

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

Answered: 24 Skipped: 1

#	RESPONSES	DATE
1	30- 40	6/26/2023 8:41 AM
2	40	6/25/2023 9:45 PM
3	15-18	6/23/2023 10:06 AM
4	6	6/22/2023 2:55 PM
5	20	6/22/2023 1:42 PM
6	Roughly 24	6/22/2023 10:58 AM
7	Roughly 15	6/22/2023 10:23 AM
8	generally more than 45 hours a week	6/20/2023 5:39 PM
9	15-20 hours	6/20/2023 12:06 PM
10	20	6/19/2023 11:55 AM
11	12/14	6/16/2023 5:41 PM
12	25 hours including weekends, evening meetings and ward work	6/14/2023 4:47 PM
13	30 to 40hrs	6/11/2023 2:51 PM
14	14	6/10/2023 6:55 PM
15	4	6/9/2023 4:38 PM
16	10	6/9/2023 12:54 PM
17	35 to 40hours	6/8/2023 10:50 PM
18	20	6/8/2023 9:53 PM
19	16	6/8/2023 6:23 PM
20	12	6/8/2023 5:44 PM
21	At least 14 hours a day without my mayoral duties Also when I sit on Pnel or adoption and fostering that could be a whole day once a month including at least 4 hours reading and note making. Being a rural council I attend an awful lot of events. The	6/8/2023 3:47 PM
22	10 to 15	6/8/2023 3:26 PM
23	20/25	6/8/2023 3:23 PM
24	50 BOTH LEADER AND AS A WARD COUNCILLOR	6/8/2023 2:42 PM

**Q2 If you hold a role(s) within the Council i.e Cabinet Member, 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:**

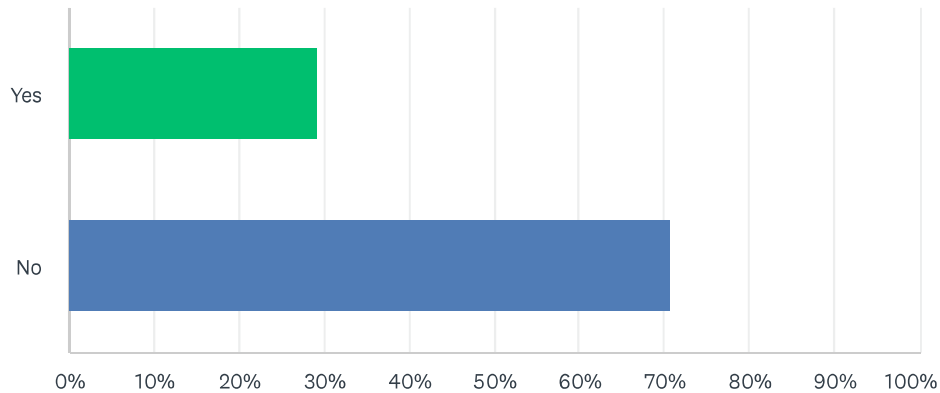
Answered: 18 Skipped: 7

#	RESPONSES	DATE
1	Chair of Licensing: Roughly 2 hours per week> This includes Travelling time, reading docs before a sub committee hearings as well as Chairing the Sub committee hearings themselves Chair of Hidden and Extreme Harms: Not remunerated but spend more time on this so about 5-8 hours a week, not just reading Council reports but doing my own research to challenge Council officers Member of Essex Fire Police and Crime Panel . About 3 hours per week . Includes travel and reading Reports prior to meeting plus doing my own research. Try to influence policy issues live and post meetings where I see possible conflicts of duty arise Councillor Duties Roughly 2 hours a day/10 hours a week dealing with local issues Also work with local anti Flood Team in Council office as regards local issue and sit on the Regional Flood and Coastal Communities Forum where I have successfully agitated for fining Anglian water for habitually pumping raw sewage into our rivers locally. Also agitating against EA's new Riparian policy O&S Oversight and scrutiny Panel Member. Agitating for more robust internal systems against fraud About one hour a week on average , Includes Meetings, reading reports and doing own research	6/26/2023 8:41 AM
2	none	6/25/2023 9:45 PM
3	25-30	6/23/2023 10:06 AM
4	2	6/22/2023 2:55 PM
5	n/a	6/22/2023 1:42 PM
6	Housing O&S, chair LDF,CGS dep chairman also three outside bodies. Roughly 24 hrs	6/22/2023 10:58 AM
7	Chair Corporate Parenting 5 Planning 3	6/22/2023 10:23 AM
8	Ward cllr casework minimum of 5 hours a week Deputy leader and cabinet member difficult to split out but combined minimum 42 hours a week - often more due to volume of reading reports research for check and challenge (this week I have in excess of 600 pages to read) as well as my one portfolio meetings and keeping abreast of leader's meetings and other cabinet members	6/20/2023 5:39 PM
9	Councillor - 5 Cabinet Member - 15	6/19/2023 11:55 AM
10	O&S member 2/3 hrs per meeting General Services Licensing Standards & Audit LTC Task force	6/16/2023 5:41 PM
11	I'm a backbencher	6/9/2023 12:54 PM
12	15 to 30 hours a week	6/8/2023 10:50 PM
13	Committee Chair, 2 hours per week outside of actual meeting	6/8/2023 6:23 PM
14	around 8 hours for Finance/HR Portfolio	6/8/2023 5:44 PM
15	7 hours once a month some time more in m role as a panel member plus a good 4 hours reading. Each week I usually spend 2 and a half hours at surgery in Bulphan. I also in my role with adoption and fostering attend events promoting fostering in the Borough. Mayoral duties an awful lot but enjoying it immensely	6/8/2023 3:47 PM
16	I am on two committees and three working groups. as yet I cannot define the amount of time they will take up.	6/8/2023 3:26 PM
17	Full council 4 hours Licensing committee 4hours Lower Thames crossing committee member 3 hours	6/8/2023 3:23 PM
18	LEADER OF THE COUNCIL 50	6/8/2023 2:42 PM



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

Answered: 24 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	29.17%	7
No	70.83%	17
<b>TOTAL</b>		<b>24</b>

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I don't claim any expenses for travel and other incurred expenses	6/26/2023 8:41 AM
2	Travelling, clothing	6/23/2023 10:06 AM
3	Not 'yes' really I suppose but I'd like it noted that as I work full-time I lose 40% of the allowance in tax.	6/22/2023 1:42 PM
4	The volume of hours of work required to input and do this public service with integrity, stops me being able to take employment and earn according to experience and hours worked. My income is reduced by half	6/20/2023 5:39 PM
5	Transportation and parking fees has increased significantly	6/9/2023 4:38 PM
6	Wifi	6/8/2023 9:53 PM
7	Rural ward councillors are expected to attend school fetes I have three schools , coffee morning winter and summer events and coffee mornings and buy raffle tickets etc.in my role as mayo I have had to pay fo my own role of honour paper picture frames and envelopes I envisage a least a 100 of those over the year. I need to attend other mayroal events there is alway a cost in that. I have to fund myself some food and drink after every full council. I buy at other mayors events numerous raffle tickets. I also have to do at raffle prizes etc.	6/8/2023 3:47 PM
8	Travel, food, clothing	6/8/2023 2:42 PM

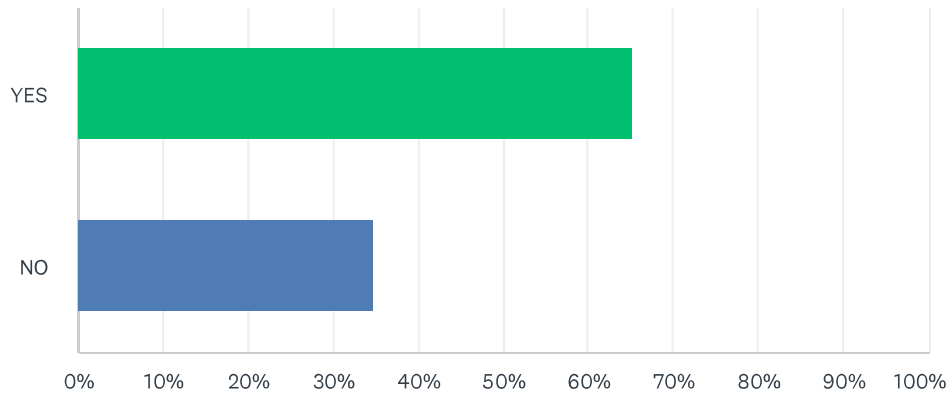
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time 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: 23 Skipped: 2

#	RESPONSES	DATE
1	It is my understanding The Basic Elected Reps allowance covers everything I do	6/26/2023 8:41 AM
2	20%	6/25/2023 9:45 PM
3	5-7	6/23/2023 10:06 AM
4	20%	6/22/2023 2:55 PM
5	I have no idea as I am new to the role	6/22/2023 1:42 PM
6	25%	6/22/2023 10:58 AM
7	50%	6/22/2023 10:23 AM
8	I would suggest 15% to 20%	6/20/2023 5:39 PM
9	Nominal percentage if applicable would be great.	6/20/2023 12:06 PM
10	20%	6/19/2023 11:55 AM
11	20%	6/16/2023 5:41 PM
12	25%	6/14/2023 4:47 PM
13	90%	6/11/2023 2:51 PM
14	15	6/10/2023 6:55 PM
15	No, the work councillorship is deeping too much into my working and private life.	6/9/2023 4:38 PM
16	50	6/9/2023 12:54 PM
17	2 - 4 hours a week	6/8/2023 10:50 PM
18	4 hours per eeek	6/8/2023 9:53 PM
19	50%	6/8/2023 6:23 PM
20	25%	6/8/2023 5:44 PM
21	I would still wish to be a councillor were it unpaid, I consider the 'job' a privilege. Most of my allowance will be spent on things I can support within my ward.	6/8/2023 3:26 PM
22	40%	6/8/2023 3:23 PM
23	15%	6/8/2023 2:42 PM

## Q5 The present level of Basic Allowance payable to all Councillors is £9,979. Do you think this is appropriate?

Answered: 23 Skipped: 2



ANSWER CHOICES	RESPONSES	
YES	65.22%	15
NO	34.78%	8
TOTAL		23

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	in current parlous state a cllr should make contribution	6/25/2023 9:47 PM
2	Higher	6/23/2023 10:07 AM
3	If only it could be tax free!!!!	6/22/2023 1:43 PM
4	Higher	6/20/2023 12:08 PM
5	Lower	6/11/2023 2:51 PM
6	Should be higher a the amount of travelling at own cost is involved car parking charges etc.	6/8/2023 3:48 PM
7	Lower	6/8/2023 3:26 PM
8	Higher due to the amount of time that's spent on council business over 7 days and evening's	6/8/2023 3:24 PM
9	Higher, each week more and more of my time is being spent on council business, responding to residents emails, telephone call, surgery or just being in and around the ward speaking to residents	6/8/2023 2:44 PM

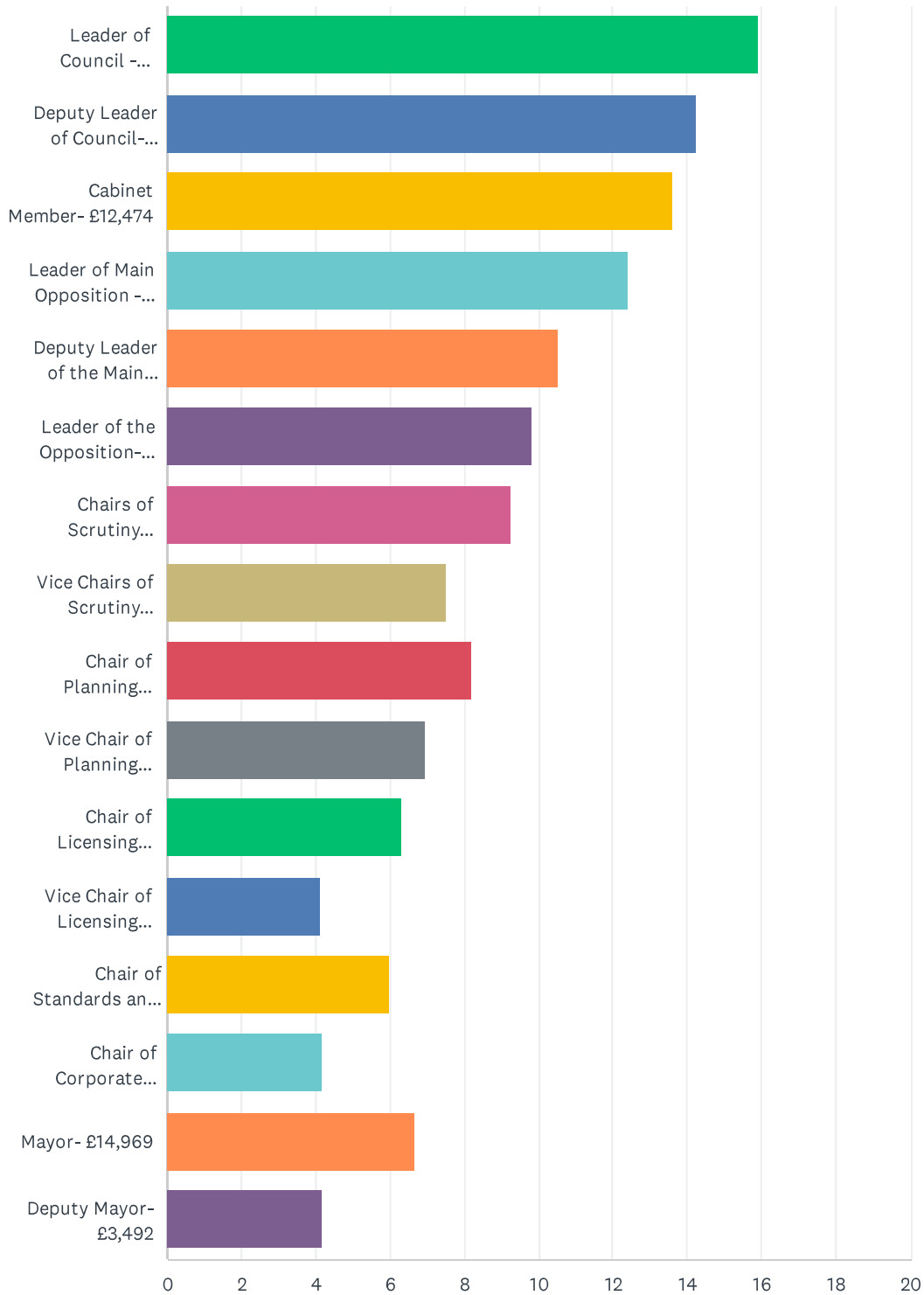
## Q6 If you are able to, please indicate an appropriate level £:

Answered: 11 Skipped: 14

#	RESPONSES	DATE
1	I refer you to answer 5 above	6/26/2023 8:42 AM
2	£6000.00	6/25/2023 9:47 PM
3	1200+	6/23/2023 10:07 AM
4	N/a	6/22/2023 10:23 AM
5	£20,000	6/20/2023 12:08 PM
6	It should remain the same	6/14/2023 4:48 PM
7	6000	6/11/2023 2:51 PM
8	as above	6/8/2023 10:51 PM
9	9,979	6/8/2023 6:24 PM
10	£5000 basic = plus an increment for committing to committees etc.	6/8/2023 3:26 PM
11	21,000	6/8/2023 2:44 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: 23 Skipped: 2





Independent Remuneration Panel Members' Allowances Questionnaire 2023 - Thurrock Council

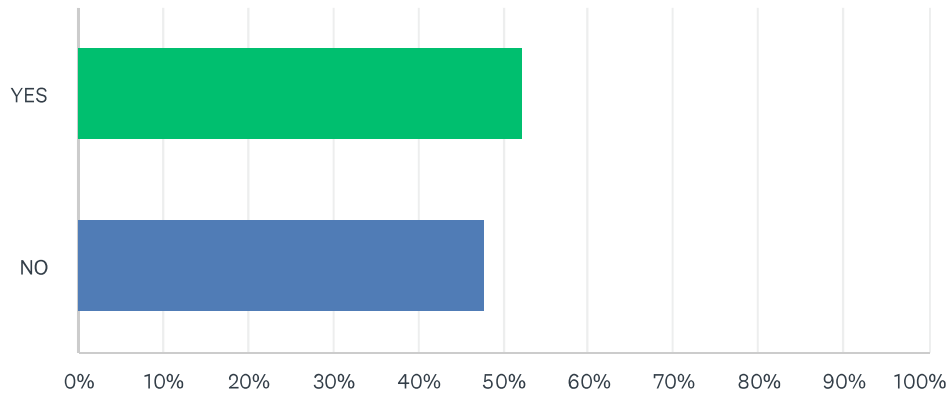
	1	2	3	4	5	6	7	8	9	10	11
Leader of Council - £34,926	89.47% 17	10.53% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of Council-£17,962	4.76% 1	61.90% 13	9.52% 2	19.05% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.76% 1	0.00% 0	0.00% 0
Cabinet Member-£12,474	5.00% 1	15.00% 3	45.00% 9	20.00% 4	5.00% 1	5.00% 1	5.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Leader of Main Opposition - £9,979	0.00% 0	14.29% 3	38.10% 8	19.05% 4	19.05% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of the Main Opposition-£2,495	0.00% 0	0.00% 0	0.00% 0	9.52% 2	42.86% 9	19.05% 4	4.76% 1	9.52% 2	0.00% 0	4.76% 1	4.76% 1
Leader of the Opposition-£2,495	0.00% 0	0.00% 0	0.00% 0	9.52% 2	9.52% 2	38.10% 8	19.05% 4	9.52% 2	0.00% 0	4.76% 1	0.00% 0
Chairs of Scrutiny Committee (6)- £7,484	0.00% 0	0.00% 0	0.00% 0	5.00% 1	5.00% 1	10.00% 2	45.00% 9	10.00% 2	10.00% 2	5.00% 1	5.00% 1
Vice Chairs of Scrutiny Committees (6)- £1,498	0.00% 0	0.00% 0	0.00% 0	4.76% 1	0.00% 0	0.00% 0	4.76% 1	47.62% 10	0.00% 0	4.76% 1	19.05% 4
Chair of Planning Committee - £9,979	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	10.00% 2	5.00% 1	0.00% 0	60.00% 12	15.00% 3	0.00% 0
Vice Chair of Planning Committee-£2,495	0.00% 0	0.00% 0	10.00% 2	0.00% 0	0.00% 0	0.00% 0	5.00% 1	10.00% 2	0.00% 0	35.00% 7	5.00% 1
Chair of Licensing Committee-£5,987	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	0.00% 0	0.00% 0	0.00% 0	10.00% 2	20.00% 4	35.00% 7
Vice Chair of Licensing Committee-£5,488	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	5.00% 1	5.00% 1
Chair of Standards and Audit Committee-£2,495	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	0.00% 0	5.00% 1	5.00% 1	10.00% 2	0.00% 0	25.00% 5
Chair of Corporate Parenting Committee-£2,495	0.00% 0	0.00% 0	4.76% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.76% 1	0.00% 0	4.76% 1	0.00% 0
Mayor-	13.64%	0.00%	0.00%	18.18%	0.00%	0.00%	4.55%	0.00%	4.55%	0.00%	0.00%

Independent Remuneration Panel Members' Allowances Questionnaire 2023 - Thurrock Council

£14,969	3	0	0	4	0	0	1	0	1	0	0
Deputy Mayor-£3,492	0.00% 0	4.55% 1	0.00% 0	0.00% 0	4.55% 1	13.64% 3	0.00% 0	4.55% 1	0.00% 0	4.55% 1	0.00% 0

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

Answered: 23 Skipped: 2

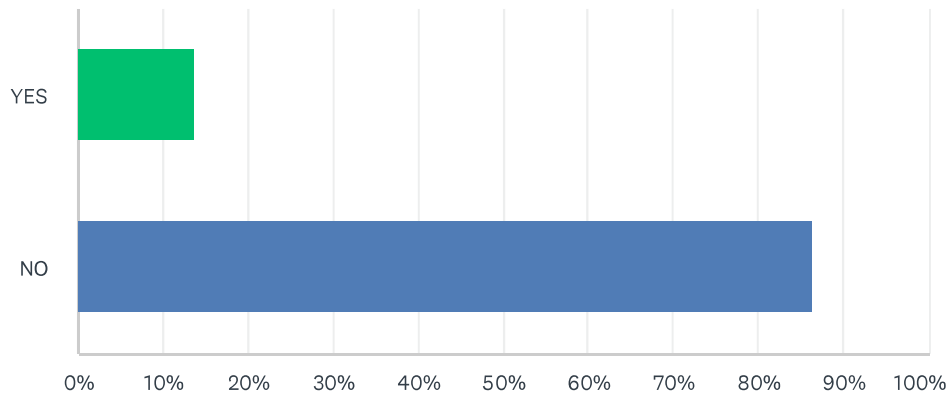


ANSWER CHOICES	RESPONSES
YES	52.17% 12
NO	47.83% 11
TOTAL	23

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	more support for opposition. Democracy is best served by a strong opposition party	6/26/2023 8:50 AM
2	As above a contribution recognising the difficulties residents are facing	6/25/2023 9:52 PM
3	Planning chair too high	6/22/2023 10:26 AM
4	Need an improvement	6/20/2023 12:10 PM
5	Chairs' allowances should be more equal. Leader of main opposition should be slightly higher.	6/16/2023 5:55 PM
6	I do feel that vc of licensing should have such a high allowance when Planning VC is the same level	6/14/2023 4:51 PM
7	All.lwss	6/11/2023 2:54 PM
8	Yes Mayoral allowance	6/8/2023 3:53 PM
9	They should be cut by 10 per cent	6/8/2023 3:28 PM
10	Leader, Cabinet and Leader of the opposition should be paid a higher allowance, they have to reduce their paid employment to be able to do the role, also with allownaces being so low does not encourage those in high paid to become Councillors/Leaders	6/8/2023 2:55 PM

## Q9 Would you like to see any new SRAs introduced?

Answered: 22 Skipped: 3

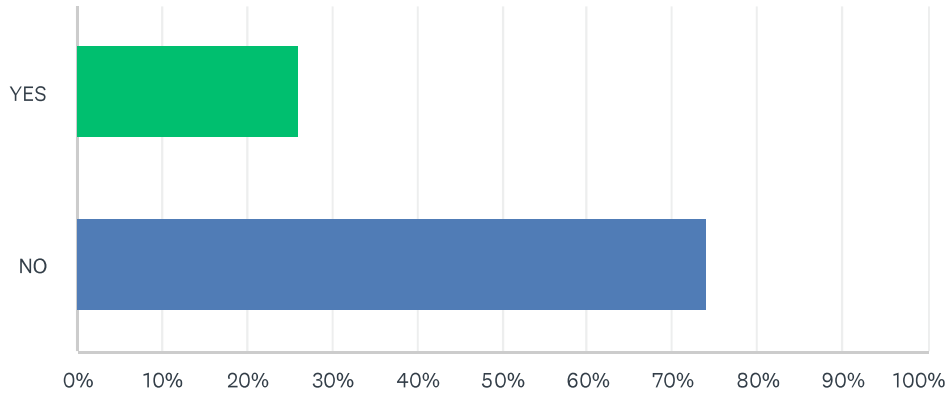


ANSWER CHOICES	RESPONSES
YES	13.64% 3
NO	86.36% 19
TOTAL	22

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Need an improvement	6/20/2023 12:10 PM
2	If a councillor has to use their own vehicle for their role I think an allowances should be given	6/8/2023 3:27 PM

**Q10 Dependent Carer Allowance, Basic care is up to £10.18 per hour (linked to National Living Wage) and Specialist Care up to £15 per hour. Do you think this rate should be increased?**

Answered: 23 Skipped: 2

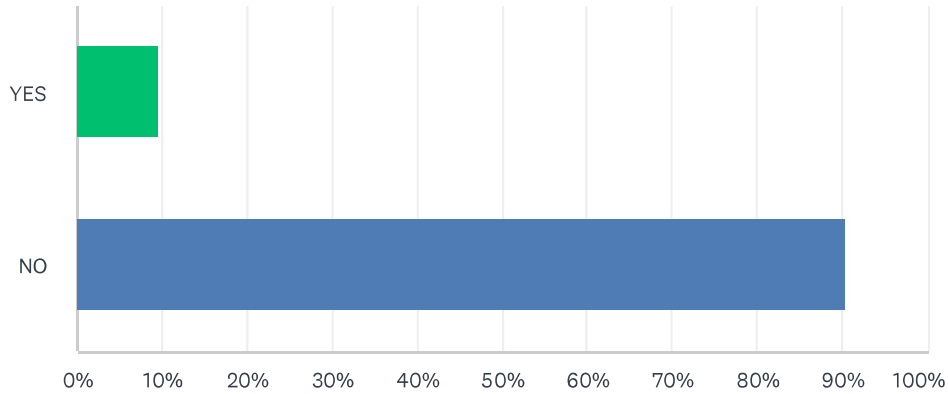


ANSWER CHOICES	RESPONSES
YES	26.09% 6
NO	73.91% 17
TOTAL	23

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	increased in line with inflation	6/26/2023 8:50 AM
2	take account of food inflation	6/25/2023 9:53 PM
3	without comprising in Quality of work will incur cost.	6/20/2023 12:12 PM
4	DCA,BC is currently below NLW.	6/10/2023 7:03 PM

### Q11 The current scheme of travel allowances is based at 45p per mile (HMRC Rate). Do you have any comments on the current scheme for Councillors?

Answered: 21 Skipped: 4



ANSWER CHOICES	RESPONSES
YES	9.52% 2
NO	90.48% 19
TOTAL	21

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Noted that we can only claim outside of Thurrock - assuming that the allowance covers petrol inside Thurrock - which it doesn't by the time I've paid 40% tax.	6/22/2023 1:50 PM
2	I am not aware, i haven't claimed so far from last 1 year term.	6/20/2023 12:13 PM
3	Some councillors have good bu vices rural ones do not The mayor Ned's a car because of the importance of being first citizen and safety when out and about with chains on	6/8/2023 3:55 PM
4	Does this include electric vehicles	6/8/2023 3:28 PM

## Q12 Would you support the introduction of a Parental Leave Policy for Councillors?:

Answered: 22 Skipped: 3

#	RESPONSES	DATE
1	no	6/26/2023 8:50 AM
2	yes	6/25/2023 9:54 PM
3	No	6/23/2023 10:10 AM
4	NO	6/22/2023 2:58 PM
5	yes of course	6/22/2023 1:50 PM
6	In some cases	6/22/2023 11:02 AM
7	No	6/22/2023 10:28 AM
8	no	6/20/2023 6:19 PM
9	yes	6/20/2023 12:13 PM
10	Yes	6/16/2023 5:56 PM
11	NO	6/14/2023 4:53 PM
12	Yes	6/11/2023 2:55 PM
13	Yes	6/10/2023 7:03 PM
14	Yes	6/9/2023 12:57 PM
15	yes	6/8/2023 10:56 PM
16	Yes	6/8/2023 9:59 PM
17	yes	6/8/2023 6:26 PM
18	no	6/8/2023 5:48 PM
19	No	6/8/2023 3:55 PM
20	No	6/8/2023 3:29 PM
21	Yes	6/8/2023 3:28 PM
22	No	6/8/2023 2:56 PM

## Q13 Do You have any other views on the Members Allowance Scheme?:

Answered: 15 Skipped: 10

#	RESPONSES	DATE
1	no	6/26/2023 8:50 AM
2	too generous in todays situation	6/25/2023 9:54 PM
3	No	6/22/2023 11:02 AM
4	No	6/22/2023 10:28 AM
5	When the level of work is equivalent to a full time job ie above 37 hours then the remuneration/allowance should be national average wage	6/20/2023 6:19 PM
6	no	6/20/2023 12:13 PM
7	The council is bankrupt, cost of living is rising, I think that NO allowances apart from VC of licensing should be reviewed, I feel that VC of licensing should be downgraded to the same as VC of planning	6/14/2023 4:53 PM
8	Due to current financial circumstances should be less not more on residents	6/11/2023 2:55 PM
9	No	6/10/2023 7:03 PM
10	No	6/9/2023 12:57 PM
11	no	6/8/2023 10:56 PM
12	The job should warrant a pension	6/8/2023 9:59 PM
13	not at present	6/8/2023 6:26 PM
14	Members should have to submit a claim, not be granted a 'salary'.	6/8/2023 3:29 PM
15	NO	6/8/2023 2:56 PM