	10-20	10/12/2020 3:16 PM
15	12	10/10/2020 5:31 PM
16	12	10/10/2020 3:58 PM
17	13	10/9/2020 6:08 PM
18	15	10/9/2020 3:24 PM
19	6	10/9/2020 10:42 AM
20	15-20	10/9/2020 10:39 AM
21	6-8	10/9/2020 10:19 AM
22	20-30	10/9/2020 10:18 AM
23	40	10/9/2020 10:17 AM
24	between 8 -20 hours in a week	10/9/2020 10:16 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:

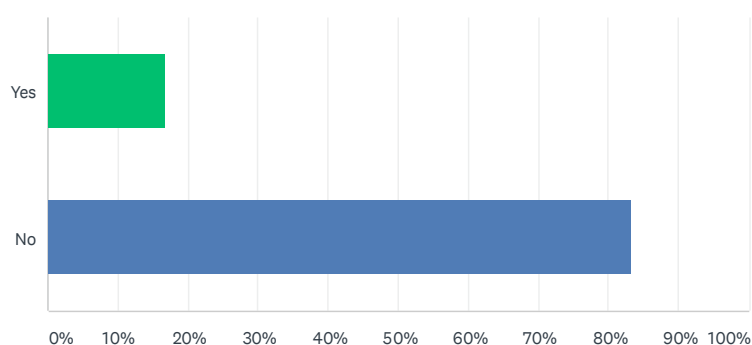
Answered: 22 Skipped: 2

Independent Remuneration Panel Members' Allowances Questionnaire 2020 - Vale of White Horse District Council

#	RESPONSES	DATE
1	n/a	10/19/2020 9:14 PM
2	Cabinet member - 25	10/19/2020 4:42 PM
3	Leader of the Opposition Group - about 20 hours	10/18/2020 7:47 PM
4	cabinet member for tackling climate emergency and environment...20-25 hours	10/16/2020 4:47 PM
5	n/a	10/16/2020 3:19 PM
6	Vice Chair Licencing 3 Vice Chair Scrutiny 0.5	10/16/2020 10:58 AM
7	No role	10/15/2020 5:50 PM
8	2 - Vice Chair Planning	10/15/2020 12:22 PM
9	It's difficult to separate roles. I am Deputy Leader and a cabinet member. So I also have responsibility for overall issues as well as service areas and some committees. I spend over 40 hours a week and since lockdown taking a break has been difficult.	10/15/2020 8:27 AM
10	Leader of the council 40 Ward member 10	10/14/2020 10:38 PM
11	25 (Portfolio)	10/12/2020 5:25 PM
12	Committee Chair - 5-10	10/12/2020 3:16 PM
13	I don't have specific roles, but I am a committee member of three committees which meet bimonthly, and I usually spend significant time reading the papers, and understanding the background, which Cllrs who are not committee members don't have to do. This is included in the calculation above though.	10/10/2020 5:31 PM
14	Co-chair Joint Audit & Governance - 2	10/10/2020 3:58 PM
15	Chair of Climate Emergency Advisory Committee 4 - 5 hours per week	10/9/2020 6:08 PM
16	0	10/9/2020 3:24 PM
17	Cycling Champion: 4	10/9/2020 10:42 AM
18	N/A	10/9/2020 10:39 AM
19	6-8 Chair of planning	10/9/2020 10:19 AM
20	no special role but member of HOSC and OX12 health review scrutiny group requiring on average 2h a week but full HOSC meetings every 2-3 months are all day	10/9/2020 10:18 AM
21	Cabinet Member Finance and Corporate Assets 30 hours	10/9/2020 10:17 AM
22	Ward Councillor - 8-10 hours a week Scrutiny Chair 1-12 hours a week depending on time of month.	10/9/2020 10:16 AM

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

Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	16.67%	4
No	83.33%	20
TOTAL		24

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Travelling expenses in non-Covid times	10/15/2020 12:22 PM
2	Pension contributions - I do not have any other income	10/14/2020 10:38 PM
3	Only significant opportunity cost!	10/9/2020 10:17 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?

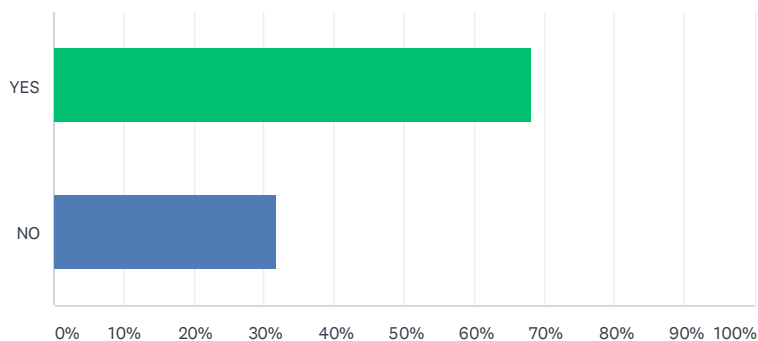
Answered: 23 Skipped: 1

#	RESPONSES	DATE
1	20	10/19/2020 9:14 PM
2	Not sure	10/19/2020 4:42 PM
3	30	10/19/2020 10:35 AM
4	25%	10/18/2020 7:47 PM
5	Up to 50%	10/16/2020 4:47 PM
6	30	10/16/2020 3:19 PM
7	30	10/16/2020 10:58 AM
8	50%	10/15/2020 5:50 PM
9	10%	10/15/2020 12:22 PM
10	I think a ten percent donation is healthy.	10/15/2020 8:27 AM
11	15%	10/14/2020 10:38 PM
12	This is a moot point as the skill level required for these positions would demand a much higher pay rate in the private or even public sector - we are given an allowance, but this by no means covers the amount of work we do.	10/12/2020 5:25 PM
13	50%	10/12/2020 3:16 PM
14	I don't know how you could possible calculate a percentage for this. No one is paid an hourly rate, as it clear because the role varies hugely from ward to ward, person to person and yet each Cllr is paid the same, unless they are cabinet etc.	10/10/2020 5:31 PM
15	25%	10/10/2020 3:58 PM
16	For me the money is not why I do it and I accept that I'm not getting the same rate per hour as my day job. However that limits who can do the job and reduces inclusivity heavily to the middle class and well off.	10/9/2020 6:08 PM
17	30%	10/9/2020 3:24 PM
18	25%	10/9/2020 10:42 AM
19	10	10/9/2020 10:39 AM
20	50%	10/9/2020 10:19 AM
21	not sure p percentage of what? possibly 20% of the time I spend on council business i.e. on average 7h per week	10/9/2020 10:18 AM
22	25%	10/9/2020 10:17 AM
23	25%	10/9/2020 10:16 AM

Q5 The present level of Basic Allowance payable to all Councillors is £5,084. Do you think this is appropriate?

Answered: 22 Skipped: 2

Independent Remuneration Panel Members' Allowances Questionnaire 2020 - Vale of White Horse District Council



ANSWER CHOICES	RESPONSES
YES	68.18% 15
NO	31.82% 7
TOTAL	22

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	For a retired person it is OK, but this does not encourage younger people who we need to be on the council.	10/16/2020 4:49 PM
2	Higher - the role should not be viewed as a minimum wage job!	10/15/2020 5:51 PM
3	Higher - need to attract younger, well-educated people	10/15/2020 12:25 PM
4	In some cases higher. In some cases lower some members serve in many committees and some in none.	10/15/2020 8:28 AM
5	Again a moot point as stated above.	10/12/2020 5:27 PM
6	Higher	10/10/2020 5:35 PM
7	Whether a councillor has a separate full-time job or not should be taken into account because it affects how much time they can dedicate to council work	10/9/2020 10:48 AM
8	Higher - this could be a full time job quite easily to do it properly	10/9/2020 10:19 AM

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

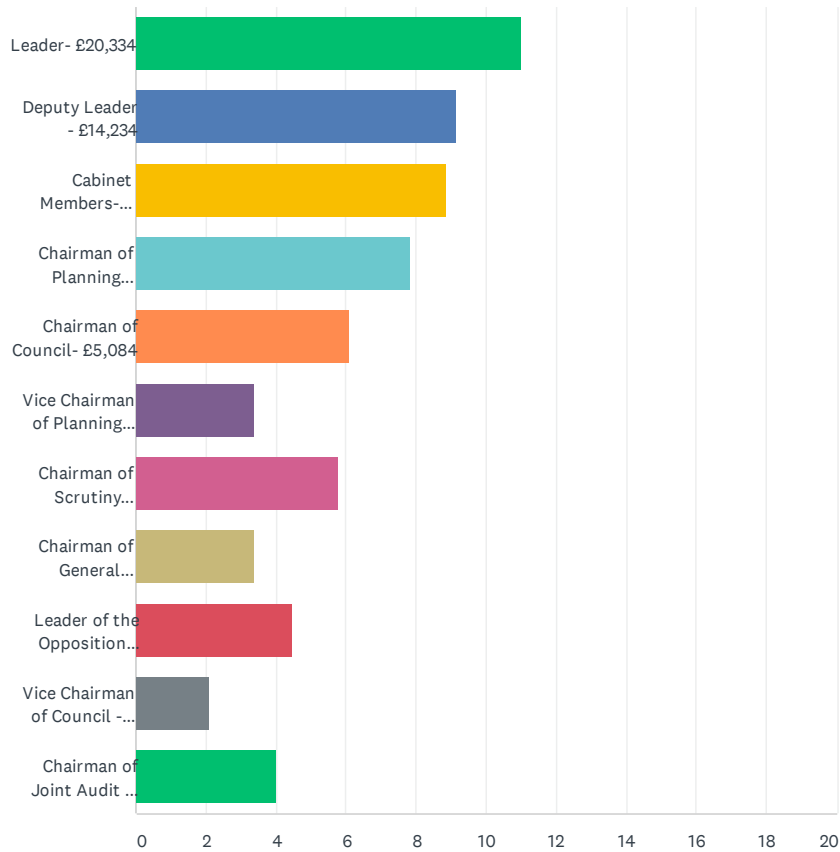
Answered: 7 Skipped: 17

#	RESPONSES	DATE
1	£6,000	10/16/2020 3:20 PM
2	£7000	10/15/2020 5:51 PM
3	£6,500	10/15/2020 12:25 PM
4	Don't know see above.	10/15/2020 8:28 AM
5	As above.	10/12/2020 3:16 PM
6	I'm not doing this for the money, but councillors with lower incomes should be adequately supported.	10/10/2020 4:00 PM
7	£10-12K	10/9/2020 10:19 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: 20 Skipped: 4

Independent Remuneration Panel Members' Allowances Questionnaire 2020 - Vale of White Horse District Council

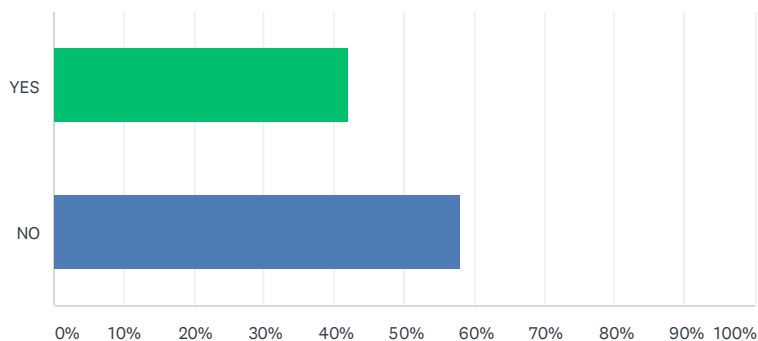


	1	2	3	4	5	6	7	8	9	10	11	TOT
Leader- £20,334	100.00% 20	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader - £14,234	0.00% 0	80.00% 16	10.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	0.00% 0	0.00% 0	5.00% 1	
Cabinet Members- £10,166	0.00% 0	15.00% 3	65.00% 13	15.00% 3	0.00% 0	5.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Chairman of Planning Committee- £6,101	0.00% 0	0.00% 0	21.05% 4	52.63% 10	21.05% 4	0.00% 0	5.26% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Chairman of Council- £5,084	0.00% 0	0.00% 0	0.00% 0	21.05% 4	36.84% 7	10.53% 2	15.79% 3	5.26% 1	0.00% 0	10.53% 2	0.00% 0	0.00% 0
Vice Chairman of Planning Committee - £3,050	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.26% 1	10.53% 2	5.26% 1	21.05% 4	26.32% 5	15.79% 3	15.79% 3	
Chairman of Scrutiny Committee- £3,050	0.00% 0	0.00% 0	0.00% 0	5.26% 1	10.53% 2	52.63% 10	26.32% 5	0.00% 0	5.26% 1	0.00% 0	0.00% 0	0.00% 0
Chairman of General Licensing Committee- £2,033	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	21.05% 4	26.32% 5	21.05% 4	31.58% 6	0.00% 0	0.00% 0
Leader of the Opposition Group- £2,033	0.00% 0	5.26% 1	5.26% 1	0.00% 0	10.53% 2	10.53% 2	10.53% 2	21.05% 4	15.79% 3	5.26% 1	15.79% 3	
Vice Chairman of Council - £1,526	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.53% 2	26.32% 5	26.32% 5	36.84% 7	
Chairman of Joint Audit and Governance Committee - £1,526	0.00% 0	0.00% 0	0.00% 0	5.26% 1	15.79% 3	10.53% 2	15.79% 3	10.53% 2	5.26% 1	10.53% 2	26.32% 5	

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

Answered: 19 Skipped: 5

Independent Remuneration Panel Members' Allowances Questionnaire 2020 - Vale of White Horse District Council

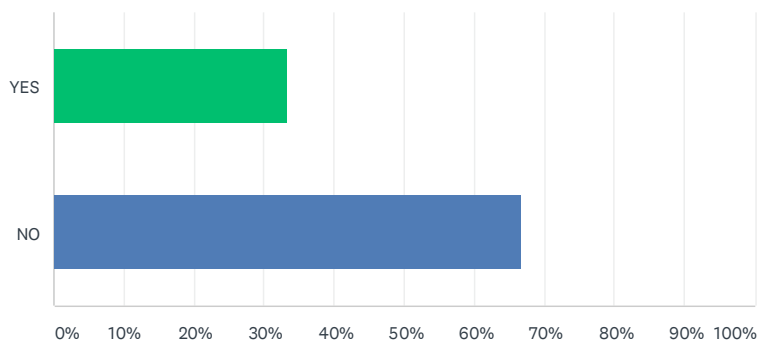


ANSWER CHOICES	RESPONSES	
YES	42.11%	8
NO	57.89%	11
TOTAL		19

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	given that the members of the planning committee get no allowance, the vice chair seems well rewarded.	10/16/2020 4:55 PM
2	Only retired people or those without jobs could afford to do the full-time roles. If that is what is wanted, then fine - but you must therefore accept that the roles exclude a large amount of the working population	10/15/2020 5:52 PM
3	Modest increase upwards	10/15/2020 12:31 PM
4	Pay according to hours required and impact of role	10/15/2020 8:34 AM
5	We do not have 'Chairman' we have 'Chairs' The Chair of the council is a more important role than we have thought in the past - this should be paid more.	10/14/2020 10:44 PM
6	Btw, at VoWH we say CHAIR not CHAIRMAN. I'm not sure that the following positions need to be paid as highly, or at least it should be justified to the other members why they get paid for doing this role (eg, they put in significantly more time): Vice chair planning, chair General licensing, leader of opposition, chair of joint audit and governance. If we are paying chairs - why isn't the chair of CEAC being paid? From my perspective, they put significant time into understanding the technical details. The leader should be paid more. She has SIGNIFICANT responsibility for large sums of money, and for a huge number of people. To do that role justice, it is quite hard to work another job (at least that's my observation), and so a leader of a council is being paid £30K a year - how does that compare to executive managers in the private sector?	10/10/2020 5:48 PM
7	They should be reduced. Many spend little time on their roles.	10/9/2020 3:26 PM
8	Not sure to be honest as I am none of them	10/9/2020 10:21 AM
9	Leader and Cabinet Members significantly underpaid for the amount of time and level of responsibility	10/9/2020 10:21 AM
10	Sliding Scale from Leader to bottom roles as listed.	10/9/2020 10:19 AM

Q9 Would you like to see any new SRAs introduced?

Answered: 21 Skipped: 3



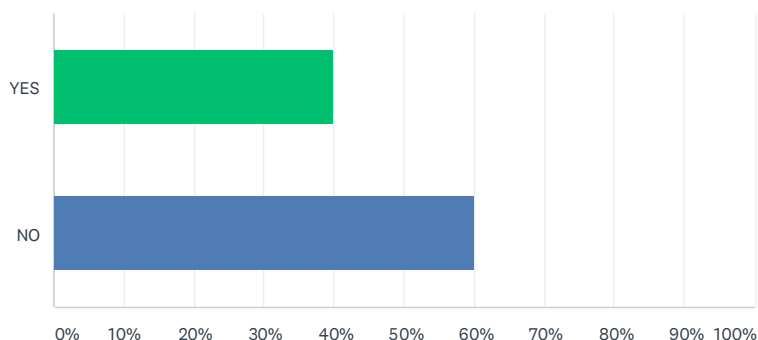
Independent Remuneration Panel Members' Allowances Questionnaire 2020 - Vale of White Horse District Council

ANSWER CHOICES	RESPONSES	
YES	33.33%	7
NO	66.67%	14
TOTAL		21

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	members of the Planning committee	10/16/2020 4:55 PM
2	Chairman of climate emergency advisory committee. Maybe even payment for each committee seat held. It's extra work.	10/15/2020 8:34 AM
3	Chair of Climate Emergency Advisory Committee have not been considered by the IRP because it is a relatively new committee. There is a lot of work involved and this should get an SRA, perhaps similar level to that of Licensing Chair	10/14/2020 10:44 PM
4	Chair of Climate Emergency Advisory Committee	10/12/2020 3:22 PM
5	Members of committees. In particular, planning committee that meets regularly and has a large responsibility	10/10/2020 5:48 PM
6	Wouldn't like to say as I'm conflicted as chair of an unpaid committee	10/9/2020 6:10 PM
7	Cycling Champion £1,500	10/9/2020 10:54 AM
8	Chair of Climate Emergency Advisory Committee	10/9/2020 10:21 AM

Q10 Dependent Relative Care - up to £9.30 per hour, linked to the UK Real Living Wage Rate . Specialist care is reimbursed at cost upon production of receipts. Do you think these rates should be increased?

Answered: 20 Skipped: 4



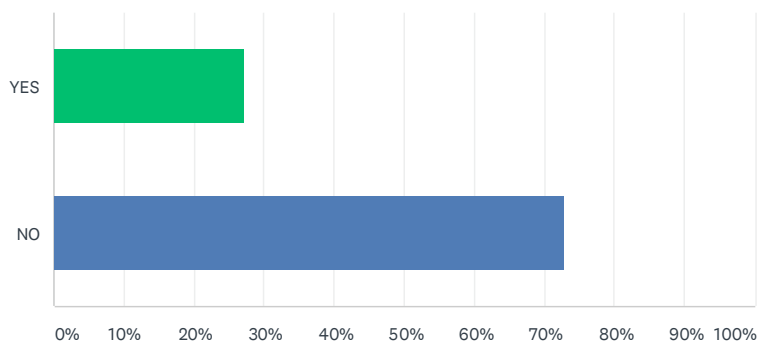
ANSWER CHOICES	RESPONSES	
YES	40.00%	8
NO	60.00%	12
TOTAL		20

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	£10	10/19/2020 5:37 PM
2	Should be national minimum wage, £10.30 per hour	10/16/2020 3:21 PM
3	£10 ph minimum - elderly and sick dependent relatives need good quality care to allow councillor to carry out their role without worrying about the quality of care of their loved ones.	10/15/2020 12:37 PM
4	I don't used them and know no one who does. But if it's a deal breaker for people with children then yes.	10/15/2020 8:35 AM
5	This question is written in a biased manner. My answer is that I am not in a position to know whether this is appropriate. So I would rather not say.	10/10/2020 5:48 PM
6	This should ensure it covers the cost of the care required.	10/10/2020 4:05 PM
7	very important and underrated role	10/9/2020 3:27 PM
8	We live in a more expensive part of the world, and charging locally could be more.	10/9/2020 10:20 AM

Q11 The current scheme of travel allowances are linked to those recommended by HMRC level. Do you have any comments on the

current scheme for Councillors?

Answered: 22 Skipped: 2



ANSWER CHOICES	RESPONSES	
YES	27.27%	6
NO	72.73%	16
TOTAL		22

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Generous travel allowances, not needed when holding virtual meetings. I don't claim, as when using public transport my ticket is free because of holding a concessionary bus pass.	10/12/2020 3:44 PM
2	I have never claimed, because the process seemed more time costly than it was worth, and by the time my partner convinced me I should be claiming, I didn't have any claims to make because we've been in lockdown! Plus when I asked the officers about how to claim for an electric car, they weren't really sure.	10/10/2020 5:53 PM
3	it is unnecessary	10/9/2020 3:27 PM
4	Some regard it as a way to earn more and this encourages car usage when everything we do needs to avoid excessive car usage.	10/9/2020 10:56 AM
5	This should be done on mileage rather than on expenses involving filling up with fuel	10/9/2020 10:23 AM
6	The remuneration of councillors should include mileage. Claims should not be accepted for mileage separately.	10/9/2020 10:21 AM

Q12 If you have any other comments on Members' Allowances, please detail below:

Answered: 8 Skipped: 16

Independent Remuneration Panel Members' Allowances Questionnaire 2020 - Vale of White Horse District Council

#	RESPONSES	DATE
1	we as lib Dems have to pay a levy of 10% of our allowances to the party	10/19/2020 10:48 AM
2	Could be more generous, but not at present (pandemic)	10/16/2020 3:22 PM
3	The number of hours cabinet members, leader and deputy leader work, without a pension, I think the allocances should be more. These roles can not be done whilst also holding down a full time job, therefore only the retired or rich can afford to do them which is bad for diversity. Dealing with the responsibilities and workload expected, whilst having to accept a reduction in income compared to roles with similar levels of responsibility is not sustainable for many people. The lack of pension is a huge barrier to those of working age taking on cabinet and leadership roles.	10/14/2020 10:49 PM
4	To be an elected councillor is a privilege and because I am retired I don't need the allowance. People in work and sacrificing work/family time do need it. I don't refuse my allowance (as people struggled to get elected and properly recompensed) but I have increased my charitable giving to make good use of it.	10/12/2020 3:44 PM
5	Although I put a certain number of hours that I spend doing councillor work, this doesn't take into account time spent travelling (zero right now of course! but not before), and so true time taken is more in a sense. And I think another cost is 'mental capacity'. If I've spend all day at work, then travelling to a council meeting, spent the evening there, then travelled home, your whole time to recuperate/relax/wind down has gone before it's straight back into it again. I'm not sure that increasing members' allowances helps with that of course, but I think that just looking at the number of hours spent doesn't tell the whole story.	10/10/2020 5:53 PM
6	they are too high	10/9/2020 3:27 PM
7	This could easily be a full time job - dsicussed recently with senior councillors	10/9/2020 10:23 AM
8	They are well paid considering the roles, but some adjustment is needed.	10/9/2020 10:21 AM