

## **Councillor Allowances Survey**

An independent external review of the Councillors' Allowance Scheme by the Independent Remuneration Panel has been commissioned by the Council as the current scheme is set to expire in 2022. The views of all Council members will be very important in informing the review, so please take a few minutes to complete this short questionnaire.

Results of the survey will be provided to the Independent Remuneration Panel for consideration unless the author can be identified, in which case these shall be removed.

For more information about the Council's current Allowances Scheme, please see [here](#).

Please return the completed questionnaire to Democratic Services (via the Citizen Space link or by hard copy available in Councillor Support) by no later than 5 pm on 3 December 2021.

### **1. What roles do you currently hold at the Council?**

- ☐ Leader of the Council
- ☐ Deputy Leader of the Council
- ☐ Cabinet Member
- ☐ Group Leader
- ☐ Deputy Group Leader
- ☐ Chair of a Committee, Board, Panel
- ☐ Vice Chair of a Committee, Board, Panel
- ☐ Committee or Board Member

### **2. Please indicate how many hours on average you spend each week on the following activities:**

#### **a. Ward and political duties as a Councillor**

- ☐ 10 hours or more
- ☐ 20 hours or more
- ☐ 30 hours or more
- ☐ 40 hours or more
- ☐ If none of the above, please state amount .....

**b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing)**

- ☐ 10 hours or more
- ☐ 20 hours or more
- ☐ 30 hours or more
- ☐ 40 hours or more
- ☐ If none of the above, please state amount .....
- ☐ N/A

**c. External duties (including Partnership bodies, Community group and external meetings)**

- ☐ 10 hours or more
- ☐ 20 hours or more
- ☐ 30 hours or more
- ☐ 40 hours or more
- ☐ If none of the above, please state amount .....
- ☐ N/A

### 3. Basic Allowances

The basic allowance for councillors is intended to recognise the time commitment of the role including (but not limited to) travel to meetings, meeting preparation, attendance, meeting with officers and residents and case work.

The allowance should also cover incidental costs such as use of councillors' homes. Government guidance also states the role of an elected councillors must in part be viewed as an unpaid voluntary service.

**a. On the basis of the above, do you think the basic allowance of £9793 is reasonable?**

- ☐ Yes
- ☐ No

**b. What are your views on the level of Basic Allowance and its purpose?**

[illegible]

**c. Do you agree that basic allowance should take into account any pay changes applied to staff salaries?**

- ☐ Yes
- ☐ No

#### 4. Special Responsibility Allowance (SRAs):

The current Members Allowances Scheme provides for Special Responsibility Allowances (SRAs) to be paid to those Councillors who take on certain additional roles. These payments are additional to the Basic Allowance and are designed to reflect the additional responsibilities involved for each role, these are detailed in the annex.

If a Councillor does not serve as such for the whole period or becomes suspended or partially suspended, he/she will only be entitled to receive pro-rata additional payment for the period(s) during which he/she actually was a serving Councillor and had any special responsibility.

**a. What are your views on the Special Responsibility Allowances detailed in the annex ?**

[illegible]

**5. Do you think that the current scheme should be changed? if so how?**

[illegible]

## 6. Other comments

Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:

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Thank you for completing this survey.

All the responses will be combined, and no responses will be attributable to any individual Member.

## Annex

The table below details current Special Responsibility Allowances:

<b>Role</b>	<b>Rate</b>
Leader	25,000
Deputy Leader	20,000
Leader of the Main Opposition Group	15,000
Deputy Leader of the Main Opposition Group	2,500
Cabinet Member	15,000
Chair – Scrutiny Board	15,000
Chair – Scrutiny Panel	10,000
Chair – Planning Committee	15,000
Chair – Licensing Committee	15,000
Chair – Audit Committee	10,000
Chair – Pensions Committee	10,000
Vice-Chair – Scrutiny Board and Panels	2,500
Vice-Chair – Planning Committee	5,000
Vice-Chair – Licensing Committee	5,000
Vice-Chair – Audit Committee	2,500
Vice-Chair – Pensions Committee	2,500
Councillor Champion	2,500
Ceremonial Mayor (inclusive of £2,500 clothing allowance)	20,000
Ceremonial Deputy Major (inclusive of £1,250 clothing allowance)	5,000
Chair – Governance and Ethics Committee	10,000
Vice-Chair - Governance and Ethics Committee	2,500

## Councillor Allowances Survey: Summary report

This report was created on Tuesday 04 January 2022 at 08:54 and includes **40** responses.

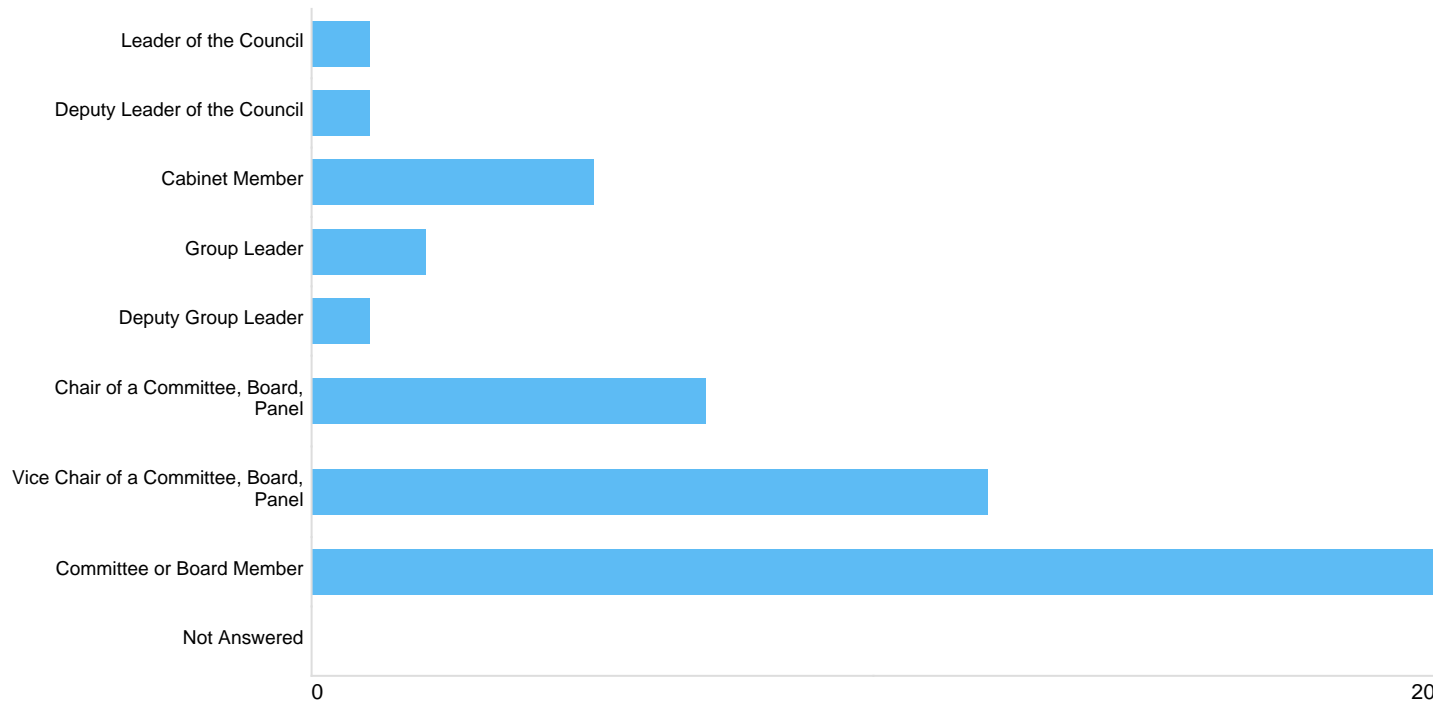
The activity ran from 22/11/2021 to 31/12/2021.

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Question 1: What roles do you currently hold at the Council?

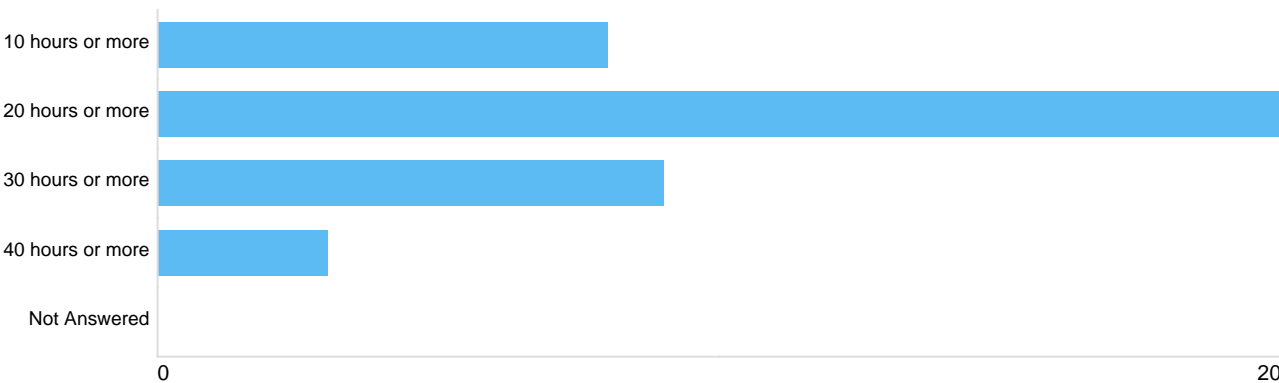
What roles do you currently hold at the Council?



Option	Total	Percent
Leader of the Council	1	2.50%
Deputy Leader of the Council	1	2.50%
Cabinet Member	5	12.50%
Group Leader	2	5.00%
Deputy Group Leader	1	2.50%
Chair of a Committee, Board, Panel	7	17.50%
Vice Chair of a Committee, Board, Panel	12	30.00%
Committee or Board Member	20	50.00%
Not Answered	0	0.00%

Question 2: Please indicate how many hours on average you spend each week on: a. Ward and political duties as a Councillor

How many hours



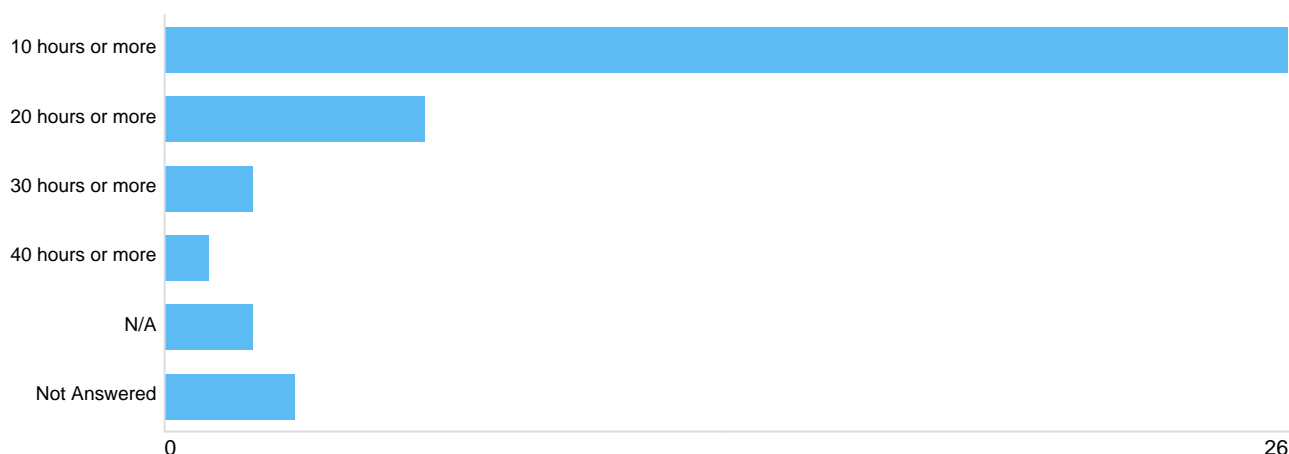
Option	Total	Percent
10 hours or more	8	20.00%
20 hours or more	20	50.00%
30 hours or more	9	22.50%
40 hours or more	3	7.50%
Not Answered	0	0.00%

*If none of the above, please state the amount below*

There were 3 responses to this part of the question.

**Question 3: Please indicate how many hours on average you spend each week on: b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing)**

*Please indicate how many hours on average you spend each week on: b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing)*



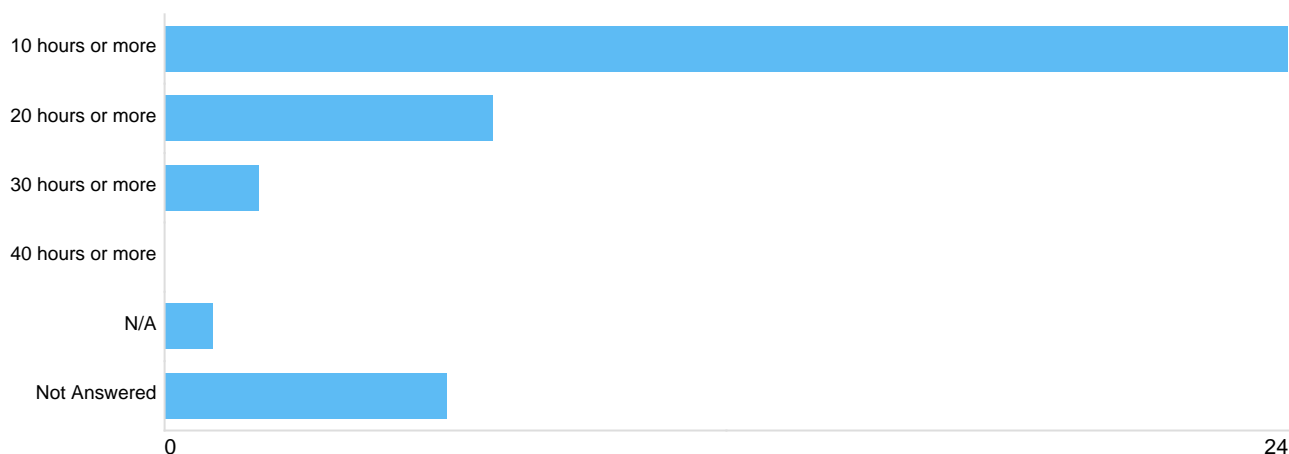
Option	Total	Percent
10 hours or more	26	65.00%
20 hours or more	6	15.00%
30 hours or more	2	5.00%
40 hours or more	1	2.50%
N/A	2	5.00%
Not Answered	3	7.50%

*If none of the above, please state the amount below*

There were 5 responses to this part of the question.

**Question 4: Please indicate how many hours on average you spend each week on: c, External duties (including Partnership bodies, Community group and external meetings)**

*Please indicate how many hours on average you spend each week on: c, External duties (including Partnership bodies, Community group and external meetings)*





Option	Total	Percent
10 hours or more	24	60.00%
20 hours or more	7	17.50%
30 hours or more	2	5.00%
40 hours or more	0	0.00%
N/A	1	2.50%
Not Answered	6	15.00%

***If none of the above, please state the amount below***

There were **8** responses to this part of the question.

**Question 5: On the basis of the above, do you think the basic allowance of £9793 is reasonable?**

***Q On the basis of the above, do you think the basic allowance of £9793 is reasonable?***



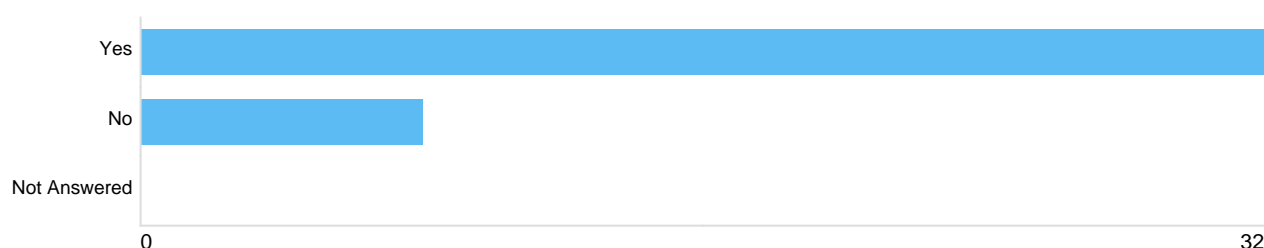
Option	Total	Percent
Yes	8	20.00%
No	31	77.50%
Not Answered	1	2.50%

***What are your views on the level of Basic Allowance and its purpose?***

There were **34** responses to this part of the question.

**Question 6: Do you agree that basic allowance should take into account any pay changes applied to staff salaries?**

***Do you agree that basic allowance should take into account any pay changes applied to staff salaries?***



Option	Total	Percent
Yes	32	80.00%
No	8	20.00%
Not Answered	0	0.00%

**Question 7: What are your views on the Special Responsibility Allowances detailed in the annex ?**

***What are your views on the Special Responsibility Allowances detailed in the annex ?***

There were **33** responses to this part of the question.

**Question 8: Do you think that the current scheme should be changed? if so how?**

***Do you think that the current scheme should be changed? if so how?***

There were **33** responses to this part of the question.

**Question 9: Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:**

*Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:*

There were **21** responses to this part of the question.

2a. If none of the above

**Please indicate how many hours on average you spend each week on: a. Ward and political duties as a Councillor - If none of the above, please state the amount below**

- This can vary week to week
- It can vary hugely and unexpectedly. While I can go weeks doing only 7 hours, there are also weeks in great excess of 30
- It can depend, some weeks you can do upto 30 or more.

**Please indicate how many hours on average you spend each week on: b. Decision-making duties as a Councillor (including Cabinet, Committee, Charing) - If none of the above, please state the amount below**

- This is variable
- 2
- I would say about 8 but again it depends. some weeks are busier than others.
- Question not clear. Vice-chair duties may be variable. On average I would say less than 10 hours a week. Wider 'political duties' on attendance at other panels, Council etc. estimated for in Q2
- About five hours

**Please indicate how many hours on average you spend each week on: c, External duties (including Partnership bodies, Community group and external meetings) - If none of the above, please state the amount below**

- Varies
- This is variable
- 5 hours or more
- 5 hrs every 6 weeks
- Again, it can depend what is going on in your ward and time of year.
- 2-3 hours
- 3 hours

**On the basis of the above, do you think the basic allowance of £9793 is reasonable? - What are your views on the level of Basic Allowance and its purpose?**

- It works out at considerably less than the minimum wage and would not allow a person to be a councillor, or work less hours or part-time, unless they had an alternative income. People on low incomes or none could therefore not become a councillor.
- The level of detailed decision making process that's needed is a full time vocation.

- Making multi million pound policy has to be done right. Therefore, we need all the facts and the impacts to come to the right decision!
- They local authority had to do so many different things in delivery of a modern City moving forward
- Councillors without an SRA work tirelessly in their wards that include a lot of travel, attending community meetings, PACT meetings, advice surgeries.
- In addition, Councillor's get involved with voluntary work, working with the community which involves litter picking,
- With lockdown working from home has had an impact on energy bills.
- Ward issues which can include site visits and face to face meetings with ward residents are the normal expectation for Councillors.
- Delivering food parcels to those suffering financially has been an added role to a Councillors work to the benefit of the community.
- It doesn't reflect the amount of work we do and impacts us on acquiring second jobs which are needed. The basic allowance is too low
- We don't have a national standard, some of having lots more casework than others depending on the needs of the area
- It does not reflect the workload of a councillor in a city, representing in excess of 3,000 electors each.
- I think it covers it's purposes. Should I need to drive, it covers petrol. It also covers all reasonable costs incurred as a council and remunerates reasonably for the time commitments of a Wolverhampton councillor.
- Personally, I would reduce it, and instead issue a West Midlands Travel Card in order to dissuade motor use.
- You cannot realistically hold down another full time job, look after kids and do your Councillor's job properly. Therefore, the basic allowance at the moment means that you either cut corners in terms of performance as a Councillor, or do your job properly but that means not having another paid job so basically live in penury.
- Another issue is that the low allowance, may give room for Councillors struggling to get additional SRA appointment which is at the discretion of the Leader. This may impact Councillors being able to challenge the direction of Leadership for fear of losing their SRA or the possibility of being considered for one.
- Councillors work round the clock including weekends and are exposed to high scrutiny so it helps that they have basic allowance even if it's minimum wage in order to be able to take care of basic bills some which are incurred during discharging Councillor's duties such as petrol, feeding on the go, childcare etc.
- I feel that Wolverhampton Councillors are paid far less than say Birmingham and I don't feel that is equitable.
- I also do a lot of travelling to get to visit and meet the residents, however that is my choice as I live at the other end of town from the area that I serve. However, I do feel that some Councillors work very hard organising events and supporting the community, others appear to do very little yet may have held onto seats for years

- Councillors are always on call it is like being a doctor
- First I think the council should stop promoting itself as a Living Wage foundation employer. My earnings are circa £5 an hour, roughly half what I pay my cleaner
- Allowance covers any expense incurred by doing my duties. If I was to divide the allowance by working hours it may work out below minimum wage but it's made up by the joy of helping residents and championing my ward.
- For Councillor just doing council work and don't have another job it's not enough.
- We put in a lot of time talking to people taking calls. Being available for the community 7 days a week. So, no we are not paid enough.
- Though I love my position as a councillor, I believe the basic allowance level is too low, the time spent helping my residents can vary enormously from week to week, but generally the time spent is usually quite unsociable hours, very often during weekends and holiday periods, especially Christmas and New Year.
- Due to my employment being out of the city 15 miles away and working shifts, I very often have to leave work early or go to work late, though my employer allows this I do lose money, I also cannot guarantee a time that I will arrive at work in the night after Full Council meetings.
- Too low
- The allowance does not recognise the responsibility. There should be a comparison with similar authorities
- As I understand the matter, allowances for Councillors were introduced to make sure that the Council represents a diverse range of people rather than those who happen to have enough money to finance themselves as elected members. Allowances are not wages but do recognise that a significant amount of time is invested over a month in terms of meetings and ward issues/casework.
- This Allowance does not cover my outgoing expenses the only income in my household is my husband's pension as he is now retired I still live in a council property paying full rent and council tax and there is gas and electric and water to pay I have to claim a small amount of Universal credit that I thought once I was in employment as a Councillor I would not have to do this.
- the current basic allowance is less than minimum wage for all the hours councillors put in.
- It has been a number of years since allowance increased. For everyone, the cost of living has increased year on year. All Government departments have had increase on allowance or salary in this time, to reflect this situation. As an Opposition Councillor and Vice Chair, the Allowance I receive is less than a quarter as the Chair gets. Yet, my responsibilities and commitment to carry out my duties as Vice Chair are virtually the same. During COVID, my council workload increased due to the pandemic situation and challenge it represented for residents.

- Should be comparable to average minimum wage for a 35hr week.
- This element has intact been reduced over time and is infrequently uplifted due to political pressures on voting for your own allowance.
- It's not bad if you don't do anything in your ward but for the councillors who are more active then a little rise would encourage them.
- if you only attended your meeting in the council then its good.
- However, to encourage people to come forward to be councillors maybe they should be awarded better.
- I know it's not just about the money but it helps.
- Level of basic Allowance should at least be £12, 000
- I think that it isn't enough to compensate for the amount of time and effort it takes to do your duties properly. I think I low allowance like this puts off working age people who would need to balance council duties with work if they were to be elected. I think 11,000- 12,000 would be more adequate.
- It should be at least £12,000
- In comparison to other cities, the allowance is lower. Take Birmingham for example, where basic allowance is £18,000. The purpose of this is designed to support councillors in their work.
- Different councillors spend different amounts of time dispensing their duties. If we are to encourage a more broad and diverse range of residents to become councillors then we need to provide adequate support for people to get involved.
- The role of a Councillor is to serve the electorate. It is not designed to be paid employment. Many Councillors also have jobs; this may influence how much time they can dedicate to the role, but also the time input and commitment can also be very personal to the individual Councillor.
- In reality, I likely dedicate more time to my role as Councillor such that the allowance would not constitute a minimum wage. This is irrelevant to me; the allowance is sufficient to cover expenses related to the role in my opinion. Again this may be due to my personal circumstances. The Basic Allowance does not in effect stipulate working hours etc. - this is a personal choice of the Councillor.
- In my opinion, the public expect minimum standards from Councillors in terms of time input and dedication (this may be reflected at result at the ballot box). In the current climate I do not believe increases to the basic allowance would be palatable to the public.
- Increases in the basic allowance may also give an impression of a greater paid role or employment; it is important we have Councillors who have current experience in the workplace and in real-time etc. Increases in the basic allowance would be commensurate with the expectation of Councillors having to dedicate more time to the role and being more employment based. This has pros (especially in terms of ward work) and cons but it may lead to more disparity between Councillors.
- Basic allowance does not reflect the time and effort that a councillor needs to spend in community activities and council commitments adequately.
- Tha BA should be a reasonable amount of money , comparative to other local authorities to ensure parity, in order that it attracts the best people for the job. The purpose for there being an allowance/ salary in the first place was to

ensure anyone could stand as Councillor for their community. It is therefore important that people - whoever they are should be paid at a reasonable rate for the heavy responsibilities of such a job. It is arguable whether being paid the minimum wage - as it seems this is - is indeed 'reasonable'.

- Really low amount given the hours we spend in the community and expectation of constituents to be available at all hours. Often we give up our weekends and evenings too which other roles outside of the council would be recognised with the allowance given
  - the allowance does not cover the additional expenses , printer (£200) and ink cartridges (£35), paper per ream (£3.99). PPE equipment masks, gloves, hand wash. additional phone line.
- 
- The allowance is reasonable in that it covers the basic costs of being a Councillor.
  - For those that go above and beyond in their duties and spend more time than others, it may not be seen as reasonable.
  - In comparison to some local authorities it could be said that it is on the low side. It should be on a par.
  - The present Basic Allowance in Wolverhampton does not equate to allowances made within other Councils cross the country.
  - The responsibilities and commitment to the role can be very demanding yet rewarding, however it must also equate to the living wage, to attract and sustain new members!
  - Seems more and more residents treating Councillors as Customer services because they don't seem to be getting through to WH / Council and seem to be spending more time trying to get through.

**What are your views on the Special Responsibility Allowances detailed in the annex ? - What are your views on the Special Responsibility Allowances detailed in the annex ?**

- They are acceptable, but the workload and SRAs need to be properly compared with other similar authorities.
- This has changed so much over the last five years! Pandemic, Air Quality, Social Care, Youth Provision, Jobs, Business Support, Arts & Culture, Visitor Economy all need attention to detail for delivery and sustainability.
- If a Councillor fails to uphold their responsibilities in terms of suspension or persistent absences then the allowance should only be paid up until he/she was actually a serving Councillor and had any Special Responsibility Allowance.
- Vice-chair of a committee
- I agree you should have extra for those responsibilities
- I think the SRAs are appropriate at the current level.
- Acceptable.
- No grievances.

- Potentially chairs of committees are paid too much. The difference between their role and a councillor isn't huge, yet their difference between them and a cabinet member is.
- This isn't reflected in the pay. Huge jump from Cllr to chair.
- SAR should have a mechanism that secures its operations independently as often we have seen this as a bargaining power. It should be based on merit, commitment and ability to prove the additional work done. It should not be for buying votes or for buying submission.
- I feel it should continue as there is a lot of extra work that is generated from that.
- They are a must
- I personally do not have any income from the council other than the basic pay, I don't chair a committee or have a special or external responsibility.
- There's a problem with the above. There is a scramble from colleagues to take on these roles in order to benefit from increased income. Whilst not corruption, it is none the less, corrupting.
- These positions are given not by virtue or merit, but as grace and favour in return for political affiliation.
- I would say this would be the area that needs reviewing. The level of work required when you either chair or vice chair a committee or panel can be very demanding.
- I agree with what is detailed above.
- As a vice chair of a scrutiny panel, I have responsibility to add real scrutiny to the controlling group, compared to the chair who may be inclined to agree with the cabinet view on most things.
- Too low
- They do not reflect the expertise and knowledge required to hold the authority staff to account with the authority's billions of assets and hundreds of millions of income and expenditure
- I think there are too many Special Responsibility Allowances and that they are very generous indeed.
- There should be more rules against councillors accumulating several roles (and the allowances), in an effort to greater a more diverse group of councillors involves in Council matters. Instead, we are open to an elite group dominating and preventing others involvement.
- We agree with the SRA as pointed out in my earlier statement; there is a need for an increase for both Chair and Vice Chair, particularly Vice Chair - due to it being disproportionately smaller for the Vice Chair. Historically, the Vice Chair allowance was double what it is now. It was reduced due to efficiency savings and it was to show that councillors were also prepared to take less for their allowance so the council could go through the difficult time that it was. This should, at a minimum, now go back to what it was. The basic allowance is way overdue to be reviewed and should certainly be increased year on year at the rate of inflation.
- Agree with above



- They should be benchmarked against other local authorities.
- I think it needs to be looked into. Take planning for example. when I was chair I seemed to be doing something all the time and going to different meeting. The planning committee was held every month & then it all changed the year I stopped and the agenda is much lighter and planning committee are every quarter. so that's one that definitely need looking into, especially when it's the same allowance as cabinet.
- I do feel Cabinet should be higher than chairs because of the responsibility that comes with the role.
- It is reasonable but It should also the number of meetings being held and attended.
- Special responsibilities are both time consuming and also add extra strains such as requiring more suitable outfits. I don't think the current amount is enough to cover exactly how much more work is included.
- The numbers of meetings taking place should also be taken into account.
- Agree with the principles of the SRA.
- Overall, I think the SRAs are fair.
- I believe these are fine.
- I am currently unable to access the annex. The views I have expressed in the previous question also applies.  
That is fair
- They should be increased to meet inflation or the staff salary increases, the current allowances have been frozen for a number of years
- Special Responsibility Allowances are a necessary entity, as the fundamental duties and commitment to the executive role of the elected member, in policy making and strategy development are crucial.
- The appointed post must be rewarded appropriately in line with Local Authorities Regulations 2003 (England) Section:17...
- I believe it is not unreasonable to expect to be on paid full Basic Allowance and SRA while suspended ie. during an investigation, after all under the Equalities Act 2010, you are innocent until prove otherwise by the outcome of any investigation.."
- Some can appear to be arbitrary in nature

**Do you think that the current scheme should be changed? if so how? - Do you think that the current scheme should be changed? if so how?**

- The system should be truly independent so that the independent committee, providing it is properly independent and well informed, makes the decision and the council has no involvement.
- The scheme is so outdated by at least fifteen years! The changes to society are more demanding for members. If we get it wrong we're elected out with no redundancy and little prospect of a job in the private sector. Unlike CEO's and Directors, they move onto the next Authority at the same Salary

- Councillors are elected to serve their constituents to their best ability and must attend the meetings that they are required to attend.
- If a Councillor has a poor attendance record it must be valid in terms of special circumstances i.e., bereavement, ill health, hospitalisation, caring for an immediate family member.
- Increase in allowance
- I'm open to ideas
- SRAs should be allocated to shadow cabinet members
- I would look to alter the chair's pay.
- Yes. It should be by quota. Ensuring inclusion and diversity
- It should be decided by committee not the Leader alone.
- It should be protected so that the leader doesn't take it off as at when he feels like
- Another option is for it to be abolished and the allowance increased to cover for this, that way we can have more transparency, independence and objectivity not favouritism
- Not sure
- No
- Well, there is clearly a problem with the existing position, as it has a way of embedding patronage rather than merit into these roles.
- If you consider a chair is paid £16,000, a back bencher £9,000, so about 80% more for an additional - what, half day every two months? You can see how the present system is flawed.
- Also, I notice that when I email cabinet members, rarely do I get a reply the same day, suggesting they only attend to their council work in the evenings.
- I would say a small increase for SRA's
- No
- I believe the chair of each scrutiny panel should NOT be from the controlling group, this would bring real scrutiny to the panels.
- More money - too many previous reviews have been rejected because of political fear
- It should be compared with similar authorities
- I would reduce the number of SRA's and the amount paid. The basic allowance is sufficient and can be reviewed on a three yearly basis.
- Yes. Increase in basic allowance so everyone benefits, not those with additional roles. also see comments above
- As suggested above.
- No
- Benchmarked and uplifted annually with inflation or staff wage increases,
- I think it needs to be looked into and an overall is needed. I think a clock in and out system for meetings especially party groups would be beneficial and should have an impact on the allowance. I'm not saying an hourly rate but it is something that can be logged so you find out who the shirker's are! and address it.

- It can be so frustrating when some councillors work and have to rush for meeting and stay but others just come for their mark and leave. It forms bad feelings & encourage laziness. because some feel and say why should we work when they don't but we get paid anyway. I also feel that no councillor should be able to go on holiday for months at a time with pay.
- The current scheme should be changed to take into account of our neighbouring Local authorities and other Local Authorities of similar sizes to our Council.
- Pro-rata would be fine if there was a substantial increase to the basic rate but otherwise needs to be more.
- The current scheme should be changed to, in comparison to our neighbouring Local Authorities and should reflect to similar size Local Authorities Nationally.
- Yes. On the whole I believe it to be effective but there are some areas that need reform.
- With Chairs and Vice chair-ships, there is a big difference between the £10,000 a Chair gets to the £2,500 a VC gets. This gap needs bringing closer together, I suggest £5,000 for the Chair and £2,500 for the deputy. Or £7,500 and £3,500. Therefore making a saving and redressing the balance of what time chairs and vice chairs put in, which is not much different if at all.
- There is massive disparity between the Opposition group leader SRA and the Opposition Deputy Group Leader's SRA. It is only recognised the same as a Vice Chair-ship, demonstrated below, which needs addressing too.
- Leader SRA £25,000
- Deputy SRA £20,000
- Oppo Leader £15,000
- Oppo Deputy £2500 (Should be £10,000 following the trend)
- I have no strong opinion on this. Overall, costs to the taxpayer should be kept as low as possible. It is important to avoid the perception that SRAs are used to 'top' up payments to be more akin to a salary. They are specific allowances to undertake extra roles and responsibilities which may lead to increase in expense.
- No
- I refer to my previous answers but am unable to answer this question fully as I simply don't know.
- I think the SRA are justified given the extra expectations
- Yes
- There may be an opportunity here to reform the structure of the Councillors Allowance Scheme going forward.
- For future discussion and consultation among elected member representatives, the Independent Remuneration Panel and the Local Government Association ..."
- There should be an increase in basic for all & a reduction in SRA at top-end

**Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or**

**any specific issues you want to raise: - Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:**

- The extra work that's needed to do outside the local authority is never taken into consideration, CA and wider work with LGA and Government is never considered.
- As set out above.
- The basic role and recognition of what councillors do should be reflected in the allowance. Often we travel at our expense on official duties and the allowance in return doesn't not reflect or cover the costs we endure.
- Casework is taking longer to process through the system, in some cases, I have to go back 4 or 5 times to the same issue, other issues are long-standing and a simple repair to a property can generate at least 4 visits 20 emails and the same complaint over and over again, other complex issues of car parking can last years .
- Members Allowance Scheme falls below minimum wage and it makes a mockery of decent earnings. For people with young families, it puts them under intense pressure, where you are working all those hours but nothing to show for it in terms of being able to take care of bills. Unless you take on another job which can open Councillors up in terms of conflict of interest
- I am a Chair and with that there are meetings and then more responsibilities are added on - now Scrutiny has been added on. These are weekly meetings. There are minutes to be read before the meeting which also takes time and I am also Vice Chair for an outside body and this also involves meetings in Birmingham and lengthy minutes to go over. Some Councillors have a lot of background work that is not obvious and others do not appear to have those. I feel that the money does reflect the responsibility with Special Allowances
- I think councillors should get the same allowance as Birmingham councillor. Why are Wolves councillors have the lowest allowance
- Well, there are significant problems with the present system. No one is paid properly, then there is mad competition for additional revenue raising jobs to improve pay.
- I think we have to move away from the "allowance concept". An allowance is what I give my 17 year old daughter.
- These roles need to be measured, and paid accordingly. I suspect some councillors do no more than 10 -15 hours a week, but for back benchers like me on the basic pay doing 40 hours a week, you need to find an equitable means of remuneration. By the way, mad we have to pay £200 to park outside the building. I suggest a proper ExCom is formed that annually reviews revenue based upon 21st here and now, not how things were measured as "expenses" in the past. The service needs to be professionalised, but also the public have a right to demand proper representation. Hope that's helpful, can it be annually?
- A difficult one, but it would be interesting to see some type of pension scheme made available for councillors under the pensionable age. With not being employees not sure how that would work in practice.
- None

- We as councillors have voted for a cap and a cut in our allowances in the past, due to what is happening in the country. However, I believe that our allowances should be done by an independent body. It all gets very silly when for political reasons we all vote for a pay cut and then pass senior officers pay rises.
- None
- Any elected member position attracting extra money should be highly scrutinised to make sure that individuals do not step up in the interests of gaining financial reward. In my view where these positions of greater responsibility are made, they should be a matter for the whole Group rather than in the gift of the Leader and should be given on merit i.e., time invested and quality of performance. No-one should hold an SRA for longer than 4 years.
- I observe that some concerns raised by councillors and brought to the attention of Governance have not been taken seriously or investigated properly.
- I have concerns that the councillor support email system has just added a layer of admin which enables, this delays the response for case work, enables officers to delay or avoid responding. More needs to be done to improve this system.
- I am concerned that the Council comms team promote COVID19 restrictions however actual practice within the Council buildings and meetings held there in, do not reflect this. Personally, I feel under pressure to attend face-to-face meetings in a high risk environment.
- I welcome this review as it is needed and overdue by a number of years.
- There is nothing that stands out to me apart from what I've just said in item 8.
- I would say how much work cabinet members do and the responsibilities they hold should be a grade higher. I also feel the Leader of the council should be above all and should get a rise because I feel it's a full time job and with that job come great responsibilities and a lot of stress.
- About nine years ago we took a voluntary cut of about 6% . THIS SHOULD BE RESTORED.
- About Nine years ago, we took volunteer reduction of about 6% in our allowances. This should BE RESTORED.
- None other. Basic allowance increased.
- When I first became a councillor I gave up my day job to commit 100 percent into the role, financially I took a massive hit but I felt this was necessary to give the role the justice it deserves. After a few years when finances became unbearable I returned to work and this meant I was unable to join as many community events and the role suffered. Now I hold an SRA I have been able to afford to cut my hours at work and again dedicate more time to both roles. All Cllrs want to be able to give more time to the role and allowances must enable us to be able to cut back other paid roles.
- No additional allowance for travel arrangements