

Q1 In a typical week how many hours do you spend on the ward councillor role?

Answered: 26 Skipped: 0

#	RESPONSES	DATE
1	3-5	2/10/2026 12:10 PM
2	20	2/10/2026 11:32 AM
3	20	2/7/2026 12:33 PM
4	8-10 hours excluding meetings at Swale House	2/3/2026 8:15 PM
5	Between 10 and 20	2/3/2026 5:09 PM
6	12	2/2/2026 8:28 PM
7	20	2/2/2026 5:23 PM
8	6 hours per week on case work and resident communication	2/2/2026 4:51 PM
9	22	2/2/2026 4:09 PM
10	10-20	2/2/2026 3:05 PM
11	30	2/2/2026 3:05 PM
12	18	2/2/2026 2:19 PM
13	20-26	2/2/2026 1:42 PM
14	min 20hrs	2/2/2026 1:20 PM
15	4-8	2/2/2026 12:54 PM
16	10	2/2/2026 12:41 PM
17	10 - 20	2/2/2026 12:39 PM
18	25	2/2/2026 12:18 PM
19	20	2/2/2026 12:12 PM
20	25	2/2/2026 12:10 PM
21	20	2/2/2026 12:09 PM
22	6	2/2/2026 12:06 PM
23	25	2/2/2026 12:02 PM
24	20	2/2/2026 11:59 AM
25	20	2/2/2026 11:56 AM
26	25	2/2/2026 11:53 AM

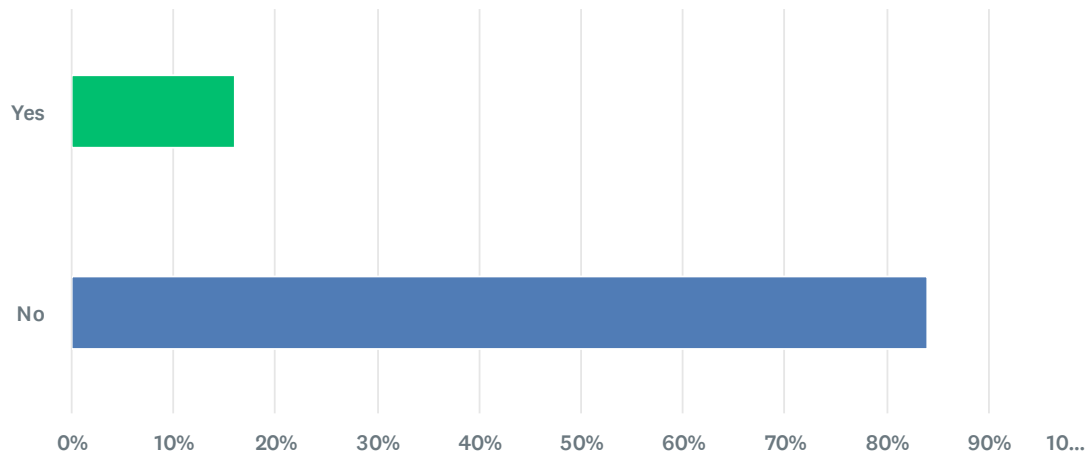
Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.]Please specify specific roles below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

Answered: 18 Skipped: 8

#	RESPONSES	DATE
1	Deputy Group Leader 1-2	2/10/2026 12:10 PM
2	Group Leader	2/2/2026 5:23 PM
3	Chair eastern area committee - approx 1 hour per week. Planning committee member - approx 4 hours reading for each meeting plus 3 hours per meeting. Housing, health and community committee member - approx 2 hours reading per meeting, plus 2-3 hours attending each meeting. Policy and Resources Committee 2 hours reading per meeting plus approx 2 hours per meeting.	2/2/2026 4:51 PM
4	N/A	2/2/2026 4:09 PM
5	N/a	2/2/2026 3:05 PM
6	N/A	2/2/2026 3:05 PM
7	Leader of the main opposition Leader of the Conservative Group Vice chair P&R Chair of Constitutional Working Group	2/2/2026 2:19 PM
8	n/a	2/2/2026 1:20 PM
9	Chair of audit 1 (condensed around meetings with much pre reading but then long gaps). Chair of PTPWG - 1 hour as above	2/2/2026 12:54 PM
10	Going around to see residents Emails from residents	2/2/2026 12:41 PM
11	Mayor. Average 25 hrs which includes researching for speeches travelling to venues	2/2/2026 12:18 PM
12	10 as group leader	2/2/2026 12:12 PM
13	deputy group leader 5hr vice chair service committee 10hr area committee chair 5hrs	2/2/2026 12:10 PM
14	10	2/2/2026 12:09 PM
15	1-2	2/2/2026 12:06 PM
16	20	2/2/2026 11:59 AM
17	Vice chair - Average 1hour	2/2/2026 11:56 AM
18	10	2/2/2026 11:53 AM

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

Answered: 25 Skipped: 1



Answer Choices	Percentage	Responses
● Yes	16.00%	4
● No	84.00%	21
Show comments		
Total		25

Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire
2026

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Additional personal security at my property - £80p.a	2/2/2026 4:51 PM
2	Mileage to meetings in my ward or relating to my ward that are not covered by the Members Expenses policies.	2/2/2026 4:09 PM
3	So many hours spent on ward councillor role leaves few hours in the week to undertake properly remunerated work	2/2/2026 3:05 PM
4	n/a	2/2/2026 1:20 PM
5	Travel from place of work to meetings at Swale House	2/2/2026 11:53 AM

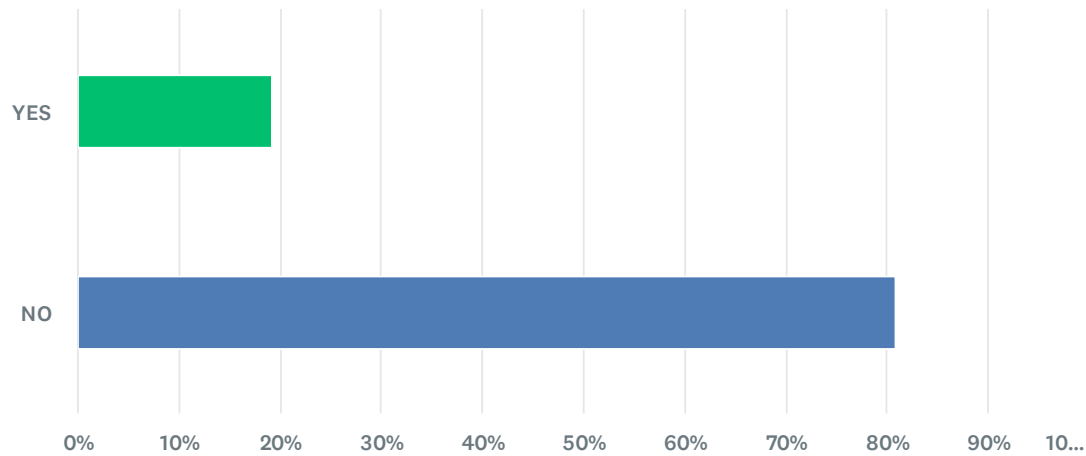
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time 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: 26 Skipped: 0

#	RESPONSES	DATE
1	30-40%	2/10/2026 12:10 PM
2	25	2/10/2026 11:32 AM
3	10%?	2/7/2026 12:33 PM
4	50%	2/3/2026 8:15 PM
5	50%	2/3/2026 5:09 PM
6	30%	2/2/2026 8:28 PM
7	50%	2/2/2026 5:23 PM
8	33%	2/2/2026 4:51 PM
9	Zero per cent. Although the role is voluntary in the sense that it is elected, I recognise, along with the LGA, that it requires a professional level of commitment to effectively represent a community.	2/2/2026 4:09 PM
10	10 hours a week	2/2/2026 3:05 PM
11	20%	2/2/2026 3:05 PM
12	Time doing casework should be expected as a requirement Time at meetings should be covered.	2/2/2026 2:19 PM
13	10-15%	2/2/2026 1:42 PM
14	n/a	2/2/2026 1:20 PM
15	Lots of people on average volunteer 2 hours a week so this seems a reasonable number to compare to in my case 20-25%. I'm not sure I actually accept the premise of the question, choosing to run for election and be publically available is not that same as helping in a charity shop or at a scout troop so isn't a hugely fair comparison.	2/2/2026 12:54 PM
16	10%	2/2/2026 12:41 PM
17	10%	2/2/2026 12:39 PM
18	10 hrs a week.	2/2/2026 12:18 PM
19	50%	2/2/2026 12:12 PM
20	25%	2/2/2026 12:10 PM
21	30	2/2/2026 12:09 PM
22	25%	2/2/2026 12:06 PM
23	10 hrs	2/2/2026 12:02 PM
24	25%	2/2/2026 11:59 AM
25	50%	2/2/2026 11:56 AM
26	10%	2/2/2026 11:53 AM

Q5 The present level of Basic Allowance payable to all Councillors is £6,786. Do you think this is appropriate?

Answered: 26 Skipped: 0



Answer Choices	Percentage	Responses
● YES	19.23%	5
● NO	80.77%	21
Show comments		
Total		26

Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire
2026

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Needs to be higher as hasn't increased for a number of years.	2/10/2026 12:13 PM
2	Higher to reflect the time and effort put into the role. Also, the allowance has not been increasing in line with wages.	2/10/2026 11:32 AM
3	Higher, the amount of hours we work can be equal to a full time job - I had to give my job up as couldn't do both Reading papers (often 300-1000 pages long before a meeting is very time consuming. A new contract eg waste collection, increases time required considerably	2/7/2026 12:37 PM
4	Higher	2/2/2026 8:29 PM
5	Higher	2/2/2026 4:54 PM
6	It should be higher and rise in line with the national minimum wage.	2/2/2026 4:13 PM
7	HIGHER. Working 30 hours a week for 46 weeks is 1,380 hours a year. That works out at about £5 per hour. That's less than half the minimum wage! Given the pressure, responsibility and commitment required, this will be off-putting to many potential candidates. Surely we should be paid at least the minimum wage? £12.21 x 1380 = £16,850. Less a 20% discounted element = £13,500	2/2/2026 3:18 PM
8	N/a	2/2/2026 3:06 PM
9	Higher	2/2/2026 2:20 PM
10	Higher, including 15% Voluntary work, we currently receive the equivalent of less than 10hrs a week at minimum wage.	2/2/2026 1:48 PM
11	at the moment i am doing the work of two councillors as cllr clark is unable to continue in the role due to a life changing situation. Also there is a huge stress related issue for all councillors due to volume of work and lack of Government interest.	2/2/2026 1:26 PM
12	Higher	2/2/2026 12:55 PM
13	Higher. A large amount of hours is antisocial	2/2/2026 12:42 PM
14	Higher. For the amount of work and extra reading etc	2/2/2026 12:19 PM
15	higher	2/2/2026 12:12 PM
16	higher give the service committees are a lot longer than plan and meet more than planned when allowances were last reviewed	2/2/2026 12:11 PM
17	Higher	2/2/2026 12:09 PM
18	Higher	2/2/2026 12:08 PM
19	Higher	2/2/2026 12:03 PM
20	It has not kept pace with inflation	2/2/2026 11:59 AM
21	Higher, while I understand for obvious reasons that political activity cannot be paid canvassing which takes a huge amount of time is ward work and a great place to gather casework.	2/2/2026 11:58 AM
22	Higher because it doesn't equate to time given to the role	2/2/2026 11:54 AM

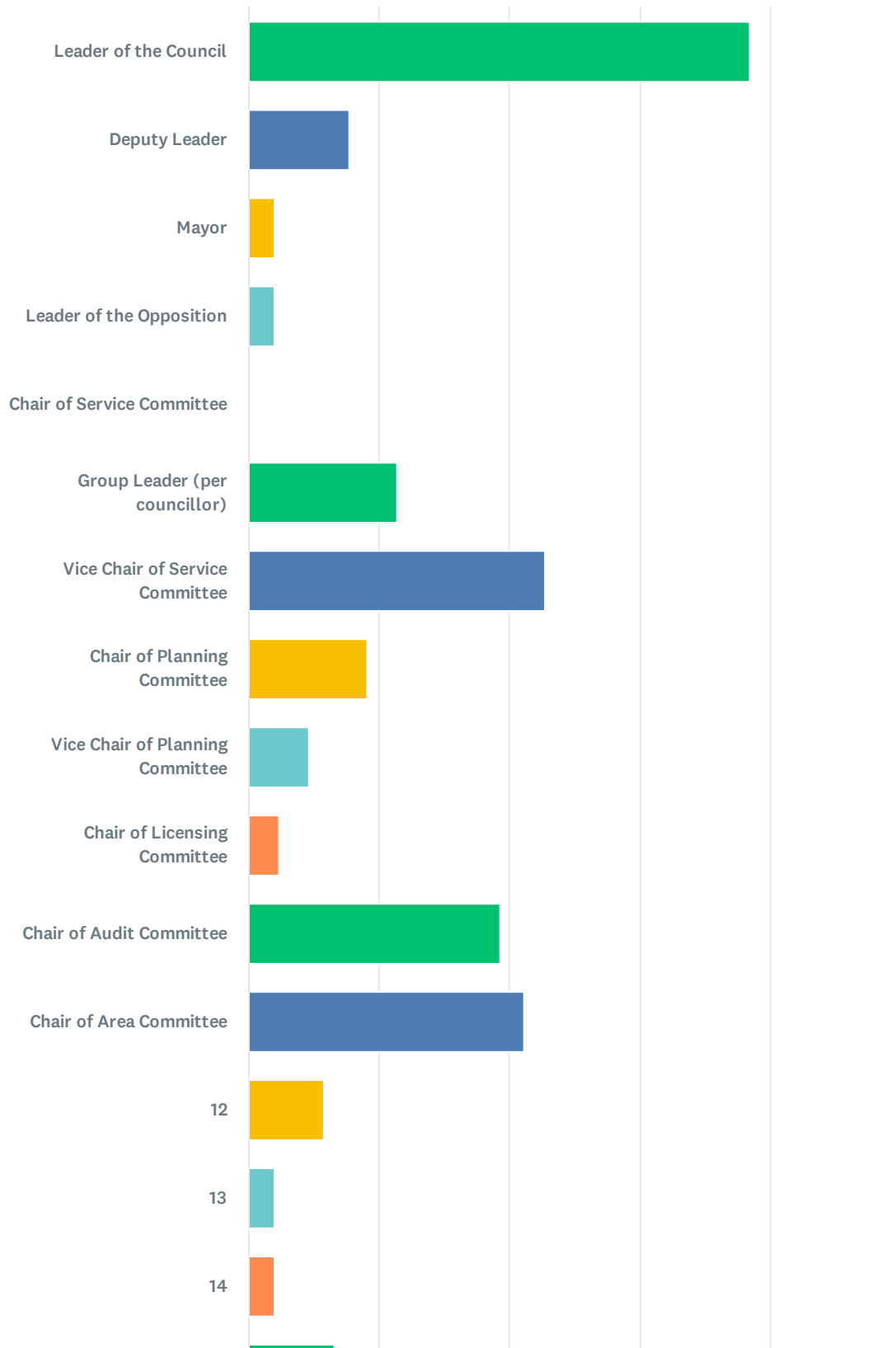
Q6 If you are able to, please indicate an appropriate level £:

Answered: 20 Skipped: 6

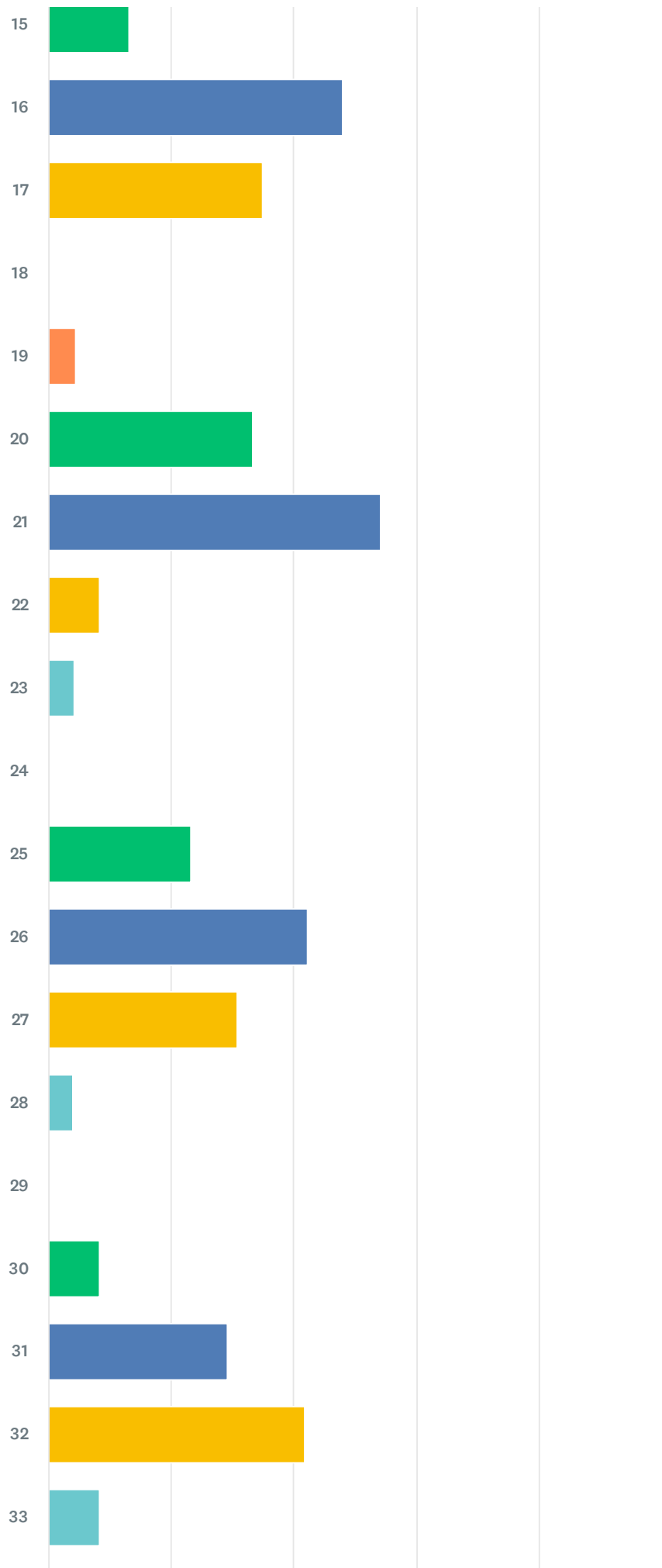
#	RESPONSES	DATE
1	£8500 - inflation over last 5 years	2/10/2026 12:13 PM
2	Closer to £20,000. The public assume you get that soet of money so expect you to be available 24/7	2/7/2026 12:37 PM
3	£8,000	2/2/2026 4:54 PM
4	£12.12 national minimum wage x 22 hours a week is £266.64 or £13,865.28 per annum.	2/2/2026 4:13 PM
5	£13,500	2/2/2026 3:18 PM
6	N/a	2/2/2026 3:06 PM
7	£7057 4% increase.	2/2/2026 2:20 PM
8	Not wanting to put too much pressure on council budget I would suggest annually £7500. This would account for nearly 12 hours a week at minimum wage (2024-25) and be nearer 50-50 for Voluntary and paid in my circumstance.	2/2/2026 1:48 PM
9	£10,000	2/2/2026 1:26 PM
10	No specific figure but should look at living wage plus transport amounts.	2/2/2026 12:55 PM
11	7,000 - 8,000	2/2/2026 12:42 PM
12	£8 000 per annum	2/2/2026 12:19 PM
13	7500	2/2/2026 12:12 PM
14	closer to 10k	2/2/2026 12:11 PM
15	10,000	2/2/2026 12:09 PM
16	£7,750	2/2/2026 12:08 PM
17	£200	2/2/2026 12:03 PM
18	10000	2/2/2026 11:59 AM
19	No idea	2/2/2026 11:58 AM
20	8,500	2/2/2026 11:54 AM

Q7 Special Responsibility Allowances (SRAs) will be considered by the IRP: To assist the Panel to produce a more consistent group of allowances, please can you score each role / position in terms of importance.

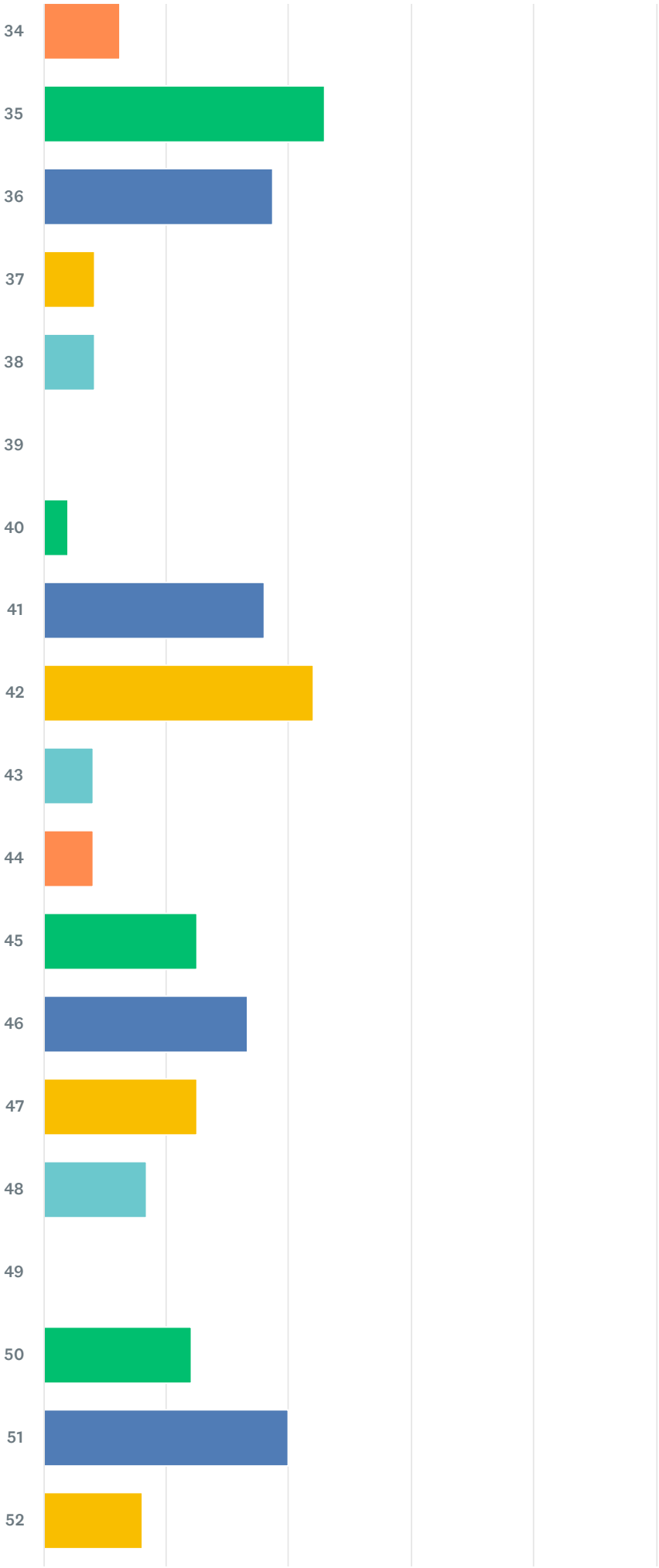
Answered: 26 Skipped: 0



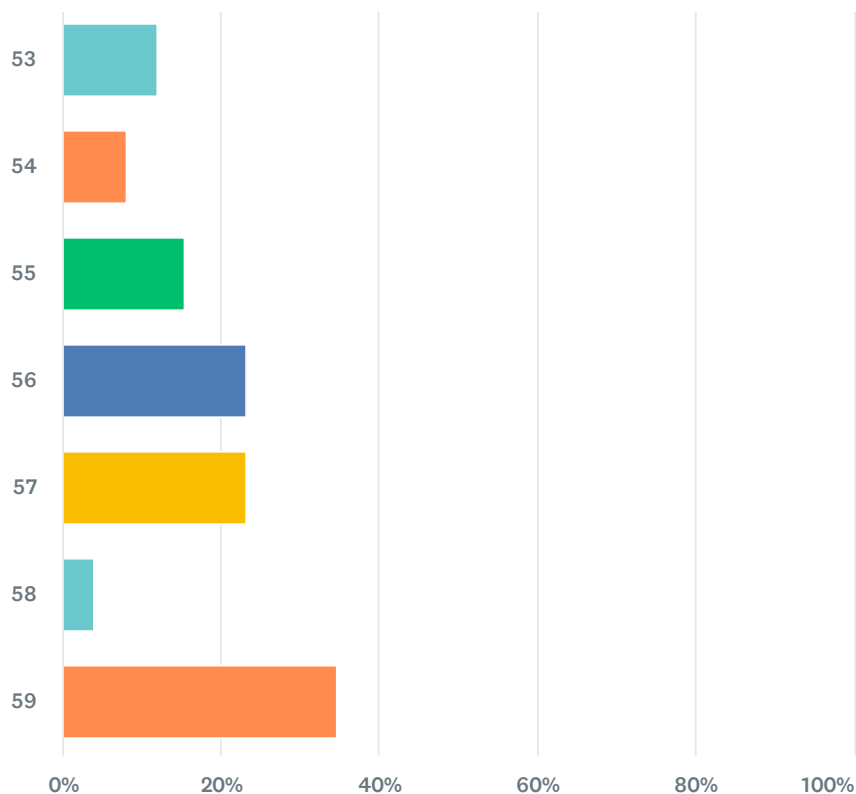
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2026



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Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire 2026



	Total
Leader of the Council	26
Deputy Leader	22
Mayor	26
Leader of the Opposition	23
Chair of Service Committee	24
Group Leader (per councillor)	26
Vice Chair of Service Committee	24
Chair of Planning Committee	24

295

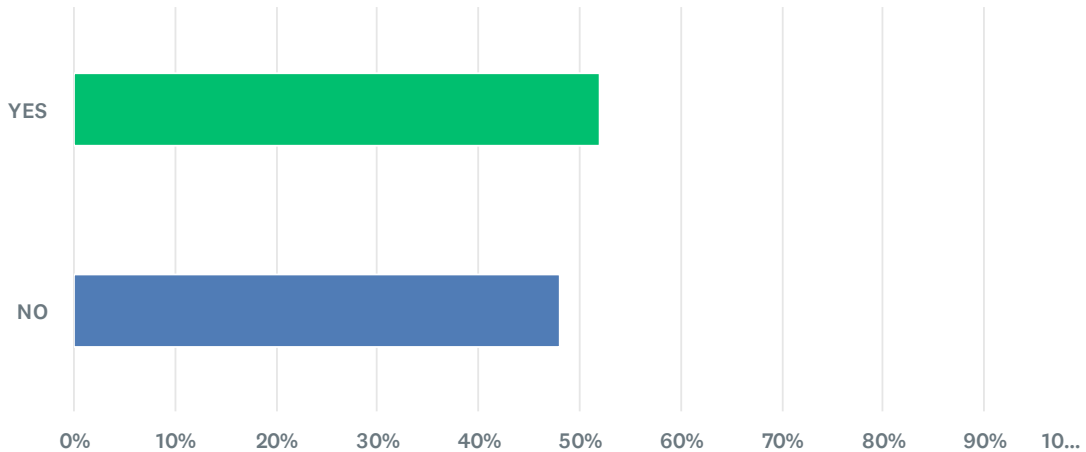
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2026

	Total
Vice Chair of Planning Committee	25
Chair of Licensing Committee	24
Chair of Audit Committee	25
Chair of Area Committee	26
	295

 10 answers are combined

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

Answered: 25 Skipped: 1



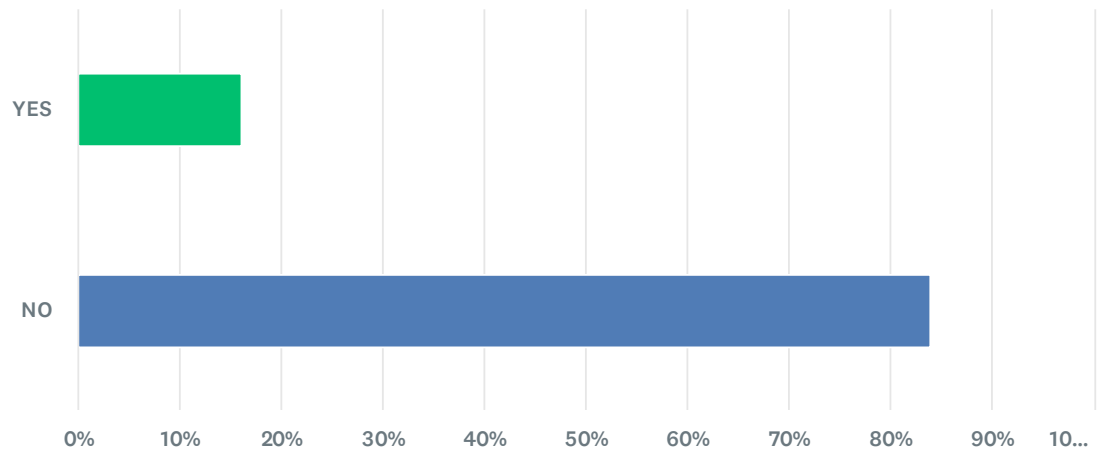
Answer Choices	Percentage	Responses
YES	52.00%	13
NO	48.00%	12
Show comments		
Total		25

Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire
2026

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Something for Vice Chairs	2/3/2026 5:11 PM
2	Unsure of amounts involved. Not enough information.	2/2/2026 8:36 PM
3	Chair of planning - increased by 25% owing the the number of meeting and the challenging nature of the committee	2/2/2026 5:26 PM
4	I think the Leader should get SRA equivalent to 10 hours at National Minimum Wage (£12.21) or £6,302.40 a year. I think the deputy leader, opposition group leaders and chairmen of service and statutory committees should get an SRA equivalent to 5 hours at National Minimum Wage (£12.21), or £3,151.20 a year. I don't think deputy-chairmen and vice-chairmen should get an SRA. I don't think non-statutory chairmen such as Area Committees or working group chairmen should get any SRA. Any member can only claim one SRA.	2/2/2026 4:30 PM
5	Do away with area committees.	2/2/2026 3:07 PM
6	Some allowances cover time spent carrying out the role, others almost feel like being paid to turn up and chair a meeting.	2/2/2026 2:23 PM
7	n/a	2/2/2026 1:28 PM
8	Committees that meet infrequently are too high	2/2/2026 12:57 PM
9	council leader reduced to 12k, 6k for deputy leader, service committee chair, leader of the opposition. remove allowance for standards committee chair and audit chair as they don't meet very often and the meetings don't last long. hold chairs of area committees and licensing chair at 2k with group leaders. Mayor's allowance should be link to or above service committee chairs given the important role and chairing full council the largest and most important meeting, deputy Mayor to get half what the mayor gets. parish chairs allowances should be based on either precept or amount of residents, 10% of swale allowance is too low for parish chairs and 5% for parish councils is also too for bigger parish and town council who do lots. these changes would allow members allowance to rise to £7127 and be cost neutral	2/2/2026 12:28 PM
10	the level of work required as a group leader is significant and currently undervalued.	2/2/2026 12:13 PM
11	No area committee remuneration	2/2/2026 12:05 PM
12	I think the Leader of the Council when you consider how much work goes into it makes the SRA terrible. It's a crucial and full time role that essentially pays minimum wage.	2/2/2026 12:02 PM
13	Planning committees have been repeatedly cancelled make the allowance disproportionate, the length of planning meetings has reduced as well.	2/2/2026 11:59 AM
14	Delete Area Committee	2/2/2026 11:55 AM

Q9 Would you like to see any new SRAs introduced?

Answered: 25 Skipped: 1



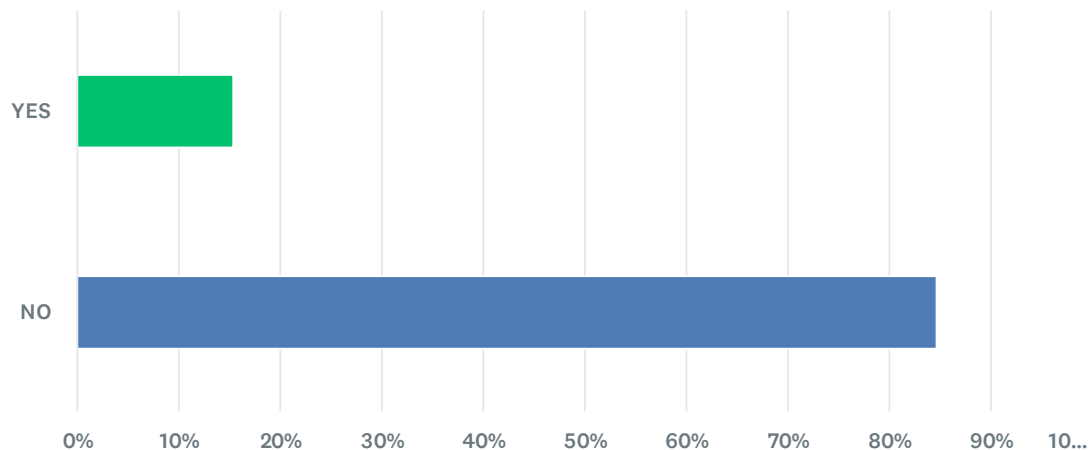
Answer Choices	Percentage	Responses
YES	16.00%	4
NO	84.00%	21
<a>Show comments		
Total		25

Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire
2026

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Deputies sometimes attend all meetings that a Chair would, but don't get remunerated	2/10/2026 12:15 PM
2	Deputy mayor	2/2/2026 4:55 PM
3	Working group attendance/chairing	2/2/2026 12:57 PM
4	More of a maybe than a yes or no but I feel that with all the work that has been done and will be done going forwards on the local plan there should be an SRA for the chair (although I'm not sure what the law says there)	2/2/2026 12:02 PM

**Q10 Dependent Carers' Allowance - Reimbursed at the following rates:-
Childcare- Linked to Real Living Wage, £13.45 per hour upon production
of receipts- Specialist Care - At cost upon production of receiptsWould
you like to see any changes to this allowance?**

Answered: 26 Skipped: 0



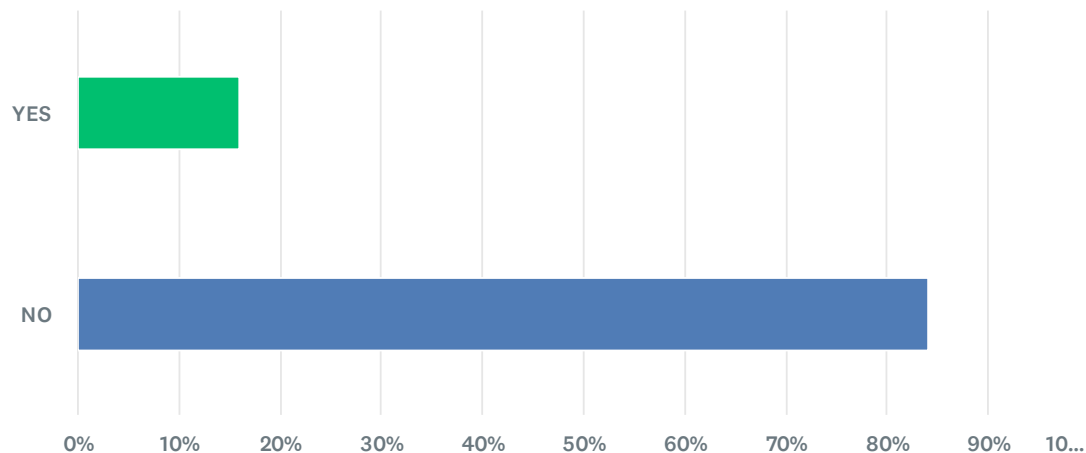
Answer Choices	Percentage	Responses
☒ YES	15.38%	4
☐ NO	84.62%	22
Show comments		
Total		26

Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire
2026

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	There is no statutory requirement to pay this. The council is suffering financial hardship and we should reduce costs where we can.	2/2/2026 4:32 PM
2	As it is.	2/2/2026 3:08 PM
3	Keep link to real living wage	2/2/2026 12:08 PM
4	I cautiously suggest moving it down a little due to the increase in entitled hours for childcare from the government.	2/2/2026 12:04 PM

Q11 The current scheme of travel allowances are linked to those recommended by HMRC. The current subsistence allowances are linked to those paid to officers. Do you have any comments on the current scheme for Councillors?

Answered: 25 Skipped: 1



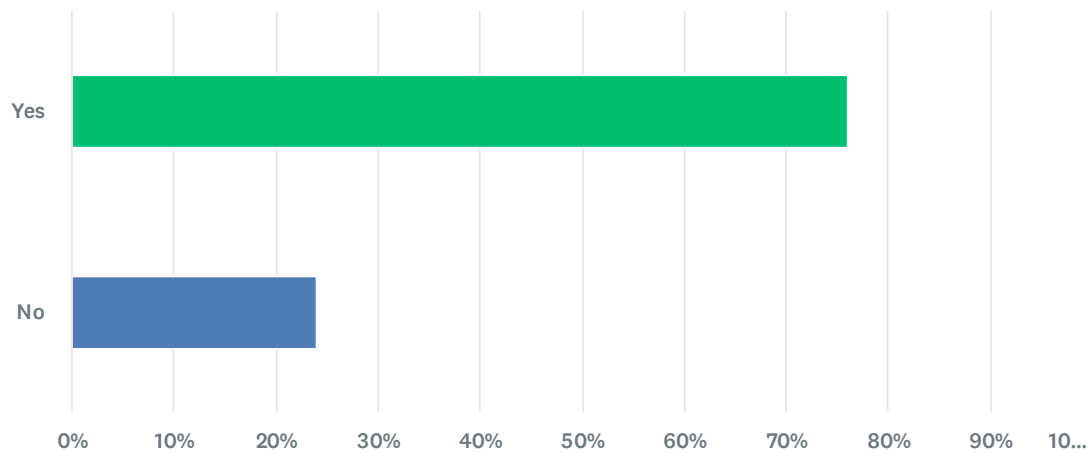
Answer Choices	Percentage	Responses
☒ YES	16.00%	4
☐ NO	84.00%	21
Show comments		
Total		25

Swale Borough Council Independent Remuneration Panel, Members' Allowances Questionnaire
2026

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Stick with what we are doing, though I would extend mileage expenses to cover all ward-related meetings, including parish council attendances.	2/2/2026 4:34 PM
2	Same for all	2/2/2026 1:31 PM
3	should stay link to staff	2/2/2026 12:28 PM
4	home to office needs tightening up.	2/2/2026 12:14 PM
5	Should be linked to what officers get	2/2/2026 11:58 AM

Q12 Parental Leave Policy for Councillors. The Council has introduced a Parental Leave Policy for Councillors, are you supportive of a Parental Leave Policy for Councillors?

Answered: 25 Skipped: 1



Answer Choices	Percentage	Responses
● Yes	76.00%	19
● No	24.00%	6
Total		25

Q13 If you have any other comments on Members' Allowances, please detail below:

Answered: 6 Skipped: 20

#	RESPONSES	DATE
1	Generally seems acceptable as they are, if the basic allowance was increased to as it should be if there were annual increases made in previous years	2/10/2026 12:17 PM
2	Given increased threats to personal safety, and the resulting impact on councillors day jobs, allowances need to reflect the increasing costs of staying safe and losses incurred on our day jobs.	2/2/2026 5:01 PM
3	Pay peanuts, get monkeys	2/2/2026 3:24 PM
4	Nothing more to add.	2/2/2026 3:08 PM
5	The allowance should not be taxed as it is there to cover our costs which is not fair.	2/2/2026 1:31 PM
6	Proof of doing the job	2/2/2026 12:06 PM