

**A Review of the Isle of Wight Council
Members' Allowances Scheme**

**Sixteenth Report of the Independent Remuneration
Panel**

December 2021

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FOREWORD

This is the sixteenth report of the Isle of Wight Independent Remuneration Panel (IRP) on the members' allowances scheme and makes recommendations for 2022/23.

We have reviewed benchmarking data, undertaken interviews with a number of members, sent out a questionnaire to all members and offered members the opportunity to speak to us.

Our recommendations are that the basic allowance should be increased by the inflationary measure previously agreed by the council as set out in paragraph of the existing scheme. This equates to..... and therefore will increase the basic members allowance to..... **AT THE TIME OF WRITING THE FIGURE IS NOT AVAILABLE.** Whilst we are not recommending any change to the annual inflationary increase we do recommend that each year the Panel be consulted before the increase is applied to ensure that we are still content with the annual inflationary increase.

Having considered all the material that has been made available to us, along with the views of members, we do not recommend any other change to the Members Allowances Scheme.

We are continuing with the system of expressing all special responsibility allowances as a ratio of the basic allowance to allow transparency and simplicity of budgeting, this approach seems to be supported by the majority of members who either responded to the questionnaire or who we met with.

We considered the current distribution of the block allowance for Island travel that has been in place for some years. We consider this to be a fair and not over bureaucratic scheme and therefore remain of the view that this should remain unchanged.

We also specifically focussed on the carers allowance provision (whereby those members who had dependents they needed to provide care for could claim any costs in arranging a carer whilst the member was away from home on council business). We consider this a vital part of the current scheme and therefore recommend its retention. However we do recommend that Members be made more aware of this provision as the majority of members did not seem to be aware of it.

The Council is of course free to agree to a reduction or increase in the level of allowances.

In developing this report, the Panel wishes to thank those members who provided their views and those who gave up their time to be interviewed by us. We also wish to gratefully acknowledge the administrative and technical support given to us by Marie Bartlett and her team in undertaking this work.

Chris Mathews
Chairman, Isle of Wight Independent Remuneration Panel
December 2021

EXECUTIVE SUMMARY

1. The basic allowance for 2022/23 should be increased by the inflationary measure (once agreed) for the majority of council staff. This will automatically increase the SRA's as these are based on multipliers of the basic allowance.
2. That such an inflationary measure be applied in subsequent years but that the Panel be consulted before such an increase is made in case the Panel wants to review this.
3. That there be no changes to the level of SRAs in relation to the basic allowance.
4. That the process for the distribution of the on island travel lump sum be left unchanged. This is currently based on the distribution of a lump sum divided between the members on the basis of a formula reflecting distance of County Hall from their homes and office they hold. The Panel will continue to keep this under review in further reports.
5. That the carers allowance be left unchanged but that the Council ensures that all members are aware of this allowance and how they can claim for it if necessary.
6. That all other allowances (for example those for co-opted members and child allowance) remain unchanged.

(A full copy of the proposed new Members Allowances Scheme is set out at Appendix 1).

INTRODUCTION AND BACKGROUND TO THE REVIEW

Introduction

7. This is the sixteenth report of the Independent Remuneration Panel that makes recommendations on the suggested allowances scheme for members.
8. In January 2021 the Council refreshed the membership of the Panel and our membership is now:

Mr Chris Mathews – Elected as Chairman of the Panel at its first meeting
Mrs Tracy Ringer
Mr Aaron Wright
Mrs Jeanette Howells (who resigned in August due to her work commitments significantly increasing)
9. Under the Local Authorities (Members' Allowances) (England) Regulations 2003 and subsequent amendments to these regulations (SI 1022 and SI 1692), all authorities have to establish an Independent Remuneration Panel to make recommendations to the Council on members' allowances. The Council needs to have regard to the recommendations of the panel but can substitute its own decisions. It is crucial to recognise this, as the existing members' allowances

scheme (as set out in the Council's constitution) has been developed over the last 18 years or so, with not all the recommendations of previous panels having been adopted.

10. We have been mindful of the contribution that the Allowances Scheme can make to create a diverse and balanced council and sought member's views as part of our deliberations.

Background

11. The last review undertaken by the panel was submitted to the Council on 19 September 2018, when the then Panel's recommendation were adopted. Since then the annual inflationary measure that the Panel recommended has been implemented on an annual basis.
12. In establishing the current Panel the Council made no specific requests for us to consider any particular aspect of the current allowances scheme. Additionally the governance structure of the Council has remained unaltered since the last administration, meaning that there were no specific SRA's that needed addressing.

Methodology

13. The panel began its review of the members' allowances scheme in July 2021. The panel reflected on points made in paragraph 12 above, but were also aware that the application of the inflationary measure without reference to the Panel in the past seemed to have caused some concern to some members.
14. A questionnaire was sent to all members, asking questions which included the level of the basic allowance, indexation, SRA's, any other comments and would they like to meet with us. The responses to the questionnaires can be seen at appendix 2.
15. The panel held interviews with the following members so as to fully understand the operation of the current governance structure and the relative levels of responsibility:

Cllr Chris Quirk
Cllr Karen Lucioni
Cllr Ian Ward
Cllr Richard Quigley
Cllr Suzie Ellis
Cllr John Nicholson
Cllr Debbie Andre
Cllr Lora Peacey-Wilcox

(One other councillor was scheduled to meet with us but cancelled). We are very grateful to all members who gave up their valuable time to come and talk with us.

15. The panel were aware that since the last report there have been two structural changes; the first being the reduction in the number of elected members by 1

to 39, and the second being the establishment of the combined Fire Authority with Hampshire. It is noted that the first in theory increases ever so slightly the responsibility for members (as on average each has slightly more constituents). Whereas the second slightly reduces the responsibility for members (as the Combined Fire Authority is now responsible for the Fire and Rescue Service). The Panel looked at this but considered that the sums involved (in terms of the impact on member allowances) in effect cancel each other out. So this is simply noted without it having any impact on the allowances scheme.

16. The panel also considered the benchmarking data for member's allowances across the region.

THE PANEL'S DELIBERATIONS AND ANALYSIS

17. The questionnaires received from members gave rise to the following key points:-

- a) 11 (out of 20 responses) thought that the basic allowance was "about right" this compared to 6 (out of 12 responses) to the last questionnaire who thought the allowance was too low. In essence it seems that the view of the level of basic allowance is about 50:50 between too low/about right with the balance this year being in favour of it being "about right".
- b) As in the last questionnaire the majority of responses agreed that there should be some form of indexation.
- c) With regard to the Dependant Carer's Allowance the significant view was to keep this, however only a few members indicated that they were aware of it.
- d) Again on the level of SRAs the situation is much the same as for the basic allowance – a small majority considering it "about right".
- e) A significant majority of the respondents did not see the level of allowances as a factor for members when considering whether to seek re-election.
- f) That the majority of the responses were aware of people who had declined to stand on the election – this is the opposite of the answer to this question in the previous questionnaire, this may well be due to the elections in 2021 when candidates were sought.
- g) The estimate by those who responded on the amount of time spent on their elected member role does indicate a modest increase upon the responses from the last questionnaire. Interestingly this was predicted by the responses to the 2018 questionnaire whereas for this year the majority of respondents were not expecting the amount of hours spent to increase.

18. In terms of the interviews the following particular points made were:

- a) That the basic allowance is exactly that "*an allowance*". So whilst assisting with any consequential loss of income it is not a wage, or even a living wage when taken in isolation.
- b) The allowance scheme is essential in trying to ensure people of all backgrounds can stand for election.
- c) Some members felt that the basic allowance could be higher to reduce the need for an alternative income – although they also accepted that this may not attract more candidates at election time or candidates with the right motive for standing for election.

- d) Most members considered the level of allowance was not a significant factor in standing for election. For one political party it was acknowledged that the level of allowance did not discourage a range of candidates from standing.
 - e) That there is a significant disparity on the number of hours that individual members spend on council work and for those members with a large workload the allowance was insufficient; there was some suggestion that the allowances scheme should include a method of additional payments for attendance at committee meetings, although it was accepted that different committees have different workloads.
 - f) There could have been more support for new members to help them understand their new role and thus become more efficient in a shorter space of time.
 - g) The SRA levels seem about right.
 - h) Those with jobs needed to juggle these with their role as an elected member.
 - i) It was reasonable to have an inflationary increase provided this is linked to officer increases.
 - j) An attraction of the role of Councillor is that if one has changed responsibilities within the council the additional responsibilities (or loss thereof) can be tailored to time available.
 - k) The current travel allowance arrangements are “about right” without adding any bureaucracy.
 - l) Carers allowance is essential and should remain but very few members were aware of it.
19. For clarity, the IRP cannot apply a different basic allowance to take into account the amount of meetings or time spent by members. The basic allowance has to be the same for each member. Only through the use of SRA’s can different payments be made. In the previous report we set out the details of the Regulations that govern members allowances, and to which the IRP must therefore apply. The relevant regulation is set out below:-

The Local Authorities (Members' Allowances) (England) Regulations 2003

Basic allowance

4.—(1) An authority shall—

(a) make a scheme in accordance with these Regulations which shall provide for the payment of an allowance in respect of each year to each member of an authority, and the amount of such an allowance shall be the same for each such member (“basic allowance”); and

(b) pay basic allowance and any other allowance permitted by these Regulations only in accordance with such a scheme.

(2) In relation to basic allowance, the scheme shall—

(a) specify the amount of entitlement by way of basic allowance in respect of any year to which it relates; and

(b) provide that where the term of office of a member begins or ends otherwise than at the beginning or end of a year, his entitlement shall be to payment of such part of the basic allowance as bears to the whole the same proportion as the number of days during which his term of office as member subsists bears to the number of days in that year.

20. The Panel has considered the benchmarking data comparing the basic allowance paid by unitary authorities in the South East (where this data was readily available from the authorities web site). Comparisons are always difficult as each authority is unique – but this is always a helpful exercise to see how the Isle of Wight Council basic allowance compares to similar authorities. The detail is set out below:

Local Authority	Basic Allowance for 2020/21
Brighton and Hove Council	£13,359.60
Milton Keynes Council	£10,924.00
Medway	£10,585.00
Bracknell Forest	£8,687.04
Isle of Wight	£8,232.00
RB of Windsor & Maidenhead	£8,260.00
West Berkshire	£7,909.00
Southampton	£13,057.00
Portsmouth	£11,483.00
Average	£10277.00

CONCLUSIONS AND RECOMMENDATIONS

21. No evidence was provided which illustrated to us that the current level of basic allowance needed adjusting (other than for inflation). Whilst there were some comments that this could be increased, these comments were in the minority and were far outweighed by the comments that the allowance was not a material consideration in the individuals we spoke to standing, that there was some evidence provided that the level of allowance did not actually put people off standing, that there was a need to recognise that the role of elected member was a vocation rather than a “job”.
22. The Panel also notes that the Isle of Wight Council basic allowance is the second lowest amongst those other unitary authorities in the South East. The Isle of Wight Council basic allowance is some 61% of the highest (Brighton and Hove) and is 80% of the average for all these authorities.
23. As a comparator we looked at the average weekly pay for full-time workers for the South-East compared to the Isle of Wight. For the South East this is £660.10 and for the Isle of Wight this is £568.60 – which is 86% of the South East average.
24. We also looked at the number of constituents per member for the 9 authorities

above and the average is 4202 constituents whilst the Isle of Wight is 3629 – or 86%.

25. The above three paragraphs (para 22 to 24) demonstrates that whilst using the 2 comparators demonstrates that the Isle of Wight basic allowance is a little below the percentage for the average wage and number of constituents per members –it does seem to be in the right “ball park” particularly as no other evidence was provided to suggest that there should be any non-inflationary increase to the basic allowance.
26. The overwhelming view was that the level of basic allowance should be increased by inflation on an annual basis and that the current arrangement should continue whereby this would be the same inflationary increase as that provided to the majority of staff. The Panel considers that this is an appropriate methodology, however, to ensure that this is seen as transparent before such an inflationary measure is applied, that the Panel should be consulted annually. This is to happen even when the Panel has no other issues to consider in respect of the allowance (ie in the absence of any changes to the governance structure or changes to other responsibilities that may require an adjustment of SRAs). **AT THE TIME OF WRITING THE INFLATIONARY FIGURE FOR STAFF IS STILL BEING NEGOTIATED AND THIS SHOULD BE APPLIED AS SOON AS IT IS AVAILABLE.**
27. The level of SRAs as currently applied seems to be about right, no evidence was suggested that these needed altering in any way. There has been no change to the Council’s governance structure since the Panel’s last report. Therefore no recommendation to change these is made.
28. We have, like previous Panels, looked again at the lump sum travel allowance for on Island travel that is currently paid on a formula based on the distance from County Hall of the member and the office they hold. Whilst this is not perfect it is far simpler, and more cost effective, than having a scheme based on mileage actually made. Not only would such a scheme be bureaucratically heavy it would also not discourage travel when other alternatives are available (as the current scheme does). Therefore this allowance should remain as it is.
29. The Carers Allowance is, once members were aware of it, seen as an essential part of contributing to the ability to attract a wider range of members from different backgrounds. However, it is disappointing to the Panel that few (if any) members seemed to be aware of this – and this point was made in our previous reports. It is therefore our recommendation that whilst this allowance should remain the Council should do a lot more to ensure that members are aware of it and how they can claim if they need to.
30. In all other respects the members allowances scheme should remain as it is.
31. **As a result of this review the Panel recommends:**
32. The basic allowance for 2022/23 be increased by the inflationary measure (once agreed) for the majority of council staff. This will automatically increase the SRA’s as these are based on multipliers of the basic allowance.

33. That such an inflationary measure be applied in subsequent years up to and including 2025/26 but that the Panel be consulted before such an increase is made in case the Panel wants to review this.
34. That there be no changes to the level of SRAs.
35. That the process for the distribution of the on island travel lump sum be left unchanged. This is currently based on the distribution of a lump sum divided between the members on the basis of a formula reflecting distance of county hall from their homes and office they hold. The Panel will continue to keep this under review in further reports.
36. That the Carers Allowance be left unchanged but that the Council ensures that all members are aware of this allowance and how they can claim for it if necessary.
37. That all other allowances (for example those for co-opted members and child allowance) remain unchanged.

(A full copy of the proposed new Members Allowances Scheme is set out at Appendix 1).

LIST OF APPENDICES

- Appendix 1: Proposed new Members Allowances Scheme for 2022/23
- Appendix 2: Summary of the responses from the questionnaires

APPENDIX 1

MEMBERS' ALLOWANCES SCHEME

This Member' Allowances Scheme has been established under the Local Authorities (Members' Allowances) (England) Regulations 2003 (and any amendments to those regulations).

1. This scheme may be cited as the Isle of Wight Council Members' Allowances Scheme.

2. In this scheme,

"councillor" means a member of the Isle of Wight Council who is a councillor;

"co-opted member" means a Co-opted or Independent Member of the Scrutiny Committee and Designated Independent Persons;

"year" means the 12 months ending with 31 March.

3. Basic Allowance

Subject to paragraph (6), for each year a basic allowance shall be paid to each councillor. The amount of the allowance will be reviewed in accordance with paragraph (8). For the year 2022/23 the allowance is £ **to be completed**.

4. Special Responsibility Allowances

(a) For each year a special responsibility allowance shall be paid to those councillors who hold the special responsibilities in relation to the authority that are specified in Schedule 1 to this scheme.

(b) Subject to paragraph (6), the amount of each such allowance for 2022/23 shall be the amount specified against that special responsibility in that schedule. The allowances will be reviewed in accordance with paragraph (8).

5. Renunciation

A councillor or co-opted member may by notice in writing given to the Chief Financial Officer elect to forego any part of his entitlement to an allowance under this scheme.

6. Member Allowance Uplift

The Basic Allowance will be uplifted each year for a maximum period of four years in line with the annual percentage increase agreed for the majority of Isle of Wight Council employees to whom the NJC terms and conditions apply and this will be applied once the pay settlement rate is known and will apply from April in each year provided that the Panel has been consulted on this increase before it is

applied in case the Panel wishes to review it.

7. Part-year Entitlements

- (a) In the case of Basic Allowances, SRA's, or Dependent Carers' Allowances, payment will only be made for the period during which a person performs the duties for which these allowances are payable. This provision applies where a Member becomes, or ceases to be a Member, or becomes or ceases to hold a role to which a SRA is applicable.
- (b) Where, in the course of a year, this scheme is amended any change in an allowance will be effective from the date the scheme is approved by Full Council.

8. Payment of Allowances

- (a) Payments shall be made
 - (i) in respect of any allowances, subject to sub-paragraph (b), in instalments of one-twelfth of the amount specified in this scheme on the last working day of each month;
 - (ii) in respect of claims for travelling, for Council business off the Isle of Wight, on the last working day of each month in respect of claims received up to the day 14 days before that date. Claims shall be made on the prescribed forms obtainable from the corporate leadership support team. The maximum amounts reimbursable are set out in paragraph 12 below. The duties for which these claims are approved are all off Island activity connected with Council business. All such claims must be supported by evidence of expenditure for every item in the claim.
- (b) Where a payment of one-twelfth of the amount specified in this scheme in respect of any allowance would result in the councillor or co-opted member receiving more than the amount to which, by virtue of paragraph (6), he or she is entitled, the payment shall be restricted to such amount as will ensure that no more is paid than the amount to which he or she is entitled.

9. Review

The Independent Remuneration Panel will review the Scheme in mid or late 2022 unless there are changes to the governance structure that require review at an earlier date and following on from Local Authority elections or the Independent Remuneration Panel otherwise wishes to review earlier such as, for example, any adjustment in the level of the basic allowance in reliance of the indexation provision before implementation.

Motor Mileage Allowances and Subsistence Rates (for off Island business) are reviewed by the Secretary of State, normally on an annual basis.

10. Dependant Carer's Allowance

Where a councillor or co-opted member has either:

- a dependant child living with them under the age of 14, or

- cares for a dependant elderly or disabled person

The following are claimable:

For child care: the actual expenditure incurred up to a maximum of £6.19 per hour. This is the rate paid by the Local Government Association (LGA), which reviews its rates annually and therefore the amount quoted is subject to change.

For dependents who are elderly or disabled: the actual expenditure up to a maximum of £12.50 per hour, which is the rate paid by the Isle of Wight Council Adult Services Department under their Direct Payment Scheme. Adult Services review their rates annually and therefore the amount quoted is subject to change.

11. Travel and Subsistence Allowances – on the Island

Councillors are provided with an additional sum added to their basic and special responsibility allowance that is payable instead of any claims for travel or subsistence for on Island activity. No other payments can be made for on island travel or subsistence.

This “Expenses Sum” is calculated as follows:

Factor A – distance from Members home to County Hall – 3 bands: Band 1 – less than 3 miles, Band 2 – between 3 and 8 miles, and Band 3 – more than 8 miles.

Factor B – type of office held – 4 bands: Band 1 – frontline member (without an SRA); Band 2 – Leader of group with 10 or more members, Vice Chairman of the Council, Vice Chairman of Planning Committee, Vice Chairman of Scrutiny, Chairman of Appeals Committee; Licencing Chairman, Pension Fund Chairman, Band 3 – Chairman of Council, Chairman of Planning, Audit, Scrutiny Committee, Policy and Scrutiny Committees; Band 4 – Leader, Deputy Leader, Cabinet Member.

The two factors are added together to give a “Factor” for each member. All the factors are added together and this is then divided by £21,224. This is the “Amount Factor”. The “Factor” and “Amount Factor” are multiplied together to give the total “Expenses Sum”.

The amount paid to each councillor is fixed at the rate being paid as at, 5 May 2021 until the end of their term of office, only to be altered if the councillor changes address or responsibility so that they would be entitled to a different amount in accordance with the two factors set out above. The rate paid will be fixed again after each election for the life of the administration, unless it is altered following a recommendation of the Independent Remuneration Panel.

12. Accommodation and Expenses– Out of Authority

Whenever a councillor or co-opted member has to travel off the Island on Council Business this paragraph applies.

That wherever possible Members organise their travel and accommodation through the Council which pre books and makes payment. If it is not possible to pre book travel and accommodation then these costs will only be reimbursed against production of a proper receipt. The most efficient form of transport to be used in all circumstances, any changes from this have to be supported by a detailed justification. In addition to paying the cost of the most efficient form of public transport for off island travel the following mileage rates (where it is more efficient not to use public transport) will apply:

Motor Mileage Allowances (for OFF ISLAND TRAVEL ONLY)

(a) Motorcycles

Up to 150cc	8.5p per mile
151cc to 500cc	12.3p per mile
Over 500cc	16.5p per mile

(b) Motorcars

All vehicles	45p per mile
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13. Co-optees Allowances

That the following allowances be paid to co-optees on the following:

Designated Independent Persons	£301.00
Education Co-optees	£818.00

14. Members of the Independent Education Appeals Panels

Members of the Independent Education Appeals Panels are entitled to claim a mileage rate and subsistence (when attending any meetings of the appeals panels) at a rate equivalent to that payable to other members when they attend off island meetings.

15. Reporting to Public

Each Councillor is required to produce an annual report (no more than 300 words) covering what they have achieved, what they hope to achieve in the following year, and what they have been unable to achieve in the current year. This annual report is to be prepared for the annual Council each year and will not be required in the year of Council ordinary elections, when new and returning members all have the opportunity to set out their aspirations to the new Council.

16. Each member is entitled to an Isle of Wight Council IT equipment as determined by the Council. Members have access through the group room to telephones. Mobile phone costs are not met by the council.

SCHEDULE I

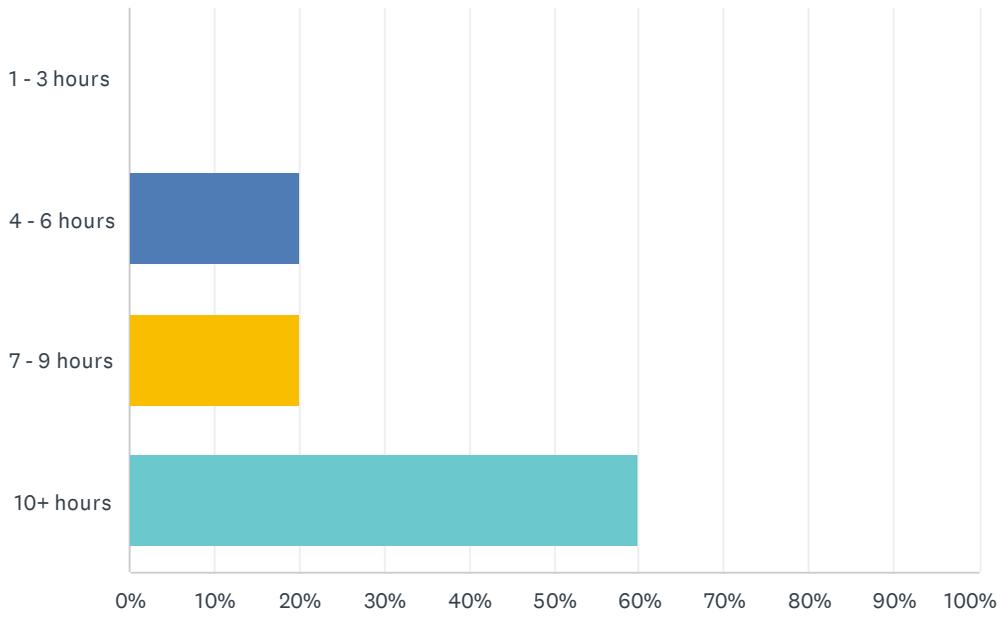
SPECIAL RESPONSIBILITY ALLOWANCES

The following are specified as the special responsibilities in respect of which special responsibility allowances are payable, together with the amounts of those allowances for 2022/23 Only one special responsibility allowance will be paid to any member. These allowances are payable in addition to the basic allowance of **to be completed**.

Position	Multiplier of the basic	Special Responsibility Allowance
Leader	2.00	£15,708.00
Deputy Leader	1.25	£9,817.50
Cabinet Member	1	£7,854.00
Scrutiny Chair	1	£7,854.00
Scrutiny Vice Chair	0.2	£1,570.80
Adult Social Care and Health Policy and Scrutiny Committee Chair	0.6	£4,712.40
Children's Policy and Scrutiny Committee Chair	0.5	£3,927.00
Regeneration and Environment Policy and Scrutiny Committee Chair	0.5	£3,927.00
Audit Chair	0.4	£3,141.60
Planning Chair	0.8	£6,283.20
Planning Vice Chair	0.2	£1,570.80
Licensing Chair	0.3	£2,356.20
Pension Fund Chair	0.4	£3,141.60
Appeals Chair	0.2	£1,570.80
Chairman of Council	0.7	£5,497.80
Vice Chairman of Council	0.2	£1,570.80
Leaders of Groups of 5 or more	0.1	£785.40
Leaders of Groups of 10 or more	0.2	£1,570.80
Hampshire Police and Crime Panel Chair*	0.6	£4,712.40

Q1 Constituency work:

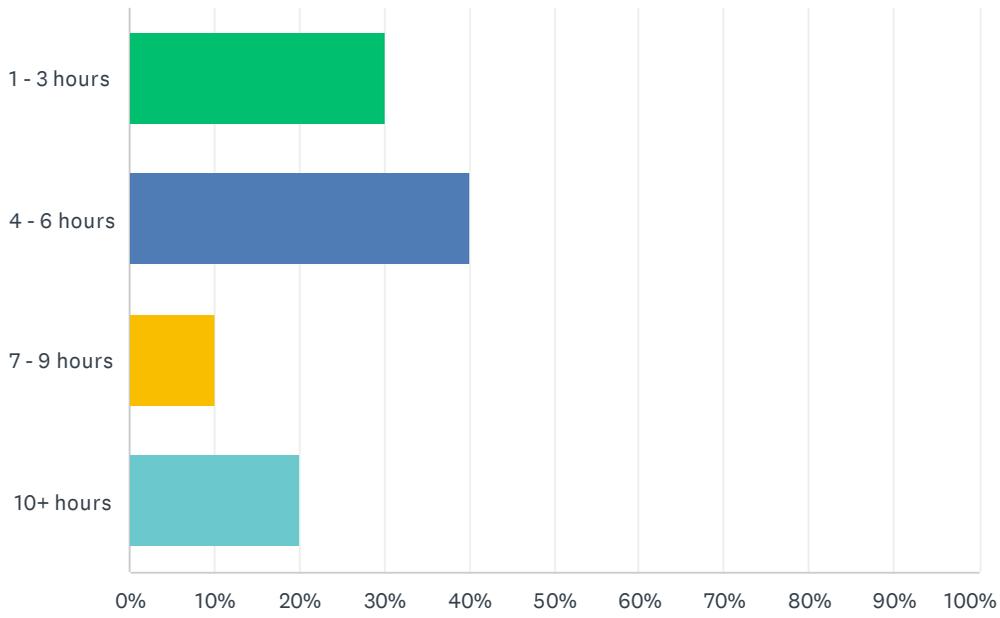
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
1 - 3 hours	0.00% 0
4 - 6 hours	20.00% 4
7 - 9 hours	20.00% 4
10+ hours	60.00% 12
TOTAL	20

Q2 Formal IWC meetings (full council/cabinet/committees/panels/etc.):

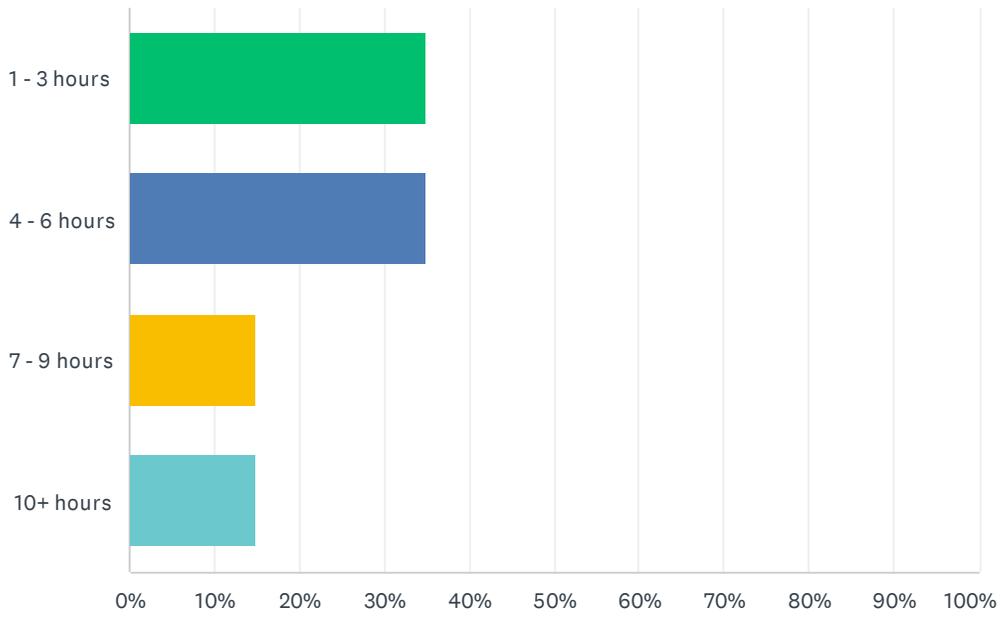
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - 3 hours	30.00%	6
4 - 6 hours	40.00%	8
7 - 9 hours	10.00%	2
10+ hours	20.00%	4
TOTAL		20

Q3 Other IWC meetings:

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
1 - 3 hours	35.00% 7
4 - 6 hours	35.00% 7
7 - 9 hours	15.00% 3
10+ hours	15.00% 3
TOTAL	20

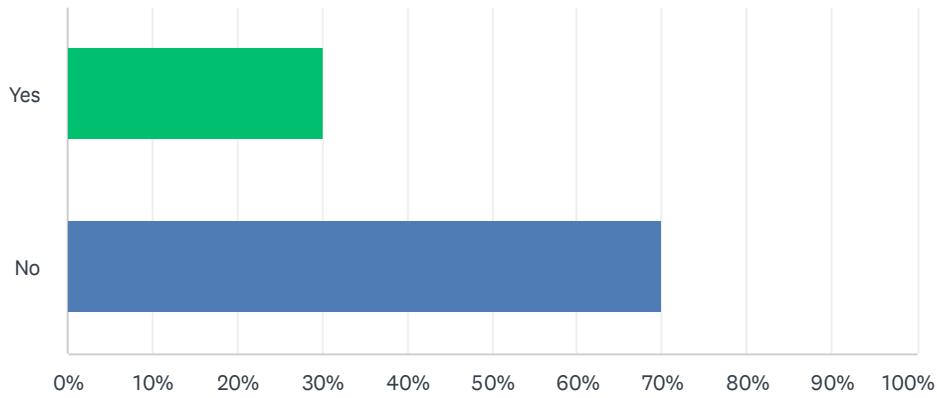
Q4 Indicate any other type of work relating to your role as an elected Councillor and the number of hours associated with these activities:

Answered: 16 Skipped: 4

#	RESPONSES	DATE
1	Community meetings and events to attend, training and learning opportunities. Attending (four!) Parish Councils and following up on their needs is very time consuming, as is supporting three Primary Schools.	9/24/2021 8:21 AM
2	representing IWC on other bodies such as IW Community Action, Local Pension Board. I am also a Town and Parish Councillor which interlinks with IWC role.	9/23/2021 11:41 AM
3	civic functions most weekends	9/22/2021 3:30 PM
4	Helping my residents.	9/22/2021 11:49 AM
5	10 hours a week on portfolio business	9/22/2021 10:14 AM
6	Cabinet Member for Adult Social Care and Public Health. - Run of my feet is the reality. 50+ hours per week is regular - Papers and other documents. A relentless number of emails and social media Comms work. Meetings of every type and staff meetings too.	9/21/2021 5:58 PM
7	Due to cuts and austerity,there are more people with genuine concerns.Ergo, heavier workload.	9/21/2021 4:31 PM
8	I work with the community, various groups and projects with residents	9/21/2021 3:22 PM
9	Vice Chair attending events 2 hrs per week Parish Council meetings 2 hrs per week	9/13/2021 2:18 PM
10	School visits - varies Attending roadshows - varies Radio/press interviews - varies	9/9/2021 9:00 PM
11	I am never off the clock. Outside of "formal" constituency work (which itself is closer to 20 hours than 10) I probably do another 15 to 20 hours of informal ad-hoc work. I cannot walk to the shop without someone stopping me to discuss something.	9/9/2021 3:47 PM
12	Reading documents - around 10 hours per week for those of us who do this!	9/9/2021 2:07 PM
13	I am a trustee of a local community charity that I founded as local councillor. I spend at least 5 hours per week on that	9/9/2021 11:51 AM
14	Engagement through stakeholder groups, engagement informally with other councillor colleagues.	9/9/2021 11:40 AM
15	I attend: 1. formal and informal town council meetings and follow up on actions arising from those meeting. 2. Meetings with local groups and work on follow up actions.	9/9/2021 10:52 AM
16	Town and Parish business 4-6hrs	9/9/2021 10:45 AM

Q5 Do you think any of the above [working time] is likely to change over the next year or so?

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	30.00%	6
No	70.00%	14
TOTAL		20

#	IF YES, PLEASE ELABORATE WHY:	DATE
1	Time spent on ward work varies, during the flooding, for instance, I was spending 16 hours a day on residents issues - likewise meetings - some wieeks are quiet, some weeks they are back to back.	9/24/2021 8:21 AM
2	extra work and developing new policies	9/22/2021 10:14 AM
3	Many,variable problems and no easy fixes.	9/21/2021 4:31 PM
4	increase	9/10/2021 3:00 PM
5	The fragility of the current minority administration is likely to result in additional workload if the new administration does anything more than just signing off plans produced by the previous administratio.	9/9/2021 2:07 PM
6	The Island Planning Strategy draft has significant implications for my ward and consequently will take up more time digesting information, carrying out research, and engaging with Cabinet members and other IWC colleagues. Also, other council initiatives that have an impact on my ward are entering a delivery phase which could lead to more time being needed in engaging appropriately.	9/9/2021 11:40 AM
7	The pandemic has made residents to raise different additional issues that they would not normally raise or even consider.	9/9/2021 10:52 AM

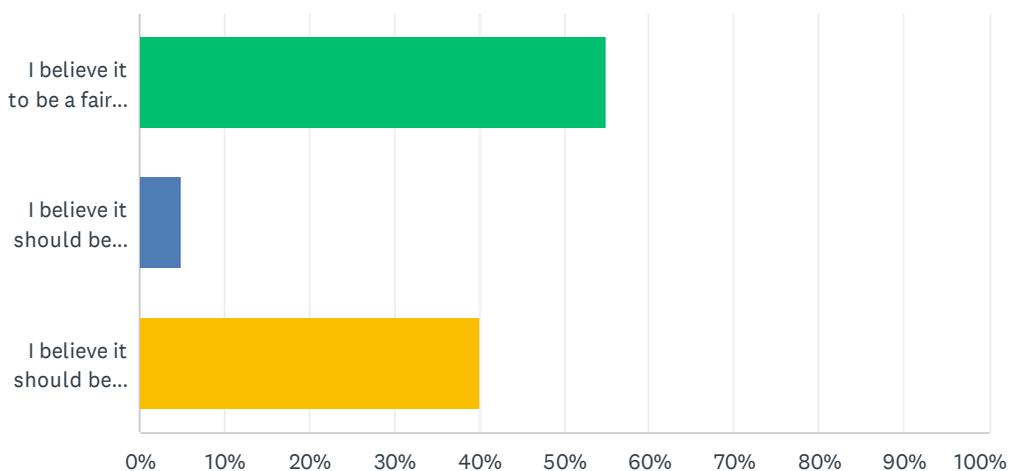
Q6 If you were returned in the 2021 election, it would also be helpful if you could set out whether, and if so how, the workload has changed over the last 2 years:

Answered: 12 Skipped: 8

#	RESPONSES	DATE
1	The workload is the same	9/23/2021 9:21 PM
2	Covid19, caused huge increase particularly virtual meetings. Due to crisis, resident issues heightened and more crisis situation management. This looks to get worse with energy crisis, homelessness, increased living costs. Planning applications have increased by 200% and as a Ward Councillor this takes a lot of time.	9/23/2021 11:41 AM
3	About the same but have got a new ward.	9/22/2021 11:49 AM
4	Significant workload increas taking on a cabinet responcebility for two major areas of work and overseeing still housing. This is more than a fulltime post and it has significant impacts on family life. I enjoy my role but it comes with great stress and time commitment.	9/21/2021 5:58 PM
5	Yes I'm dealing with a lot more issues	9/21/2021 3:22 PM
6	My role has changed from being a member of the opposition to being a Cabinet Member in the Administration. However, I feel that the advent of Teams/Zoom meetings which are now being held in addition to in person meetings have increased the workload, increased the hours of work and increased the pressure on Councillors mentally.	9/9/2021 9:00 PM
7	I cannot comment on the last 2 years however I was elected for the 13-17 term and can say the workload has quadrupled since then.	9/9/2021 3:47 PM
8	As part of the previous controlling group the administration had a strong team with skill sets across the whole range of Council decision making. To date the new administration has not demonstrated a similar capacity.	9/9/2021 2:07 PM
9	It remains at a high level in a ward with higher needs than any other. I represent the most deprived ward on the Island.	9/9/2021 11:51 AM
10	Increase, for the same reasons as I've set out in future anticipation of workload increase.	9/9/2021 11:40 AM
11	Residents are become more vocal and complaining about the perceived in action of the IW Council in dealing with derelict buildings.	9/9/2021 10:52 AM
12	more virtual meetings has brought more meetings	9/9/2021 10:45 AM

Q7 Would you consider the current basic allowance to be a fair representation of costs attributed to the roles and responsibility or believe a change in this figure is required:

Answered: 20 Skipped: 0

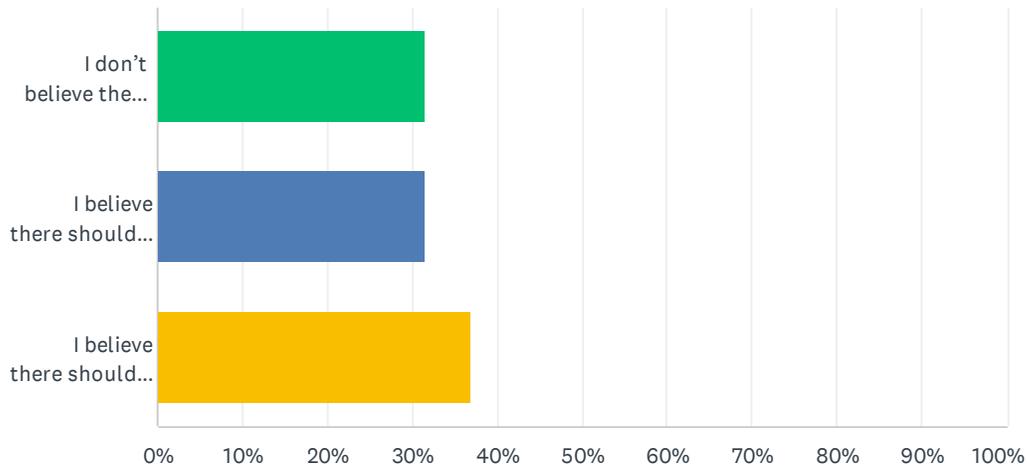


ANSWER CHOICES	RESPONSES
I believe it to be a fair representation at its current level	55.00% 11
I believe it should be decreased due to less commitment to travel and attend meetings/conferences with online platforms assistance with my comms, attendance etc instead	5.00% 1
I believe it should be increased because..	40.00% 8
TOTAL	20

#	I BELIEVE IT SHOULD BE INCREASED BECAUSE..	DATE
1	Some councillors still need to work to earn a living, and many would be councillors are put off standing as they could not afford to do so with an allowance of this level (which doesn't reflect minimum wage).	9/24/2021 8:26 AM
2	It prevents certain people from actually committing to the job, single parents for example, those on benefits rtc	9/22/2021 10:15 AM
3	The small amount of funding I receive from this post offsets my small business adjustments.	9/21/2021 6:03 PM
4	It simply does not accurately represent the hours required to address issues proficiently.	9/21/2021 4:32 PM
5	A difficult call. I say increase due to the time commitment. I am also aware that a lot of Unitary Authority councillors are paid much more than I. If I was in Scotland I would get twice as much. We need to incentivise younger councillors and that requires them being able to live off their allowances plus maybe one small job.	9/9/2021 3:50 PM
6	It does not even equate to minimum wage for a Concillor who takes the job seriously	9/9/2021 2:08 PM
7	the time spent.	9/9/2021 12:33 PM
8	It falls short of any appreciation of value of time spent and work outcomes	9/9/2021 10:46 AM

Q8 There is current provision for the allowance to be increased annually in line with that for the majority of Council employees – we would welcome your views on this:

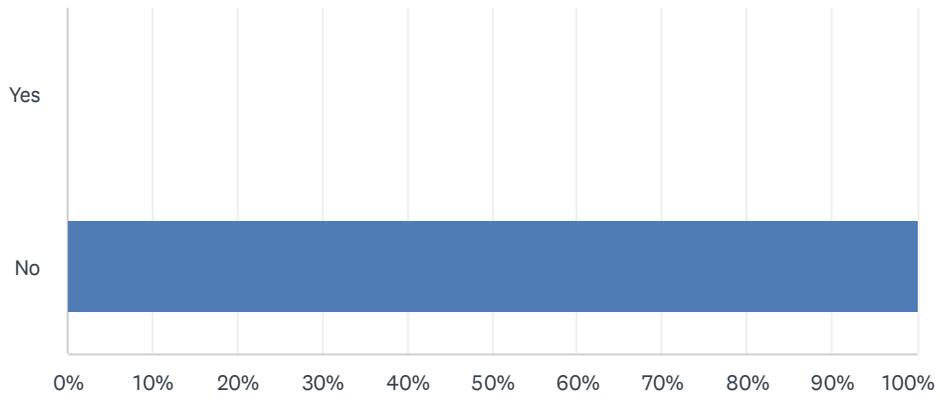
Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
I don't believe the allowance should be increased annually	31.58%	6
I believe there should be an annual Index linked increase to the allowance	31.58%	6
I believe there should be a set percentage greater than that of an index linked increase possibly 3-5% as it is currently far too low and does not adequately reflect my role and responsibilities	36.84%	7
TOTAL		19

Q9 Have you ever claimed (or are you likely to) claim the allowance:

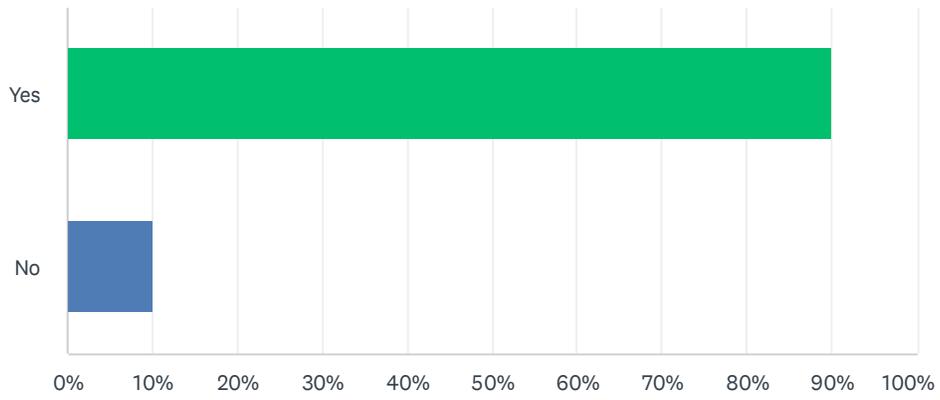
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	20
TOTAL		20

Q10 Do you think this should be retained:

Answered: 20 Skipped: 0

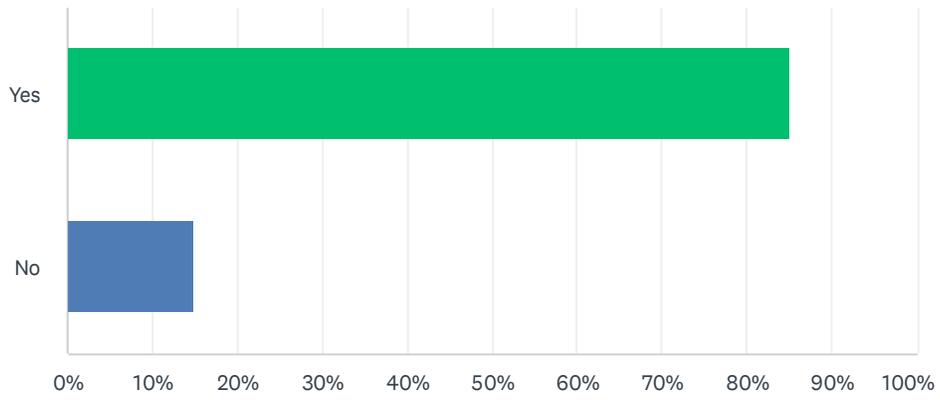


ANSWER CHOICES	RESPONSES
Yes	90.00% 18
No	10.00% 2
TOTAL	20

#	IF NO, WHY NOT:	DATE
1	I think every situation should be judged on its own merits. It's important to increase diversity and allow inclusion, but I don't think the support needed to carry out a Councillor's role should be tied in to the Councillor's allowance.	9/9/2021 9:04 PM
2	I may end up claiming this but have no current plans to.	9/9/2021 3:51 PM

Q11 Do you think the way it is calculated is fair:

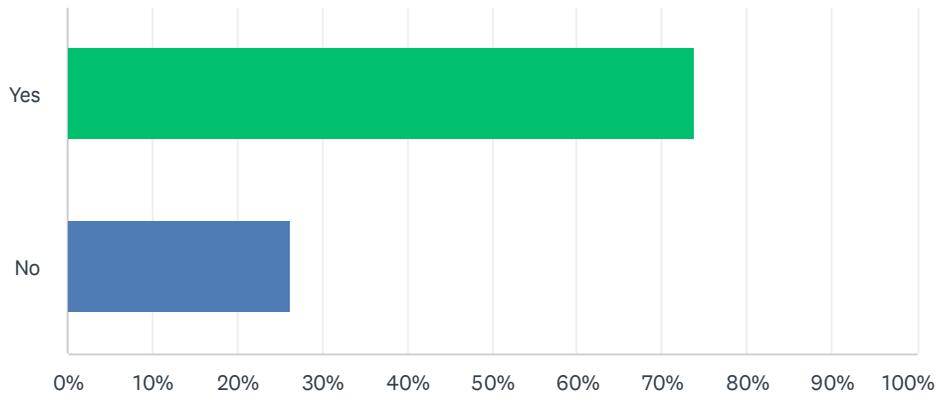
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	85.00%	17
No	15.00%	3
TOTAL		20

Q12 Do you think a travel allowance for on-island travel should be paid:

Answered: 19 Skipped: 1

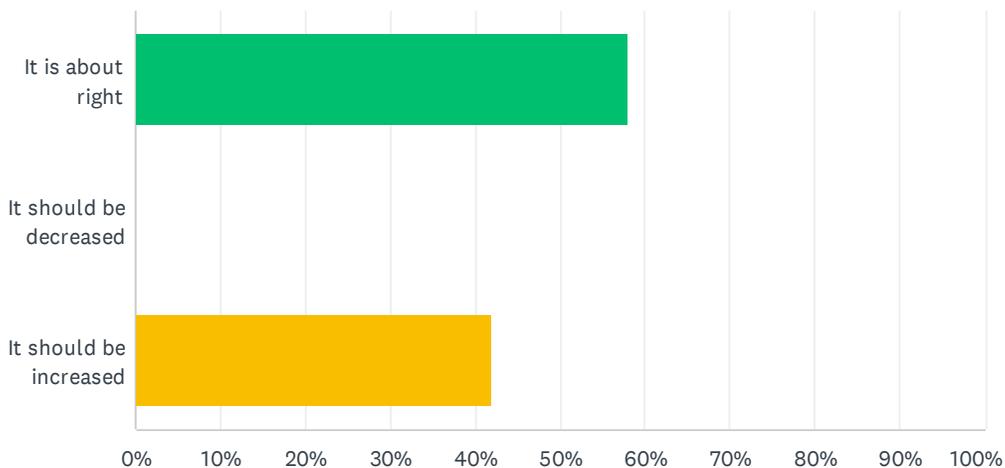


ANSWER CHOICES	RESPONSES	
Yes	73.68%	14
No	26.32%	5
TOTAL		19

#	IF NO, WHY NOT:	DATE
1	Should be paid for by the Cllr	9/23/2021 9:23 PM
2	don't incentivise travel	9/10/2021 3:02 PM
3	I think that the whole Councillor allowance should be reviewed in the way that it's paid. In my opinion, it should not be liable to tax, i.e. be considered as part of a personal allowance. It's an allowance, not a salary. If that was the case, it might encourage greater diversity.	9/9/2021 9:07 PM
4	The current system is simple and reasonably fair. Its not broken so why fix it.	9/9/2021 2:10 PM

Q13 Do you have any thoughts about the level of SRA’s paid to the current posts:

Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES
It is about right	57.89% 11
It should be decreased	0.00% 0
It should be increased	42.11% 8
TOTAL	19

#	PLEASE EXPLAIN YOUR RESPONSE IF YOU ANSWERED THAT IT SHOULD BE INCREASED OR DECREASED:	DATE
1	I am not sure they are a fair representation of the amount of work done by the Leader and other Cllrs with special responsibility.	9/24/2021 8:28 AM
2	workload is not sufficiently paid for at a realistic level	9/22/2021 10:17 AM
3	I wok 50+ a week and it impacts on my family life significantly. the funding allows me to focus more of my time doing this important work.	9/21/2021 8:39 PM
4	Greater responsibility and accountability for Cabinet roles than in the past. SRAs should reflect the nature of the full time role.	9/9/2021 9:14 PM
5	The allowances should reflect the work involved being compensated at a rate that is at least equivalent to the National Living Wage, access to being a Councillor should not be limited to those of independent means	9/9/2021 2:14 PM
6	because of the huge amount of time required to perform these duties. Also seems to be lower than equivalent local authorities on the mainland.	9/9/2021 12:35 PM
7	It poorly reflects to value of work time and outcomes	9/9/2021 10:49 AM

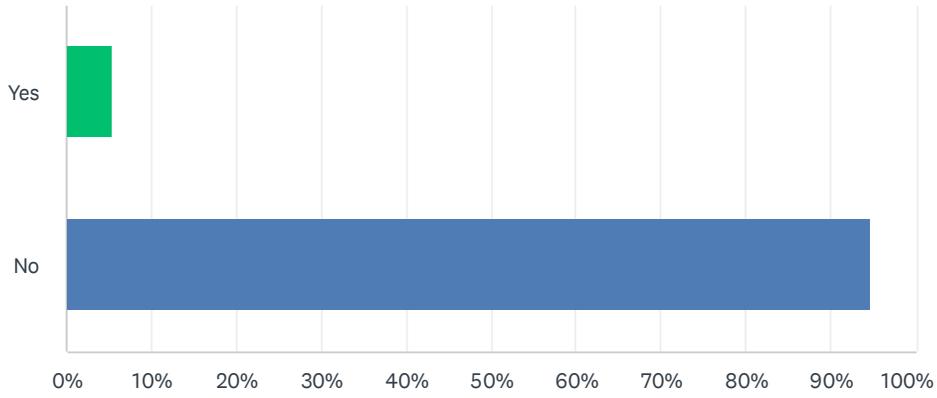
Q14 Do you think that there have been any changes in the responsibility of any roles that receive a Special Responsibility Allowance that we should take into account when considering our report:

Answered: 8 Skipped: 12

#	RESPONSES	DATE
1	I don't feel I have enough knowledge to comment on this as a new councillor.	9/24/2021 8:28 AM
2	I do think the work load has increased as a direct result of Covid19 and resulting crisis. The realities of the World changing since Covid I believe has increased workload on a number of levels.	9/23/2021 11:46 AM
3	No	9/22/2021 10:17 AM
4	I am the cabinet member for ASC and Public Health. This is a significant responsibility and very time demanding.	9/21/2021 8:39 PM
5	Cabinet roles, especially that of Leader, are full time roles and should be recognised as such. Hours of work have increased since the pandemic.	9/9/2021 9:14 PM
6	Not really.	9/9/2021 2:14 PM
7	No	9/9/2021 10:56 AM
8	This depends on teh individual Councillor an dteh outcomes they achieve through their direct and indirect input	9/9/2021 10:49 AM

Q15 Did the level of allowances impact on your decision to stand in the elections earlier this year:

Answered: 19 Skipped: 1

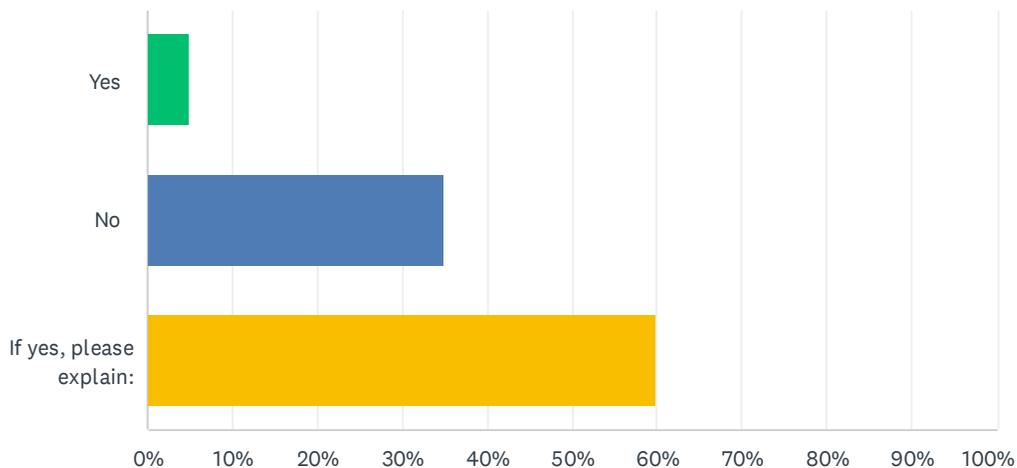


ANSWER CHOICES	RESPONSES	
Yes	5.26%	1
No	94.74%	18
TOTAL		19

#	IF YES, HOW?	DATE
1	I had to think very carefully about how it would effect our household income should I be elected.	9/24/2021 8:30 AM

Q16 Are you aware of anyone who either declined to stand, or even stood down, as a member because of the level of the allowances:

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	5.00%	1
No	35.00%	7
If yes, please explain:	60.00%	12
TOTAL		20

#	IF YES, PLEASE EXPLAIN:	DATE
1	I have only had conversation with people who have said they could not afford to carry out the role. Likewise I have spoken to others who think Councillor's should not receive any allowance!	9/24/2021 8:30 AM
2	Possible candidates that work or need to work for income as the time involved just means the loss of income is out of balance with the allowance.	9/23/2021 11:48 AM
3	I know of two councillors that did not stand again because the remuneration was insufficient to support their family.	9/22/2021 10:18 AM
4	People have to be able to support their families and to be a councillor it is a significant time commitment to do the role well. people cannot always give there time freely and bring their talents to the role.	9/21/2021 8:45 PM
5	Can't change their work	9/21/2021 8:14 PM
6	They felt that the workload vs remuneration was way to little.	9/21/2021 4:33 PM
7	those that can't afford to give up work or continue to work and have enough time to be a Cllr	9/10/2021 3:03 PM
8	Potential candidates were deterred from standing as the allowance wouldn't compensate for lost earnings.	9/9/2021 9:15 PM
9	I am aware of canidates not standing due to the impact on their work and the low remuneration they would get from being elected.	9/9/2021 3:53 PM
10	If the levels were higher I think more people could afford to be cllrs and it would increase competition and standards which is a good think for Islanders.	9/9/2021 12:36 PM
11	One of our colleagues who runs public facing businesses declined to stand because it was have a negative affect on his business	9/9/2021 10:58 AM
12	They could not afford teh time and consequent drop in wages	9/9/2021 10:50 AM

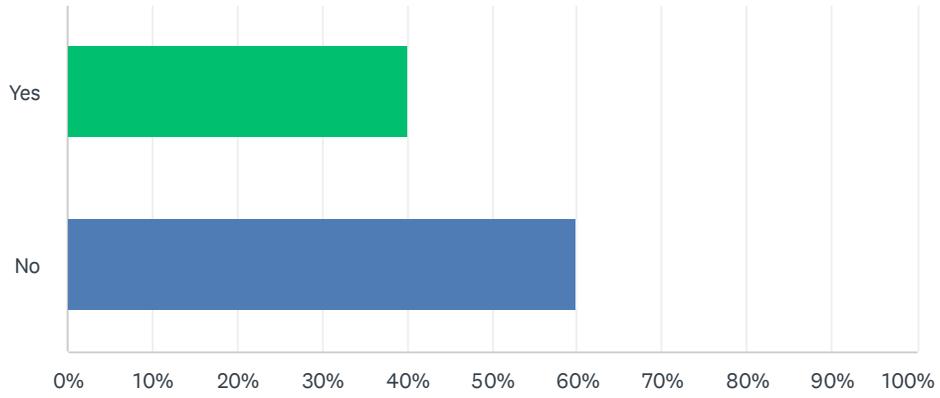
Q17 Please let us know if there is anything else you wish to add in relation to members allowances or anything you would wish us to take into account as part of the review:

Answered: 7 Skipped: 13

#	RESPONSES	DATE
1	I have not answered the question on annual increases as I think it should not be automatic, but should be reviewed annually.	9/24/2021 8:32 AM
2	I have indicated I am personally OK with current allowance but wish to raise that as a retiree I can live with it but for many cannot not and I believe many who are more representative of the community are put off. The current allowances do make it impossible for many to stand. Plus being a councillor post Covid19 is very different and more stressful and pressurised than before.	9/23/2021 11:51 AM
3	The current allowance does not allow talented people to join the council until later in life and it discriminates against their inclusion.	9/21/2021 8:50 PM
4	Younger people don't stand because it's hard to work Others are worried about the abuse	9/21/2021 8:15 PM
5	It is clear that there are wide disparities in the attention and effort that different Councillors pay to Council and Ward activities. Those that work on several Committees, prepare by reading the papers and doing further background research and attend most or all meetings receive the same allowances as those that make little effort; the same applies in terms of Ward activity. It seems to me that the allowance level is set to reflect the hours put in by the latter group not the former.	9/9/2021 2:24 PM
6	An increase would allow more people who could not otherwise afford to give the time to being a cllr to do so. It would encourage working age people and not generally those who are retired. The current level seems low compared to the mainland.	9/9/2021 12:37 PM
7	I understand that allowances given to our members a lower than other Unitary Councils.	9/9/2021 11:00 AM

Q18 We will be inviting some members to speak to us about the allowances scheme – would you like to be one of them?

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	40.00%	8
No	60.00%	12
TOTAL		20