

## Schedule of evidence considered by the Independent Remuneration Panel

- 1.1 The Panel conducted individual interviews with 13 councillors and 3 officers over the course of the review:

### Councillors

Councillor Kilian Bourke  
 Councillor Nick Clarke  
 Councillor Steve Count  
 Councillor Criswell  
 Councillor Martin Curtiss  
 Councillor Peter Downes  
 Councillor Catherine Hutton  
 Councillor Simon King  
 Councillor John Powley  
 Councillor Philip Read  
 Councillor Kevin Reynolds  
 Councillor Tariq Sadiq  
 Councillor Susan van de Ven  
 Councillor Kevin Wilkins

### Officers

Mark Lloyd  
 Pat Harding  
 Ian Lambert

- 1.2 The Panel also took into account a range of written submissions. Not including comments submitted during the public survey, the Panel received 17 written submissions from Councillors and the general public.
- 1.3 A short survey of councillors was undertaken between 13 and 27 January 2012. In total, 35 councillors responded, representing a response rate of 51%. The survey sought councillors' views on a range of issues relating to the allowances scheme. In summary, the results were that:
- 40% (14) agreed that the current scheme of allowances does enable them to carry out their role effectively (12% felt strongly that this was the case). Conversely, 37% (13) disagreed whilst the remainder remained neutral on the question.
  - The table below shows responses on the current level of allowances

	<i>Much too high</i>	<i>Too high</i>	<i>Just right</i>	<i>Too low</i>	<i>Much too low</i>
The Basic Allowance (currently £7,610) is:	1 (3.0%)	1 (3.0%)	6 (18.2%)	19 (57.6%)	6 (18.2%)
The Special Responsibility Allowances are:	3 (9.4%)	3 (9.4%)	10 (31.3%)	11 (34.4%)	5 (15.6%)
The overall budget for allowances (£1.037m) is:	2 (7.1%)	2 (7.1%)	7 (25.0%)	14 (50.0%)	3 (10.7%)

Councillors also provided a range of comments to clarify their views.

- 1.4 The Panel also asked for a public survey to be undertaken via the Council's

website. This ran from 14 to 29 February 2012. Just under 250 responses were received. Results of the survey are published as a separate report, "Public Survey on Councillor Allowances".

- 1.5 The Panel hosted a public meeting on Monday 27 February 2012 at Anglia Ruskin University. Attendees were asked for their views on:
  - The current economic and financial climate and the extent to which the Panel should consider it in their deliberations;
  - The basic allowance;
  - Special responsibility allowances; and
  - Democratic diversity and the extent to which allowances play a role in this.
- 1.6 The Panel also reviewed information on the role and demographic makeup of councillors, both locally and nationally and referred to the National Census of Local Authority Councillors 2010, published by the National Foundation for Educational Research and the Local Government Group
- 1.7 The Panel considered changes to allowances at Cambridgeshire County Council from 2003 onwards. The Panel considered changes to local government employees pay over the same period.

The Panel considered data relating to the Council's revenue budget over a similar period.

- 1.8 The Panel considered the levels of allowances paid at other authorities.