

Survey Questions

27 responses

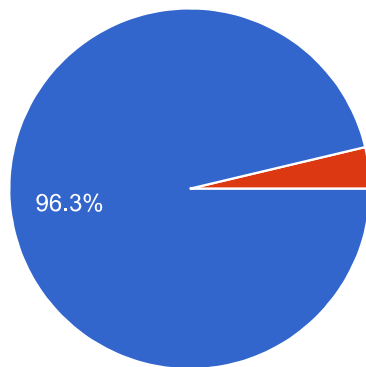
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Part A: Assessing the case for proposed allowances for the Council's Independent Persons on Audit & Governance, Standards/Code of Conduct and Co-opted members on Scrutiny.

Question 1: Do you agree with the 'principle' that independent persons/co-opted members, who provide independent advice and expertise, to the council should receive an allowance?

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27 responses



- 1. Yes - go to question 2
- 2. No- go to Part B, Question 1 (please access the next button at the foot of this page)



You can add any additional detail related to Question 1 here.

7 responses

This could possibly enable more professional 'experts' to come forward.

Expenses only

I am open to the concept though I think it might be desirable if they continued not to receive an allowance.

As Cllrs., we receive an allowance and while our time commitment is greater all year round, in my view the principle is the same.

These people may need to forego their regular paid work days in order to attend meetings and should therefore be compensated.

I have replied yes to the principle but if they have an employer who permits them to attend in their paid capacity then I think an additional payment is unnecessary.

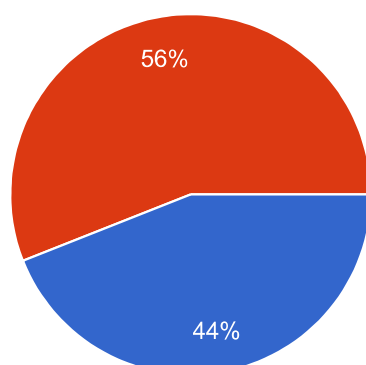
People should have the option to receive an allowance for their time given to standards and to committee and working group activity, and should have the option open to them to choose to give that time freely, if they wish. However, where they do attend meetings, they need to be clear that they come with a responsibility and a remit to contribute, and possibly also to consult with a stakeholder community they may be representing and to feed back to that community.



Data indicates that some local authorities remunerate their independent people on basis of covering financial loss/expenses only. Other local authorities remunerate at a 'set' rate to cover time/expenses, expertise and the level of responsibility.

Question 2: If Herefordshire were to provide allowances to its independent persons/co-opted members, which model of remuneration do you advocate?

25 responses



- 3. Remuneration to cover loss of earnings/ expenses only
- 4. Remuneration to cover time/ expenses, expertise and level of responsibility,



The levels of remuneration that some local authorities pay their independent persons/Co-opted members varies. Direct comparisons, in this regard, are difficult to present.

Generally speaking, two types of remuneration models are employed.

- (i) A fixed annual *per annum* sum or
- (ii) A fixed/variable hourly rate for time offered over the course of a municipal year

In the cohort of local authorities reviewed the highest annual sum paid was £2893.00 p/a and the lowest was £200.00 p/a.

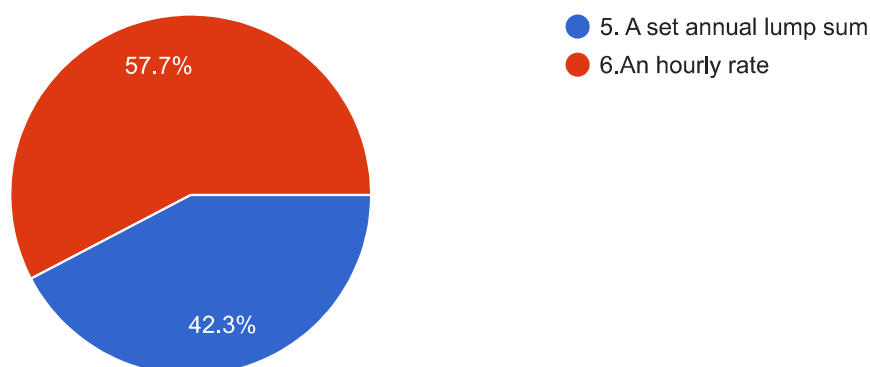
· This equated to an average of approximately £1250.00 p/a across the cohort.

In the cohort of local authorities reviewed that pay an hourly rate, the highest hourly rate was £210.00 p/h and the lowest £70.00 p/h.

· This equated to an average of approximately £120.00 p/h across the cohort.

Question 3: Which model of remuneration should Herefordshire Council adopt?

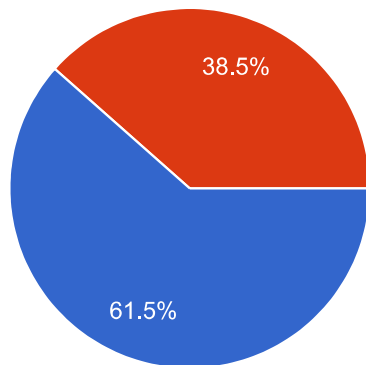
26 responses



Some local authorities seek to remunerate their independent persons/co-optees at differing rates to reflect the complexity of and level of responsibility within the role. Others provide one set fixed rate for all of their independent persons/co-optees.

Question 4: Which model of remuneration do you favour for independent persons/co-opted members in Herefordshire?

26 responses

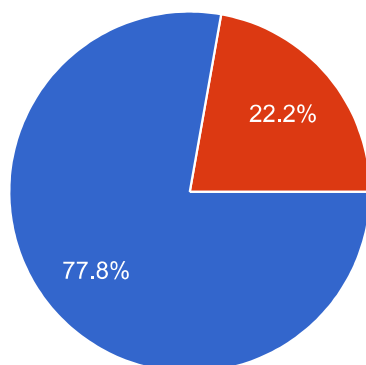


- 7. A variable remuneration rate based upon complexity of role and level of responsibility. To place this question in context, an Independent Person for Audit and Government is likely to require financial, audit, governance and accountancy...
- 8. A set fixed rate to cover all independent person/co-optee positions.

Part B: To consider whether any remuneration should be paid for Vice-Chairpersons of council committees and Chairpersons

Question 1: Do you think that vice-chairpersons of council committees should receive a special responsibility allowance, in addition to the basic rate?

27 responses



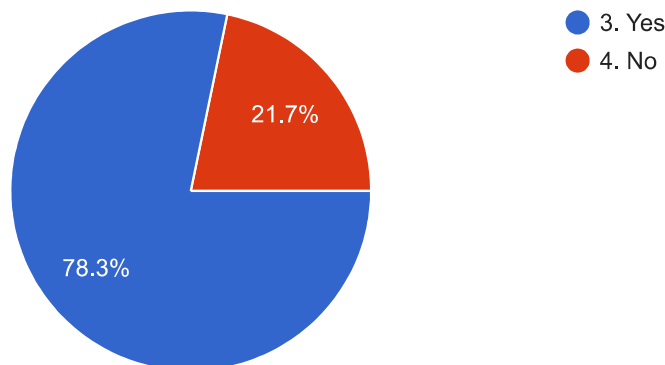
- 1. Yes
- 2. No - go to Part C, Question 1 (please access the next button at the foot of this page).



Question 2: In instances where vice-chairpersons act as chairperson in a public committee, do you feel a one off SRA payment (equivalent to that paid to the chair) should be provided.

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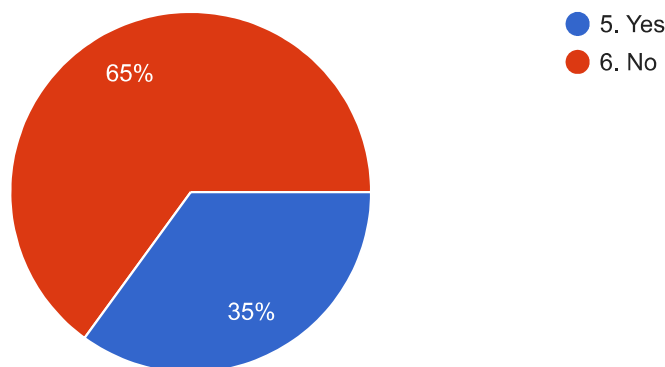
23 responses



Question 3: If yes, to the above question, should that one off SRA payment be cost neutral to the allowance scheme? For example by taking a pro rata payment away from the respective chairperson's SRA to pay to the vice-chairperson when they act as Chairperson.

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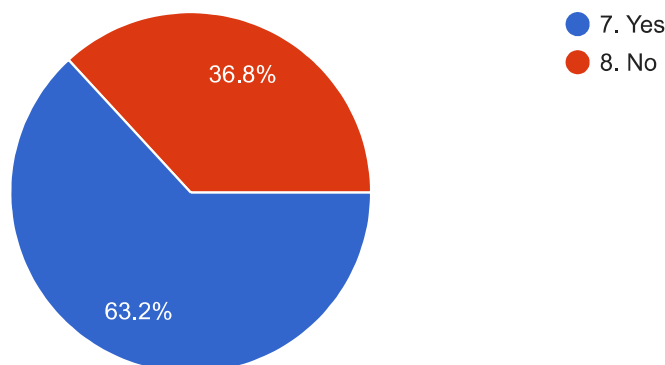
20 responses



Question 4: Should that one off SRA payment be in addition to the SRA paid to the chairperson and an additional cost/resource implication to the allowance scheme?

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19 responses

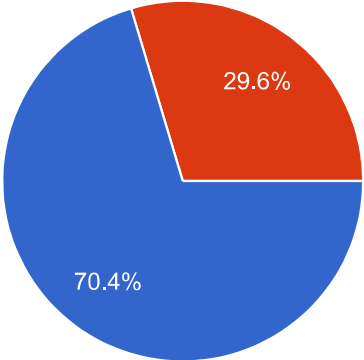


Part C: To consider whether any remuneration should be paid for Chairpersons of scrutiny task and finish groups.

Question 1: Do you think that chairpersons of a Task and Finish Group should receive a one off special responsibility allowance, in addition to the basic rate?

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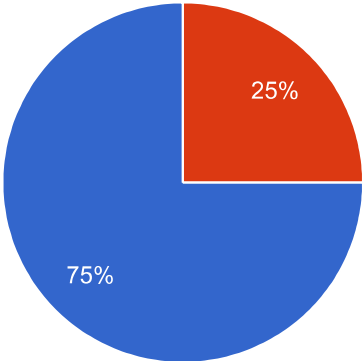


- 1. Yes
- 2. No- go to Part D, Question 1 (please access the next button at the foot of this page).

Question 2: A one off SRA payment to Task and Finish Group Chairpersons will be an additional cost/resource implication to the allowance scheme. To limit the potential cost implication, (e.g. 3 per committee/per year) be set?

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- 3. Yes
- 4. No

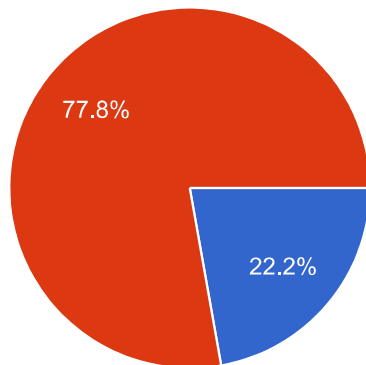
Part D: To consider whether there is a case to increase the current Special Responsibility Allowance for the chairperson of Scrutiny Management Board



Question 1: Do you think that the position of chairperson of SMB should receive a higher rate special responsibility allowance, in addition to the basic rate?

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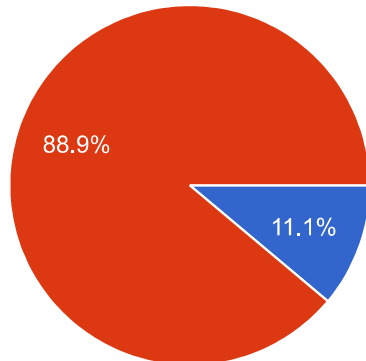


- 1. Yes
- 2. No- go to Part E Question 1 (please access the next button at the foot of this page).

Question 2: If yes, to the above question, should that higher SRA payment rate be cost neutral to the allowance scheme? For example by taking a pro rata payments away from the other committee Chairs within the current allowance scheme

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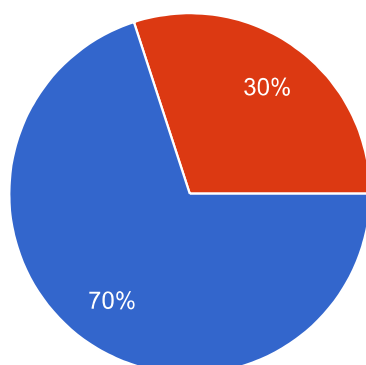


- 3. Yes
- 4. No or

Question 3: Should the higher rate SRA be an additional costs within the allowance scheme?

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- 5. Yes
- 6. No

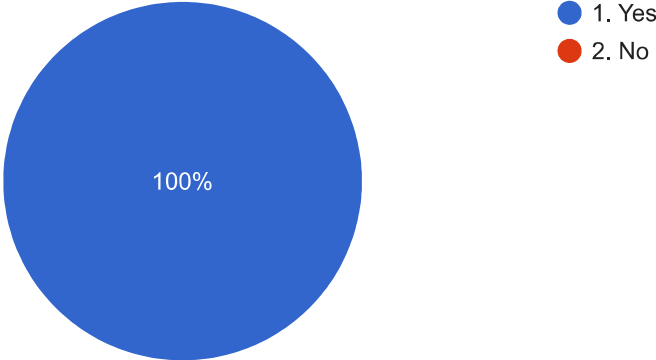


Part E: To consider the continuance of the existing agreement to maintain the National Joint Council (NJC) index linked is maintained for basic responsibility allowances for a further 4 years.

Question 1: Do agree that the NJC index linked annual pay award be maintained for a further four years?

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27 responses



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