



**A Review of Members' Allowances for
Winchester City Council**

Report of the Independent Remuneration Panel

5th & 6th September 2017

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1. Introduction

The Independent Remuneration Panel was convened to undertake a full review of Members' Allowances. The review was undertaken and the Panel convened in accordance with The Local Authorities (Members Allowances) (England) Regulations (SI 1021) (2003 Regulations).

The Panel met on 5th and 6th September 2017 and membership of the Panel was:-

Mark Palmer, Development Director, South East Employers (Panel Chair)
Roger Farrall, Local Government Officer (Retired) and local resident
Tim Stanbrook, High Technology Engineer (Retired) and local resident.

A questionnaire was sent out to all Members prior to the review and we interviewed 10 Members and 2 Officers. **Seventeen** of the 45 Members of the Council completed the questionnaire; a comprehensive analysis of the questionnaire is attached as **Appendix 1**.

The Panel would like to thank the Members who completed the questionnaire as well as the Members and the Officers we interviewed during the process. We have taken account of the views expressed to us by those Members and Officers; and would like to thank them for their assistance in this review.

Additionally the Panel was assisted and supported throughout by David Blakemore (Democratic Services Manager).

Other information at our disposal included previous Reports of the Independent Remuneration Panel, the current Scheme of Members' Allowances, committee reports and written submissions from Members.

We also had the benefit of the Members' Allowance Survey for District and Borough Councils in the South East published by South East Employers in October 2016, the Survey has been used to support benchmarking and for this purpose we have used the Hampshire district and borough Councils as the benchmark group

Comprehensive details of the allowances in these Councils are attached as **Appendix 2**.

2. Terms of Reference

Our terms of reference were to undertake a full review of Members' Allowances for Winchester City Council and to make recommendations as to the level of the Basic Allowance and of Special Responsibility Allowances for the year 2018/2019 and beyond for a maximum 4 year period. The review also included making recommendations in respect of the, Dependants' Carers' Allowance and the scheme for travel and subsistence. The Panel was established in accordance with section 99 of the Local Government Act 2000.

3. The Deliberations of the Panel

The Panel had access to the previous reports of the Independent Remuneration Panel a full review last took place in November 2014. The Panel has given due consideration to this review as part of its deliberations when formulating its recommendations.

The Panel is also mindful of the impact of the 2015 Boundary Review undertaken by the Local Government Boundary Commission that has led to a reduction in the number of Members from 57 to 45 and a reduction in the number of wards from 26 to 16.

During the interviews and within the Questionnaire a number of Members did raise the issue of an increasing workload as a consequence of a reduction in the number of Members and Wards.

Members representing the more rural wards also raised the issue of larger wards leading to increased travel time, distances travelled and a greater number of Parish Council meetings to attend. The Panel has taken in to consideration these issues and concerns when making its recommendations.

Finally, the Panel was also aware that the review took place at time when the Council is also reviewing the Constitution. The Constitution Review may have an impact on the governance and decision-making structure of the Council and although the Panel can only make recommendations in respect of the member roles relating to the current governance and decision-making structure it is aware of the potential changes that will shape future recommendations of the Panel.

A key role of the Panel is to recommend a scheme of allowances which recognises both Members' responsibilities and workloads. However, the Panel was mindful of the Council's continued financial constraints when making its recommendations.

To develop a structured approach in determining allowances the Panel has used transparent formula and methodology for calculating the Basic Allowance and the Special Responsibility Allowances.

4. Basic Allowance

The current Basic Allowance for Winchester City Council, £5,580 was set in 2010/11 following a decision by Members to take a 5% reduction in the allowance (2009/10 the allowance was £5,874). Since 2010/11 Members have chosen not to apply the recommended indexation and the November 2014 recommended no change to the level of Basic Allowance.

The 2014 review as part of its report did however present a recalibrated Basic Allowance of £6,976. The recalibrated Basic Allowance aimed to demonstrate the degree to which the current Basic Allowance had fallen behind the earnings of Members' constituents

since 2007 and also to flag up a prospective point of reference for a future Panels to be aware of.

	2007/08 £	2008/09 £	2009/10 £	2010/11 (-5% budget reduction) £	2011/12- 2017/18 £
Basic Allowance	5,800	5,946	5,874	5,580	5,580

The Panel was of the view that the Basic Allowance did require an increase and the Questionnaire that supported this review identified that **80%** of Members responding did not think the current Basic Allowance was appropriate and were of the view that it should be “higher” or “slightly higher”.

In respect of a level of Basic Allowance the questionnaire asked Members for a proposed level and the responses recommended an average Basic Allowance of £6,000 to £7,000. Members support for an increase in the level of Basic Allowance was also reflected in the interview sessions that specifically highlighted the increase in the workload of Members as a result of the Boundary Commission Review and the fact that the allowance had fallen in both real and nominal terms since 2010/11.

The Panel also sought views from Members during the interviews in respect of whether they felt that the current level of the Basic Allowance was a barrier to candidates from all sections of the community standing to be councillors. A number of Members interviewed expressed the view that the current level of Basic Allowance did deter people from standing for Council and remaining as Councillors in particular those with young families and full time employment; the Panel has taken these views into consideration.

The Panel was asked to consider whether and how the Members Allowance Scheme can take account of the ICT needs of Members to support and facilitate a move to a more digital way of working and during the interviews some Members expressed concern about the ICT provision and support provided. Some Members were of the view that ICT support should include not only a PC, laptop or tablet but also a phone line, mobile phone, broadband, printer and additional incidental support to cover such items as paper and printer ink cartridges

Whilst recognising the cost of the provision of ICT by Members the Panel was not supportive of a separate ICT allowance. The vast majority of Members already had access to broadband and ICT hardware prior to becoming a Councillor and the Panel was of the view that the Basic Allowance should be at a level to support the cost of undertaking the role of Councillor including the ICT provision.

The Panel is also supportive of effective ICT development and support for Members to ensure that ‘all’ Members realise the potential of the commitment to a more digital way of working.

The Panel was of the view that a structured formula for calculating the Basic Allowance was required and will provide a foundation to allow a future Panel to better determine the allowance and also provide a transparent formula for how the Basic Allowance was arrived at. The Panel was also of the view that unlike within the previous seven years the Basic Allowance should be indexed annually to avoid a real term fall in the level of Basic Allowance.

In determining a formula to calculate the Basic Allowance, the Panel chose full-time median hourly earnings for the South East of England area as a place of residence. This information is published by the Office for National Statistics each December as part of its National Statistics of Hours and Earnings (NOMIS) and in December 2016 this was **£14.85 per hour**.

The formula was also based on average weekly hours undertaken and in respect of the average national weekly hours for a District/Borough Councillor without any additional special responsibilities the Local Government Association (LGA) as part of the LGA Councillor Census stated between 10 to 15 hours was appropriate. The Panel therefore chose **12 hours per week** to support the calculation of the Basic Allowance.

Finally, the Panel also looked at the level of the Public Service Discount (PSD). The PSD is the element of a Members activity that is given on a purely voluntary basis. The questionnaire responses had varying views on the percentage level of PSD ranging from 5% to 80%, the average across the South East region is between 35-50%. The Panel was of the view that a level of **35%** should represent the level of recommended "Public Service Discount".

Based on these figures the level of Basic Allowance for Members of the Council can be calculated as 12 hours per week x 52 weeks x £14.85 per hour - 35% Public Service Discount which gives a annual Basic Allowance of £6,023.

Currently, Winchester City Council is ranked eighth in the level of Basic Allowance across the eleven benchmark Hampshire district/borough councils. Even after this recommended change to the Basic Allowance, Winchester City Council will still be in seventh position with regards the level of Basic Allowances across the benchmark Councils.

However, the Panel felt that this proposed increase in the Basic Allowance was setting a clear direction of travel and that for the first time since the 5% reduction in Basic Allowance in 2010/11 there will be a real term increase of £443 (7.9% increase) in the level of Basic Allowance.

Benchmark Councils- Basic Allowance (September 2017)

Council	Basic Allowances
Basingstoke & Deane BC	£6,876
Fareham BC	£6,809
Test Valley BC	£6,581
Gosport BC	£6,280
Eastleigh BC	£6,240
New Forest DC	£6,150
Havant BC	£5,891
Winchester CC	£5,580 (Proposed £6,023)
East Hampshire DC	£5,200
Rushmoor BC	£5,005
Hart DC	£4,561
Average	£5,925

RECOMMENDATION: The Basic Allowance for Members of Winchester City Council for the year 2018/2019 should be £6,023 subject to any indexation.

5. Special Responsibility Allowances (SRA's)

The Panel have used the same methodology for our recommendations as those currently in place. The Panel heard no strong views during the interviews and there was no evidence in the questionnaire that supported a change to the current methodology for calculating the SRA's.

We do, however, for ease of reference, set out on page 11 the current allowances and **the level of allowances the IRP recommends for 2018/19.**

In determining which roles merit an SRA the Panel was cognisant of the 2006 Statutory Guidance (May 2006, paragraphs 70 and 73) that states:

“SRAs may be paid to those members of the council who have significant additional responsibilities over and above the generally accepted duties of a councillor. These special responsibilities must be related to the discharge of the authority’s functions.”

When considering all the current roles at Winchester City Council that receive an SRA the Panel was of the view that all with the exception of one of the roles continue to involve a “*significant additional responsibility*” that will lead them to receive an SRA.

In determining the SRA’s the Panel heard evidence from Members and Officers during the individual interviews and the findings of the questionnaire. The review in 2014 had recommended that the current ‘six band structure’ for allowances should continue, this approach has been in place since 2007/08 and the Panel received no evidence that it was no longer fit for purpose.

Therefore the Panel was of the view that the six band approach to SRA’s was still fit for purpose in 2017 and the **Panel recommend no change to the six Band approach to the SRA’s.**

The Panel recommend no change to the criteria and formula for calculating the Leader of the Council Allowance, **a multiplier of three times the Basic Allowance** and no change to the criteria, formula or Band of the other Special Responsibility Allowances.

Since the Leaders allowance is calculated as a multiplier of the Basic Allowance and the other SRA’s are based on the level of the Leaders allowance all the SRA’s will like the Basic Allowance increase by **7.9%**.

The following additional changes are recommended to the SRA’s:

Scrutiny Leads

The Panel was informed that the role of the Scrutiny Leads had diminished considerably and currently the six Scrutiny Leads were not leading any key scrutiny projects or in-depth reviews.

The Panel was mindful of the Constitution Review and that a wider and more developed role for scrutiny in respect of policy development and accountability was been considered, however the Panel was of the view that the current limited role of the Scrutiny Leads meant that the role could no longer be seen to have *‘significant responsibilities over and above the generally accepted duties of a councillor’*.

The Panel was therefore of the view that the SRA for the six Scrutiny Leads should be withdrawn.

RECOMMENDATION: The current SRA’s for the six Scrutiny Leads be withdrawn

Qualifying Criteria for SRA for Leaders of Other Opposition Groups and Group Managers

To be eligible for an SRA for the role of 'Other Opposition Group Leader' and 'Group Manager' the current qualifying criteria is 5 Members and 19 Members in your Group respectively. However, this qualifying criteria was formulated when the Council had 57 Members, following the 2015 Boundary Commission Review the number of Members has reduced by 12 (a 21% reduction).

The Panel was of the view that there should therefore be a corresponding reduction (21%) in the qualifying criteria to be eligible to receive the aforementioned SRA's. The 21% reduction in the qualifying criteria will therefore mean that a Group will now require **4** Members to be eligible to receive the SRA for the role of 'Other Opposition Group Leader' and **15** Members to be eligible to receive the SRA for the role of Group Manager.

RECOMMENDATION: The qualifying criteria for a Group to be eligible to receive an SRA for the role of Other Opposition Group Leader should be reduced to 4 Members.

The qualifying criteria for a Group to be eligible to receive an SRA for the role of Group Manager should be reduced to 15 Members. These changes reflect the fall in the number of Council Members from 57 to 45.

Vice Chairman Role

Currently the only Vice Chairman role to receive an SRA is that of Vice Chairman of the Planning Committee (Band 5). During the review the Panel received feedback regarding the developing role of the Vice Chairman in respect of both responsibility and workload.

Although recognising the changing and emerging role of the Vice Chairman the Panel was of the view that there should be '**no change**' to the current position with regard to the provision of SRA's for Vice Chairmen.

RECOMMENDATION: The SRAs for 2018/19 to be in accordance with those listed on page 11 of the report

6. Dependants' Carers' Allowance

Currently Winchester City Council offers a Dependants' Carers' Allowance (DCA) equivalent to the actual cost incurred to cover child care (children up to and including 14 years) or dependent specialist care subject to the provision of receipts and completing a claim form. The actual cost of childcare is reimbursed up to a maximum cost of **£8.08 per hour**.

The Panel was of the view that a ceiling on the reimbursement of care costs at £8.08 per hour will lead to Members who require specialist care support to undertake Approved Duties out of pocket.

Specialist care provision is considerably more expensive than £8.08 per hour and therefore the Panel was of the view that care provision **should be reimbursed for the actual cost incurred** by the Member upon production of receipts.

In the case of reimbursement for the cost of specialist care the Panel was of the view that medical evidence that this type of care is required must also be provided and approved by an appropriate officer of the Council.

RECOMMENDATION: The Panel recommend that specialist care provision should be reimbursed at cost upon production of receipts and that medical evidence that this type of care is required must also be provided and be approved by an appropriate officer of the Council.

Basic care provision e.g. short term child care should be reimbursed at the rate of the Living Wage as determined by the Living Wage Foundation. The current rate is £8.45 per hour for all workers over the age of eighteen; the rate is reviewed on an annual basis. Winchester City Council is a Living Wage Employer in accordance with the accreditation requirements of the Living Wage Foundation.

The Dependants' Carer' Allowance should also be better promoted and communicated by the Council and political parties to both prospective and newly elected Members.

7. Travel and Subsistence

The Council currently pays mileage allowances based on the HMRC rates. No evidence was received to indicate that the current terms and conditions, including approved duties, and rates at which these allowances are claimable needed revisiting.

RECOMMENDATION: The Council continue the current travel and subsistence allowances, including the approved duties and the terms and conditions for which they are claimable be maintained.

8. Index Linking

The index linking of the allowances is currently based on the staff salary increases relating to Spinal Column Point 49 of the NJC for Local Government Staff Services

The Panel was of the view that this approach to indexation should continue and therefore future index linking of the Basic Allowance and SRA's from **April 2018** should be at the rate of increase in staff salaries.

RECOMMENDATION: Any index linkage agreed should be in line with staff salary increases for a maximum of four years from 2018/2019 to 2022/ 2023. The Panel recommends that Members ensure the indexation of allowances based on the percentage of staff salary increases takes place and is not foregone.

9. The One SRA Only Rule

The 2003 Members' Allowances Regulations do not limit the number of SRAs an individual Member can receive. Nevertheless, it is common and established good practice in most council's to have a 'One SRA only' rule set out in their allowances scheme. The Panel review in 2014 recommended the continuation of the One SRA per Member'.

The Panel was of the view that the current approach should continue and should an individual Member be undertaking more than one role eligible for an SRA then they should only receive the SRA of the highest value role.

RECOMMENDATION: The one SRA only rule per Member should continue to be implemented

10. Maximum Number of SRA's Payable

In accordance with the 2006 Statutory Guidance (paragraph 72) the previous Panels have recommended that no more than **50%** of Winchester City Council Members (22 Members) should receive an SRA at any one time. The Panel received no evidence to change this position.

RECOMMENDATION: The Panel continues to recommend that no more than 50% of the Council Members (currently 22 in total) should receive an SRA at any one time.

11. Implementation of Recommendations

As permitted by the 2003 Members' Allowances Regulations (paragraph 10.6) it is recommended that the new Members' Allowances as set out in this report be implemented by April 2018

**Mark Palmer
Chairman of the Independent Remuneration Panel,
September 2017**

	CURRENT ALLOWANCES £	2018/2019 RECOMMENDATIONS £	RATIONALE & METHODOLOGY
Basic Allowance	5,580 (45)	6,023 (45)	
Leader	16,734 (1)	18,069 (1)	Band One- Three times the Basic Allowance
Deputy Leader With a Portfolio	9,129 (1)	9,857 (1)	Band Two-
Deputy Leader Without a Portfolio (Not in current use)	7,605 (1)	8,212 (1)	Band Three
Cabinet Member with a Portfolio	7,605 (6)	8,212 (6)	Band Three
Chairman of the Overview and Scrutiny Committee	7,605 (1)	8,212 (1)	Band Three
Chairman of Planning Committee	7,605 (1)	8,212 (1)	Band Three
Leader of Principal Opposition Group	7,605 (1)	8,212 (1)	Band Three
Chairman of Personnel Committee	3,042 (1)	3,285 (1)	Band Four
Chairman of Licensing and Regulation Committee	3,042 (1)	3,285 (1)	Band Four
Chairman of the Council	2,280 (1)	2,462 (1)	Band Five
Chairman of Audit Committee	2,280 (1)	2,462 (1)	Band Five
Other Opposition Group Leaders (Not in current use)	2,280	2,462	Band Five
Vice Chairman of Planning Committee	2,280(1)	2,462 (1)	Band Five
Chairman of Winchester Town Forum	1,521 (1)	1,642 (1)	Band Six
Scrutiny Leads	1,521 (6)	SRA to be withdrawn	

Chairman of Task & Finish Working Groups/Ad hoc Working Groups or Panels	1,521	1,642	Band Six
Group Managers	1,521 (2)	1,642 (2)	Band Six
Chairman of Standards Committee	1,521 (1)	1,642 (1)	Band Six
Total Cost (£)	373,542	393,391	

- Based on all 45 Members receiving the Basic Allowance and all current SRAs been paid.

The Panel recommendations will lead to an increase in the annual cost of all allowances of **£19,849**, subject to all Members receiving the Basic Allowance and all SRA's been paid. The reduction in Members as part of the Boundary Commission Review, 57 to 45 Members resulted in an initial saving of £66,690. Following the recommended increases to the Basic Allowance and SRA's £47,111 of the initial savings will be retained.

**MEMBERS AND OFFICERS OF WINCHESTER CITY COUNCIL INTERVIEWED BY
THE INDEPENDENT REMUNERATION PANEL 5th & 6th SEPTEMBER 2017**

Councillor Kelsie Learney	Chairman of the Overview and Scrutiny Committee
Councillor Anne Weir	Chairman of the Winchester Town Forum
Councillor Angela Clear	Group Manager Liberal Democrats
Councillor Richard Izard	Ward Member- Colden Common & Twyford
Councillor Mike Read	Chairman of Personnel Committee
Councillor David McLean	Chairman of the Council
Councillor Eileen Berry	Ward Member – St Barnabas
Councillor Steve Miller	Portfolio Holder for Economy and Estates
Councillor Caroline Horrill	Leader of the Council and Portfolio Holder for Housing Development
Councillor Lucille Thompson	Leader of Principal Opposition Group
Howard Bone	Head of Legal and Democratic Services
David Blakemore	Democratic Services Manager

Winchester City Council Members Allowances Survey



Mark Palmer

Winchester City Council

Independent Remuneration

Panel Chairman

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

Answered: 16 Skipped: 1

The amount of hours that members spent on council duties varied anywhere between 10 and a maximum of 30 – 40 hours per week. The average amount of hours ranged between 15 – 20 hours per week. However, many of those that responded stated that the hours could vary so it was very hard to pinpoint the exact amount of hours they worked on a weekly basis.

#	RESPONSES	DATE
1	60	8/13/2017 11:25 AM
2	As I am also Chair of Parish Council duties can sometimes merge .Because of my various roles this could average to 10 + hours a week	8/10/2017 6:03 PM
3	16	8/2/2017 2:21 PM
4	17	8/2/2017 11:33 AM
5	15+ hours - some weeks considerably more on both internal and external meetings, some less	8/2/2017 11:09 AM
6	15-20 hours	8/2/2017 9:47 AM
7	This varies as some weeks there are more meetings that other weeks.Also case work can take time and extra groups for me within-so I would say on average 15 hours per week	8/2/2017 9:32 AM
8	29	8/1/2017 9:29 PM
9	20/25 hrs per week	7/31/2017 11:23 AM
10	22	7/25/2017 11:53 AM
11	14	7/24/2017 3:15 PM
12	30-40	7/22/2017 2:05 PM
13	10	7/22/2017 12:50 PM
14	30	7/21/2017 11:54 AM
15	18	7/21/2017 10:34 AM
16	Approximately 20; very difficult to define. If council business is anything to do with being a counillor it is greater.	7/21/2017 10:23 AM

Q2 If you hold a role(s) within the Council i.e. Portfolio Holder, Chairman 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: 14 Skipped: 3

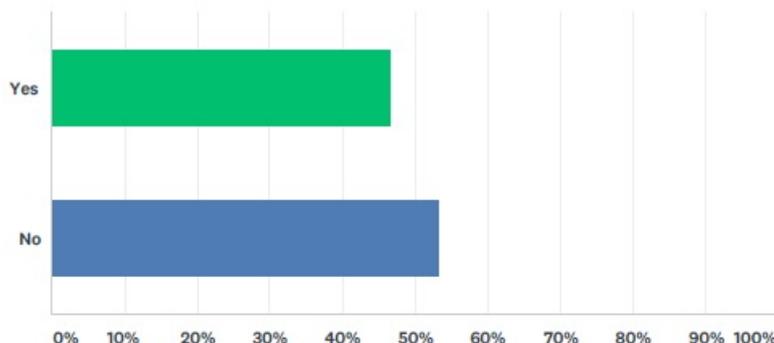
Depending upon the number of roles that each member held within the council, the amount of hours dedicated to each role varied. Members could spend as little as 3 hours but as many as 30 hours per week on their dedicated roles.

#	RESPONSES	DATE
1	Local ward member attending Parish Councils - 6 in my ward and dealing with queries raised by residents 4 hours per week on average Leader of the Council 50 hours per week Portfolio Holder for Housing - 6 hours a week	8/13/2017 11:25 AM
2	Planning committee meeting and pre site meetings 8hours plus site viewings if applicable Vice Chair Licensing and Chair of Licensing Sub Committee hours vary depending on cases Vice Chair Central Regeneration Informal Committee hours depend on number of meetings between public meetings	8/10/2017 6:03 PM
3	Shadow Portfolio 6 hours	8/2/2017 2:21 PM
4	Chair Audit 3hrs	8/2/2017 11:33 AM
5	Conservative Group Manager - tied in with above.	8/2/2017 11:09 AM
6	N/a	8/2/2017 9:47 AM
7	Group Manager and Shadow Portfolio holder. This also varies due to times and dates of meetings.	8/2/2017 9:32 AM
8	As a Ward Councillor devoted to Ward activities, including Parish Council meetings : 6 hours As a Member of City Council : 4 hours keeping up with papers on our and other District Council Comparison As a Cabinet Member for Health & Wellbeing : 7 hours (includes CAB, PCC responsibilities, H&WB Boards) As a Cabinet Member with responsibility for Cabinet (Sport & Leisure) Committee : 10 hours Cabinet Joint Waste & Environment Services/Traffic & Parking Committees : 2 hours	8/1/2017 9:29 PM
9	Planning Chairman 10hrs Answering Emails About planning 8hrs Travelling about ward solving problems 7hrs	7/31/2017 11:23 AM
10	Chairman Overview and Scrutiny - 8hrs	7/25/2017 11:53 AM
11	12: Portfolio Holder for Finance	7/24/2017 3:15 PM
12	25-30	7/22/2017 2:05 PM
13	Planning issues 15 to 20 at the moment as it is unusally busy PC 4 hours, leisure centre 5, residents questions 8 hours	7/21/2017 11:54 AM
14	Ward Member work - 8 hours Portfolio Holder work - 6 hours Other Cabinet work - 4 hours	7/21/2017 10:34 AM

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

Answered: 15 Skipped: 2

Question 3 asked members if they suffered financial costs as a result of the level of the current allowance. The majority of members said that they did not suffer from such costs but the 47.7% that said they did. Eight members left comments that detailed their reasoning; these varied from having to cover much larger areas as a result of boundary changes, additional responsibilities and having to take annual leave from their current day job.



ANSWER CHOICES	RESPONSES	
Yes	46.67%	7
No	53.33%	8
TOTAL		15

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Only because I am retired	8/10/2017 6:03 PM
2	Travel to informal meetings at 30 miles round trip 1 to 3 times per week	8/2/2017 2:21 PM
3	Although travelling is covered by expenses I have not in the past claimed for these as I felt adequately covered by the monies we already received. However with the increase in size of our patches and the exponential increase in parish council meetings now committed to, this is wearing thin.	8/2/2017 11:09 AM
4	Since the boundary change, I have two more parish councils to attend as well as meeting residents in a much wider area. For these meetings no extra petrol expenses can be claimed.	8/2/2017 9:47 AM
5	Time! The responsibilities with Cabinet mean more time is devoted to WCC role.	8/1/2017 9:29 PM
6	Now have 13 PC meeting to travel to, 1 is 20 miles round trip	7/31/2017 11:23 AM
7	Driving to and from Winchester but that is covered by expenses	7/22/2017 2:05 PM
8	hours spent on planning committee	7/21/2017 11:54 AM
9	I have to forego 15-18 days of my annual leave from my job to deal with Council work that I am required to perform during the working week	7/21/2017 10:34 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: 15 Skipped: 2

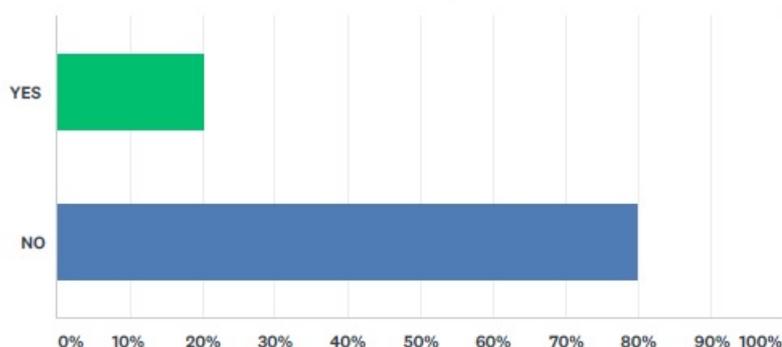
When asked how much of their time they believed should be voluntary, the members answer responses varied, ranging from 5% to 60% and 100%. Out of the 17 members 15 responded to this question and 2 did not respond.

#	RESPONSES	DATE
1	100% if a ward councillor. If specific roles are allocated then these should receive the full allowance	8/13/2017 11:25 AM
2	My role as Chair of Parish Council is already voluntary. Being on Planning Committee and Chair of Licensing Subcommittee should be outside basic allowance otherwise it's an honour to represent the two villages I represent 60 %	8/10/2017 6:03 PM
3	25%	8/2/2017 2:21 PM
4	15%	8/2/2017 11:33 AM
5	30% - however I feel that I do give in not claiming justifiable expenses.... putting in the hours and making sure I attend as many parish meetings both official and unofficial as I can.	8/2/2017 11:09 AM
6	None	8/2/2017 9:47 AM
7	30%	8/1/2017 9:29 PM
8	When I joined I had 4 PC which was acceptable, 13 is not you work out the percentage!	7/31/2017 11:23 AM
9	25%	7/25/2017 11:53 AM
10	10	7/24/2017 3:15 PM
11	20%	7/22/2017 2:05 PM
12	5%	7/22/2017 12:50 PM
13	60%	7/21/2017 11:54 AM
14	4 hours per week	7/21/2017 10:34 AM
15	Not sure how to answer this - I am not a councillor in lieu of a job, or even as part of a job, or indeed for any financial remuneration but a modest flat fee is appreciated. The payment model is important to attract people of working age, for those who do not have alternative income or for whom the risk is greatest if they have to make a choice between being a councillor or furthering their career in a job. The amount of time put in to being a councillor is as long as a piece of string, much of it being voluntary but not quantified, or indeed always efficient - much is personal and based on the need to spend time with people, whether voters or fellow councillors.	7/21/2017 10:23 AM

Q5 The present level of Basic Allowance payable to all Councillors is £5,580. Do you think this is appropriate?

Answered: 15 Skipped: 2

When asked if they thought the allowance level was appropriate, only 3 out of the 15 members that responded to this question agreed it was. Twelve members that responded left detailed comments on how they felt the allowances should be higher. The reasons for a higher allowance varied from encouraging younger people to become members, an increase in work load and that the allowance has had no increase since they first became a member.



ANSWER CHOICES	RESPONSES	
YES	20.00%	3
NO	80.00%	12
TOTAL		15

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	This is neither one thing or the other.	8/13/2017 11:26 AM
2	Higher no increase for several years in fact a reduction most of other Councils allowances exceed this amount	8/10/2017 6:06 PM
3	Higher to encourage younger councillors	8/2/2017 2:22 PM
4	Higher - as self employed person not sufficient to employ replacement for time away from business	8/2/2017 11:36 AM
5	Higher - the workload has increased with the boundary resizing exponentially. It needs to be of an amount suitable to encourage more younger members to come forward and take ownership/responsibility for their district, not just those who can afford to finance the time involved thereby excluding those who do not have a sufficient private salary/pension.	8/2/2017 11:16 AM
6	It should be higher. I've been a Councillor for nine years and the ward has now increased with no extra allowance or pension. It is impossible to attract younger people to the role of a Councillor as the basic allowance is not enough.	8/2/2017 9:51 AM
7	Higher at least £7250. Over the past few years councillors have actually taken a decrease in their basic pay.	8/2/2017 9:33 AM
8	Much higher, We havent had a rise for years, when i joined in 2006 the basic allowance was £5448.00pa	7/31/2017 11:33 AM
9	Higher - does not account for loss of other work and lack of benefits eg pension. Workload has increased with reduced number of Councillors	7/25/2017 12:04 PM
10	It should be more in line with the surround councils which are mostly higher, and be index linked.	7/22/2017 2:07 PM
11	Higher, because I use my car my insurance has gone up and wear and tear also I work full time so lose a lot of my allowance in tax	7/22/2017 1:01 PM
12	higher for the additional work now required as it has increased by 30%	7/21/2017 11:57 AM
13	No idea on what it is based, seems an odd figure	7/21/2017 10:27 AM

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

Answered: 14 Skipped: 3

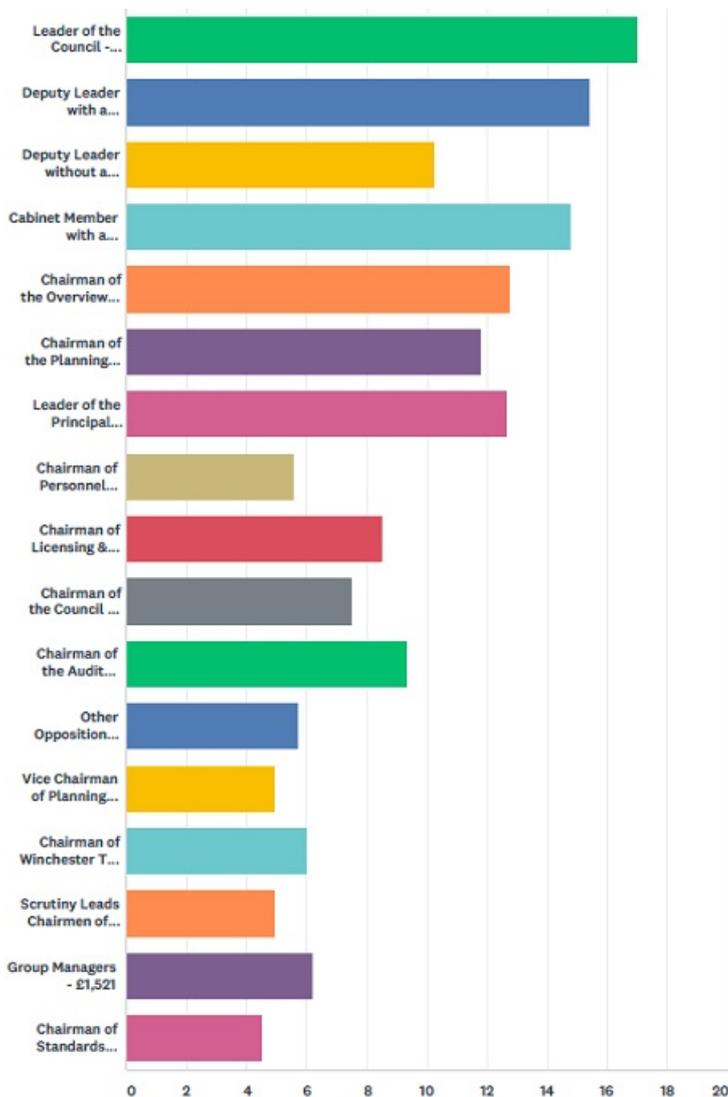
When asked to suggest an appropriate level for the members allowance the answers ranged from a minimum of £5-6k to a maximum of £8-10k. The average appropriate level that was suggested was between £6-7k.

#	RESPONSES	DATE
1	This is difficult. Some Councillors only do case work and little Committee work. £7000	8/10/2017 6:06 PM
2	£8-10K	8/2/2017 2:22 PM
3	£7500	8/2/2017 11:36 AM
4	@ 15 hrs pw - 1/3rd volunteered; 10hrs x 52wk for the year @ say, £20 phr ~ implies of the order of £10k pa	8/2/2017 11:16 AM
5	£7 to £8k	8/2/2017 9:51 AM
6	£7250.	8/2/2017 9:33 AM
7	As a Ward Councillor without additional responsibilities this amount feels entirely appropriate. If in a full time role having to reduce hours, it would seem acceptable to me to offer a reduced time in the office and this level of income to cover the work needed to support residents.	8/1/2017 9:30 PM
8	£7,580, to cover the extra PC and the amount of time needed to serve them properly and travelling Wear and tear on my car, and I need a car to travel to each Parish	7/31/2017 11:33 AM
9	c7000 based on average wage-25% discount	7/25/2017 12:04 PM
10	£6,500	7/22/2017 2:07 PM
11	6,500	7/22/2017 1:01 PM
12	£7500	7/21/2017 11:57 AM
13	I believe that £10-£12 per hour is an appropriate rate. For Ward Member work, a reasonable number of hours would be no more than 12 hour work per week required to represent residents. Anything more indicates either incompetence or excessive political activity, neither of which should be charged to the public purse. £144 per week should be the maximum basic allowance.	7/21/2017 10:38 AM
14	Around £5-6,000	7/21/2017 10:27 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: 1 to 17, with 1 being the most important, and 17 being the least important.]

Answered: 16 Skipped: 1

Overall 16 out of the 17 members responded to this question. The Leader was considered the most important role while the Chairman of Standards was seen as the least important. The other roles varied with where they should be listed.



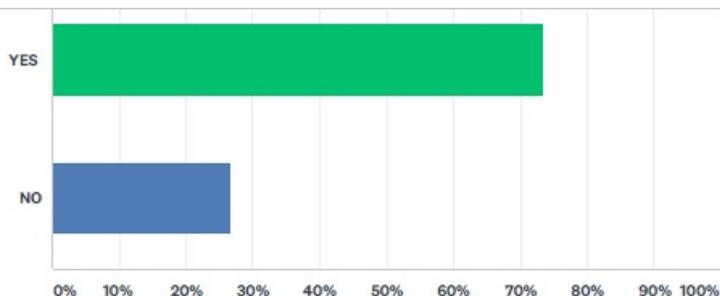
Independent Remuneration Panel Members' Allowances Questionnaire 2017 - Winchester City Council

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Leader of the Council - £16,734	100.00% 14	0.00% 0															
Deputy Leader with a Portfolio - £9,129	0.00% 0	69.23% 9	15.38% 2	0.00% 0	15.38% 2	0.00% 0											
Deputy Leader without a Portfolio - £7,605	0.00% 0	0.00% 0	8.33% 1	25.00% 3	16.67% 2	8.33% 1	0.00% 0	8.33% 1	8.33% 1	0.00% 0	0.00% 0	8.33% 1	0.00% 0	0.00% 0	0.00% 0	8.33% 1	8.33% 1
Cabinet Member with a Portfolio - £7,605	0.00% 0	14.29% 2	57.14% 8	21.43% 3	7.14% 1	0.00% 0											
Chairman of the Overview & Scrutiny Committee - £7,605	0.00% 0	0.00% 0	15.38% 2	23.08% 3	15.38% 2	30.77% 4	7.69% 1	0.00% 0	7.69% 1	0.00% 0							
Chairman of the Planning Committee - £7,605	0.00% 0	0.00% 0	0.00% 0	15.38% 2	30.77% 4	15.38% 2	15.38% 2	15.38% 2	0.00% 0	0.00% 0	7.69% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Leader of the Principal Opposition Group - £7605	0.00% 0	14.29% 2	7.14% 1	14.29% 2	7.14% 1	28.57% 4	21.43% 3	0.00% 0	0.00% 0	7.14% 1	0.00% 0						
Chairman of Personnel Committee - £3,042	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8.33% 1	16.67% 2	0.00% 0	16.67% 2	8.33% 1	0.00% 0	0.00% 0	8.33% 1	16.67% 2	0.00% 0	25.00% 3
Chairman of Licensing & Regulation Committee - £3,042	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.14% 1	7.14% 1	21.43% 3	0.00% 0	14.29% 2	14.29% 2	7.14% 1	7.14% 1	14.29% 2	7.14% 1	0.00% 0	0.00% 0	0.00% 0
Chairman of the Council - £2,280	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8.33% 1	0.00% 0	0.00% 0	16.67% 2	25.00% 3	16.67% 2	0.00% 0	8.33% 1	8.33% 1	0.00% 0	0.00% 0	8.33% 1	8.33% 1
Chairman of the Audit Committee - £2,280	0.00% 0	6.67% 1	0.00% 0	0.00% 0	6.67% 1	0.00% 0	0.00% 0	26.67% 4	26.67% 4	6.67% 1	20.00% 3	6.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Other Opposition Group Leaders - £2,280	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.14% 1	7.14% 1	7.14% 1	7.14% 1	0.00% 0	28.57% 4	14.29% 2	0.00% 0	14.29% 2	0.00% 0	14.29% 2
Vice Chairman of Planning Committee - £2,280	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	7.69% 1	23.08% 3	7.69% 1	23.08% 3	15.38% 2	7.69% 1	7.69% 1	7.69% 1
Chairman of Winchester Town Forum - £1,521	0.00% 0	0.00% 0	7.14% 1	0.00% 0	7.14% 1	0.00% 0	0.00% 0	0.00% 0	14.29% 2	0.00% 0	7.14% 1	7.14% 1	7.14% 1	21.43% 3	7.14% 1	14.29% 2	7.14% 1
Scrutiny Leads Chairmen of Task & Finish &/or Ad Hoc Working Groups/Panels with Significant Impact - £1,521	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.14% 1	0.00% 0	7.14% 1	0.00% 0	7.14% 1	7.14% 1	14.29% 2	7.14% 1	0.00% 0	14.29% 2	28.57% 4	7.14% 1
Group Managers - £1,521	6.25% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.25% 1	12.50% 2	0.00% 0	0.00% 0	12.50% 2	6.25% 1	0.00% 0	0.00% 0	18.75% 3	12.50% 2	18.75% 3	6.25% 1
Chairman of Standards Committee - £1,521	0.00% 0	0.00% 0	6.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.67% 1	0.00% 0	13.33% 2	13.33% 2	13.33% 2	20.00% 3	13.33% 2	13.33% 2

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

Answered: 15 Skipped: 2

When asked if they would like to see any of these changes implemented, 73.3% of members said that they would whilst 26.7% said that they would not. The members that responded yes to this question were asked to provide details for their reasons. The responses ranged from better recognition for the work involved, higher allowance for those with more responsibilities and an overall percentage increase in allowances.



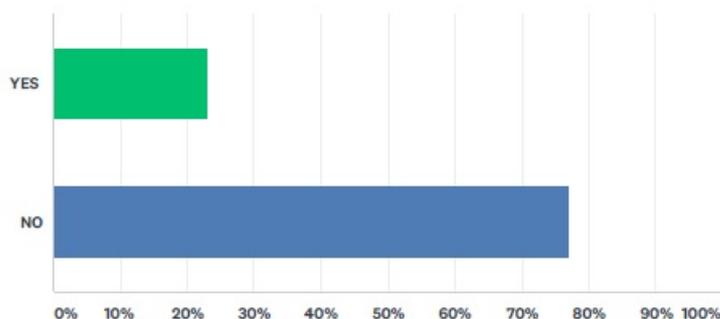
ANSWER CHOICES	RESPONSES	
YES	73.33%	11
NO	26.67%	4
TOTAL		15

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	better recognition of the work involved	8/13/2017 11:32 AM
2	Other Vice Chairs	8/10/2017 6:12 PM
3	Allowance for members of planning committee-more hours given than any other committee	8/2/2017 2:25 PM
4	Group manager should be increased. Personnel, Licensing and Audit should be the same level	8/2/2017 11:43 AM
5	Group Managers are responsible for committee membership , arrange meetings, answer problems/queries members may have.Make sure members attend all full council meetings and committee meetings.Take the minutes and distribute from meetings.Generally keep an eye on things	8/2/2017 9:50 AM
6	As a Cabinet Member, to undertake the role to support the District adequately I spend time which prevents me from working as many hours in a professional role as I previous. Town Forum : This is like a Parish Council and Parish Councillors do not usually get paid any allowance.	8/1/2017 9:49 PM
7	Increased by the percentage of basic allowance	7/31/2017 11:55 AM
8	Adjust reflecting responsibility & time commitment. However cabinet allowances should reflect increase in their numbers.	7/25/2017 12:17 PM
9	Cabinet give up far more time than any of the chairs so the allowance should be far higher to recognise this	7/22/2017 2:13 PM
10	Leader is nearly a full time role, which needs to reward the sacrifice that a competent person has to make to take such a commitment on. The allowance should doubled from its current level, without affecting other allowances. The chairman roles for Audit and Overview and Scrutiny do not take up anything like the same amount of time as a cabinet role, so should be reduced accordingly. There is no role for Personnel or Standards Committee chairman, which should both have the allowance removed. Planning committee members have to make a significant working day commitment that should be reflected in the allowances, as does the Mayor	7/21/2017 10:46 AM
11	These statutory committees do not adequately reflect the important tasks of the council. Are they an incentive to encourage people to take on more responsibility, goes back to original overall questions.	7/21/2017 10:38 AM

Q9 Would you like to see any new SRAs introduced?

Answered: 13 Skipped: 4

When asked if they would like to see any new SRAs introduced, 77% stated no whilst a remaining 23% yes.



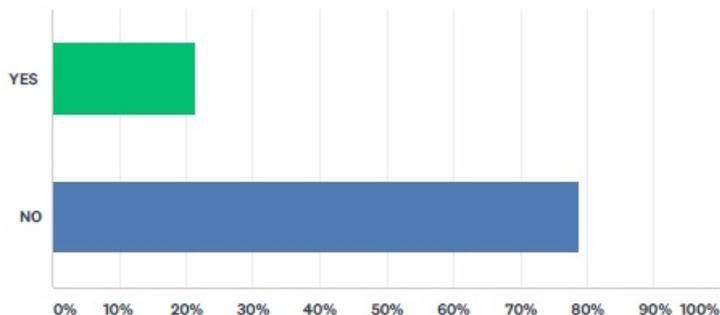
ANSWER CHOICES	RESPONSES	
YES	23.08%	3
NO	76.92%	10
TOTAL		13

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	As above	8/10/2017 6:12 PM
2	as above	8/2/2017 2:25 PM
3	Only perhaps members of the planning committee should be able to claim allowance for sitting on this committee. It may only meet once a month but one day before the meeting there are site visits to attend. On the actual day of planning committee members are usually sitting from 9am until 5 or 6p.m.	8/2/2017 9:50 AM
4	members of the planning committee should have a basic allowance to cover the work required	7/21/2017 12:01 PM
5	Planning Committee members	7/21/2017 10:46 AM
6	Why does Housing not get more recognition and why is there no sense of strategic work, including planning, not development control?	7/21/2017 10:38 AM

Q10 Dependent Relative Care - up to £8.08 per hour. Do you think these rates should be increased?

Answered: 14 Skipped: 3

When members were asked if they thought Dependent Relative Care should be increased from the current rate, 78% of members believed that this rate should not be increased while 22% believe that it should be. Those that stated yes were asked to indicate a suggested rate. The responses suggested that it should raise to at least £10 per hour.



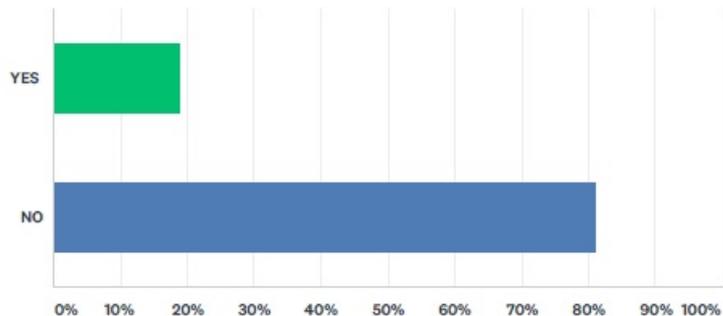
ANSWER CHOICES	RESPONSES	
YES	21.43%	3
NO	78.57%	11
TOTAL		14

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	£10	8/2/2017 11:43 AM
2	AT the rate the mininum wage rate is increasing this will soon fall behind.	8/2/2017 11:28 AM
3	Cost of professional elderly care is more than £15ph. Professional babysitting £10ph	7/25/2017 12:20 PM
4	No idea and/or on what it based	7/21/2017 10:39 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: 16 Skipped: 1

When asked if they had any comments on the recommended travel allowance by HMRC, only 18.8% of members stated that they did whilst the remaining 81.2% that responded stated that they did not..



ANSWER CHOICES	RESPONSES	
YES	18.75%	3
NO	81.25%	13
TOTAL		16

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Increase in line with inflation	8/2/2017 2:28 PM
2	Councillors should be able to claim for attending all parish council meetings within their ward	8/2/2017 10:02 AM
3	Travel allowances should not in my opinion be taxed	8/2/2017 9:51 AM

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

Answered: 8 Skipped: 9

The final question asked members whether they had any further comments on members' allowances that only 8 out of the 17 completed. These responses highlighted travel allowances and that allowances should better reflect extra hours contributed.

#	RESPONSES	DATE
1	As mentioned earlier this is difficult.Because I am now retired I can spend more time on Committee work.I am also on standards Committee and have Chaired some hearings.	8/10/2017 6:15 PM
2	Allowances should increase with inflation.It is often seen wrong for members voting themselves a pay rise but allowances need to reflect other increases in daily life-otherwise councillors cannot afford to commit themselves to so much 'voluntary' work and Council becomes static and aging	8/2/2017 2:28 PM
3	Travel allowance should be backdated to when the new boundary changes took place (May 2016)	8/2/2017 10:02 AM
4	We were lead to believe that any increase to allowances would be back dated to May 2016	7/31/2017 11:57 AM
5	It's too easy for allowances to be used as a political football rather than reflecting the need to enable those from a variety of backgrounds and with differing personal circumstances to be Councillors.	7/25/2017 12:25 PM
6	My listing of 1-17 isn't accurate as I think some are on par	7/22/2017 2:14 PM
7	as no change to allowances has happen for 7 years at least and the work load has increased by 30% there shpould be an increase.	7/21/2017 12:03 PM
8	Allowances should be given to reflect the extra hours that is expected from a Councillor over and above a reasonable member of the community. The allownaces should not be a means of giving rewards to individuals but merely for recompensing them for their efforts. The elvel should be easily justified in these terms to the public.	7/21/2017 10:49 AM

Q13 Name:

Answered: 14 Skipped: 3

The survey finally asked members to leave their name. As this was optional, 14 out of the 17 members, that participated within the survey, left their names.

#	RESPONSES	DATE
1	Richard Izard	8/10/2017 6:15 PM
2	Therese Evans	8/2/2017 2:28 PM
3	Neil Cutler	8/2/2017 11:44 AM
4	Linda Gemmell	8/2/2017 11:29 AM
5	Vivian Achwal	8/2/2017 10:02 AM
6	Cllr Angela Clear	8/2/2017 9:51 AM
7	Lisa Griffiths	8/1/2017 9:54 PM
8	Laurence Ruffell	7/31/2017 11:57 AM
9	Kelsie Learney	7/25/2017 12:25 PM
10	Caroline Brook	7/22/2017 2:14 PM
11	Derek Green	7/22/2017 1:10 PM
12	Brian Laming	7/21/2017 12:03 PM
13	Stephen Godfrey	7/21/2017 10:49 AM
14	Liz Hutchison	7/21/2017 10:42 AM

Council Name	Type of Council (County, Unitary or District/Borough)	Population	Basic Allowance for 2016/17	Overall budget for Member Allowances (£)	Total number of Councillors	Percentage of Public Service Discount (%)	Average spent per Councillor
Basingstoke and Deane BC	District / Borough	173,860	6,803	581,800	60	Not Specified	9,697
East Hampshire District Council	District / Borough	115,600	5,200	376,800	44	Not Applicable	8,564
Eastleigh Borough Council	District / Borough	124,000	6,240	404,000	44	N/A	9,182
Fareham Borough Council	District / Borough	114,079	6,741	376,900	31	n/a	12,158
Gosport Borough Council	District / Borough	83,659	5,921	237,600	34	Not Specified	6,988
Hart	District / Borough	90,000	3,855	232,975	33	Not Specified	7,060
Havant Borough Council	District / Borough	120,700	5,891	363,516	38	Not specified	9,566
New Forest District Council	District / Borough	177,818 (2016 Forecast)	6,089	494220 including travel	60	33.3% (one third)	8,237
Rushmoor Borough Council	District / Borough	95,300	4,953	300,000	39	40%	7,692
Test Valley Borough Council	District / Borough	120,712	6,516	408,100	48	50%	8,502
Winchester City Council	District / Borough	120,743	5,580	419,000	45	N/A	9,311

Comments on Basic Allowance
None
Increased from £4,500 for 2016/17, but now includes the previously separate £200 IT Allowance
N/A
n/a
none
This is the current allowance. This will change in April 2017, following a review in spring 2016
(Incorporating a modernisation allowance of £461)
none
There is an additional IT allowance that all Councillors receive (358.00)
none
na