

**A REVIEW OF MEMBERS' ALLOWANCES  
FOR  
GOSPORT BOROUGH COUNCIL**

**A REPORT BY THE  
INDEPENDENT MEMBERS' REMUNERATION PANEL  
MARCH 2021**

## **Terms of Reference for the Panel**

**1.0** To review the current Members' Allowances scheme, which was introduced in July 2002 and last reviewed in 2015.

**2.0** The Local Authorities (Members' Allowances) (England) Regulations 2003 provide for independent remuneration panels to have the primary functions:

- To make recommendations to the authority as to the amount of basic allowances which should be payable to elected Members
- To make recommendations to the authority about the roles and responsibilities for which a special allowance should be payable and as to the amount of each such allowance.
- To make recommendations as to whether the authority's allowance scheme should include an allowance in respect of the expenses of arranging for the care of children and dependents and if it does make such a recommendation, the amount of this allowance and the means by which it is determined.

**2.1** The Panel has produced its report in accordance with the Regulations above and in paragraphs 10-28 sets out its recommendations which address the following issues:

2.1.1 The amount of basic allowance which should be payable to elected Members and whether it should be withheld if a member is suspended or partially suspended;

2.1.2 The roles and responsibilities for which a special responsibility allowance should be payable and the amount of such allowance;

2.1.3 Travelling and subsistence allowance; Co-Optees allowance and the amount of such allowance;

2.1.4 Whether the authority's allowances scheme should include an allowance in respect of the expenses of arranging for the care of children and dependents and the amount of this allowance;

2.1.5 Whether allowances may be backdated where an amendment to the scheme is made after April 1 and before 31 March of the next calendar year;

2.1.6 Whether adjustments to the level of allowances may be determined according to an index and which index should be used (this is subject to a maximum of 4 years before its application is reviewed).

**3.0** The Panel met 7 times during October 2020 to February 2021. Sessions were all held virtually via Microsoft Teams. The Panel met in private. All Members were asked to complete a questionnaire and eleven Members including the three Group Leaders and Board Chairmen were invited to interview.

The Panel is grateful to Linda Coote who provided a record of the meetings, with the exception of the Members interviews, the report writing meeting and the final meeting.

The Borough Solicitor and Monitoring Officer Mr Paul Grant attended the majority of the meetings to outline the current scheme and answer the members' questions.

**4.0** The Panel comprised of:

Ian Reeves – Chair of Gosport Voluntary Action  
 Chris Willis – Executive Trust Lead GFMAT  
 Jon Bland – Managing Director Tecsew

**5.0** The Panel was provided with a copy of the current scheme of Member Allowances and documents detailing the composition of the Council as well as the Member Allowance Schemes and the budgets of other Local Authorities.

**6.0** All Members of the Council were invited to complete a questionnaire (see appendix 2b).

**7.0** The panel invited all Councillors to attend an interview. In total 11 interviews were held.

**8.0** The following is a summary of the recommendations made by the Independent Members' Allowances established by the Borough Council to review the current Members' Allowances scheme which was introduced in July 2002 and last reviewed in 2015.

**9.0 Table: Summary of Recommendations**

<b>Post</b>	<b>Number</b>	<b>Basic Allowance</b>	<b>Special Responsibility Allowance</b>	<b>Total Allowance Per Member</b>
Basic Allowance All Councillors	34*	£6700.77	NIL	£6700.77
Leader of the Council **	1	£6700.77	£14852.53	£21,553.30
Deputy Leader of the Council	1	£6700.77	NIL	£6700.77
Chairmen of Boards & Committees	6	£6700.77	£4756.79	£11,457.56
Vice Chairmen	7	£6700.77	NIL	£6700.77
Opposition Group Leader Based on 14 members	1	£6700.77	£6108.10	£12,808.87
Opposition Group Leader Based on 2 members	1	£6700.77	£872.59	£7573.36

Opposition Spokesperson***	5	£6700.77	£1189.20	£7889.97
<b>BUDGET REQUIRED</b>				£284,146.14
Childcare and Dependent Carers' Allowances budget provision				£2,000
Loss of Income provision				£2,000
Group Leaders Bonus provision				£1,620
<b>TOTAL BUDGET REQUIRED</b>				£289,766.14
<p>* Total number of Councillors  ** The Leader of the Council chairs the Policy &amp; Organisation Board for which the post receives the Leaders allowance only.  *** The Opposition Group Leader is Spokesperson on 2 Boards/Committees</p>				

- 10.0** The Independent Members' Remuneration Panel recommends that
- 10.1 The Basic Allowance to be paid at £6700.77 per annum which has been calculated by reference to the work involved and no provision has been included for other out of pocket expenses
- 10.2 In line with the Government regulations, no more than 50% of Members of Gosport Borough Council are to receive Special Responsibility Allowances (SRA) at any one time.
- 10.3 No Member should be entitled to receive more than one Special Responsibility Allowance
- 10.4 Special Responsibility Allowances should only be paid for the following roles and in the following amounts
- Leader of the Council £14,852.53
  - Chairman of Boards and Committees £ 4756.79
  - Opposition Political Group Leader- Liberal Democrats £6108.10
  - Opposition Political Group Leader- Labour £872.59
  - Opposition Board Spokesperson £1189.20
- 10.5 Vice Chairman of Boards and Committees do not receive a Special Responsibility Allowance
- 10.6 Deputy Leader does not receive a Special Responsibility Allowance

- 10.7 The Basic Allowance and the Special Responsibility Allowance should be subject to an annual adjustment equal to the percentage in pay increase received by Gosport Borough Council staff and implemented in April each year.
- 10.8 Travel allowance should only be paid for travel outside of the Borough on approved duties at 40.9 pence per mile.
- 10.9 Child care and Dependent Carers' Allowances should be retained and paid at the hourly rate for the National Living Wage for attendance at formally approved meetings only (not constituency work). The number of hours to be paid per week is the lower of the total time spent at no more than 2 meetings in that week or 8 hours subject to a maximum Allowance per Councillor per year.
- 10.10 A Co-Optee Allowance is not paid.
- 10.11 Where a Councillor is suspended or partially suspended, the Basic Allowance, Special Responsibility Allowance and Travel Allowance payable in respect of the period of suspension or partial suspension should be withheld.
- 10.12 In accordance with the 2003 Regulations where the term of office of a Member begins or ends otherwise than at the beginning of the year, or the Member does not have any responsibilities to entitle them to a Special Responsibility Allowance, their entitlement or Special Responsibility Allowance shall be to payment of such part of the Basic allowance or Special Responsibility Allowance as bears to the whole same proportion as the number of days during which their term of office as Member or the number of days during which they hold a Special Responsibility Allowance subsists bears to the number of days in that year.
- 10.13 Any amendment which affects an allowance payable for the year in which the amendment is made shall apply from 1 April of the year in which the amendment is made.
- 11.0 Benchmark Remunerated Days.**  
The last Independent Members Remuneration Panel indicated that Councillors worked 87.25 days a year on Council related work. The panel recommends that this should stay the same
- 11.1 The Panel recommends that the benchmark remunerated days should remain at 87.25 days.
- 12.0 The Voluntary Principle- or Public Service Ethos.**  
The panel agreed that the Voluntary Principle, the notion that an important part of being a Councillor is the desire to serve the public and therefore not all of what a Councillor does should be remunerated, should be retained in the members Allowance Scheme. The Panel felt that Members supported this discount and that the current level of 40% was still sufficient.
- 12.1 The Panel recommends that the Voluntary Principle be retained at the current rate of 40%
- 13.0 The Basic Allowance**  
The Panel reviewed the calculations and formulae regarding the daily remuneration rate and number of days.

13.1 The Panel were keen to reflect the varying levels of workload, time spent on Ward work and Committee work in the Allowance Scheme as this had been a theme during the interviews and questionnaires. However they realised that this variance could not be reflected the Basic Allowance, which has to be the same for each member.

13.2 The Panel recommends a basic Allowance of £6700.77 for 2021/22.

#### **14.0 The Leader of the Council's Allowance**

The Panel interviewed the current Leader of the Council. The Panel agreed with the previous findings in that the current Leader of the Council works a full week.

14.1 The Panel believes that the Leader is responsible for ensuring all new Councillors undergo a full and comprehensive induction programme. The Leader should ensure all members are fully engaged and active attend all meetings and any ongoing training in full.

14.2 The Panel recommends a Special Responsibility Allowance of £14,852.53 for the Leader of the Council 2021/22. The Panel recommends an additional 10% of the SRA. This enhanced SRA is in recognition of effective leadership over their Members. This would be reviewed and applied for annually.

#### **15.0 The Deputy Leader's Allowance**

The Panel reviewed the decision of previous Panels all of which had recommended that the Deputy Leader should not receive a Special Allowance in that role and saw no basis for change.

15.1 The Panel recommends that no Special Responsibility Allowance be paid to the Deputy Leader of the Council in that role.

#### **16.0 The Vice-Chair of Boards' Allowances**

The Panel reviewed the conclusion of all previous Panels that Vice Chairmen should not receive a Special Responsibility Allowance in that role and saw no basis for change.

16.1 The Panel recommends that no Special Responsibility Allowance be paid to the Vice Chairmen of Boards and Committees

#### **17.0 The Opposition Political Group Leaders' Allowances**

The Panel were advised that to be a Political Group requires two or more Councillors

17.1 The Panel agreed with previous Panel decisions to award a Special Responsibility Allowance to all Opposition Political Group Leaders.

17.2 The Panel believe that the Opposition Leaders should take responsibility for ensuring all new councillors undertake a full and comprehensive induction process. The Opposition Leaders should ensure all Members are fully engaged and actively attend all meetings and ongoing training in full.

17.3 The panel reviewed the calculations currently in use to determine the Opposition Party Group Leaders Allowances, and saw no reason to amend it. Therefore the allowance will be based on the number opposition Councillors as a percentage of the total number of Councillors on the Council.

17.4 The Panel recommends that the Opposition Leader for an opposition group of 10 or more Members should receive an enhanced Special Responsibility Allowance of an additional 10% of the SRA. This enhanced SRA is in recognition of effective leadership over their Members. This would be reviewed and applied for annually.

#### **18.0 The Opposition Spokespersons' Allowances**

The Panel were advised that since the last review briefings for opposition spokespersons had been established and had proved to be useful for Members and Officers.

18.1 The Panel wished to recognise these spokespersons of an Opposition Group of 10 or more members with a Special Responsibility Allowance.

18.2 The Panel recommends an allowance for opposition spokespersons who are from an opposition group of 10 or more Members of 25% of the Special Responsibility Allowance for a Chairman on attendance of 80% of meetings and briefings in the year.

#### **19.0 Expenses**

The Panel reviewed the recommendations from previous panels regarding business expenses and saw no basis for change.

19.1 The Panel also felt that despite so much Council business now being carried out virtually the figure of £25 towards broadband costs should stay the same.

19.2 The Panel recommends that Travel Allowance should only be reimbursed for travel outside of the Borough for approved duties and should be reimbursed at the same rate as paid to Council Officers per mile

#### **20.0 Index Linking**

Currently any increase allowances are linked to any percentage increase in the pay of Gosport Borough Council staff. The Panel saw no reason to change this.

20.1 The Panel recommends that the Basic and Special Responsibility Allowances be linked to any percentage increase in the pay of Gosport Borough Council staff.

#### **21.0 Childcare And Dependent Carers' Allowance**

The Panel agreed that it was important to retain an allowance for childcare and dependent carers as part of a package of benefits available to encourage a wider and more diverse membership.

21.1 The Panel agreed that the allowance should be paid at the hourly rate for the National Living Wage (due to increase to £8.91 on the 1<sup>st</sup> April 2021) for attendance at formally approved meetings only (not constituency work). The number of hours to be paid per week is the lower of the total time spent at no more than 2 meetings in that week or 8 hours subject to an allowance maximum of £2,000 per year.

21.2 The Panel recommends Child Care and Dependent Carers' Allowances be paid at the hourly rate for the National Living Wage for attendance at formally approved meetings only (not constituency work). The number of hours to be

paid per week is the lower of the total time spent at no more than 2 meetings in that week or 8 hours subject to a maximum Allowance of £2,000 per year.

**22.0 Loss of Income Allowance**

The Panel were keen for Members to consider a “Loss of Income Allowance” for those Councillors whose employers do not financially support Members attendance at meetings. This again would form part of the package of benefits to help encourage a more diverse membership.

22.1 The Panel recommends 50% of total salary to provide income allowance up to a maximum of £2,000

**23.0 Co-Optees’ Allowance**

The current scheme does not include provision for payment of a Co-Optees Allowance and the Panel did not consider that this should change.

**24.0 Suspension**

The Panel agreed that where a Councillor is suspended or partially suspended, any allowance payable in respect of the period of suspension or partial suspension should be withheld.

24.1 The Panel recommends that where a Councillor is suspended or partially suspended, the Basic Allowance, Special Responsibility Allowance and Travel Allowance payable in respect of the period of suspension or partial suspension should be withheld.

**25.0 Amendments to Scheme**

Allowances are paid in respect of the Scheme in operation on 1 April each year. Where amendments are made to the scheme after that date then the Scheme can make provision for that amendment to apply from the beginning of the year i.e. 1 April (changes are backdated).

25.1 The Panel recommends that any amendment which affects an allowance payable for the year in which the amendment is made shall apply with effect from 1 April in the year in which the amendment is made.

**26.0 Pension**

The Panel recognised that they would not need to determine Members pension entitlements as the LGPS Scheme for Councillors had been updated and superseded this requirement.

**27.0 Responsibility of the Political Group Leaders**

The Panel felt that the overriding themes arising out of the questionnaire and interviews were the differing workloads and time spent on both Council and constituency work, and the commitment to training. Many interviewed expressed dissatisfaction that there was no mechanism for monitoring of performance. The Panel recognised that there was no legal way of affecting the Basic Allowance to reflect these varying levels of engagement.

27.1 The Panel looked to the Political Group Leaders to monitor performance, participation and attendance and to encourage their Members to attend training, whether virtually or in person when restrictions allow. The Panel would also like to see more induction, mentoring and support of newer Members, and



a commitment to supporting ongoing training and development of Members, again with a view to encouraging a more diverse membership.

**28.0 Future Independent Members' Remuneration Panel**

The term of office for a Panel is currently 4 years. The Current Panel's tenure was delayed due to the Covid Pandemic.

28.1 The Panel should be given the authority to reconvene in the case of an Election or any significant change to the number of members or configuration of Boards and Committees, to consider the implications to the Scheme.

**Meetings Held by the Independent Remuneration Panel**

- 14<sup>th</sup> October 2020            General Meeting (Minutes attached as 1a)
- 10<sup>th</sup> November 2020        General Meeting (Minutes attached as 1b)
- 1<sup>st</sup> December 2020         General meeting (Minutes Attached as 1c)
- 3<sup>rd</sup> December 2020         Member Interviews
- 9<sup>th</sup> December 2020         General Meeting (Minutes Attached as 1d)
- 8<sup>th</sup> January 2021            Report Writing
- 5<sup>th</sup> February 2021          Panel only Meeting

**MEETING OF THE INDEPENDENT REMUNERATION PANEL  
14<sup>TH</sup> OCTOBER 2020**

Panel Members Present: Mr. Ian Reeves, Mr. John Bland, Mr. Chris Willis  
Officers Present: Paul Grant Linda Coote (note taker)

**1. APPOINTMENT OF THE PANEL**

This was the first meeting of the Panel following the Councils decision to delegate the authority to the Borough Solicitor to create an Independent Remuneration Panel.

**2. REVIEW OF MEMBERS ALLOWANCES**

The Panel was advised of the composition of the Council and details of Boards and Committees explaining the additional Boards.

The Panel agreed that they would like the review process to consist of interviews and questionnaire, but understood the need to consider virtual meetings and an electronic survey. The Panel discussed the affect that the Covid pandemic may have had on the way Councillors carried out their duties, and felt that should be reflected in the questions and addressed in the interviews. It also needed to be considered when evaluating additional payments such as travel and broadband.

The Panel wanted to know if there were any issues that had been brought to the Officers attention and were advised that only the subject of Special Responsibility Allowances for Chair of the Standards and Governance Committee may be brought up.

The Panel were also advised that over the last year meetings with Liberal Democrat spokespersons had been introduced and may feature in the interviews.

**3. ACTIONS FOR NEXT MEETING**

- That suggested changes and/or additions to the questionnaire be shared for comment
- That a Survey Monkey template be created for the questionnaire
- That details of other similar Councils allowance schemes be circulated for comparison
- That further information regarding the Voluntary Principle be circulated
- That the minutes from the Council meeting dated 16<sup>th</sup> December 2015 be circulated
- That clarification regarding how the budget is calculated for members' allowances be obtained.

**4. DATE OF NEXT MEETING**

It was agreed that the next meeting should take place week commencing 2<sup>nd</sup> November 2020 and potential dates times to be sent to Panel members for consideration.

**MEETING OF THE INDEPENDANT REMUNERATION PANEL**  
**Tuesday 10<sup>th</sup> November 2020**

Present: Chris Willis, Ian Reeves John Bland, Paul Grant Linda Coote (note taker)

**1. MATTER ARISING FROM PREVIOUS MEETING**

The panel wanted confirmation that the Local Authorities (Members Allowances)(England) Regulations 2003 still provided the most current guidance.

The panel received information advising how the level of allowances were originally set, and asked for clarification on a number of assumptions regarding benchmark days, the voluntary principle and the calculation used to support the basic rate.

**2. SURVEY**

The draft survey was discussed and changes made to the order of the questions, a place for name and role/s and an opportunity to speak to the panel added. A question asking how the Covid 19 restrictions had impacted their role was also added. A deadline of 30<sup>th</sup> November was set. Completed surveys to be sent to the Panel as they are completed.

**3. INTERVIEWS**

It was agreed to invite party leaders and all Board and Committee Chairman to interview on the 4<sup>th</sup> December, plus anyone else who expressed a desire to talk to the panel in their survey.

**4. FURTHER INFORMATION**

The panel asked for more information regarding:

- a) How the basic allowance is calculated
- b) Labour market survey
- c) How many Members were there in 2002

**5. DATE OF NEXT MEETING**

Tuesday 1<sup>st</sup> December 2020 at 2pm.

## MEETING OF THE INDEPENDENT REMUNERATION PANEL

Tuesday 1<sup>st</sup> December 2020

Present: Chris Willis, Ian Reeves, John Bland, Paul Grant, Linda Coote (note taker)

### 1. MATTERS ARISING FROM PREVIOUS MEETING

The panel had been provided with information from Portsmouth City Council setting out the basis on which they calculated their allowances.

Clarification had been provided regarding the link between allowances and staff pay awards

### 2. SURVEY

The panel had now seen the 21 responses to the survey of Members, and these would inform the interviews.

### 3. INTERVIEWS

There were 11 interviews booked for the 3<sup>rd</sup> and 4<sup>th</sup> of December. The panel agreed that any two out of the three panel members can carry out the interviews.

### 4. FURTHER INFORMATION

The panel were keen to set the allowances at a level that would help to attract a diverse range of the community applying to be Councillors.

The panel wanted to encourage Councillors to adopt a more green approach to travel on Council business.

Linda was able to obtain clarification regarding the tax and NI of the allowance and also to discount the idea of the £6 per week working from home allowance.

Linda agreed to find some information regarding how time off for Council duties is viewed by employers.

The panel asked for input from Officers. Linda agreed to devise a survey to ascertain how much time is spent assisting Members.

### 5. DATE OF NEXT MEETING      Wednesday 9<sup>th</sup> December 2020 at 10:00am

## MEETING OF THE INDEPENDENT REMUNERATION PANEL

Wednesday 9<sup>th</sup> December 2020

Present: Chris Willis, Ian Reeves, John Bland, Paul Grant, Linda Coote (note taker)

### 1. MATTERS ARISING FROM PREVIOUS MEETING

The panel had been provided with 7 surveys from Officers.

### 2. INTERVIEWS

All 11 interviews had taken place, although the panel noticed the variations in quality of connection and ease of use. It was explained that although all Councillors had been offered iPads at the beginning of the Covid 19 lockdown, a number chose to use their own devices and were therefore dependent on the strength of their own Wi-fi connections. This also caused differences in available functions.

The panel agreed that a lot of the questions and discussions in the interviews closely followed the topics raised in the survey. The topics included:

- a. Hours worked by Members
- b. Increasing diversity of Members and ability of working population to take on elected roles
- c. Degree of “voluntary” ethos
- d. Commitments required by committee chairs/members
- e. Role of committees

There were conflicting messages about what was included in the basic allowance eg did that cover broadband costs.

There was conflicting understanding about which committee chairs received allowances, some misconception by previous chairs and group leads.

With regard to Special Allowances:

- a. Some Members felt these should reflect a hierarchy of committees where some committees required more research and time commitment than others
- b. Some Members felt that all committees should be treated the same.
- c. Most felt the S&G committee chair should be treated the same, some Members already thought this role did have an allowance.

The Panel found it difficult at times to discern the committees/roles they are taking on which are “required” and effectively part of the scope of the allowance versus

committee membership/community involvement that is desirable but not really within the bounds of the allowance.

A couple of Members who had been interviewed wished to follow up with further notes, which have been passed to the panel.

The panel agreed that one of the things that had been mentioned by most Members was the need for training and monitoring of performance.

### **3. FURTHER INFORMATION**

The panel required clarification on how to set the importance of the various boards and committees and were referred to the Terms of Reference in the Constitution.

The panel were advised that briefings with opposition spokespersons for each board was a relatively new concept but seemed to be working well.

The panel were advised that it was too soon to make any judgements on the outcome of the Electoral Review.

The panel discussed the level of the leaders allowance and whether there was a disparity between this and the other board Chairman.

The panel discussed the feasibility of holding an interim panel to address any changes in political make up after the election in 2021.

The panel wanted to explore the idea of creating a hardship fund or subsidy for any Member affected by redundancy or job loss.

### **4. DATE OF NEXT MEETING**

Friday 8<sup>th</sup> January 2021

**Information Supplied to Panel Members**

The Panel was provided with a number of documents relating to Gosport Borough Council:

1. Structure of the Council
2. List of composition of Council Boards Committees and outside bodies
3. Existing Scheme of Allowances
4. Report of the previous Independent Remuneration Panel
5. Report from the Independent Remuneration Panel in 2002
6. Copy of the minutes from Full Council 16 December 2015

The Panel was provided with copies of Schemes of Member Allowances and supplementary information from:

1. Ribble Council
2. New Forest District Council
3. Melton Council
4. Fareham Borough Council
5. Portsmouth City Council

The Panel was also provided with copies of:

1. The Local Authorities Regulations 2003
2. SEE Member Allowances Survey
3. 7 Officer Questionnaires (Attached Appendix 2a)
4. 21 Member Surveys (Attached Appendix 2b)



OFFICER QUESTIONNAIRE

Name and Role.....

1. How much time on average do you spend per week assisting Chairman with enquiries:
  - a. On Board/Committee business
  - b. On ward/ other business
  
2. How much time on average do you spend per week assisting non Chair members with enquiries:
  - a. On Board/Committee business
  - b. On ward/other business
  
3. Does this tend to be consistent during the year or are there peak times, eg budget/audit
  
4. Has this changed since the Covid 19 restrictions came in?
  
5. Does the amount of time spent with Board Chairman vary dependent on the Board, and incumbent?

All answers will be kept anonymous if requested.

\* 1. Name and roles within the Council, Boards and Committees

2. In a typical week, please record the average number of hours spent on each activity for Gosport Borough Council

Attending meetings	<input type="text"/>
Working in your ward	<input type="text"/>
Community work	<input type="text"/>
Research	<input type="text"/>
Other	<input type="text"/>

3. Do you believe your workload or work patterns have been affected by the impact of Covid 19?

- Yes
- No

In no more than 30 words please explain your answer

4. The basic allowance is currently £5,862 per year. Do you feel it should be higher, lower or is about right?

- Higher
- Lower
- About right
- In no more than 30 words please explain your answer to Q4

5. The 'basic allowance' considers the number of days worked minus a 'voluntary discount'. Local authorities can apply a discount of 33-50%. The current discount is 40%. Do you feel this is broadly right?

- Yes
- No
- In no more than 30 words please explain your answer to Q5

6. Increases in Allowances are linked to the pay award which has been awarded to officers (as agreed by National Joint Council). Are you satisfied that this secures a sense of parity with others and responds to changes in the economic climate?

Yes

No

In no more than 30 words please explain your answer to Q6

7. Would you like to make any further comments on the basic allowance?

8. Special Responsibility Allowances.

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

Yes

No

Do you have any further comments?

9. Do you have a Special Responsibility Allowance?

Yes

No

Role Title

10. Detail additional hours on average per week assigned to this role

11. Should all Chairman of Boards and Committees be treated equally or should differentials be applied?

Yes

No

Please explain your answer

12. Where differentials currently exist between Special Responsibility Allowances for Board and Committee chairs do you feel these are about right?

Yes

No

Please explain your answer

13. Carer's Allowance

A Child care Dependent Carer's Allowance of the national minimum wage per hour for a maximum of 8 hours per week or two meetings is currently available.

Should this rate be increased, decreased or stay the same

Increased

Decreased

Stay the same

14. Is there an alternative to this allowance that would work better?

15. Should more be done to advertise the allowance?

16. Would you welcome the opportunity to speak to the Panel regarding any aspect of the Scheme of Allowances?

Yes

No