

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

Answered: 19 Skipped: 1

#	RESPONSES	DATE
1	15 (excluding any party political work eg canvassing)	1/5/2025 3:46 PM
2	20	1/1/2025 8:27 PM
3	20	12/31/2024 11:04 AM
4	35-40	12/28/2024 4:49 PM
5	10 hours per week	12/28/2024 11:11 AM
6	15-20	12/23/2024 3:29 PM
7	30+	12/23/2024 10:27 AM
8	5	12/19/2024 8:00 PM
9	21	12/18/2024 7:33 PM
10	8 (this is for ward casework and does not include committee membership - attendance and prep	12/18/2024 6:41 PM
11	15, including being Group secretary	12/13/2024 11:32 AM
12	10	12/11/2024 12:46 PM
13	5 hours	12/10/2024 1:42 PM
14	5 hours	12/10/2024 12:07 PM
15	14 hours	12/10/2024 12:00 PM
16	41.	12/10/2024 11:07 AM
17	40 plus	12/10/2024 10:58 AM
18	30 hours	12/10/2024 10:39 AM
19	20	12/10/2024 9:52 AM

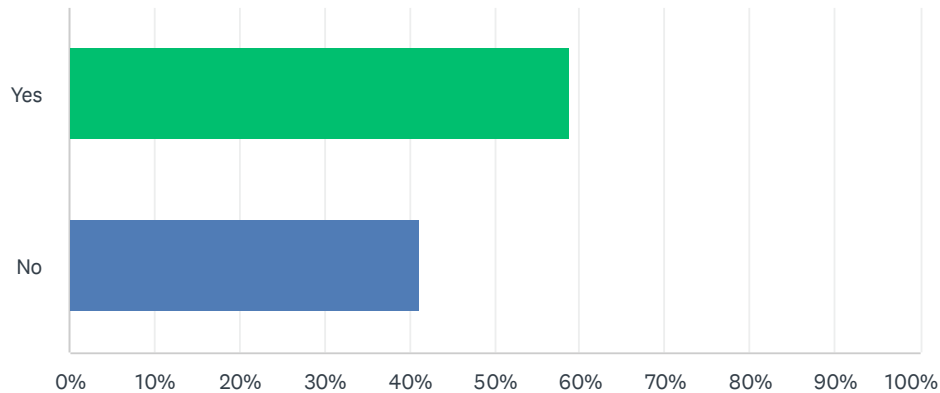
Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.]Please specify specific roles below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

Answered: 15 Skipped: 5

#	RESPONSES	DATE
1	There are no "typical" weeks. Hours vary enormously depending on issues arising Chair of S&R Scrutiny. 3 to 5 hours per week Vice-Chair of Housing Scrutiny. 2 to 3 hours per week	1/1/2025 8:27 PM
2	Chair of Licencing: 4hrs depending on Sub committees where its around 8hrs. Chair of Civic Affairs: 4-5hrs	12/31/2024 11:04 AM
3	Exec Cllr Finance and Resources 25 Chair of JDCC, Joint Planning Service Member Board 5 Member of GCP Joint Assembly and CPCA Investment Committee 5	12/28/2024 4:49 PM
4	Chair of E and C Scrutiny - 5 hours per week Deputy Mayor - 10-15 hours per week	12/28/2024 11:11 AM
5	N/A	12/23/2024 10:27 AM
6	NA	12/19/2024 8:00 PM
7	Licensing - 3 a week Bailiff - 1 a week	12/18/2024 7:33 PM
8	Lib Dem Group Leader (incl opposition spokesperson on a portfolio) - 12 Greater Cambridge Partnership Assembly (Chair) - 1.5 Membership Strategy & Resources Committee - 0.5 Membership Planning Policy & Transport Committee - 0.5	12/18/2024 6:41 PM
9	Exec councillor for Planing & Infrastructure 10	12/13/2024 11:32 AM
10	I am Executive Councillor for Community Safety, Homelessness and Wellbeing. I spend an average of about 30 hours a week on this role	12/11/2024 12:46 PM
11	Deputy Leader - 15 Committees including planning - 8 Labour party work related to Deputy Leader - 7	12/10/2024 1:42 PM
12	Chair of Planning and JDCC - 10 hours Executive Councillor for Open Spaces and City Services - 30 hours	12/10/2024 12:07 PM
13	Group Leader, Planning Committee member and spokes, strategy and resources spokes, civic affairs spokes, governance group , various other odds and ends. I don't have typical weeks and there is considerable overlap between these things. For example, I spend a lot of my ward councillor time on planning matters and I also have to advise colleagues on their ward councillor activities as group leader. All I know is that there aren't enough hours in the day or the evening to do everything. In addition there are training and briefing sessions most evenings.	12/10/2024 11:07 AM
14	exec 30 plus Ward 16-20	12/10/2024 10:58 AM
15	Finance Spokes - 10	12/10/2024 10:39 AM

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

Answered: 17 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	58.82%	10
No	41.18%	7
TOTAL		17

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Provision of lap top plus IT support. I expect to have to buy a new laptop (£800) every 4 years ie £200 per year. A second screen is now essential in my view and these would last longer. I also hire IT support each year at £100 per year. support	1/1/2025 8:27 PM
2	IT software, broadband and lap top, car and travel costs	12/28/2024 4:49 PM
3	Paper, print cartridges 2	12/23/2024 3:29 PM
4	As a councillor, I dedicate 30to 40 hours every week to serving the community, which significantly impacts my ability to work as a taxi driver. Since my income depends on the hours I physically work, this balance often results in financial strain.	12/23/2024 10:27 AM
5	Travel as disabled	12/18/2024 7:33 PM
6	Mobile phone; paper and printer cartridges - est. £450pa	12/18/2024 6:41 PM
7	The amount of hours worked, and particularly the anti-social / late night hours worked. I don't think Planning Committee remuneration is fair, particularly as some members receive the full amount and reserves receive nothing.	12/10/2024 1:42 PM
8	Travel to meetings outside of the city	12/10/2024 12:07 PM
9	I turned my garden shed into a ward office.	12/10/2024 11:07 AM
10	Paper, ink, phone, laptop, transport costs	12/10/2024 10:58 AM
11	The stationary allowance does not cover all the costs incurred	12/10/2024 9:52 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: 19 Skipped: 1

#	RESPONSES	DATE
1	I feel that this assumption disadvantages those on lower wages, with disabilities or with care commitments (often but not always women). In addition all councillors have to undertake "political" commitments in terms of canvassing, leaflet delivery etc which is already unpaid. It also assumes that councillors have the luxury of a good pension, a job with flexible hours or can afford to work part time, especially for those who sit on committees that meet in the day. I think that it should be paid fairly to encourage a more diverse set of councillors otherwise so many voices are lost from the debate.	1/5/2025 3:46 PM
2	I suggest that a typical volunteer would expect to commit 2 hours per week to voluntary work. So that's about 8% of my time. 25 hours per week less the 2 hours voluntary element means payment on 23 hours per week at current Min Wage £11.44 = £13,682 For 2025/6 £12.21 = £14,603 per year	1/1/2025 8:27 PM
3	around 10hrs as you would in say a community café for example.	12/31/2024 11:04 AM
4	10%	12/28/2024 4:49 PM
5	None. Councillors may choose to give time voluntarily but it should not be expected. As with unpaid internships, this expectation narrows the demographic of councillors.	12/28/2024 11:11 AM
6	20%	12/23/2024 3:29 PM
7	Birmingham councillors receive £18,876 annually. while Cambridge City councillors, despite representing an area with higher living costs, receive only £6,000. This disparity raises concerns about fairness and the financial challenges faced by councillors in more expensive cities like Cambridge.	12/23/2024 10:27 AM
8	20	12/19/2024 8:00 PM
9	25%	12/18/2024 7:33 PM
10	20%	12/18/2024 6:41 PM
11	30%	12/13/2024 11:32 AM
12	20%	12/11/2024 12:46 PM
13	15-20%	12/10/2024 1:42 PM
14	This goes against the idea that anyone can be a councillor. Maybe I don't fully understand the statement, but seems to me that the element should be zero or absolute minimum. Otherwise we're saying that only rich people, or employed people, or retired people can be councillors.	12/10/2024 12:07 PM
15	20%	12/10/2024 12:00 PM
16	I didn't vote for this and don't agree with it so 0 per cent. Financial exclusion is a huge problem and prevents us from having a fully representative councillor group. It means that older councillors and those with health problems are pressured to stay on long after they feel ready to go. I am aware that I do work very long hours and take on additional tasks that I don't have to do and this might seem to undercut my heartfelt 0 per cent. But just because I care about my community shouldn't be used as a justification for exploitation. Yes being a councillor is a vocation but councillors and their families still have to eat, heat and pay the	12/10/2024 11:07 AM

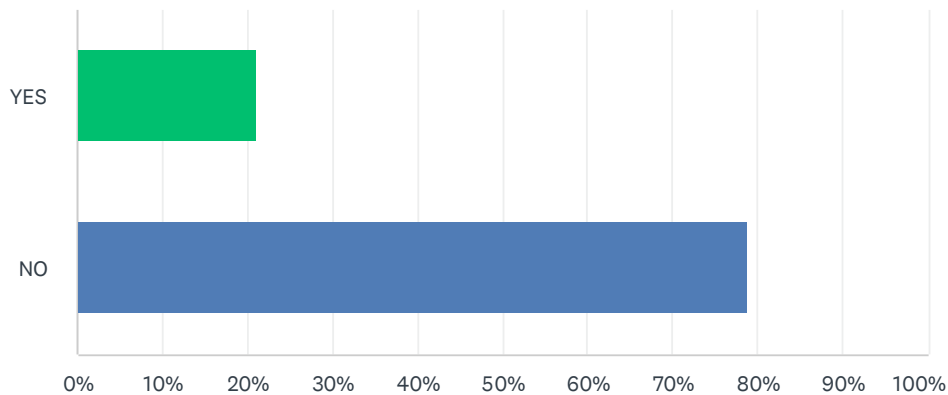
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rent. It is getting harder and harder to get candidates to come forward and our broken remuneration system is just part of that but it is a part.

17	40	12/10/2024 10:58 AM
18	0%. I think that this idea favours the wealthy. This should be a full time job which it effectively is already if you are doing it properly, and appropriately paid.	12/10/2024 10:39 AM
19	A lot of time is in talking to residents when just walking down the street or attending local events.	12/10/2024 9:52 AM

Q5 The present level of Basic Allowance payable to all Councillors is £6,690. Do you think this is appropriate?

Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
YES	21.05%	4
NO	78.95%	15
TOTAL		19

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher - in order to encourage more diversity in politics, councillors should receive at least the living wage to cover the hours worked.	1/5/2025 3:46 PM
2	It should be Higher.	1/1/2025 8:27 PM
3	This is one of the lowest basic allowances for Cllrs in the country, and yet we in Cambridge are frequently in the media as the leading light of the future in regards to the UK economy.	12/31/2024 11:07 AM
4	Higher. Councillors are important decision makers dealing with large sums of public funds and residents' services and their we need to attract able people to the role.	12/28/2024 11:11 AM
5	Higher, the City Council is a living wage employer but does not apply this to councillors also Cambridge City is seen as a significant City for Countrys economic and technical progress and the councillors play a significant role in this.	12/23/2024 3:33 PM
6	As of February 2024, the basic allowance for a Birmingham City Council councillor is £18,876. However, councillors receive additional allowances . It should be higher	12/23/2024 10:30 AM
7	With % discount 25% working voluntary not hitting the minimum working wage per hour	12/18/2024 7:35 PM
8	Higher	12/13/2024 11:33 AM
9	Higher. I would prefer the role of councillor to be treated as something closer to a full-time job, as I believe this would attract a wider range of applicants.	12/11/2024 12:46 PM
10	higher	12/10/2024 12:11 PM
11	higher	12/10/2024 12:01 PM
12	Higher so we can attract councillors who can't otherwise afford to stand	12/10/2024 11:09 AM
13	public perception is that we are available 24/7 as a personal advocate, council perception is that we are as prepared and professional as council officers which requires high levels of dedication.	12/10/2024 11:00 AM
14	Higher for the reasons already stated.	12/10/2024 10:39 AM

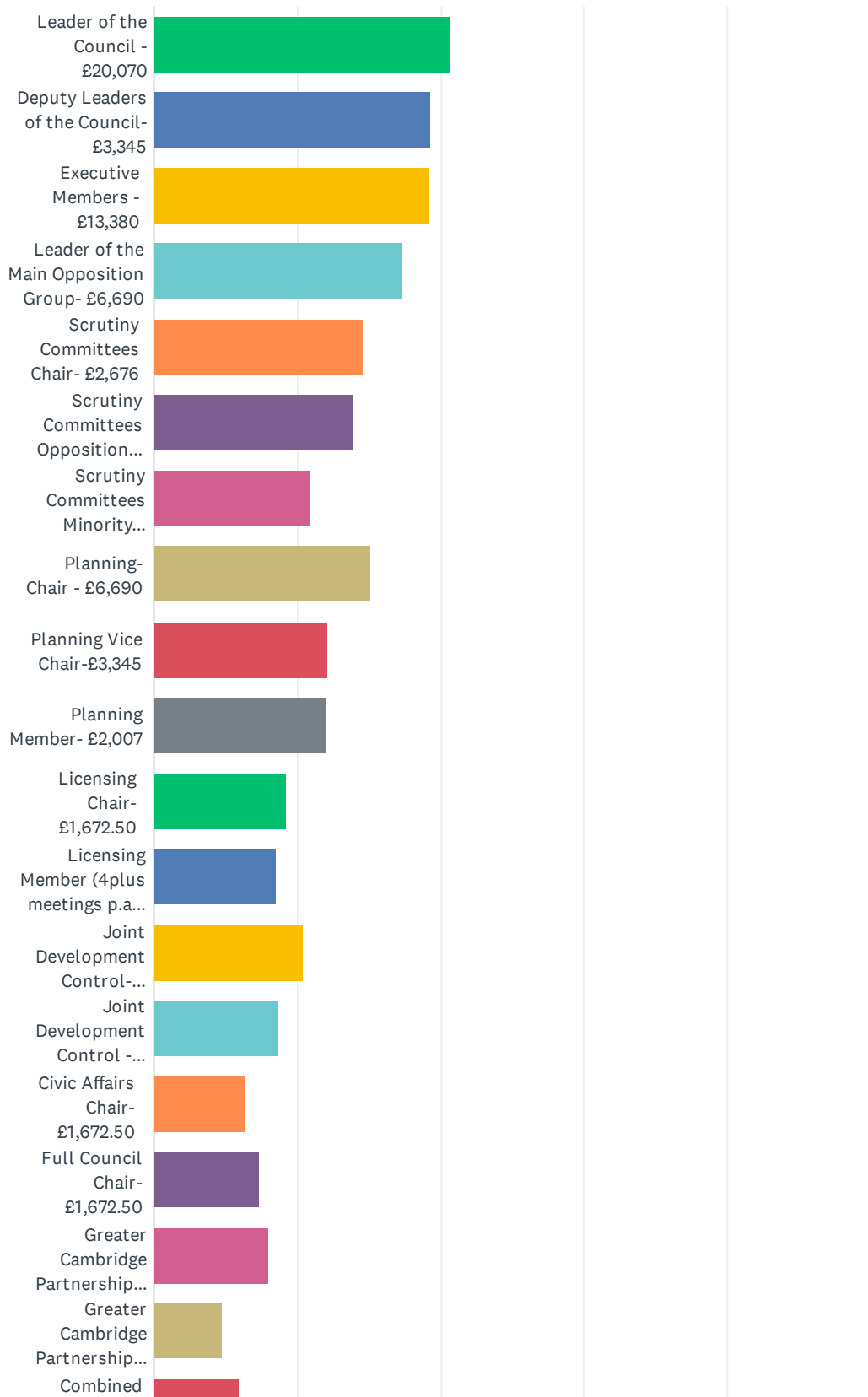
Q6 If you are able to, please indicate an appropriate level £:

Answered: 14 Skipped: 6

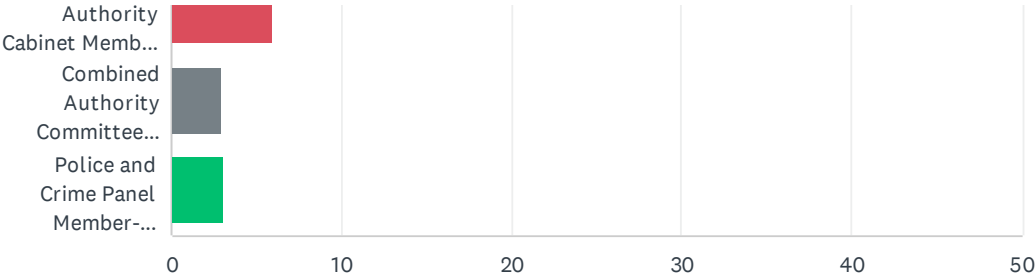
#	RESPONSES	DATE
1	This would vary depending on committees, but those on day committees (eg planning, licensing, JDCC) should get larger allowances as these committees mean taking days of paid work to cover them and often last longer than scrutiny committees and also meet more frequently.	1/5/2025 3:46 PM
2	My 20 hours per week for ward work , less 2 voluntary hours = 18 x £11.44 = £10,708	1/1/2025 8:27 PM
3	I would let the remuneration panel consider what is appropriate, bearing in mind the need to recruit younger Cllrs.	12/31/2024 11:07 AM
4	£12,000	12/28/2024 11:11 AM
5	Should be at least comparable to other major city councillors and would suggest £10,000 so as to attract younger councillors	12/23/2024 3:33 PM
6	£18,000	12/23/2024 10:30 AM
7	National living wage (as councils say they are NLW employers)	12/18/2024 7:35 PM
8	around £10,000	12/13/2024 11:33 AM
9	£10,000	12/11/2024 12:46 PM
10	£10,000	12/10/2024 12:11 PM
11	£8k	12/10/2024 12:01 PM
12	Full time living wage.	12/10/2024 11:09 AM
13	12,000	12/10/2024 11:00 AM
14	No idea what this might be.	12/10/2024 10:39 AM

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 rank each role using the arrows. The first role been the most important.

Answered: 18 Skipped: 2



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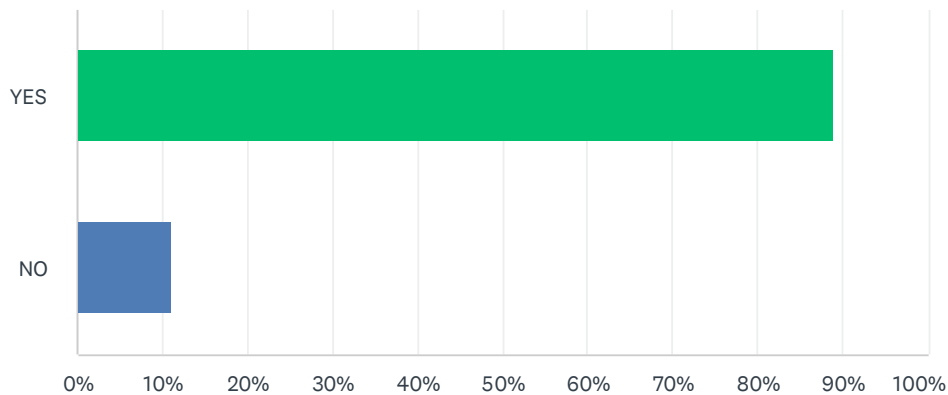
	1	2	3	4	5	6	7	8	9	10	11
Leader of the Council - £20,070	83.33% 15	5.56% 1	11.11% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%
Deputy Leaders of the Council- £3,345	11.11% 2	61.11% 11	16.67% 3	5.56% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56%
Executive Members - £13,380	0.00% 0	27.78% 5	66.67% 12	5.56% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%
Leader of the Main Opposition Group- £6,690	0.00% 0	5.56% 1	5.56% 1	61.11% 11	11.11% 2	0.00% 0	11.11% 2	0.00% 0	0.00% 0	5.56% 1	0.00%
Scrutiny Committees Chair- £2,676	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 9	5.56% 1	0.00% 0	11.11% 2	16.67% 3	5.56% 1	0.00%
Scrutiny Committees Opposition Spokes (LD) - £2,676	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 9	5.56% 1	5.56% 1	11.11% 2	11.11% 2	0.00%
Scrutiny Committees Minority Spokes- £2,007	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	44.44% 8	5.56% 1	5.56% 1	5.56% 1	11.11%
Planning- Chair - £6,690	0.00% 0	0.00% 0	0.00% 0	16.67% 3	11.11% 2	11.11% 2	11.11% 2	38.89% 7	5.56% 1	0.00% 0	5.56%
Planning Vice Chair- £3,345	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56% 1	0.00% 0	5.56% 1	5.56% 1	50.00% 9	11.11% 2	11.11%
Planning Member- £2,007	0.00% 0	0.00% 0	0.00% 0	5.56% 1	5.56% 1	5.56% 1	0.00% 0	5.56% 1	5.56% 1	38.89% 7	5.56%
Licensing Chair- £1,672.50	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	5.56% 1	50.00%
Licensing Member (4plus meetings p.a.)- £501.75	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56%
Joint Development Control- Chair/City Spokes- £3,345	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56% 1	5.56% 1	11.11% 2	5.56% 1	5.56% 1	0.00%
Joint Development Control - Members- £1,338	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56% 1	0.00% 0	5.56% 1	0.00% 0	0.00% 0	0.00% 0	5.56%

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Civic Affairs Chair- £1,672.50	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	0.00% 0	0.00%
Full Council Chair- £1,672.50	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56% 1	5.56% 1	0.00% 0	5.56% 1	0.00%
Greater Cambridge Partnership Board Member- £3,345	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 2	0.00% 0	5.56% 1	5.56% 1	0.00% 0	5.56% 1	0.00%
Greater Cambridge Partnership Assembly Member- £1,003.50	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00%
Combined Authority Cabinet Member- £6,690	0.00% 0	0.00% 0	0.00% 0	5.56% 1	0.00% 0	11.11% 2	0.00% 0	5.56% 1	0.00% 0	0.00% 0	0.00%
Combined Authority Committee Members- £1,338	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	0.00% 0	0.00%
Police and Crime Panel Member- £1003.50	5.56% 1	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	0.00%

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

Answered: 18 Skipped: 2



ANSWER CHOICES	RESPONSES	
YES	88.89%	16
NO	11.11%	2
TOTAL		18

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Planning and JDCC definitely need more money. The Chair is (rightly) paid more than other Scrutiny chairs to recognise the time commitment but planning/JDCC members only receive a small amount which in no way compensates members for the 12 full days a year, plus huge amount of paperwork required to be read, plus all the briefings, site visits, pre apps and updates planning/JDCC members are expected to attend. I would prefer planning and JDCC (plus licensing) to be paid as a separate higher allowance, to recognise this commitment, and the fact that it is a quasi-legal role which is very time consuming. Otherwise we end up with unrepresentative committees or councillors forced to lose income and work part time to accommodate these roles.	1/5/2025 3:49 PM
2	I suspect that, as with my experience, many work more hours per week than the allowances recognise . When thwe council moves to a single Scrutiny Committee plus a Housing Advisory Panel there will be fewer SRAs to pay but the work for Chairs and Vice Chairs of Scrutiny and of Panel will be more onerous and rise accordingly	1/1/2025 8:28 PM
3	The Leader of the Council role is worth more that the current level: Full Council Chair needs to be upgraded. Chairs of Licencing & Civic Affairs could do with a lift.	12/31/2024 11:19 AM
4	SRAs for minority groups should be stopped as they provide a platform in excess of their electoral mandate.	12/28/2024 5:06 PM
5	A general increase in line with my ward councillor suggestion	12/28/2024 11:14 AM
6	20%+	12/23/2024 10:33 AM
7	Living Wage levels minus 25% voluntary work	12/18/2024 7:41 PM
8	Remove SRA for minority opposition group spokes (which means all group members are in receipt as lone members on any committee); GCP Board Member and Combined Authority Cabinet Member are part of the role of Leader and they should fall within one allowance.	12/18/2024 7:13 PM
9	Exec should be about to get exec allowance plus 3 SRA	12/13/2024 11:40 AM
10	The Leader and Deputy Leader(s) should get more money	12/11/2024 12:50 PM
11	Planning member should be higher, or done like licensing (anyone who attends 6+	12/10/2024 1:48 PM

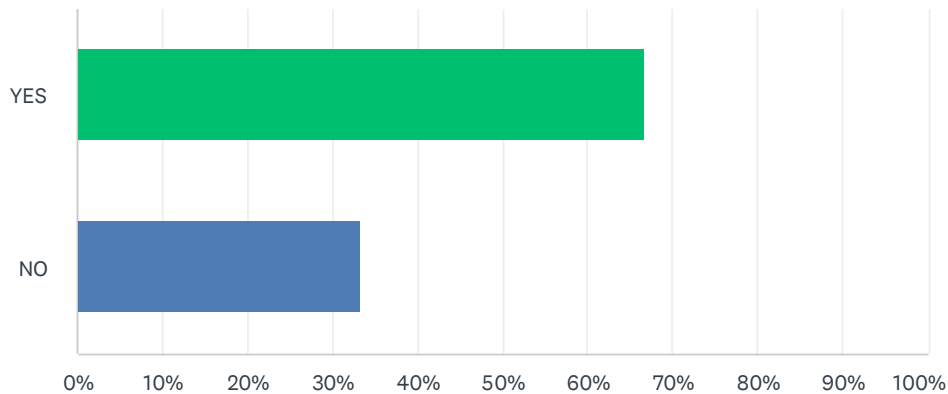
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committees for example).

12	Leader needs to be higher allowance, so say at 4 x £6690 in current scheme, so £26,760, but note I have earlier stated that basic allowance at £6690 is too low.	12/10/2024 12:21 PM
13	Minority group spokes don't leave the meeting 70 per cent of the way through or leave 30 per cent of the briefing papers unread. Why should we only have 70 per cent of the pay? Scrutiny chairs don't do much for the money. Planning chair is a big job but the vice chair does nothing.	12/10/2024 12:13 PM
14	most roles should be increased	12/10/2024 11:03 AM
15	I think the planning committee members do substantially more work than other committee members. They meet much more often and have extremely long reports to digest.	12/10/2024 10:45 AM

Q9 Would you like to see any new SRAs introduced?

Answered: 18 Skipped: 2

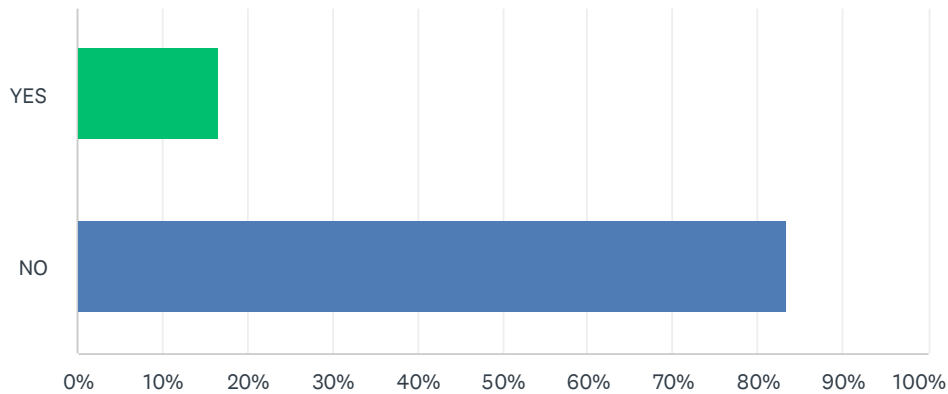


ANSWER CHOICES	RESPONSES	
YES	66.67%	12
NO	33.33%	6
TOTAL		18

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Planning spokes (as NMAs/follow ups are approved by Chair/Vice Chair and both opps spokes).	1/5/2025 3:49 PM
2	see response to previous question. Plus there will be a few Assistants to Execs who should have some SRA though not the full sum.	1/1/2025 8:28 PM
3	Members Mental Health Support Cllr (perhaps elected by the full council - just an idea):	12/31/2024 11:19 AM
4	SRAs for the chairs and deputy chairs of the Scrutiny Committees	12/28/2024 5:06 PM
5	Councillors should receive an allowance for sitting on any committee	12/23/2024 3:39 PM
6	Delowar.Hossain@cambridge.gov.uk	12/23/2024 10:33 AM
7	When Committees changed or introduced	12/18/2024 7:41 PM
8	Member of Cambridge Growth Company members' board	12/13/2024 11:40 AM
9	Well, governance system is due to change anyway, but would suggest that reserves for committees need to be paid an allowance for that, if committee members are paid going forward.	12/10/2024 12:21 PM
10	I would rather see a higher councillor basic	12/10/2024 12:13 PM
11	payment for attending a briefing	12/10/2024 12:05 PM
12	whip role is pivotal and not recognised	12/10/2024 11:03 AM
13	I am assuming new ones will be introduced with the new governance system. In particular the chairs of the new scrutiny committees will have a great deal of work.	12/10/2024 10:45 AM

Q10 Childcare and Dependant Carers' Allowance Reimbursed at cost with no maximum claim. Would you like to see any changes to this allowance?

Answered: 18 Skipped: 2

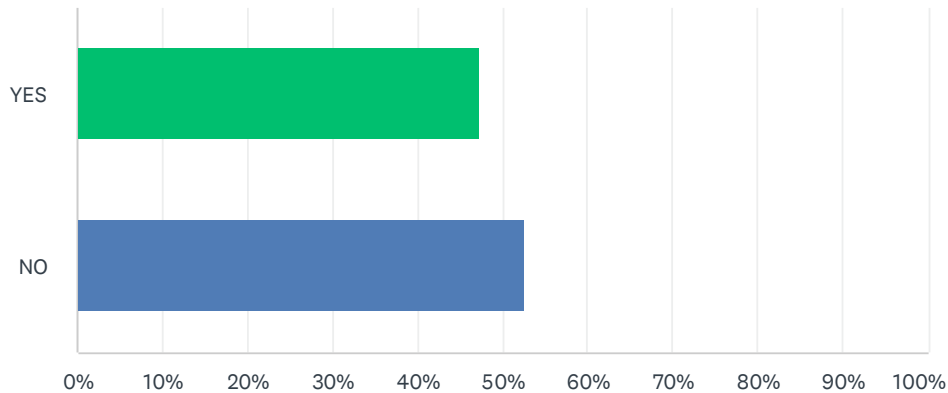


ANSWER CHOICES	RESPONSES
YES	16.67% 3
NO	83.33% 15
TOTAL	18

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	I don't know anything about this subject	1/1/2025 8:28 PM
2	I'm unaware of the current arrangements but allowances should be available for parents of young children and carers on equality and diversity grounds	12/28/2024 5:08 PM
3	No maximum seems a little risky.	12/10/2024 12:21 PM
4	Should be better publicised so people don't miss out on claims	12/10/2024 12:15 PM

Q11 Do you have any comments on the current scheme for travel and subsistence for Councillors?

Answered: 19 Skipped: 1

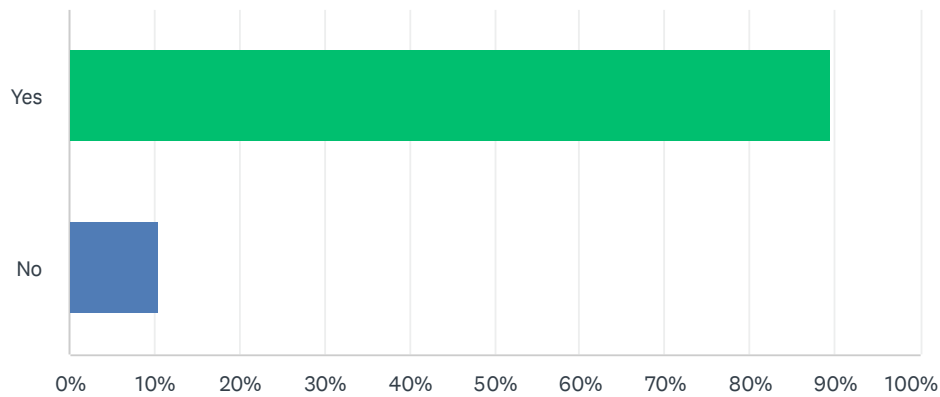


ANSWER CHOICES	RESPONSES	
YES	47.37%	9
NO	52.63%	10
TOTAL		19

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	I hardly ever claim anything so have no comment to make	1/1/2025 8:31 PM
2	There is a culture norm that no one claims	12/28/2024 5:11 PM
3	Councillors should be provided with light refreshments at the lengthy full council meetings which on average last 5-6 hours. A proper break and shared refreshment will help provide a better atmosphere and sound decision making.	12/28/2024 11:20 AM
4	Payment should be provided for all travel that is required for Council business	12/23/2024 3:42 PM
5	Did not know there was one	12/18/2024 7:42 PM
6	It's not very clear to councillors what is and isn't available to be claimed. Some do claim the full amounts but some don't and I think perhaps we need to do a little more explaining to cllrs as to what is available?	12/10/2024 1:51 PM
7	Just include a component in basic allowance, so increase the latter and save time in filling in forms. I believe the county include travel in the allowance amount.	12/10/2024 12:24 PM
8	I haven't been able to claim any of my travel because I can't navigate the system. It required me to buy a smartphone	12/10/2024 12:18 PM
9	meetings that last longer than 4 hours should be provided with refreshments	12/10/2024 12:07 PM
10	I think that meetings are long and mainly held in the evening, Cllrs should have food available for late evening meetings	12/10/2024 11:08 AM

Q12 The Council has introduced a Parental Leave Policy for Councillors . Do you support a Parental Leave Policy for Councillors?

Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	89.47%	17
No	10.53%	2
TOTAL		19

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

Answered: 10 Skipped: 10

#	RESPONSES	DATE
1	As I mentioned previously, planning, JDCC and Licensing should have higher allowances to account for the much longer hours, more regular meetings and huge amount of papers and briefings and pre-apps required.	1/5/2025 3:50 PM
2	1. The hours I see being put in by councillors on Planning Committee are really onerous . The meetings themselves are often 8 hours each day and the preparation reading and site visits must add many more hours. This should be recognised in allowances. 2. We no longer get tea and coffee etc provided free and have to pay to use the machine. This should be recognised in the basic allowance.	1/1/2025 8:31 PM
3	The allowances are disproportionately low in the context of the responsibilities and work loads that Councillors with substantial roles are expected to undertake, roles which add to the responsibility of the council.	12/28/2024 5:11 PM
4	For a council to be truly representative, remuneration should encourage and enable people of all ages and backgrounds to become councillors.	12/28/2024 11:20 AM
5	Appreciate any level of payment and if council could not afford would consider doing completely voluntary if I had the capacity to do so - not currently	12/18/2024 7:42 PM
6	My input relates to existing governance structure - not the proposed new one	12/18/2024 7:15 PM
7	There should be a pension scheme for councillors.	12/10/2024 12:24 PM
8	If we want diversity, we need to remove as many barriers as possible. Low allowances increase financial exclusion	12/10/2024 12:18 PM
9	I believe the leader and deputy should receive considerably more remuneration. Particularly because of the government's plans for the expansion of Cambridge	12/10/2024 12:07 PM
10	There is scant regard to reading and prep time for Exec Cllrs who have no admin support and are essentially assuming a full time role alongside that of a ward Cllr as well as dealing with family and caring responsibilities, this excludes a whole gender and demographic from the arena as females still shoulder the bulk of these responsibilities	12/10/2024 11:08 AM