

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

Answered: 23 Skipped: 1

#	RESPONSES	DATE
1	35	10/21/2020 2:27 PM
2	10	10/21/2020 12:53 AM
3	20	10/20/2020 9:10 AM
4	10	10/19/2020 4:04 PM
5	15 hours	10/19/2020 2:24 PM
6	8	10/19/2020 1:33 PM
7	25	10/19/2020 11:34 AM
8	12	10/19/2020 11:00 AM
9	20 - plus travel time under normal circumstances	10/19/2020 10:58 AM
10	23 plus travel time in normal circumstances	10/19/2020 10:57 AM
11	15	10/19/2020 10:40 AM
12	20	10/19/2020 10:31 AM
13	Up to 20	10/19/2020 10:27 AM
14	This usually varies between 5 and 15 but can be much higher if there are contentious local planning matters.	10/13/2020 8:37 PM
15	26	10/13/2020 6:07 PM
16	50	10/12/2020 7:43 PM
17	30	10/12/2020 9:54 AM
18	28 hours	10/9/2020 9:05 PM
19	15	10/9/2020 12:44 PM
20	30	10/9/2020 12:04 PM
21	8	10/9/2020 11:15 AM
22	15	10/9/2020 10:36 AM
23	15	10/9/2020 10:33 AM

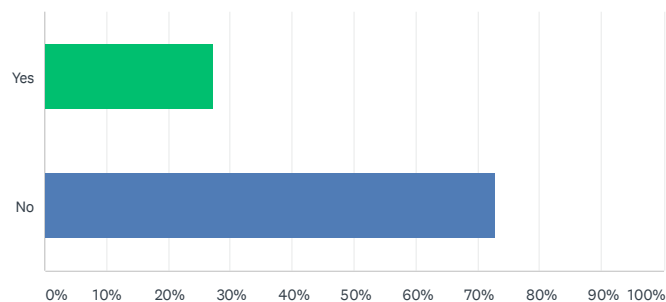
Q2 If you hold a role(s) within the Council i.e. Portfolio Holder, Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.]Please specify specific roles below and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

Answered: 17 Skipped: 7

#	RESPONSES	DATE
1	Chair of Climate Emergency Advisory Committee 30 hours	10/21/2020 2:27 PM
2	24	10/21/2020 1:23 PM
3	NA	10/21/2020 12:53 AM
4	Thames Champion - 8 hours	10/20/2020 9:10 AM
5	Vice Chair, Planning Committee 4 hours a week, (8 hours per meeting which tends to be fortnightly) Taxi Panel 2 hours per meeting, every 2 weeks	10/19/2020 1:33 PM
6	Portfolio holder - briefings, informal meetings, preparation and reading papers, attending events. 15 hrs Group leader - group meetings and management. 3hrs Deputy leader - leadership meetings - 3hrs	10/19/2020 11:34 AM
7	9 Portfolio/Cabinet 3 Ward Councillor	10/19/2020 11:00 AM
8	Chair of Community Governance and Electoral Issues Committee. Time spent when committee meetings required.	10/19/2020 10:58 AM
9	Chair of Scrutiny 3 hours averaged per week	10/19/2020 10:57 AM
10	Leader of opposition 10 Ward work and parish meetings 10	10/19/2020 10:31 AM
11	Leader of opposition 10 hours	10/19/2020 10:27 AM
12	N/A	10/13/2020 8:37 PM
13	As Chair of planning for SODC including chairmans briefing's, site visits, preparing for meetings, S 106 and TPO's and of course the meetings themselves around 15 hours per week. Taxi and licensing panel very little time, and grants panel has been none at all this year.	10/13/2020 6:07 PM
14	Leader 42 Cabinet member for Legal & Democratic 1 Ward member for Benson & Crowmarsh 7	10/12/2020 7:43 PM
15	25	10/12/2020 9:54 AM
16	Group Leader - 10 Chair - 5 hours Vice Chair - 5 hours Other committees - 5 hours General - 3 hours	10/9/2020 9:05 PM
17	Portfolio Holder: 20	10/9/2020 12:04 PM

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

Answered: 22 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	27.27%	6
No	72.73%	16
TOTAL		22

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	(Other than lost time)	10/21/2020 2:27 PM
2	I have a mobile contract with unlimited minutes. It is a waste of time to delve into how I could recoup each and every phone call but some financial recognition of this would be helpful - £10-20 per month?	10/19/2020 4:04 PM
3	No	10/19/2020 1:33 PM
4	attending conferences etc, for which there is presently no budget	10/19/2020 11:34 AM
5	My time	10/19/2020 10:40 AM
6	driving to meeting pre-covid, but always site visits for all. Although I could claim as expenses.	10/13/2020 6:07 PM
7	Only my time!	10/12/2020 7:43 PM
8	Childcare	10/12/2020 9:54 AM
9	Time taken away from my day job.	10/9/2020 9:05 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

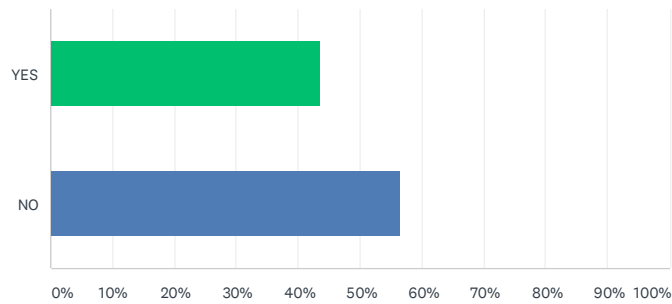
deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time Councillors expect to give without any financial remuneration. Accordingly, what do you feel is an acceptable amount of time to be given, unremunerated, if any, expressed as a percentage?

Answered: 24 Skipped: 0

#	RESPONSES	DATE
1	17%	10/21/2020 2:27 PM
2	20	10/21/2020 1:23 PM
3	20%	10/21/2020 12:53 AM
4	50%	10/20/2020 9:10 AM
5	In my experience, I have always given more time than I could ever be remunerated for. Keeping an eye to ensure only the current 40% extra is a struggle. Communications are now so much easier and so integrated into our lives, I couldn't possibly add up how much time I spend sharing information on social media and answering questions - this is on top of the parish council meetings to which we have always gone to. There is also no help or support for the abuse which councillors are now subject to. With both partners in a household needing to work to afford family life, the talent pool of councillors will continue to diminish	10/19/2020 4:04 PM
6	25%	10/19/2020 2:24 PM
7	50%	10/19/2020 1:33 PM
8	20%	10/19/2020 11:34 AM
9	25%	10/19/2020 11:00 AM
10	15% Consideration should be given to travel time for any councillors not living close to the council offices. Can take 2 hours for each trip from the edges of the district.	10/19/2020 10:58 AM
11	15% if we are to attract a truest diverse group of people. We also need to consider the amount of time spent travelling to and from meetings which for me can be an hour each way.	10/19/2020 10:57 AM
12	29	10/19/2020 10:40 AM
13	20%	10/19/2020 10:31 AM
14	Since lockdown I seem to be doing more as virtual meetings have made it so that meetings can be slotted in fair easier. Therefore you are on call much more. I feel 20 per cent is acceptable	10/19/2020 10:27 AM
15	I support the position taken by the Independent Review Panel that reviewed allowances for Oxfordshire County Council, specifically: "We still hold the view that a proportion of a councillor's time should continue to be voluntary and should not be remunerated. This view was overwhelmingly supported by the evidence from councillors. Since the Panel's first Review in 2001 it had been recommended that 40% of a member's time be considered voluntary and this was based on member's own views. However we found that this figure had effectively lost its meaning since that time. It is our view that while the role of county councillor contains an element of voluntary activity – such as the aspiration to serve and represent constituents in the community – it is no longer appropriate or feasible to try to quantify this. The pace of change and the immediacy of contemporary communication means that the demands of the role are ever more present. Consequently, no deduction has been used in the calculation of the allowances arrived at here or elsewhere in the report." The percentage deduction is therefore nil.	10/13/2020 8:37 PM
16	1/3?	10/13/2020 6:07 PM
17	Depends how well you want to carry out your duties. I could just ignore briefing papers, sit in meetings and say nothing but this would not benefit anyone. Since becoming leader I feel morally obliged to carry out my duties to the best of my ability both in terms of preparation and execution.	10/12/2020 7:43 PM
18	20%	10/12/2020 9:54 AM
19	30% voluntary The role of being a councillor has become very time consuming and more demanding on time	10/9/2020 9:05 PM
20	10%	10/9/2020 12:44 PM
21	20	10/9/2020 12:04 PM
22	20%	10/9/2020 11:15 AM
23	75%	10/9/2020 10:36 AM
24	75%	10/9/2020 10:33 AM

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

Answered: 23 Skipped: 1



ANSWER CHOICES	RESPONSES
YES	43.48% 10
NO	56.52% 13
TOTAL	23

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher - much less than my friends in other councils - I think most of us give at least 8 hours a week (I give 35).	10/21/2020 2:28 PM
2	higher	10/21/2020 1:24 PM
3	Higher	10/21/2020 12:54 AM
4	Residents are routinely appalled and shocked at how little we get paid, in comparison in what they expect and receive from councillors	10/19/2020 4:06 PM
5	Although it should be in keeping with inflation and more for members of the planning committee	10/19/2020 2:26 PM
6	the level makes it hard for those on lower incomes or with families to consider becoming councillors	10/19/2020 11:36 AM
7	Higher is required to allow a level of diversity in the councillor group	10/19/2020 11:00 AM
8	£7,500 to attract a diverse range of councillors otherwise we only attract business owners or those retired people.	10/19/2020 11:00 AM
9	higher	10/19/2020 10:40 AM
10	Does not reflect the workload and at this level those that are not retired or wealthy might be deterred from becoming a councillor thereby reducing diversity	10/13/2020 8:38 PM
11	£5000 is plenty as a basic allowance. (Could even be less for those who rarely participate) But there should be extra allowances for those who participate in meetings, especially for those on planning committee who have a lot of reading matter to get through in preparation for meetings.	10/12/2020 7:48 PM
12	Higher - purely to get more young people involved. Average age of councillors is high because they have the time but more importantly do not have to compete to manage a job which younger people need. Taking time off, can lead to loss of pay.	10/9/2020 9:08 PM
13	Higher, as this is well below minimum wage rates	10/9/2020 12:48 PM
14	It's very tricky balance because an allowance should enable people from all walks of life stand as councillors and be able to assign a reasonable amount of time to it so they can do it competently. This may mean giving up some earning capacity. We don't want just retired or people of independent means to be councillors so it needs to be a level that encourages a diverse range of people, but not so high that it takes away from services.	10/9/2020 11:20 AM

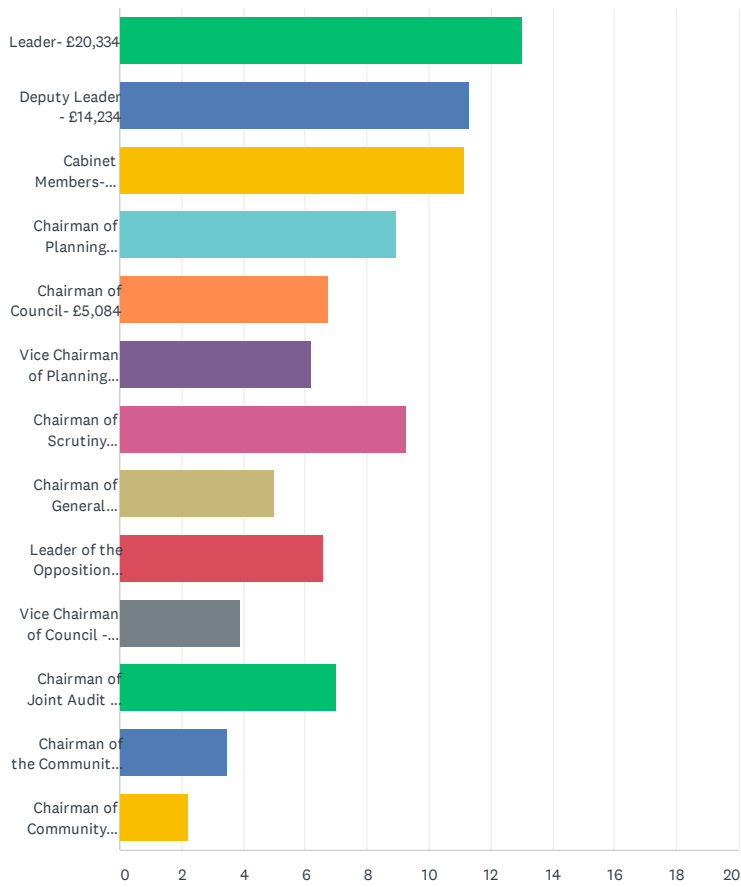
Q6 If you are able to, please indicate an appropriate level £:

Answered: 12 Skipped: 12

#	RESPONSES	DATE
1	7000	10/21/2020 2:28 PM
2	£6K	10/21/2020 1:24 PM
3	£10,000	10/21/2020 12:54 AM
4	£6k	10/19/2020 2:26 PM
5	£6000	10/19/2020 11:36 AM
6	£7250 as a minimum to include people who need to work.	10/19/2020 11:00 AM
7	£7,500	10/19/2020 11:00 AM
8	10,000	10/19/2020 10:40 AM
9	£7500pa	10/13/2020 8:38 PM
10	Basic £10k. However this should be reduce if attendance is low or certain training is not completed.	10/9/2020 9:08 PM
11	10000	10/9/2020 12:48 PM
12	8 hours per week at median hourly wage for the area less 20% for the 'voluntary' part.	10/9/2020 11:20 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: 19 Skipped: 5

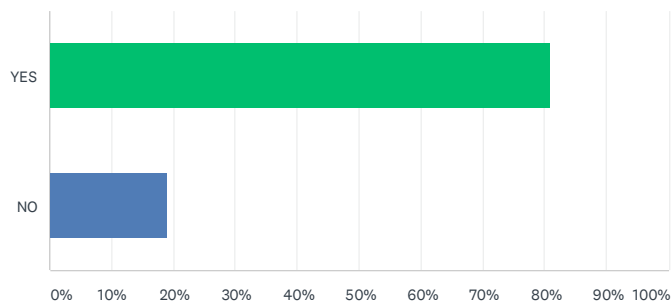


Independent Remuneration Panel Members' Allowances Questionnaire 2020 - South Oxfordshire District Council **Agenda Item 9**

	1	2	3	4	5	6	7	8	9	10	11	12	13
Leader- £20,334	100.00% 17	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	0.0
Deputy Leader - £14,234	0.00% 0	70.59% 12	17.65% 3	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.0
Cabinet Members- £10,166	0.00% 0	18.75% 3	75.00% 12	6.25% 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	0.0
Chairman of Planning Committee- £6,101	0.00% 0	0.00% 0	0.00% 0	35.29% 6	41.18% 7	17.65% 3	0.00% 0	0.00% 0	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.0
Chairman of Council- £5,084	0.00% 0	0.00% 0	0.00% 0	12.50% 2	0.00% 0	25.00% 4	18.75% 3	12.50% 2	25.00% 4	0.00% 0	6.25% 1	0.00% 0	0.0
Vice Chairman of Planning Committee - £3,050	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	17.65% 3	29.41% 5	23.53% 4	11.76% 2	0.00% 0	0.00% 0	5.88% 1	5.8
Chairman of Scrutiny Committee- £3,050	5.88% 1	0.00% 0	5.88% 1	23.53% 4	35.29% 6	23.53% 4	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.0
Chairman of General Licensing Committee- £2,033	0.00% 0	0.00% 0	6.67% 1	0.00% 0	0.00% 0	0.00% 0	6.67% 1	20.00% 3	13.33% 2	33.33% 5	20.00% 3	0.00% 0	0.0
Leader of the Opposition Group- £2,033	6.25% 1	6.25% 1	6.25% 1	12.50% 2	0.00% 0	0.00% 0	12.50% 2	12.50% 2	6.25% 1	25.00% 4	0.00% 0	0.00% 0	12.5
Vice Chairman of Council - £1,526	0.00% 0	0.00% 0	0.00% 0	5.88% 1	5.88% 1	0.00% 0	0.00% 0	11.76% 2	11.76% 2	0.00% 0	35.29% 6	11.76% 2	17.6
Chairman of Joint Audit and Governance Committee - £1,526	0.00% 0	5.88% 1	5.88% 1	0.00% 0	5.88% 1	23.53% 4	17.65% 3	11.76% 2	17.65% 3	5.88% 1	5.88% 1	0.00% 0	0.0
Chairman of the Community Governance and Electoral Issues Committee- £1,526	0.00% 0	5.88% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.88% 1	5.88% 1	17.65% 3	17.65% 3	41.18% 7	5.8
Chairman of Community Grants Panel - £1,526	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.67% 1	0.00% 0	0.00% 0	13.33% 2	6.67% 1	26.67% 4	46.6

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

Answered: 21 Skipped: 3

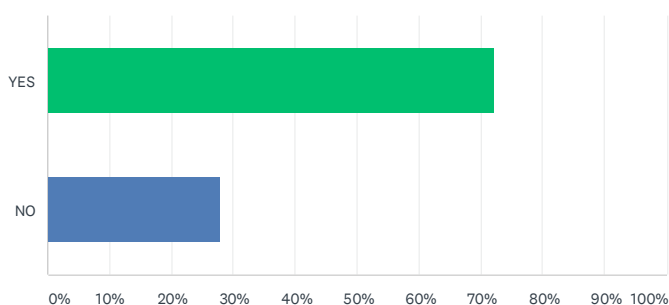


ANSWER CHOICES	RESPONSES
YES	80.95% 17
NO	19.05% 4
TOTAL	21

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Put in the order I've put them in. Probably they should go up a bit.	10/21/2020 2:34 PM
2	+ 10%	10/21/2020 1:25 PM
3	CEAC Chair should be paid an allowance.	10/20/2020 9:14 AM
4	Chairmanships should be equal other than those positions holding the leading party to account. Without this the Council becomes an echo chamber of personal causes	10/19/2020 4:11 PM
5	Planning Chairman and Chairman of Council deserve higher pay	10/19/2020 2:29 PM
6	reduce allowances for chair(man) and leader of the opposition group to allow increases for members of planning committee	10/19/2020 11:41 AM
7	Leader of the opposition group should receive a larger amount	10/19/2020 11:07 AM
8	Leader of the opposition group should receive a larger sum due to time spent on the job	10/19/2020 11:07 AM
9	I think Chair of Scrutiny is a more responsible role	10/19/2020 11:06 AM
10	Remove the last 4 above	10/19/2020 10:33 AM
11	Opposition Leader should be next highest paid after Cabinet Members	10/13/2020 8:54 PM
12	I was chair of grants panel in 2018 and only chaired 1 meeting, this year there wasn't even a meeting at all so I thin this dosent need to have a SRA, I realise that this is a joint panel with Vale and there is an issue that Vale has very few planning meetings and a very light agenda on those, however in SODC we have a totally different position and are currently working on 3 meeting a month plus site visits etc. I will only be chair until May but I really feel that members of the SODC planning committee deserve some form of SRA as I am sure they spend an awful lot more time on council work than the chair of Grants, Vice chair of council, Chair of licensing etc.	10/13/2020 6:20 PM
13	Leader has a very responsible position and chair of planning has heavy workload on South council	10/12/2020 7:55 PM
14	to move in line with inflation	10/12/2020 9:58 AM
15	Chair of Scrutiny and Joint Audit and Governance should be paid more due to level of work and time required.	10/9/2020 9:16 PM
16	Chairman of Joint Audit & Governance should be higher	10/9/2020 12:09 PM
17	Use same formula to calculate as offered before but with a reasonable estimate of hours spent for each post and responsibility weighting	10/9/2020 11:49 AM

Q9 Would you like to see any new SRAs introduced?

Answered: 18 Skipped: 6

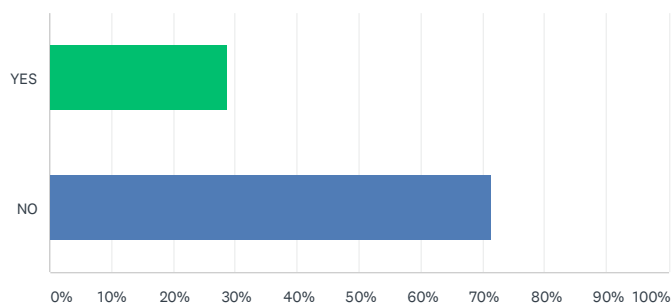


ANSWER CHOICES	RESPONSES	
YES	72.22%	13
NO	27.78%	5
TOTAL		18

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Chair and Vice Chair of Climate Emergency Advisory Committee	10/21/2020 2:34 PM
2	Planning committee members are expected to give a lot of their time	10/21/2020 12:57 AM
3	CEAC Chair should be paid an allowance. Important Committee, lots of time involved.	10/20/2020 9:14 AM
4	additional small allowance for members of planning committee based on regularity of meetings; allowance for chair and vice chair of Climate Emergency committee comparable to Scrutiny.	10/19/2020 11:41 AM
5	Members of the planning committee should receive an allowance for the amount of work required in this committee	10/19/2020 11:07 AM
6	Members of planning committee should receive an allowance for time spent reviewing cases	10/19/2020 11:07 AM
7	Planning committee members	10/19/2020 10:33 AM
8	There should be three Shadow Cabinet positions in addition to Leader of the Opposition	10/13/2020 8:54 PM
9	Yes as I said in the above box I would like to see some form of extra allowance to the planning committee as it is by far the most time consuming committee and reading the papers and endless statements from applicants/ objectors/ Town and parish councils etc plus sit visits.	10/13/2020 6:20 PM
10	For those who sit on committees which meet frequently and require a lot of preparation, eg planning committee	10/12/2020 7:55 PM
11	Allowance for all Planning Committee Members, CEAC chair allowance	10/12/2020 9:58 AM
12	Other Leaders of Group - providing they had a minimum number of members in their group. Leaders spend more time than their group members on council business due to their role, attending briefings etc.	10/9/2020 9:16 PM
13	Chair of Climate Emergency Advisory Committee	10/9/2020 12:09 PM
14	Chairs/vice chairs of any new committees should have some SRA	10/9/2020 11:49 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: 21 Skipped: 3

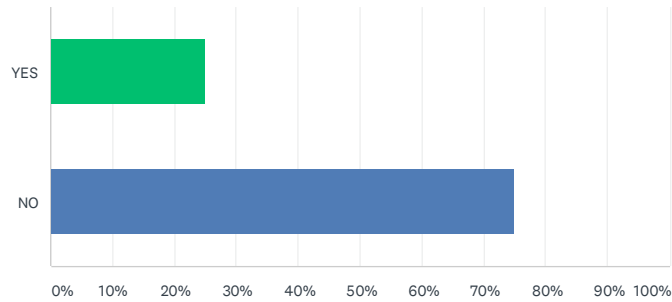


ANSWER CHOICES	RESPONSES	
YES	28.57%	6
NO	71.43%	15
TOTAL		21

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	Is it £9.30 or is it the actual cost? I think £9.30 is possibly rather low in reality.	10/21/2020 2:35 PM
2	+10%	10/21/2020 1:25 PM
3	£10 per hour is what many childcare providers charge	10/21/2020 12:58 AM
4	It should be easier and better paid to get childcare costs met	10/19/2020 4:12 PM
5	They probably should relate to actual care rates rather than living wage	10/9/2020 11:50 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: 20 Skipped: 4



ANSWER CHOICES	RESPONSES
YES	25.00% 5
NO	75.00% 15
TOTAL	20

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	meetings should be digital where possible	10/19/2020 4:13 PM
2	I find it complicated putting travel allowances in online. I would appreciate a more streamlined approach. It has taken me as much as three hours to complete.	10/19/2020 3:08 PM
3	I think this is fair, although not used much as far as I can see.	10/13/2020 6:23 PM
4	Less relevant in times of Covid! I hope many meetings will stay online.	10/12/2020 7:58 PM
5	too much work to complete	10/12/2020 9:59 AM
6	Just needs to be up to date i.e include all modes of transport such as electric bikes, bus fare and taxi for late night travel after meetings - this would allow some members to not own a car	10/9/2020 11:52 AM

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

Answered: 9 Skipped: 15

#	RESPONSES	DATE
1	My view is personal, I do not rely on the remuneration from Council for my income. It may be a different situation for others.	10/20/2020 9:15 AM
2	internet connection costs should be met along with a heating allowance	10/19/2020 4:13 PM
3	If we are to attract people from all walks of life, including the less well off, we need to ensure that they are compensated for time in which they could otherwise be working. Only then can we hope to have a truly representative Council.	10/19/2020 11:14 AM
4	In order to attract younger or working members of the community to become councillors, there needs to be sufficient allowances to replace wages lost.	10/19/2020 11:09 AM
5	Ordinary member allowances are too low considering the number of meetings they attend especially on planning committee. Maybe a rate that is linked to the number of hours spent on council business should be introduced	10/19/2020 10:44 AM
6	Wealthy or retired councillors might suggest no increase or even a decrease. In the long term, this creates a democratic deficit as it is a barrier for younger councillors or those of modest means. Those who don't want a higher allowance don't have to take it.	10/13/2020 8:57 PM
7	I feel sorry for any member who works but also would like to sit on the planning committee as it is so time consuming and we have lost so many because of the workload and the daytime site visits.	10/13/2020 6:23 PM
8	I would be interested on how these allowances vary across the country and other similar councils	10/12/2020 7:58 PM
9	We need younger and more professional people to stand to be councillors. The current allowance is not going to encourage them to stand as too much time will be taken from the day job and loss of income would be too great. By increasing the basic allowance, I hope more younger and people from BAME communities will stand for election. However allowances should be reduced for lack of attendance and training. Those with SRA, especially the Chairs spend a lot of time preparing and working behind the scenes. Spend a lot of hours.	10/9/2020 9:20 PM