

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

Answered: 20 Skipped: 0

#	RESPONSES	DATE
1	30 -but always on Council business to answer phone calls and emails	11/19/2020 12:58 PM
2	55hrs	11/18/2020 3:04 PM
3	30-40	11/13/2020 8:56 PM
4	25	11/13/2020 2:35 PM
5	9	11/13/2020 12:48 PM
6	15	11/11/2020 6:31 PM
7	30-40	11/11/2020 3:56 PM
8	10	11/10/2020 10:39 AM
9	10 although it varies enormously depending on time of year and how many meetings are happening	11/9/2020 6:50 PM
10	10	11/9/2020 5:55 PM
11	15	11/9/2020 5:41 PM
12	Between sixteen and twenty hours per week.	11/9/2020 5:19 PM
13	16 to 24 depending on meetings	11/9/2020 3:40 PM
14	32 hours	11/9/2020 3:05 PM
15	Approx 25/35hrs	11/9/2020 2:52 PM
16	It varies depending upon the number of meetings, emails you get, private messages and replying to comments on the social media platforms, doing litter picks, talking to businesses. Taking that into account, 14 to 18 hours.	11/9/2020 2:50 PM
17	1	11/9/2020 2:36 PM
18	56 minimum	11/9/2020 2:28 PM
19	10-20	11/9/2020 2:21 PM
20	20	11/9/2020 2:01 PM

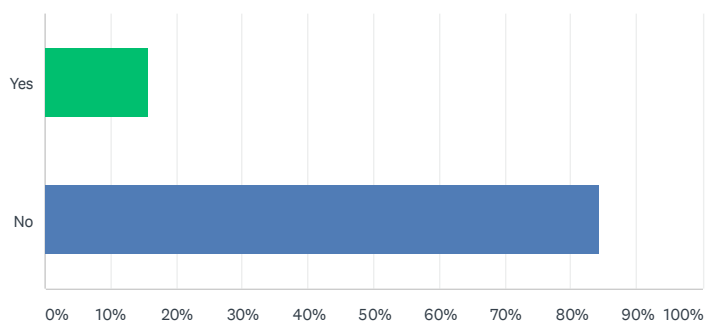
Q2 If you hold a role(s) within the Council i.e. Portfolio Holder, Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.] Please specify specific roles below and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

Answered: 12 Skipped: 8

#	RESPONSES	DATE
1	Education Childrens Services Skills University All areas in one portfolio now so bulk of hours spent on this. Vice Chair Licensing Committee Ward business around 5 hours per week.	11/19/2020 12:58 PM
2	Leader Peterborough City Council 45hrs combined Authority 10 hrs	11/18/2020 3:04 PM
3	Opposition leader - 20-25 hours	11/13/2020 8:56 PM
4	Group Leader 5	11/13/2020 2:35 PM
5	Cabinet - 20, Chair Constitution and Ethics - 2. Does vary eg around Budget setting could be 30-40+, August less. Has been more in past but due to stand down last May, so family matters have led to re-balancing and I have long experience in role. Frankly could be 40-50 for new person.	11/11/2020 3:56 PM
6	I am leader of the Liberal Democrat group. I would estimate an average of five hours a week, although in the run up to full council it could be much more than that.	11/9/2020 6:50 PM
7	Chair of Planning & Environmental Protection can change drastically from none to several hours per week depending on casework required and update reading received. Chair of Growth, Environment and Resources Committee - Several hours a month meetings and referencing material. Chair of Covid19 Response Meeting - several hours per month referencing and chairing meetings Chair of Chairs - Budget Scrutiny. A few hours per month referencing material and chairing budget scrutiny meetings.	11/9/2020 5:41 PM
8	Group whip and shadow role but the above accounts for most, but no all, hours spent.	11/9/2020 5:19 PM
9	8	11/9/2020 3:40 PM
10	Portfolio holder and board member/director of JV's, outside committees/boards, PCC committees.	11/9/2020 2:52 PM
11	I am the Chairman of Corporate Parenting. I have meetings with officers, discuss with other Committee members items that arise, promote the Children in Care objectives, seek funding, discuss at appropriate times the work and requirements of the Children in Care within circles where it would benefit the Children and Young people as well as care leavers. I spend 6 to 7 hours a week looking for chances too make positive changes that the CiC have raised and ask for.	11/9/2020 2:50 PM
12	N/A	11/9/2020 2:28 PM

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

Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	15.79%	3
No	84.21%	16
TOTAL		19

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	My eyesight is poor and so need hard copy papers. During this pandemic cannot provide this from Council so am paying for all cartridges and paper myself.	11/19/2020 12:58 PM
2	i do get fuel allowance or train fare if out side the city	11/18/2020 3:04 PM
3	Loss of income from work	11/13/2020 8:56 PM
4	I retired to do role properly. Income was substantially more than any allowances.	11/11/2020 3:56 PM
5	I try to put some of my allowances back into the Children directly at Christmas and Easter.	11/9/2020 2:50 PM

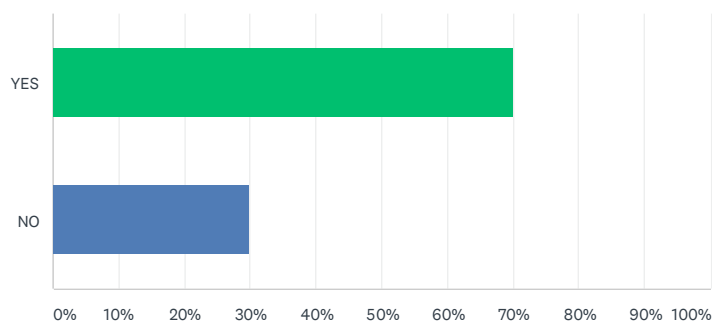
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time 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: 19 Skipped: 1

#	RESPONSES	DATE
1	10 per cent.	11/19/2020 12:58 PM
2	i think you could to that above another 6hrs aweek for ward and parish work	11/18/2020 3:04 PM
3	25%	11/13/2020 8:56 PM
4	10	11/13/2020 2:35 PM
5	20%	11/13/2020 12:48 PM
6	In order to get the maximum possible cross section of the community, and the skills we need to successfully run the council, we should be increasing not decreasing remuneration	11/11/2020 6:31 PM
7	Impossible to answer. What is a reasonable 'hourly rate'? Does Remembrance Day, Mayors Charity Events etc count? Training? How important is attracting young talent and compensating for work hours lost?	11/11/2020 3:56 PM
8	33%	11/10/2020 10:39 AM
9	I think it should be a small element, maybe around 10% or less. The Government does not expect MPs to do their work on a voluntary basis so why do they expect this of councillors. If we are to attract more young and able people to become councillors it is vital that they are adequately remunerated.	11/9/2020 6:50 PM
10	20	11/9/2020 5:55 PM
11	75%	11/9/2020 5:41 PM
12	50	11/9/2020 5:19 PM
13	20%	11/9/2020 3:40 PM
14	10%	11/9/2020 3:05 PM
15	I consider my role within my ward to be largely voluntary work, as I am primarily an elected ward councillor and, if I didn't wish to be, I could step down easily because I am retired and financially independent. That said, I'm conscious some (including myself, but certainly not all) members work hard for their constituents and deserve to be paid an allowance. My portfolio is extensive and very involving. It would not be possible for me to be effective if I had a full time occupation so I think it's right to be paid a SRA to compensate for the hours I spend working and the responsibility I have.	11/9/2020 2:52 PM
16	I make myself available as much as possible to the residents and have answered calls early morning before people sometimes get up or as yesterday 11.30 in the evening to answer questions about Covid-19, antisocial behaviour, schooling, road adoption etc. I feel that I stepped up to take the role and that means being available to the public. I couldn't really give a percentage, as even when on a weeks holiday, I had answered my phone calls from worried residents.	11/9/2020 2:50 PM
17	40%	11/9/2020 2:28 PM
18	Free time is given in expanding our party's reach in areas outside of our ward. This is an activity that as a councillor I would not be expecting any remuneration.	11/9/2020 2:21 PM
19	20	11/9/2020 2:01 PM

Q5 The present level of Basic Allowance payable to all Councillors is £10,508. Do you think this is appropriate?

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	70.00%	14
NO	30.00%	6
TOTAL		20

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Should have kept pace with staff percentage increases as recommended by the remuneration panel	11/19/2020 1:04 PM
2	Higher due to the time, effort and value delivered by Members	11/13/2020 8:57 PM
3	Higher, to encourage a higher standard of councillor, as with the current allowance I have to continue with my full time job and can't devote as much time as I would like to my council work	11/11/2020 6:32 PM
4	There was a big increase four years ago but that was after many years of no increase. The panel should compare our allowances with those of similar councils and ensure they are in line and also that they keep up with inflation.	11/9/2020 6:52 PM
5	Lower	11/9/2020 2:37 PM
6	A little higher. It's a struggle for councillors who devote a lot of time to the role to cope financially. I definitely struggle but I don't want to spend less time on councillor duties.	11/9/2020 2:30 PM

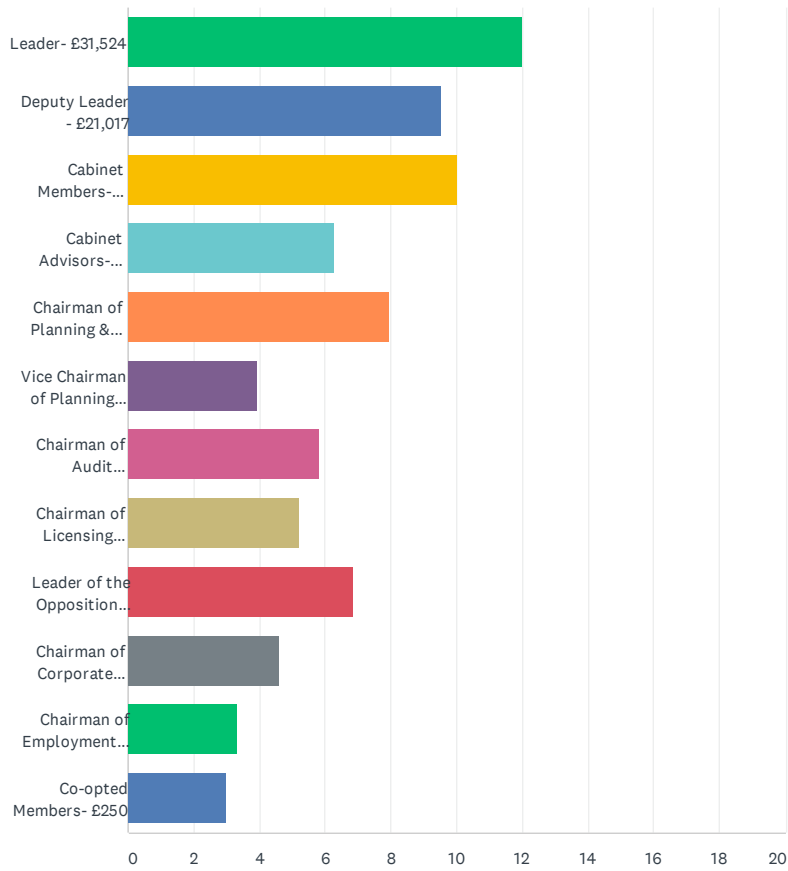
Q6 If you are able to, please indicate an appropriate level £:

Answered: 7 Skipped: 13

#	RESPONSES	DATE
1	TBC as I do not have staff full info for the last several staff rises	11/19/2020 1:04 PM
2	one size does not fit all there is possibly 20 councillors who are really active another 20 who are active in there ward are the other 20 who are less than active ,so you do not want to reward inactivity	11/18/2020 3:10 PM
3	15,000	11/13/2020 8:57 PM
4	I think it is the panel's job to recommend the level and we should accept it if at all possible, as we should not be determining how much we are paid.	11/9/2020 6:52 PM
5	4000	11/9/2020 2:37 PM
6	£12k	11/9/2020 2:30 PM
7	This seems like the right level in order to attract a wider range of diversity and closer representation of the community	11/9/2020 2:22 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: 17 Skipped: 3

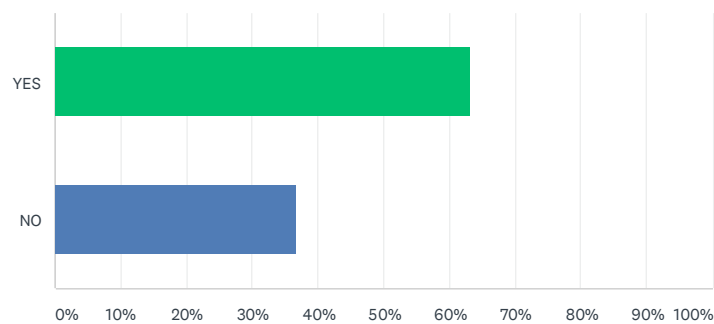


Independent Remuneration Panel Members' Allowances Questionnaire 2020 - Peterborough City Council

	1	2	3	4	5	6	7	8	9	10	11	12
Leader- £31,524	100.00% 15	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 - £21,017	0.00% 0	70.59% 12	5.88% 1	5.88% 1	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	5.88% 1
Cabinet Members- £15,762	0.00% 0	23.53% 4	64.71% 11	5.88% 1	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Cabinet Advisors- £7,881	0.00% 0	5.88% 1	0.00% 0	29.41% 5	11.76% 2	11.76% 2	5.88% 1	0.00% 0	0.00% 0	17.65% 3	17.65% 3	0.00% 0
Chairman of Planning & Environmental Protection Committee- £9,457	0.00% 0	0.00% 0	11.76% 2	17.65% 3	35.29% 6	23.53% 4	11.76% 2	0.00% 0	0.00% 0	0.00% 0	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	5.88% 1	5.88% 1	23.53% 4	5.88% 1	5.88% 1	17.65% 3	23.53% 4	11.76% 2
Chairman of Audit Committee- £7,881	0.00% 0	0.00% 0	5.88% 1	0.00% 0	5.88% 1	23.53% 4	23.53% 4	23.53% 4	11.76% 2	0.00% 0	0.00% 0	5.88% 1
Chairman of Licensing Committee- £7,881	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	11.76% 2	17.65% 3	41.18% 7	11.76% 2	11.76% 2	0.00% 0	0.00% 0
Leader of the Opposition Group- £7,881. Divided by the numbers of Members of the opposition group	0.00% 0	0.00% 0	11.76% 2	23.53% 4	17.65% 3	11.76% 2	5.88% 1	0.00% 0	17.65% 3	5.88% 1	5.88% 1	0.00% 0
Chairman of Corporate Parenting Committee - £7,881	0.00% 0	0.00% 0	0.00% 0	11.76% 2	0.00% 0	5.88% 1	11.76% 2	11.76% 2	17.65% 3	29.41% 5	11.76% 2	0.00% 0
Chairman of Employment Committee - £1,970	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	0.00% 0	17.65% 3	23.53% 4	17.65% 3	23.53% 4	11.76% 2
Co-opted Members- £250	5.88% 1	0.00% 0	0.00% 0	5.88% 1	5.88% 1	0.00% 0	0.00% 0	0.00% 0	11.76% 2	0.00% 0	11.76% 2	58.82% 10

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

Answered: 19 Skipped: 1

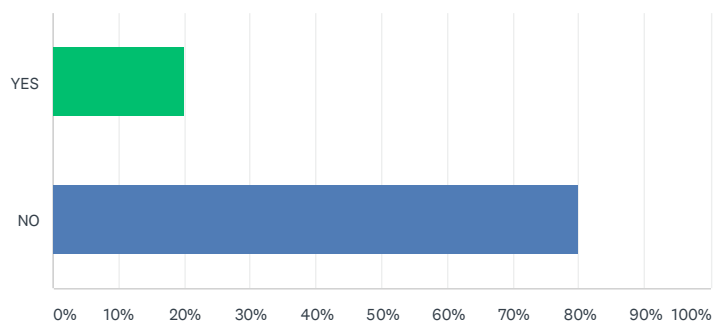


ANSWER CHOICES	RESPONSES	
YES	63.16%	12
NO	36.84%	7
TOTAL		19

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	All should have a regular percentage rise allied to the staff rises.Or in line with inflation.	11/19/2020 2:39 PM
2	Increase them	11/13/2020 9:01 PM
3	The Chair allowances are staggering. The amount of prep for these meetings for the chair is only a fraction more than a member would do and the liaison with officers etc outside of meeting times is not as lengthy as to warrant this level of additional allowance. Set at 25% the leader's allowance, I cannot see that the role of a committee chair takes up 25% of the hours each week the leader puts in to that full-time role.	11/13/2020 1:07 PM
4	Too many cabinet posts, scrap cabinet advisors	11/11/2020 6:33 PM
5	Hay review responsibilities as with officers.	11/11/2020 4:01 PM
6	Removal of chair allowance	11/10/2020 10:42 AM
7	This question is very misleading as it does not state that chairs of scrutiny committees also receive very large special responsibility allowances. A previous members allowances panel said that special responsibility allowances should only be paid to councillors who exercise special responsibility. Currently over half of the Conservative group get allowances which greatly increases the power of patronage exercised by the leader of the council.	11/9/2020 6:59 PM
8	Why is Vice chair of planning remunerated as it is? Seems high if no other vice chairs are remunerated	11/9/2020 5:23 PM
9	Reduced by 20%	11/9/2020 3:07 PM
10	Please look at the frequency of meetings and determine SRA accordingly.	11/9/2020 3:07 PM
11	Reduced significantly also Mayor need to be reviewed.	11/9/2020 2:39 PM
12	Chair of committees could be halved, except planning which should be say 7,881, vice chair of planning committee should not have a SRA	11/9/2020 2:36 PM
13	Given the Conservatives don't allow any other parties to chair committees, the allowances for chairmanships should be greatly reduced.	11/9/2020 2:32 PM
14	I think the top two positions are paid too much. I think the chairs of committees are also paid too much	11/9/2020 2:05 PM

Q9 Would you like to see any new SRAs introduced?

Answered: 20 Skipped: 0

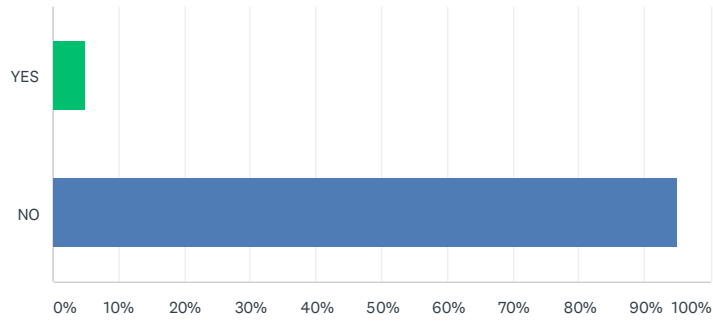


ANSWER CHOICES	RESPONSES
YES	20.00% 4
NO	80.00% 16
TOTAL	20

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Shadow cabinet members should get an allowance for the extra work they do.	11/13/2020 9:01 PM
2	I think group secretaries should get a small allowance, as they did some years back and they do important work for their party group and for the council.	11/9/2020 6:59 PM
3	There are chair positions that have not been listed?	11/9/2020 5:49 PM

Q10 Dependent Relative Care is reimbursed at cost upon production of receipts. Do you think there should be any changes to this allowance?

Answered: 20 Skipped: 0

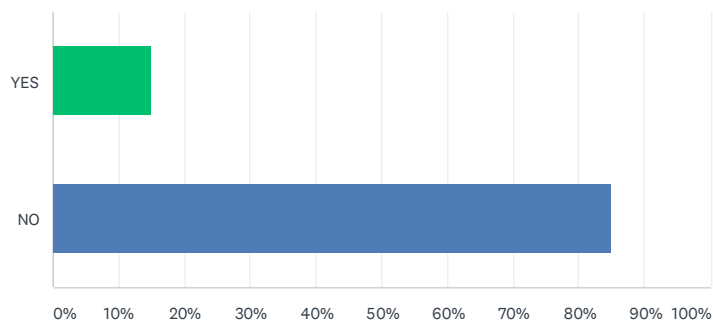


ANSWER CHOICES	RESPONSES	
YES	5.00%	1
NO	95.00%	19
TOTAL		20

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	but I have no experience of how this works	11/9/2020 6:59 PM
2	Promote anything that helps carers	11/9/2020 2:40 PM

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: 20 Skipped: 0



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

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	A few years back it was agreed to pay councillors a flat rate travel allowance which is paid with the basic allowance. That is a good approach as it removes the need for receipts etc . Unfortunately Full Council decided to also keep members subsidised car parking permits. This acts as an incentive for members to drive rather than cycle or use public transport which runs contrary to our climate change ambitions. So I think the subsidy on car parking permits for both staff and councilors should be removed.	11/9/2020 7:05 PM
2	I believe the current scheme works reasonably well, in that if a member has to travel outside the City for council work the costs incurred in doing that should be covered if they wanted to claim. Personally I don't claim for this as a matter of principle.	11/9/2020 3:16 PM
3	Parking should be free as you can (Covid-19 aside) be in and out of the Council premises	11/9/2020 3:07 PM

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

Answered: 9 Skipped: 11

#	RESPONSES	DATE
1	There is no mention in the list of SRAs of the Chairs of Scrutiny Committees and I think they receive an allowance?	11/19/2020 2:41 PM
2	We should be encouraging councillors to use public transport, yet we subsidise car parking, instead of setting an example in line with our climate emergency requirements	11/11/2020 6:35 PM
3	The panel should aim to reduce the number of special responsibility allowances paid to members of the controlling group. They insist on having all the chairmanships of committees, so the SRAs become a tool of patronage for the leader of the council. As an opposition group leader, I do far more work than the chair of a scrutiny committee...and I know that because I was a committee chair one year when we were able to outvote the Conservatives on this point at Annual Council. Also, as mentioned above, allowances should be kept at a level where it encourages people to become councillors and the structure should support council policy....eg in encouraging sustainable modes of travel other than the private car	11/9/2020 7:05 PM
4	Please freeze them. The council can't afford more costs.	11/9/2020 5:50 PM
5	At the current level, I am able to give more to charitable causes and activities in my ward not covered by the CLF (amounts involved are too small. Given the finances, locally and nationally, I am content with the allowance given. My only observation is that some of the additional allowances to chairs and vice chairs are a little generous.	11/9/2020 5:27 PM
6	The allowance system has been used on occasion as a political football. I do believe the system generally is sound but some committee chair SRA's are excessive given the in frequency of meetings and light responsibilities.	11/9/2020 3:16 PM
7	Members work many antisocial hours, interrupting family life to provide a service that the public deserve. It is a responsibility we don't take lightly and give of our best. If Councillors don't have allowances at an appropriate level, then the quality will reduce. It's not pay but an allowance in recognition of the work they do, many of whom work a fulltime job as well. We pay out of our allowances for printing etc to help residents.	11/9/2020 3:07 PM
8	Look at other remuneration as well ie Fire Authority	11/9/2020 2:41 PM
9	They are essential. Some of us really struggle financially to perform our roles, women especially. We don't all have other sources of income.	11/9/2020 2:33 PM

This page is intentionally left blank