

**REPORT OF THE INDEPENDENT REMUNERATION PANEL
FOR THE
BOROUGH OF KING'S LYNN & WEST NORFOLK PARISH AND TOWN COUNCILS**

NOVEMBER 2024

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Report from the Parish and Town Councils Independent Remuneration Panel October 2021

1. Introduction

The Parish Remuneration Panel was convened by the Borough Council of King's Lynn & West Norfolk as the 'Responsible Authority' so required by the 2003 Regulations:

The Local Authorities (Members Allowances) (England) Regulations 2003
Statutory Instrument 2003 No. 1021 and the amendment – Statutory Instrument 2003 No. 1692

The Guidance issued on these regulations for Parish Allowances/ or Members of Parish Council is:

“91. Parish councils may choose to pay their members an allowance, known as ‘parish basic allowance’, to recognise the time and effort they put into their parish duties. There is no obligation on parish councils to pay such allowances. Each parish council may make an allowance available to its chair only, or to each of its members. Where all members receive an allowance, the amount payable to the chair may be different to that paid to other members, but otherwise the amount paid to each member must be the same. Parish basic allowance is a discretionary allowance. It may be paid in a lump sum, or at intervals throughout the year.

92. If a parish council wishes to pay a basic allowance, it should have regard to a recommendation from its parish remuneration panel. This is a panel set up to make recommendations to parishes in its area. The membership of a parish remuneration panel will be the same as the independent remuneration panel of the district or county council within whose area the parish is situated. The panel will make a recommendation as to whom basic allowance should be paid, and the level of the allowance.”

(New Council Constitutions: Guidance on Regulation for Local Authority Allowances, DCLG, 2003)

2. Terms of Reference

The Panel was asked to consider and make recommendations to Parish Councils regarding:

- Basic Allowance
- Chair's Allowance
- Travel and Subsistence Allowance
- Indexation

The Parish Independent Remuneration Panel

The Parish Independent Remuneration Panel comprised of the same membership as the Independent Remuneration Panel which met on 13th and 14th November 2024 to review the allowances for the Borough Council of King's Lynn and West Norfolk and the members of the panel are set out below:

The Panel comprised the following members:

- David Dixon, Local Resident and former Publishing Director of East Midlands Newspapers
- Mike Press, Local Resident and Governor at Queen Elizabeth Hospital, King's Lynn
- Mark Palmer, Director: Development and Governance, South East Employers, Chair

The Panel met virtually via Teams. The Panel meeting was held in private session.

3. Approach

All Parish and Town Councils were invited to provide views through a questionnaire and the opportunity to speak to the Panel in respect of the Parish Basic Allowance, the Chair's Allowance, Travel and Subsistence and Indexation. Fifty Parish and Town Councils responded to the questionnaire, no Parish or Town Council met the Panel as part of the review. Ten Parish and Town Council advised the Panel that they currently make some sort of payment to the Parish Chair's.

The Panel thanks the fifty Councils who responded to the questionnaire. The Panel paid close attention to the Government Guidance when making its recommendations.

4. Arriving at the Recommendations

The Panel was of the view that whilst parish councillors did not stand for office for any financial reward, an allowance could actively support someone in the councillor role and that it was essential to be able to attract parish councillors from a wide range of backgrounds. Councillors should also not be out of pocket for undertaking the role.

5. Recommendations

Basic Allowance

The Local Authorities (Members Allowances) (England) Regulations 2003 Statutory Instrument 2003 No. 1021 state the basic allowance recommended by a Parish Independent Remuneration Panel can be for any amount up to 100 per cent of the basic allowance paid by the Borough Council of King's Lynn and West Norfolk.

The Panel therefore recommends that those parishes who feel that a basic allowance would be appropriate should be able to pay an amount up to 5% of the Basic Allowance for the Borough Council of King's Lynn and West Norfolk.

The recommended Basic Allowance for the Borough Council for 2025/26 is £7,882; 5% of this is **£394**. This should only be paid to Members who are elected not those co-opted.

The questionnaire asked if Parish and Town Councils may wish to consider awarding a Basic Allowance, one of the fifty responding councils stated that they may be interested in the awarding of a Basic Allowance in the future.

Chair's Allowance.

The Chair's allowance that can be recommended by the Parish Independent Remuneration Panel can be for any amount up to 100 percent of the Basic Allowance paid by the Borough Council of King's Lynn and West Norfolk. The Panel is of the view that any decision regarding the payment of a Chair's Allowance and the level of that allowance should be left entirely to the discretion of individual parish and town councils, considering individual local circumstances, whilst adhering to the recommended maximum allowance.

The Panel therefore recommends the Chair's Allowance should be up to 10% of the Borough Council's recommended Basic Allowance. The recommended Basic Allowance is £7,882; 10% of this is £788. The Chair's allowance can be in addition to the Basic Allowance, or not, if no Basic Allowance is paid.

The questionnaire asked if Parish and Town Councils wish to consider awarding a Parish Chair's allowance. Two Parish and Town Councils of the fifty responding councils stated that they may consider paying a Parish Chair's allowance. This was in addition to the ten Councils that already made some payment to the Chairs.

Travel and Subsistence.

The Panel recommended that travel and subsistence for Parish and Town Councils should be at the same rates paid to the Borough Council Members. **The Panel recommends that the Parish Councils should pay a mileage allowance of 45p per mile (for a car) which is in line with the HMRC recommendations. Subsistence rates should be paid in line with Borough Councillors. Travel and subsistence is for approved councillor duties.**

Indexation of Allowances

The indexation of the allowances paid to Members of the parish and town councils should be in line with the indexation applied to Members Allowances at the Borough Council of

King's Lynn and West Norfolk, namely linked to staff salary increases of Borough Council employees.

Withdrawal of Allowances

The Panel recommends that where a member is suspended or partially suspended, all or part of their allowance should be withheld. This would also apply to Travel and Subsistence allowances.

Forgoing Allowances

A parish/town councillor may choose not to receive all or part of any allowance to which they would otherwise be entitled. To do so they must give written notice to the proper officer of the parish/town council.

Publicity

Regarding the allowances, the Panel recommends that the Parish Councils act in accordance with the following guidance (Section 5, Paragraph 30 of the Regulations (SI2003 No. 1021):

“Parish councils are required to publicise their allowances in a notice or notices conspicuous in their area. These notices must remain in place for at least 14 days. In addition, they must make a record of the allowances they have paid available for inspection at reasonable notice. They must provide copies of this record on request and may charge a reasonable fee for this. Parishes must also publish details of the parish remuneration panel reports. Again, these are minimum requirements, and parish councils may wish to go further in making local people aware of their allowances scheme and payment levels. For example, they may wish to circulate details of their allowances in the parish newsletter, if they have one, place them on a website, or publish them in one or more local newspapers.”

Publication

The Panel recommends that the Parish Clerk should publicise the allowances scheme to all Parish and Town Councillors and the public. Each Parish and Town Council is required to formally adopt the recommendations in this report.

Implementation

The Panel recommends the Basic Allowance and Chair's Allowance should be implemented from April 2025.

**Mark Palmer
Chair of the Independent Remuneration Panel
November 2024**

BOROUGH COUNCIL OF KING'S LYNN AND WEST NORFOLK
MEMBERS ALLOWNCES APPROVED AT COUNCIL ON 27 FEBRUARY 2025

Allowances based on IRP Recommendations including Public Service Discount of 5% Plus alternative changes to be considered	No Cllrs	Gross Amount	Deducted by Public Service Discount @ 5%	Net Amount	Total Cost
Basic Allowance	55	9,853	493	9,360	514,817
ICT Allowance	55	218	-	218	11,982
Cabinet Chair/ Leader of Council	1	29,559	1,478	28,081	28,081
Cabinet Vice Chair/ Deputy Leader	1	16,257	813	15,445	15,445
Cabinet Member	6	13,301	665	12,636	75,819
Policy and Review Panel Chair	4	5,912	296	5,616	22,465
Policy and Review Panel Vice Chair	4	2,069	103	1,966	7,863
Planning Chair	1	11,824	591	11,232	11,232
Planning Vice Chair	1	4,138	207	3,931	3,931
Licensing Chair	2	4,434	222	4,212	8,424
Licensing Vice Chair	2	1,995	100	1,895	3,791
Standards Chair	1	1,478	74	1,404	1,404
Standards Vice Chair	1	517	26	491	491
Standards Independent Co-optee	1	273	-	273	273
Mayor	1	10,346	517	9,828	9,828
Deputy Mayor	1	3,621	181	3,440	3,440
Larger Opposition Group Leader*	1	3,003	150	2,853	2,853
Larger Opposition Group Deputy Leader	1	1,351	68	1,283	1,283
Other Opposition Group Leader**	1	1,287	64	1,223	1,223
Other Opposition Group Deputy Leader	1	579	29	550	550
KL Area CC Chair	1	985	49	936	936
				TOTAL	726,131

*based on £143 per member @ 21 members (minimum 6 members)

**based on £143 per member @ 9 members (minimum 6 members)

Q1 Does the parish council currently pay an allowance to the Chairman in accordance with section 15(5) of the Local Government Act 1972 (i.e, such reasonable allowance as the parish council thinks appropriate for the purpose of enabling the Chairman to meet the expenses of his office) and, if so, what is the level?

Answered: 50 Skipped: 0

#	RESPONSES	DATE
1	No	10/25/2024 11:34 PM
2	No	10/24/2024 1:28 PM
3	No	10/24/2024 11:29 AM
4	No	10/24/2024 9:41 AM
5	No	10/22/2024 1:16 AM
6	£300	10/21/2024 11:38 AM
7	No	10/20/2024 5:02 PM
8	No	10/18/2024 5:00 PM
9	Not currently	10/18/2024 12:10 PM
10	NO	10/18/2024 8:57 AM
11	£50	10/17/2024 9:55 AM
12	No	10/16/2024 5:00 PM
13	No	10/16/2024 3:55 PM
14	no	10/16/2024 2:39 PM
15	no	10/16/2024 10:16 AM
16	no	10/15/2024 10:01 PM
17	No	10/15/2024 2:49 PM
18	No	10/15/2024 1:22 PM
19	No	10/15/2024 1:15 PM
20	No	10/15/2024 12:31 PM
21	No	10/15/2024 10:27 AM
22	No	10/14/2024 8:01 PM
23	No payments are made to anyone including the Chairperson.	10/14/2024 6:12 PM
24	No	10/14/2024 4:39 PM
25	No	10/14/2024 4:15 PM
26	No	10/14/2024 3:53 PM
27	Nil	10/14/2024 3:49 PM
28	No	10/14/2024 3:43 PM
29	NO	10/14/2024 3:37 PM
30	No	10/14/2024 2:47 PM
31	No	10/14/2024 2:38 PM

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32	no	10/14/2024 2:37 PM
33	Not at the moment	10/14/2024 2:15 PM
34	£100	10/14/2024 1:56 PM
35	Yes - £250	10/14/2024 1:44 PM
36	£100	10/14/2024 1:39 PM
37	£100	10/14/2024 1:33 PM
38	Yes, currently £30 and this has been agreed to increase to £35 in January 2025	10/14/2024 12:26 PM
39	No	10/14/2024 12:16 PM
40	no	10/14/2024 11:39 AM
41	5% of BCKLWN Cllr Allowance, in addition to the 5% he received as a Member - this as per previous remuneration panel advice.	10/14/2024 11:35 AM
42	Yes; £10 per month	10/14/2024 11:23 AM
43	This has not been paid in my tenure as Clerk /RFO since January 2024	10/14/2024 11:21 AM
44	No	10/14/2024 11:20 AM
45	No	10/14/2024 11:03 AM
46	Yes, £100.00 per annum	10/14/2024 10:59 AM
47	No - Expenses are claimed with receipts	10/14/2024 10:52 AM
48	No	10/14/2024 10:47 AM
49	No	10/14/2024 10:44 AM
50	None	10/14/2024 10:27 AM

Q2 Does the parish council wish to consider paying the Chairman a basic allowance for time spent on that office under an allowances scheme made in accordance with The Local Authorities (Members' Allowances) (England) Regulations 2003?

Answered: 50 Skipped: 0

#	RESPONSES	DATE
1	No	10/25/2024 11:34 PM
2	No	10/24/2024 1:28 PM
3	No	10/24/2024 11:29 AM
4	No	10/24/2024 9:41 AM
5	No	10/22/2024 1:16 AM
6	NO	10/21/2024 11:38 AM
7	The parish council would need to consider this question at a full council meeting.	10/20/2024 5:02 PM
8	No	10/18/2024 5:00 PM
9	It could be discussed by Council	10/18/2024 12:10 PM
10	NO	10/18/2024 8:57 AM
11	No	10/17/2024 9:55 AM
12	No	10/16/2024 5:00 PM
13	No	10/16/2024 3:55 PM
14	yes	10/16/2024 2:39 PM
15	Yes	10/16/2024 10:16 AM
16	no	10/15/2024 10:01 PM
17	No	10/15/2024 2:49 PM
18	No	10/15/2024 1:22 PM
19	No	10/15/2024 1:15 PM
20	Yes	10/15/2024 12:31 PM
21	No	10/15/2024 10:27 AM
22	No	10/14/2024 8:01 PM
23	No thank you	10/14/2024 6:12 PM
24	Unknown	10/14/2024 4:39 PM
25	No	10/14/2024 4:15 PM
26	No	10/14/2024 3:53 PM
27	No / nil	10/14/2024 3:49 PM
28	No	10/14/2024 3:43 PM
29	NO	10/14/2024 3:37 PM
30	No	10/14/2024 2:47 PM
31	No	10/14/2024 2:38 PM
32	no	10/14/2024 2:37 PM

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33	Yes	10/14/2024 2:15 PM
34	no	10/14/2024 1:56 PM
35	No	10/14/2024 1:44 PM
36	Np	10/14/2024 1:39 PM
37	no	10/14/2024 1:33 PM
38	not been discussed	10/14/2024 12:26 PM
39	Unknown	10/14/2024 12:16 PM
40	no	10/14/2024 11:39 AM
41	as above, we do already.	10/14/2024 11:35 AM
42	No	10/14/2024 11:23 AM
43	Not at this time	10/14/2024 11:21 AM
44	£100 per year	10/14/2024 11:20 AM
45	No	10/14/2024 11:03 AM
46	Yes	10/14/2024 10:59 AM
47	Not expressed.	10/14/2024 10:52 AM
48	No	10/14/2024 10:47 AM
49	No	10/14/2024 10:44 AM
50	No	10/14/2024 10:27 AM

Q3 Does the parish council wish to consider paying elected parish councillors a basic allowance under an allowances scheme made in accordance with the 2003 regulations to cover (a) time spent as a councillor and (b) expenses incurred?

Answered: 50 Skipped: 0

#	RESPONSES	DATE
1	No	10/25/2024 11:34 PM
2	No	10/24/2024 1:28 PM
3	No	10/24/2024 11:29 AM
4	No	10/24/2024 9:41 AM
5	Yes - expenses	10/22/2024 1:16 AM
6	NO	10/21/2024 11:38 AM
7	The parish council would need to consider this question at a full council meeting.	10/20/2024 5:02 PM
8	No	10/18/2024 5:00 PM
9	Direct expenses occurred are refunded. no allowance for time given at present.	10/18/2024 12:10 PM
10	NO	10/18/2024 8:57 AM
11	b	10/17/2024 9:55 AM
12	No	10/16/2024 5:00 PM
13	No	10/16/2024 3:55 PM
14	no	10/16/2024 2:39 PM
15	Expenses	10/16/2024 10:16 AM
16	no	10/15/2024 10:01 PM
17	No	10/15/2024 2:49 PM
18	No	10/15/2024 1:22 PM
19	No	10/15/2024 1:15 PM
20	Yes	10/15/2024 12:31 PM
21	No	10/15/2024 10:27 AM
22	No	10/14/2024 8:01 PM
23	No thank you	10/14/2024 6:12 PM
24	Unknown	10/14/2024 4:39 PM
25	No	10/14/2024 4:15 PM
26	No	10/14/2024 3:53 PM
27	No	10/14/2024 3:49 PM
28	Expenses	10/14/2024 3:43 PM
29	We currently only cover expenditure for attendance at training courses and meetings requiring a PC representative	10/14/2024 3:37 PM
30	No	10/14/2024 2:47 PM
31	No	10/14/2024 2:38 PM
32	expenses	10/14/2024 2:37 PM

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33	no	10/14/2024 2:15 PM
34	only mileage	10/14/2024 1:56 PM
35	No	10/14/2024 1:44 PM
36	mileage	10/14/2024 1:39 PM
37	no	10/14/2024 1:33 PM
38	not yet discussed	10/14/2024 12:26 PM
39	Unknown	10/14/2024 12:16 PM
40	no	10/14/2024 11:39 AM
41	as above, we do already.	10/14/2024 11:35 AM
42	No	10/14/2024 11:23 AM
43	It would. Only to cover previously agreed expenses for printing etc.	10/14/2024 11:21 AM
44	only mileage	10/14/2024 11:20 AM
45	No	10/14/2024 11:03 AM
46	No	10/14/2024 10:59 AM
47	No	10/14/2024 10:52 AM
48	No	10/14/2024 10:47 AM
49	No	10/14/2024 10:44 AM
50	No	10/14/2024 10:27 AM

Q4 Does the parish council wish to consider paying travelling and subsistence allowance to parish councillors (whether elected or otherwise) under a scheme made in accordance with the 2003 regulations?

Answered: 50 Skipped: 0

#	RESPONSES	DATE
1	No	10/25/2024 11:34 PM
2	No	10/24/2024 1:28 PM
3	No	10/24/2024 11:29 AM
4	No	10/24/2024 9:41 AM
5	Yes	10/22/2024 1:16 AM
6	We already pay travel and subsistence	10/21/2024 11:38 AM
7	The parish council would need to consider this question at a full council meeting.	10/20/2024 5:02 PM
8	No	10/18/2024 5:00 PM
9	Not currently	10/18/2024 12:10 PM
10	NO	10/18/2024 8:57 AM
11	Mileage	10/17/2024 9:55 AM
12	No	10/16/2024 5:00 PM
13	No	10/16/2024 3:55 PM
14	yes	10/16/2024 2:39 PM
15	Mileage only	10/16/2024 10:16 AM
16	no	10/15/2024 10:01 PM
17	No	10/15/2024 2:49 PM
18	No	10/15/2024 1:22 PM
19	No	10/15/2024 1:15 PM
20	Yes	10/15/2024 12:31 PM
21	No	10/15/2024 10:27 AM
22	No	10/14/2024 8:01 PM
23	No	10/14/2024 6:12 PM
24	Unknown	10/14/2024 4:39 PM
25	No	10/14/2024 4:15 PM
26	No	10/14/2024 3:53 PM
27	No / nil	10/14/2024 3:49 PM
28	mileage	10/14/2024 3:43 PM
29	NO	10/14/2024 3:37 PM
30	No	10/14/2024 2:47 PM
31	As and when requested	10/14/2024 2:38 PM
32	mileage	10/14/2024 2:37 PM

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33	yes	10/14/2024 2:15 PM
34	yes	10/14/2024 1:56 PM
35	Reimbursement for travelling is paid for mileage to training courses	10/14/2024 1:44 PM
36	mileage	10/14/2024 1:39 PM
37	mileage	10/14/2024 1:33 PM
38	yes	10/14/2024 12:26 PM
39	Unknown	10/14/2024 12:16 PM
40	no	10/14/2024 11:39 AM
41	expenses allowed already as agreed case by case	10/14/2024 11:35 AM
42	Yes	10/14/2024 11:23 AM
43	Not at this time	10/14/2024 11:21 AM
44	yes	10/14/2024 11:20 AM
45	No	10/14/2024 11:03 AM
46	Yes	10/14/2024 10:59 AM
47	The PC pays for pre-authorised expenses for travel.	10/14/2024 10:52 AM
48	No	10/14/2024 10:47 AM
49	NO	10/14/2024 10:44 AM
50	No	10/14/2024 10:27 AM

Q5 How often does the parish council and (if relevant) its committees and sub-committees meet?

Answered: 50 Skipped: 0

#	RESPONSES	DATE
1	6 times per year	10/25/2024 11:34 PM
2	Full Council meetings are held once a month (except in January and August) - No committees or sub-committees	10/24/2024 1:28 PM
3	Monthly	10/24/2024 11:29 AM
4	Once a month on the second Thursday with the exception of August.	10/24/2024 9:41 AM
5	N/a	10/22/2024 1:16 AM
6	Monthly	10/21/2024 11:38 AM
7	Every 2 months	10/20/2024 5:02 PM
8	Every 6 weeks	10/18/2024 5:00 PM
9	Full Council only - monthly meetings excluding August	10/18/2024 12:10 PM
10	3/4 TIMES PER YEAR	10/18/2024 8:57 AM
11	10 x a year	10/17/2024 9:55 AM
12	Bi-monthly Full Council No sub committees	10/16/2024 5:00 PM
13	Allotment Management Committee meet on an ad hoc basis but attend a Tenders Meeting every year as well as two meetings per year with Allotment Tenants.	10/16/2024 3:55 PM
14	monthly	10/16/2024 2:39 PM
15	11 times a year	10/16/2024 10:16 AM
16	Full council meeting 10 times per annum Community Events Committee approximately 8 times per annum	10/15/2024 10:01 PM
17	Every six weeks.	10/15/2024 2:49 PM
18	Monthly	10/15/2024 1:22 PM
19	Bi-monthly	10/15/2024 1:15 PM
20	monthly - just PC. no current sub committees	10/15/2024 12:31 PM
21	Parish Council Meetings 11 Committee Meetings 12	10/15/2024 10:27 AM
22	Bi-Monthly. The consider payments at the annual meeting after an election for that term. They have felt that it would attract the wrong people if paid.	10/14/2024 8:01 PM
23	Monthly when there are things to discuss that justify meeting	10/14/2024 6:12 PM
24	Monthly (except August)	10/14/2024 4:39 PM
25	6 times a year	10/14/2024 4:15 PM
26	Every two months	10/14/2024 3:53 PM
27	As and when required	10/14/2024 3:49 PM
28	11 times a year	10/14/2024 3:43 PM
29	10 meetings	10/14/2024 3:37 PM
30	11 times a year (once a month not including August)	10/14/2024 2:47 PM
31	Full PC Monthly apart from August	10/14/2024 2:38 PM
32	4 times a year	10/14/2024 2:37 PM

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33	10 times a year	10/14/2024 2:15 PM
34	6 times a year	10/14/2024 1:56 PM
35	Monthly	10/14/2024 1:44 PM
36	6 times a year	10/14/2024 1:39 PM
37	10 times a year	10/14/2024 1:33 PM
38	monthly	10/14/2024 12:26 PM
39	Monthly (except August)	10/14/2024 12:16 PM
40	monthly	10/14/2024 11:39 AM
41	Full Council monthly, occasional additional meetings. (Working Groups - no committees)	10/14/2024 11:35 AM
42	Every 6 weeks	10/14/2024 11:23 AM
43	Ten meetings per annum for Parish Council and maybe three or four committee meetings per annum	10/14/2024 11:21 AM
44	10 times a year	10/14/2024 11:20 AM
45	6 times per annum	10/14/2024 11:03 AM
46	12-13 times per annum	10/14/2024 10:59 AM
47	6 times per year planned, plus adhoc planning meetings held rarely.	10/14/2024 10:52 AM
48	Council meet once per month except August.	10/14/2024 10:47 AM
49	6 times a year - every other month	10/14/2024 10:44 AM
50	Council meets four times a year - others probably monthly.	10/14/2024 10:27 AM

Q6 Your name

Answered: 46 Skipped: 4

#	RESPONSES	DATE
1	Gabby Atling	10/25/2024 11:35 PM
2	Samantha Bromley	10/24/2024 1:28 PM
3	Karen Williams	10/24/2024 11:30 AM
4	Amy Hart	10/24/2024 9:41 AM
5	Gail Robinson	10/22/2024 1:16 AM
6	Sue Eke	10/21/2024 11:39 AM
7	Vicki Howling	10/20/2024 5:02 PM
8	Lolly Dawson	10/18/2024 12:10 PM
9	David Webb	10/18/2024 8:59 AM
10	Caroline Boyden	10/17/2024 9:56 AM
11	Alan L Loy	10/16/2024 5:01 PM
12	Jo Martin	10/16/2024 3:55 PM
13	Caroline Boyden	10/16/2024 10:16 AM
14	Alan Loy	10/15/2024 10:02 PM
15	Sarah Raven	10/15/2024 2:49 PM
16	Tina Cunnell	10/15/2024 1:22 PM
17	Annalisa Dovey	10/15/2024 12:31 PM
18	Mrs Tracey Cornwell	10/15/2024 10:27 AM
19	Helen Richardson	10/14/2024 8:01 PM
20	Stephen Bacon	10/14/2024 6:13 PM
21	Simon Lee	10/14/2024 4:40 PM
22	Sarah Raven	10/14/2024 3:53 PM
23	Sir Jeremy bagge	10/14/2024 3:50 PM
24	Caroline Boyden	10/14/2024 3:44 PM
25	Gillian Barnes.	10/14/2024 3:40 PM
26	Sarah Raven	10/14/2024 2:47 PM
27	Roger Quick	10/14/2024 2:39 PM
28	Caroline Boyden	10/14/2024 2:38 PM
29	Hilary Cox	10/14/2024 2:15 PM
30	Caroline Boyden	10/14/2024 1:57 PM
31	Karen Orgill	10/14/2024 1:45 PM
32	Mrs Caroline Boyden	10/14/2024 1:40 PM
33	Caroline Boyden	10/14/2024 1:33 PM
34	Lisa Delbecque	10/14/2024 12:26 PM
35	Simon Lee	10/14/2024 12:17 PM

King's Lynn and West Norfolk Council IRP -Town and Parish Independent Remuneration Panel
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36	Sue Lintern	10/14/2024 11:40 AM
37	Simon Bower	10/14/2024 11:35 AM
38	Watlington Parish Council	10/14/2024 11:23 AM
39	Rob Shaw	10/14/2024 11:22 AM
40	Caroline Boyden	10/14/2024 11:20 AM
41	Gill Welham	10/14/2024 11:04 AM
42	Kate Bennett	10/14/2024 10:59 AM
43	Mike Inder	10/14/2024 10:52 AM
44	jackie christie	10/14/2024 10:48 AM
45	Nicola Smith	10/14/2024 10:44 AM
46	Jamie Campbell	10/14/2024 10:28 AM

Q7 Email address

Answered: 46 Skipped: 4

#	RESPONSES	DATE
1	gabbya.parishcouncil@gmail.com	10/25/2024 11:35 PM
2	clerk@westderehamparishcouncil.uk	10/24/2024 1:28 PM
3	clerk@hilgayparishcouncil.gov.uk	10/24/2024 11:30 AM
4	clerk@castleacreparishcouncil.gov.uk	10/24/2024 9:41 AM
5	Clerktsjpc@gmail.com	10/22/2024 1:16 AM
6	office@heacham-pc.gov.uk	10/21/2024 11:39 AM
7	stowbardolphpc@btinternet.com	10/20/2024 5:02 PM
8	parishclerk1@hotmail.co.uk	10/18/2024 12:10 PM
9	castlerisingpc@gmail.com	10/18/2024 8:59 AM
10	clerk@eastrudhamparishcouncil.gov.uk	10/17/2024 9:56 AM
11	congham.clerk@btinternet.com	10/16/2024 5:01 PM
12	clerk@feltwellparishcouncil.gov.uk	10/16/2024 3:55 PM
13	parishclerk@walpoleparishcouncil.gov.uk	10/16/2024 10:16 AM
14	clerk@grimston-pc.gov.uk	10/15/2024 10:02 PM
15	clerkburnhamthorpe@gmail.com	10/15/2024 2:49 PM
16	clerk@northwoldandwhittington-pc.gov.uk	10/15/2024 1:22 PM
17	clerk@dockingparishcouncil.gov.uk	10/15/2024 12:31 PM
18	info@southwoottonpc.co.uk	10/15/2024 10:27 AM
19	werehampc@gmail.com	10/14/2024 8:01 PM
20	S.bacon@bawsey.co.uk	10/14/2024 6:13 PM
21	Clerk.ipc@gmail.com	10/14/2024 4:40 PM
22	clerk@burnhamovery-pc.gov.uk	10/14/2024 3:53 PM
23	Jeremybagge@stradsett.com	10/14/2024 3:50 PM
24	clerk@walpolecrosskeys-pc.gov.uk	10/14/2024 3:44 PM
25	clerk@walpolehighway-pc.gov.uk	10/14/2024 3:40 PM
26	thornhampc@gmail.com	10/14/2024 2:47 PM
27	clerk@sedgefordparishcouncil.gov.uk	10/14/2024 2:39 PM
28	westrudhampc@gmail.com	10/14/2024 2:38 PM
29	clerk@hockwoldcumwiltonparishcouncil.gov.uk	10/14/2024 2:15 PM
30	clerk@leziateparishcouncil.gov.uk	10/14/2024 1:57 PM
31	bm@dersingham.org.uk	10/14/2024 1:45 PM
32	clerk@hillingtonpc-gov.uk	10/14/2024 1:40 PM
33	parishclerk@southcreake-pc.gov.uk	10/14/2024 1:33 PM
34	clerk@tilneyallsaintsparishcouncil.gov.uk	10/14/2024 12:26 PM
35	greatringsteadpc@outlook.com	10/14/2024 12:17 PM

King's Lynn and West Norfolk Council IRP -Town and Parish Independent Remuneration Panel
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36	cllr.sue.lintern@stokeferry-pc.gov.uk	10/14/2024 11:40 AM
37	clerk@brancaster-pc.gov.uk	10/14/2024 11:35 AM
38	clerk@watlington-norfolk-pc.gov.uk	10/14/2024 11:23 AM
39	clerk.westwinchpc@gmail.com	10/14/2024 11:22 AM
40	parishclerk@oldhunstantonparishcouncil.gov.uk	10/14/2024 11:20 AM
41	clerkflitchamparishcouncil@hotmail.co.uk	10/14/2024 11:04 AM
42	clerk@emnethparishcouncil.gov.uk	10/14/2024 10:59 AM
43	clerk@wiggshallstgermans-pc.gov.uk	10/14/2024 10:52 AM
44	clerk@tilneystlawrence-pc.gov.uk	10/14/2024 10:48 AM
45	stanhoe.council@gmail.com	10/14/2024 10:44 AM
46	JCamp93857@aol.com	10/14/2024 10:28 AM

Q8 Organisation

Answered: 46 Skipped: 4

#	RESPONSES	DATE
1	Wretton Parish Council	10/25/2024 11:35 PM
2	West Dereham Parish Council	10/24/2024 1:28 PM
3	Hilgay Parish Council	10/24/2024 11:30 AM
4	Castle Acre Parish Council	10/24/2024 9:41 AM
5	Terrington St JOhn Parish Council	10/22/2024 1:16 AM
6	Heacham Parish Council	10/21/2024 11:39 AM
7	Stow Bardolph Parish Council	10/20/2024 5:02 PM
8	Southery Parish Council	10/18/2024 12:10 PM
9	Castle Rising Parish Council	10/18/2024 8:59 AM
10	East Rudham Parish Council	10/17/2024 9:56 AM
11	Congham Parish Council	10/16/2024 5:01 PM
12	Feltwell Parish Council	10/16/2024 3:55 PM
13	Walpole Parish Council	10/16/2024 10:16 AM
14	Grimston Parish Council	10/15/2024 10:02 PM
15	Burnham Thorpe Parish Council	10/15/2024 2:49 PM
16	Northwold & Whittington Parish Council	10/15/2024 1:22 PM
17	Docking Parish Council	10/15/2024 12:31 PM
18	7481105	10/15/2024 10:27 AM
19	Wereham Parish Council	10/14/2024 8:01 PM
20	Bawsey Parish Meeting	10/14/2024 6:13 PM
21	Ingoldisthorpe PC	10/14/2024 4:40 PM
22	Burnham Overy Parish Council	10/14/2024 3:53 PM
23	Stradsett Parish Meeting	10/14/2024 3:50 PM
24	Walpole Cross Keys Parish Council	10/14/2024 3:44 PM
25	Walpole Highway Parish Council	10/14/2024 3:40 PM
26	Thornham Parish Council	10/14/2024 2:47 PM
27	Sedgeford Parish Council	10/14/2024 2:39 PM
28	West Rudham Parish Council	10/14/2024 2:38 PM
29	Hockwold cum Wilton Parish Council	10/14/2024 2:15 PM
30	Leziate Parish Council	10/14/2024 1:57 PM
31	Dersingham Parish Council	10/14/2024 1:45 PM
32	Hillington Parish Council	10/14/2024 1:40 PM
33	South Creake Parish Council	10/14/2024 1:33 PM
34	Tilney All Saints Parish Council	10/14/2024 12:26 PM
35	Ringstead Parish Council	10/14/2024 12:17 PM

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2024

36	Stoke Ferry Parish Council	10/14/2024 11:40 AM
37	Brancaster Parish Council	10/14/2024 11:35 AM
38	Watlington Parish Council	10/14/2024 11:23 AM
39	West Winch Parish Council	10/14/2024 11:22 AM
40	Old Hunstanton Parish Council	10/14/2024 11:20 AM
41	Fritcham Parish Council	10/14/2024 11:04 AM
42	Emneth Parish Council	10/14/2024 10:59 AM
43	Wiggenhall St Germans Parish Council	10/14/2024 10:52 AM
44	Tilney St Lawrence Parish Council	10/14/2024 10:48 AM
45	Stanhoe Parish Council	10/14/2024 10:44 AM
46	Titchwell Parish Meeting	10/14/2024 10:28 AM

Q9 What is your position within the organisation

Answered: 46 Skipped: 4

#	RESPONSES	DATE
1	Chair	10/25/2024 11:35 PM
2	Clerk & RFO	10/24/2024 1:28 PM
3	Clerk	10/24/2024 11:30 AM
4	Parish Clerk	10/24/2024 9:41 AM
5	Clerk	10/22/2024 1:16 AM
6	Clerk	10/21/2024 11:39 AM
7	Clerk	10/20/2024 5:02 PM
8	Parish Clerk & RFO	10/18/2024 12:10 PM
9	Vice Chair & Acting Parish Clerk	10/18/2024 8:59 AM
10	Parish Clerk	10/17/2024 9:56 AM
11	Congham Parish Council Locum Clerk	10/16/2024 5:01 PM
12	Parish Clerk	10/16/2024 3:55 PM
13	Parish Clerk	10/16/2024 10:16 AM
14	Clerk	10/15/2024 10:02 PM
15	Clerk	10/15/2024 2:49 PM
16	Clerk	10/15/2024 1:22 PM
17	Clerk Docking Parish Council	10/15/2024 12:31 PM
18	7481105	10/15/2024 10:27 AM
19	Parish Clerk	10/14/2024 8:01 PM
20	Secretary	10/14/2024 6:13 PM
21	Clerk	10/14/2024 4:40 PM
22	Clerk	10/14/2024 3:53 PM
23	Chairman	10/14/2024 3:50 PM
24	Parish Clerk	10/14/2024 3:44 PM
25	Parish Clerk & RFO	10/14/2024 3:40 PM
26	Clerk	10/14/2024 2:47 PM
27	Sedgeford Parish Council	10/14/2024 2:39 PM
28	Parish Clerk	10/14/2024 2:38 PM
29	clerk RFO	10/14/2024 2:15 PM
30	Parish Clerk	10/14/2024 1:57 PM
31	Business Manager	10/14/2024 1:45 PM
32	Parish Clerk	10/14/2024 1:40 PM
33	Parish Clerk	10/14/2024 1:33 PM
34	clerk	10/14/2024 12:26 PM
35	Clerk & RFO	10/14/2024 12:17 PM

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2024

36	Chair	10/14/2024 11:40 AM
37	Clerk/RFO	10/14/2024 11:35 AM
38	Parish Clerk & Responsible Financial Officer	10/14/2024 11:23 AM
39	Clerk / RFO	10/14/2024 11:22 AM
40	Parish Clerk	10/14/2024 11:20 AM
41	Parish Clerk	10/14/2024 11:04 AM
42	Parish Clerk & RFO	10/14/2024 10:59 AM
43	Clerk	10/14/2024 10:52 AM
44	Parish Clerk/RFO	10/14/2024 10:48 AM
45	Parish Clerk/RFO	10/14/2024 10:44 AM
46	Chairman & Parish Clerk,	10/14/2024 10:28 AM