

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

Answered: 17 Skipped: 0

#	RESPONSES	DATE
1	20	5/27/2024 7:00 PM
2	5	5/22/2024 12:59 PM
3	40	5/22/2024 12:47 PM
4	5	5/21/2024 3:36 PM
5	20	5/21/2024 3:07 PM
6	20	5/21/2024 10:28 AM
7	20-25	5/20/2024 5:26 PM
8	30	5/20/2024 10:00 AM
9	10	5/19/2024 1:59 PM
10	5 hours	5/19/2024 12:17 PM
11	8hrs	5/18/2024 6:37 PM
12	10	5/17/2024 7:15 PM
13	Between 5 and 15 hours	5/17/2024 4:10 PM
14	16-20 hrs	5/17/2024 10:54 AM
15	18	5/17/2024 10:26 AM
16	18	5/17/2024 9:04 AM
17	25	5/16/2024 6:57 PM

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

Answered: 13 Skipped: 4

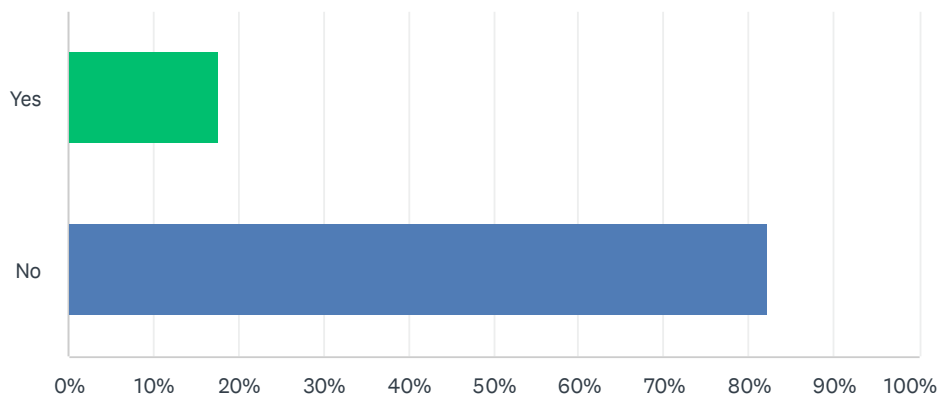
#	RESPONSES	DATE
1	Western Area Planning - 8hours for preparation and each meeting - usually once a month and occasionally twice District Planning Committee - new appointment unknown Governance Committee Vice Chair - 4 hours a month Full Council - 6 meetings a year - 6 hours each including prep . Also 4 Joint Public Protection Committee meetings a year - 2 hours each Shadow Executive Member for Housing Leisure & Sport Culture, Countryside and Public Safety - 3 monthly briefings from Officers - about an hour each Executive - 10 a year - 6 hours each including prep Property Investment Board - 4 meetings a year -2 hours each including prep Also numerous member briefings some of which are compulsory and of course ward casework.	5/27/2024 7:00 PM
2	Portfolio - housing and Planning 25 hours Deputy leader 15 hours	5/22/2024 12:47 PM
3	n/a	5/21/2024 3:36 PM

Independent Remuneration Panel Members' Allowances Questionnaire 2024 - West Berkshire Council

4	Leader, Minority Group, 10	5/21/2024 10:28 AM
5	Scrutiny chairman - approx 7 hours per week spread across the year	5/20/2024 5:26 PM
6	Portfolio Holder for Children, Education, and Young People's Services	5/20/2024 10:00 AM
7	n/a	5/19/2024 1:59 PM
8	15 hours - Portfolio Holder for Adult Social Care and Public Health	5/19/2024 12:17 PM
9	Executive 15hrs	5/18/2024 6:37 PM
10	N/A	5/17/2024 7:15 PM
11	Backbencher. However I am a 'champion', and time spent on this role is variable, from nothing to half a day in a week. I am also on several outside bodies. This week an outside body took up 2.5 hours of my time.	5/17/2024 4:10 PM
12	Barn and Burial Ground Chairman - 10-16 When I was Chairman of the full Parish Council, it was almost full time and I received no remuneration at all	5/17/2024 10:54 AM
13	Chairman WBC, 17 Ward Member 15	5/16/2024 6:57 PM

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

Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	17.65%	3
No	82.35%	14
<b>TOTAL</b>		<b>17</b>

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	computer purchase and supplies	5/27/2024 7:00 PM
2	Travel to six parishes in my ward. Last week alone I drove 44 miles to meetings in my parishes.	5/20/2024 5:26 PM
3	Landry and dry cleaning.	5/16/2024 6:57 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?

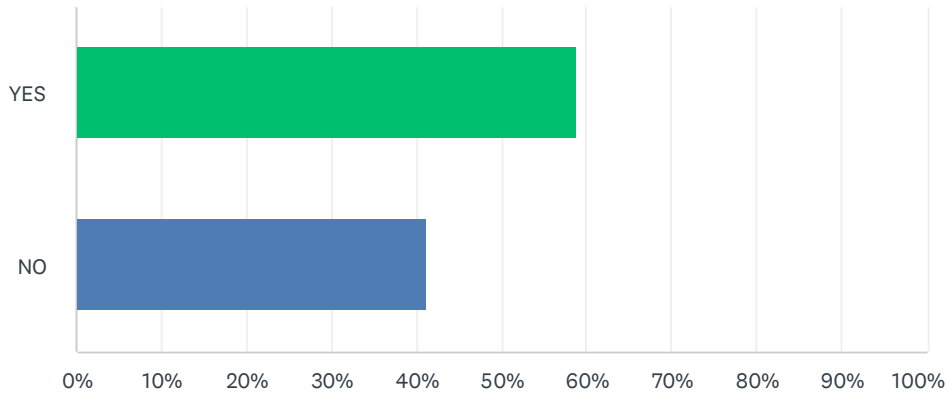
Answered: 17 Skipped: 0

#	RESPONSES	DATE
1	50%	5/27/2024 7:00 PM
2	20	5/22/2024 12:59 PM
3	50%	5/22/2024 12:47 PM
4	25%	5/21/2024 3:36 PM
5	50	5/21/2024 3:07 PM
6	50%	5/21/2024 10:28 AM
7	Zero. I already do a lot of my role voluntarily. Going to six parish council meetings, attending events for the elderly and vulnerable in my community, attending meetings with Thames Water when there is sewage causing a health hazard, etc etc is not a formal part of my role, but they are an obligation in my opinion, that are necessary to engage with to be a good councillor. Those activities are above and beyond the case work and preparation for/attendance at formal meetings that are core to my role as a councillor. When I divide my allowance by the number of hours I do I get below the minimum wage. Many WBC councillors are town councillors, for which they get nothing at all. The more of this role we do for free, the more pressure that puts on us to find paid work elsewhere in order to pay the bills. If you want good councillors, from a range of backgrounds including young people and single parents, pay them properly; if you don't want to pay, you'll get people who don't do their casework, have a poor attendance record, and who would not be recognised by their electorate if they walked past them in the street. This undermines democracy because the electorate think councillors are a waste of space.	5/20/2024 5:26 PM
8	20%	5/20/2024 10:00 AM
9	Most voluntary roles would take up 2-4 hours per week. it's difficult to express this a percentage. it really should be a fixed ammount	5/19/2024 1:59 PM
10	50 per cent	5/19/2024 12:17 PM
11	25%	5/18/2024 6:37 PM
12	40%	5/17/2024 7:15 PM
13	I am also a Town Councillor and that requires a batch of hours to be spent upon those duties, e.g. a visit to a resident this week, of 2 hours. Perhaps those are my voluntary hours.	5/17/2024 4:10 PM
14	25%	5/17/2024 10:54 AM
15	50%	5/17/2024 10:26 AM
16	Current allowance is sufficient.	5/17/2024 9:04 AM
17	5%	5/16/2024 6:57 PM

Q5 The present level of Basic Allowance payable to all Councillors is £8,289. Do you think this is appropriate?

Answered: 17 Skipped: 0

Independent Remuneration Panel Members' Allowances Questionnaire 2024 - West Berkshire Council



ANSWER CHOICES	RESPONSES
YES	58.82% 10
NO	41.18% 7
TOTAL	17

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher	5/27/2024 7:00 PM
2	Higher. WBC has one of the lowest allowances in England. One of the reasons so many Cllrs are retired is because you can't afford the time / to reduce hours on other employment to be a Cllr	5/21/2024 3:38 PM
3	I would like to receive the minimum wage for the hours I work.	5/20/2024 5:38 PM
4	Higher - many councillors give up paid work to take on this role. It also often replaces other volunteering work we do. This then becomes a bar to younger people who cannot afford to give up paid employment time.	5/20/2024 10:01 AM
5	Higher	5/18/2024 6:38 PM
6	higher	5/17/2024 10:27 AM
7	Higher	5/16/2024 6:59 PM

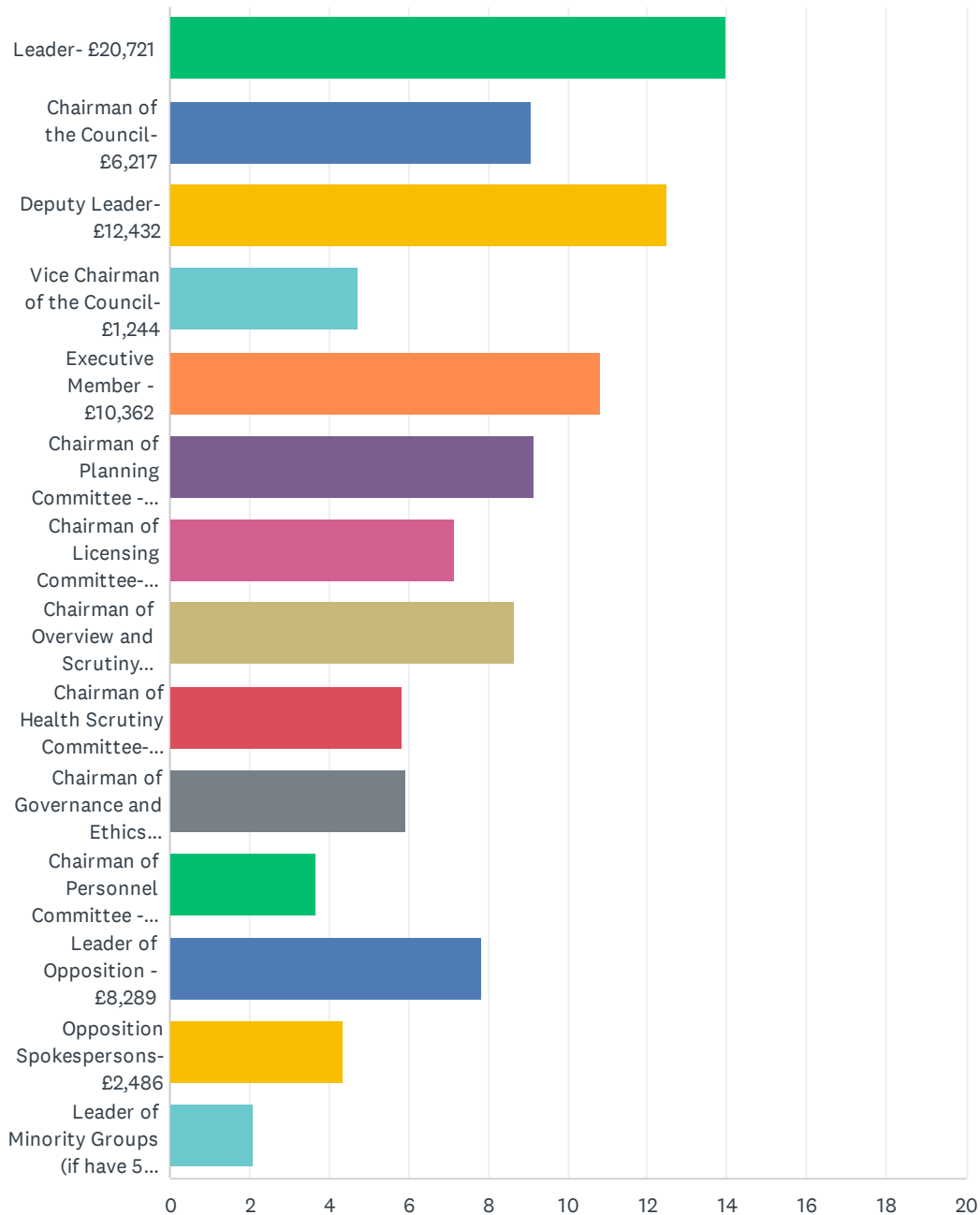
Q6 If you are able to, please indicate an appropriate level £:

Answered: 7 Skipped: 10

#	RESPONSES	DATE
1	£12000	5/27/2024 7:00 PM
2	Whatever the average is across England	5/21/2024 3:38 PM
3	Based on the average hours I work (20-25 per week, not including special responsibilities) at minimum wage would be £13,384.80 per annum.	5/20/2024 5:38 PM
4	9500	5/18/2024 6:38 PM
5	OK as now	5/17/2024 10:54 AM
6	£10,000	5/17/2024 10:27 AM
7	10/15%	5/16/2024 6:59 PM

Q7 Special Responsibility Allowances (SRAs) are currently paid as follows: [To assist the Panel to produce a more consistent group of allowances, please can you score each role / position in respect of importance and impact, with 1 being the most important.

Answered: 12 Skipped: 5



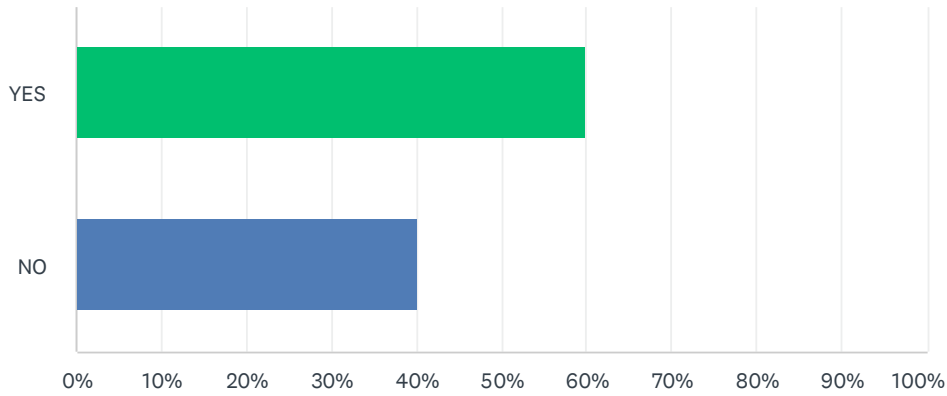
**Independent Remuneration Panel Members' Allowances Questionnaire 2024 - West Berkshire Council**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
Leader- £20,721	100.00% 12	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	C
Chairman of the Council- £6,217	0.00% 0	16.67% 2	8.33% 1	16.67% 2	16.67% 2	8.33% 1	0.00% 0	8.33% 1	8.33% 1	0.00% 0	8
Deputy Leader- £12,432	0.00% 0	75.00% 9	16.67% 2	0.00% 0	0.00% 0	8.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	C
Vice Chairman of the Council- £1,244	0.00% 0	0.00% 0	0.00% 0	9.09% 1	0.00% 0	0.00% 0	9.09% 1	0.00% 0	9.09% 1	18.18% 2	18
Executive Member - £10,362	0.00% 0	8.33% 1	58.33% 7	16.67% 2	0.00% 0	8.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	C
Chairman of Planning Committee - £5,179	0.00% 0	0.00% 0	8.33% 1	16.67% 2	33.33% 4	8.33% 1	8.33% 1	16.67% 2	0.00% 0	8.33% 1	C
Chairman of Licensing Committee- £3,108	0.00% 0	0.00% 0	0.00% 0	9.09% 1	0.00% 0	18.18% 2	18.18% 2	18.18% 2	27.27% 3	0.00% 0	C
Chairman of Overview and Scrutiny Management Commission - £5,179	0.00% 0	0.00% 0	0.00% 0	16.67% 2	16.67% 2	25.00% 3	8.33% 1	25.00% 3	8.33% 1	0.00% 0	C
Chairman of Health Scrutiny Committee- £3,108	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	25.00% 3	8.33% 1	33.33% 4	16.67% 2	C
Chairman of Governance and Ethics Committee- £3,108	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8.33% 1	0.00% 0	16.67% 2	16.67% 2	8.33% 1	16.67% 2	25
Chairman of Personnel Committee - £3,108	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8.33% 1	0.00% 0	0.00% 0	0.00% 0	8.33% 1	33
Leader of Opposition - £8,289	0.00% 0	0.00% 0	8.33% 1	16.67% 2	25.00% 3	0.00% 0	8.33% 1	0.00% 0	8.33% 1	16.67% 2	C
Opposition Spokespersons- £2,486	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 2	8.33% 1	8.33% 1	0.00% 0	8.33% 1	8
Leader of Minority Groups (if have 5 Group Members) - £2,048	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	8.33% 1	8

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

Answered: 15 Skipped: 2

Independent Remuneration Panel Members' Allowances Questionnaire 2024 - West Berkshire Council

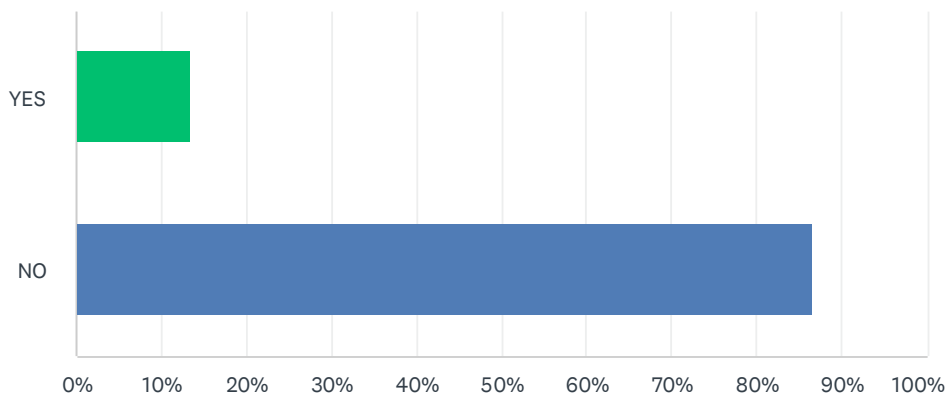


ANSWER CHOICES	RESPONSES
YES	60.00% 9
NO	40.00% 6
TOTAL	15

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I order listed	5/27/2024 7:13 PM
2	Make them the average across England	5/21/2024 3:41 PM
3	reduce by 10 %	5/21/2024 3:11 PM
4	Leader of the Minority Group has much the same responsibilities as Leader of the Opposition (if anything, the role is more demanding as I don't have as many members, so have to cover areas that Opposition spokesperson cover.) I can't see any reason why the Minority Group Leader should not receive the same SRA as the Leader of the Opposition, or at least the differential should be reduced.	5/21/2024 10:32 AM
5	as previous answer, these need to reflect reasonable compensation against loss of earnings	5/20/2024 10:04 AM
6	Leader/Deputy/Exec to increase	5/18/2024 6:41 PM
7	A fair share for the responsibility	5/17/2024 4:15 PM
8	maybe 10% higher	5/17/2024 10:29 AM

Q9 Would you like to see any new SRAs introduced?

Answered: 15 Skipped: 2



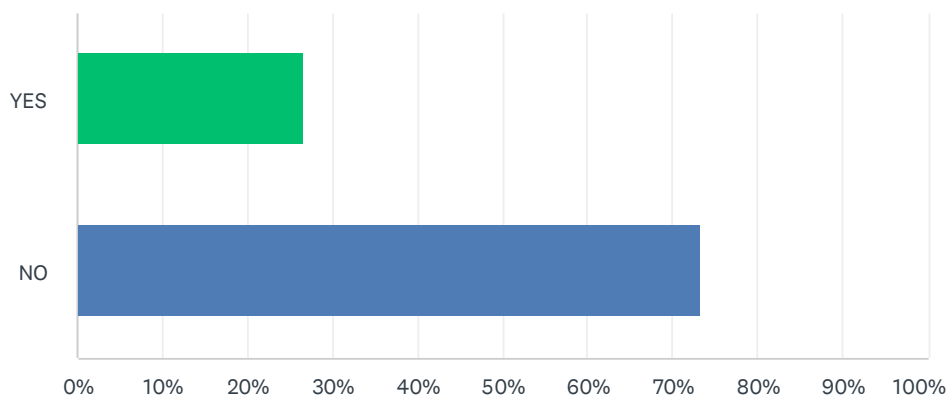
Independent Remuneration Panel Members' Allowances Questionnaire 2024 - West Berkshire Council

ANSWER CHOICES	RESPONSES
YES	13.33% 2
NO	86.67% 13
TOTAL	15

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
	There are no responses.	

**Q10 Dependent Carer's Allowance - Rate 1 general care linked to the Real Living Wage, £12 per hour per hour. Rate 2 specialist care reimbursed at cost. Do you think these rates should be increased?**

Answered: 15 Skipped: 2



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

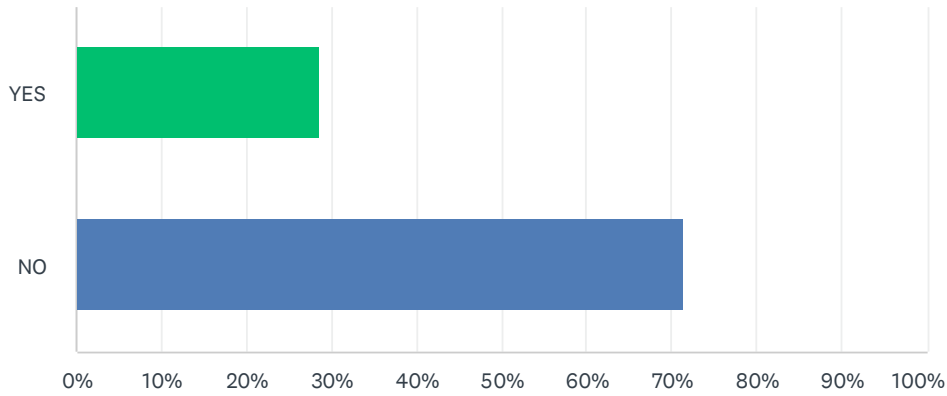
#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	It would reflect positively on the important work that carers do.	5/19/2024 12:18 PM
2	£15 per hour would be more realistic	5/17/2024 4:15 PM
3	no strong view on increase	5/17/2024 10:30 AM

**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: 14 Skipped: 3



Independent Remuneration Panel Members' Allowances Questionnaire 2024 - West Berkshire Council



ANSWER CHOICES	RESPONSES
YES	28.57% 4
NO	71.43% 10
TOTAL	14

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	never claim...surely the allowance and free parking in Kennet Centre is sufficient?	5/21/2024 3:12 PM
2	We don't get paid travel expenses for parish meetings	5/20/2024 5:59 PM
3	We should look to encourage alternative methods of transport beyond car use.	5/19/2024 12:18 PM
4	HMRC rate has not increased for a long time yet car costs have	5/17/2024 10:32 AM

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

Answered: 3 Skipped: 14

#	RESPONSES	DATE
1	nil	5/21/2024 3:12 PM
2	No, thank you	5/17/2024 4:16 PM
3	small political groups should have some admin support	5/17/2024 10:32 AM