

NORTH YORKSHIRE COUNTY COUNCIL

20 FEBRUARY 2019

MEMBERS' ALLOWANCES SCHEME

1.0 PURPOSE OF PAPER

- 1.1 (a) To bring to the attention of the County Council the report of the Independent Panel on Members' Remuneration.
- (b) To seek approval to the recommended scheme of allowances for 2019/20.

2.0 BACKGROUND

- 2.1 The report of the Independent Panel on Members' Remuneration is attached as **Appendix A** for consideration by the County Council.
- 2.2 The County Council needs to consider the report and its recommendations and decide whether it wishes to amend its allowances scheme.

3.0 PANEL RECOMMENDATIONS

- 3.1 In making its recommendations, the Panel considered the allowances paid at the current time in the context of the current financial climate, and also comparator information from other Councils. This year the Panel has carried out an in-depth review of all Special Responsibility Allowances.
- 3.2 The County Council must approve any amendments to the Members' Scheme of Allowances, and must approve a Scheme of Allowances before the start of the financial year. The Panel has recommended the following changes to the current scheme:
- An increase of 2.6% to the Basic Allowance and all Special Responsibility Allowances. The Basic Allowance would therefore rise to £9,885 and the Special Responsibility Allowances would increase to the levels shown in Appendix 3.
 - The Panel also recommends that the Special Responsibility Allowance for the Leader of the Council is uplifted by 3 units to 19 units.
 - The Panel also recommends that the Allowances paid to members of the Police, Fire and Crime Panel are changed as follows:
 - Chair's allowance to increase from 3 to 5 units
 - Vice Chairs' allowance to increase from 1 to 2 units
 - Community Co-opted members' allowance to increase from 0.5 to 1 unit
 - All other Police, Fire and Crime Panel members to receive an allowance of 1 unit (These allowances are currently partially offset by a Home Office grant.)
 - Following a recommendation from the Panel two years ago, the Council agreed that if attendance falls below a benchmark of 60%, Members would be invited to return of a proportion of any allowances received, except where there are mitigating circumstances such as illness. The Panel is now recommending that this threshold is also applied to members of the Police, Fire and Crime Panel who are not County Councillors.

- The Panel recommends that, if there are any increases in the travel and subsistence rates payable to staff, a similar increase should be made to the rates in the Members' Allowances Scheme to come into effect at the same time.

4.0 CONSULTATION AND COMMUNICATION

- 4.1 In line with the Regulations and previous practice, a notice publicising the report of the Panel has been placed in the Yorkshire Post and on the County Council's website. A copy of the report has been made available for public inspection at County Hall.
- 4.2 If the County Council adopts the proposed Allowances Scheme then it must ensure that copies of the Scheme are available for inspection by the public. In addition the Council must publish in one or more newspapers circulating in their area a notice which states that the Council has amended the Allowances Scheme and specify the period of time for which the Scheme has effect. In line with previous practice, this notice will be placed in the Yorkshire Post, and on the County Council's website.

5.0 RECOMMENDATIONS

5.1 That the County Council approves:

- (a) An increase of 2.6% to the Basic Allowance and all Special Responsibility Allowances
- (b) An increase of 3 units in the Special Responsibility Allowance for the Leader of the Council
- (c) An increase of 2 units in the Special Responsibility Allowance for the Chair of the Police, Fire and Crime Panel; an increase of 1 unit in the Special Responsibility Allowance for the Vice Chairs of the Police, Fire and Crime Panel; an increase of 0.5 units in the Special Responsibility Allowance for the Community Co-opted members of the Police, Fire and Crime Panel; and the introduction of a Special Responsibility Allowance of 1 unit for other members of the Police, Fire and Crime Panel
- (d) That members of the Police, Fire and Crime Panel who are not County Councillors are invited to voluntarily return a proportion of their allowance if their attendance falls below a benchmark of 60%, except where there are mitigating circumstances such as illness, in line with the existing scheme for County Councillors
- (e) That, if there are any increases in the travel and subsistence rates payable to staff, a similar increase be made to the rates in the Members' Allowances Scheme, to come into effect at the same time.

Report prepared by:

Barry Khan, Assistant Chief Executive – Legal & Democratic Services

Background papers: None

County Hall
Northallerton
6 February 2019

NORTH YORKSHIRE COUNTY COUNCIL
REPORT OF THE INDEPENDENT PANEL ON THE REMUNERATION OF
MEMBERS OF NORTH YORKSHIRE COUNTY COUNCIL
2019/20

EXECUTIVE SUMMARY

As the Independent Remuneration Panel, we consist of four independent people who review the Council's Members' Allowance Scheme to ensure that payments to Councillors are set at the appropriate level. We make recommendations to the County Council on the levels of remuneration we consider are justified to retain the balance between public duty and a realistic recompense for the time given up, commitment and responsibility to undertake the role.

In our 2018/19 report we recommended a 4.5% increase in the Basic Allowance and the Special Responsibility Allowance unit rate (SRAs). We recognised that this was not an insignificant amount at a time of financial stringency, but we believed that this was affordable, justified and necessary to compensate Members adequately for the duties they perform and to encourage a wide range of people to consider becoming Councillors, as well as to go some way to restoring North Yorkshire's Basic Allowance comparator position from its 14th position out of 16 comparator county councils.

For 2019/20 we have, as is our usual practice, reviewed several sources of information which have a bearing on our recommendations. These are described in detail in Section 2 of our report on Contextual Background. Overall, we believe there is a case for a further increase in allowances for the reasons described above, but our recommendations have been tempered by the financial challenges which continue to face the Council and the projected salary increases for its own employees. Despite the increases over the last two years, North Yorkshire's position is still 8.5% below the average for comparator county councils following increases elsewhere (see Appendix 1).

We therefore recommend that Members agree to an increase this year in the Basic Allowance of 2.6%, taking account of prevailing and forecast inflation and local government staff pay rises across the board. The Basic Allowance would therefore become £9,885, with the value of a unit increasing to £1,697. The aggregate cost of the increase in the Basic Allowance would be £18,000 per annum.

The Panel has also carried out an in depth review of Special Responsibility Allowances this year and makes the following recommendations:

- An increase in the number of units for the position of Leader from 16 to 19, reflecting the increasing complexity and demands of the role since the last uplift in 2006, with particular regard to steering the local authority through significant financial challenges and the growing importance of external relationships.
- Changes to the allowances payable to members of the Police, Fire and Crime Panel:
 - Chair's allowance to increase from 3 to 5 units
 - Vice Chairs' allowance to increase from 1 to 2 units
 - Community Co-opted members' allowance to increase from 0.5 to 1 unit
 - All other Panel members to receive an allowance of 1 unit

The overall annual cost increase of our recommendations on County Council Special Responsibility Allowances would be £12,042, including the 2.6% increase across all Special Responsibility Allowances.

The total financial implication of our recommendations for the Council's budget for 2019/20 would be £30,042. This represents less than 0.01% of the Council's net budget. The increase in allowances for the Police, Fire and Crime Panel would be £20,622. Whilst outside the Panel's remit, we acknowledge that the County Council may wish to seek contributions towards the Police, Fire and Crime Panel allowances from the other constituent authorities.

Two years ago the Council accepted our recommendation that if a Councillor's attendance falls below 60% over a 12 month period, they should be requested to repay an appropriate sum of the allowances received during that period, subject to mitigating circumstances such as illness. The Panel has reviewed this threshold and recommends this figure of attendance is also applied to members of the Police, Fire and Crime Panel who are not County Councillors.

In relation to Travel and Subsistence Allowances, the Panel recommends that if there are any increases in the rates payable to staff, that a similar increase should be made to the rates in the Members' Allowances Scheme to come into effect at the same time.

1.0 INTRODUCTION

1.1 The membership of the Independent Remuneration Panel is as follows:-

Mr John Thompson – Chairman

Appointed in 2013 – past employment includes: Regional Manager for the Royal Institution of Chartered Surveyors and Regional Director for the Institute of Directors. Former Magistrate for 8 years. Director and senior manager of several diverse companies and PLCs and member of a range of business advisory groups, boards etc. Holds and has held a wide range of voluntary/community positions.

Mr John Robinson

Appointed in 2013 – Specialist Member Transport Tribunal, Ministry for Justice, Member of the NYCC Education Appeals Panel, formerly Mentor for the Prince's Trust and Managing Director of Imperial Tankers Ltd. Co-founder of the Teesside Industrial Memories Project. Great Ayton Parish Councillor.

Mr Howard Whitehead

Appointed in 2016 – past employment includes American, Dutch, UK multinational and private businesses in engineering, manufacturing, chemicals and distribution in senior positions up to Shareholder and Director level. A fellow of the Chartered Institute of Management Accountants.

Mr Keith Trotter

Appointed in 2016 – Retired Managing Director of hardware company. A Fellow of the Institute of Chartered Accountants, Member of the Institute of Consultants and a Certified Management Consultant. Member of the Volunteering Programme for Start Up Companies financed by the Business Enterprise Fund.

1.2 The Terms of Reference of the Panel are currently as follows:

- (i) To consider issues relating to Members' remuneration and expenses;
- (ii) To consider representations;
- (iii) To make recommendations and provide advice to the County Council;
- (iv) To carry out a full review of Special Responsibility Allowances for implementation every 4 years beginning from 2019/20;
- (v) To respond to requests to consider issues relating to the remuneration and expenses of independent and community members on relevant bodies; and
- (vi) To consider the remuneration of Councillors serving on other bodies/organisations when requested.

1.3 The Panel is convened under the Local Authorities (Members' Allowances) (England) Regulations 2003. These regulations, which arise out of the relevant provisions in the Local Government Act 2000, require all local authorities to maintain an Independent Remuneration Panel to review and provide advice to their council on Members' allowances. This allows an independent group to review and make recommendations on the appropriate levels of remuneration and expenses to Councillors who, by law, have to make a decision on the levels of remuneration and expenses they collectively receive.

1.4 The County Council seeks the advice of the Panel before it makes any changes or amendments to its Members' Allowance Scheme and therefore should consider its recommendations and its reasoning before setting a new or amended Members' Allowance Scheme.

2.0 CONTEXTUAL BACKGROUND

- 2.1 The Panel carried out research over the summer and autumn of 2018 and met at County Hall in November and December 2018 to consider evidence as part of its review and to formulate its recommendations. The evidence considered included national and local contextual information on benchmarking data, attendance data, financial context and input on SRA roles from current allowance holders and senior council officers.
- 2.2 **Attendance at meetings 2017/18** – Overall attendance of Councillors was at 86.6% in 2017/18. The attendance level for full meetings of the County Council was 92.3%. This is an increase on the previous year (80.8% and 85% respectively) and slightly higher than the year before that (85% and 90% respectively). Overall we consider these attendance levels to be satisfactory. Two years ago the Council accepted our recommendation that if a Councillor's attendance falls below 60% over a 12 month period, he/she should be requested to repay an appropriate sum of the allowances received during that period, subject to mitigating circumstances such as illness. The Council cannot enforce this repayment but we recommended that a strong message should be endorsed by the Council that attendance at meetings is a critical part of a Councillor's representative role. We have reviewed this threshold and recommend that it remains at 60% but also that the attendance at the Police, Fire and Crime Panel is similarly monitored for all members of that Panel.
- 2.3 **Financial position of the Council** – Council funding continues to be challenging, despite the Chancellor of the Exchequer's recent announcement that austerity is coming to an end and the announcement of extra funding of around £5m for the County Council next year in the provisional local government finance settlement announced shortly before Christmas. The County Council has already achieved savings of £157m but still needs to find a further £40m towards a projected budget shortfall of £197m by 2021/22. The Council continues to work on plans and proposals for further savings to meet the remaining funding gap.
- 2.4 We also took account of the external auditor's annual audit letter for 2017/18 and the conclusions reached about the Council's arrangements to secure value for money, having looked at the Council's arrangements to make informed decision making, sustainable resource deployment and working with partners and third parties. The auditors were satisfied that the authority had appropriate arrangements for securing economy, efficiency and effectiveness in the use of its resources.
- 2.5 **Inflation rates** - The figures below show the latest position.

	Inflation Rates for the preceding 12 months up to		
	December 2016	December 2017	December 2018
Retail Price Index (RPI)	2.5%	4.1%	2.7%
Consumer Price Index (CPI)	1.6%	3.0%	2.1%

Source ONS website

- 2.6 **Local Government Pay Award** – Following a two year pay agreement reached in 2018, most local government employees, including Chief Executives and Senior Managers, will receive a 2% increase in April 2019. Those on the lowest pay grades receive a larger increase, as in previous years.
- 2.7 **Residents' views** – In 2017 the Panel broke new ground by canvassing the views of the public on the Members' Allowances Scheme through the Citizens' Panel Survey. As a reminder, the summarised findings were that almost half (48%) of all respondents said that they believed the current level of basic allowance was 'about right'. However, when asked whether Councillors in North Yorkshire should receive 'below the average', 'above the average' or 'about the same' in relation to the basic allowance paid to Councillors in other comparable authorities, the majority of all respondents (59%) were of the view that they

should receive 'about the same'. *Source NYCC Citizens' Panel 32 – Summer 2017 survey – Survey Report* <https://www.northyorks.gov.uk/citizens-panel>

3.0 RECOMMENDATIONS FOR COUNCILLORS' BASIC ALLOWANCE

- 3.1 Every local authority must make provision in its scheme of allowances for a basic flat rate allowance payable to Members (Basic Allowance). This allowance must be the same for every Councillor and is paid in instalments through the year. One of the purposes of the Basic Allowance is to recognise the time commitment of Councillors and to compensate Councillors for the expense incurred for being a Councillor.
- 3.2 The Basic Allowance for 2018/19 is £9,635 or 5.825 units (the value of 1 unit is £1,654). Comparator information with other County Councils for the last six years is shown in Appendix 1. This shows that, despite the 7% increase implemented since April 2017, the Basic Allowance for North Yorkshire places the authority 12th out of 16, and is still 8.5% below the average of the comparator group.
- 3.3 It continues to be the strong belief of this Panel that, while the previous reluctance of Members to accept proposed increases in the Basic Allowance has been admirable in the light of the financial climate, Members should be adequately and appropriately compensated for their contributions. In our opinion, our recommendation is also necessary to attract the required calibre of candidate from a more diverse range of backgrounds to stand and serve as a Councillor.
- 3.4 We also take into consideration the increased pressure on Councillors in their workload, due to the continued reductions in Council budgets and the rationing of resources, as well as the impact of an ageing population. At the same time we remain mindful that the role also carries a strong element of voluntary public service for the community. The principles underpinning the Scheme, as set out in the introduction to the Scheme in the Council's constitution, continue to articulate the position well.
- 3.5 We continue to believe that the Basic Allowance should be based on the system of units which the Council has adopted, and that it should remain at the present value of 5.825 units. In the light of all the evidence we have considered, the view of the Panel is to recommend an increase of 2.6% in the value of each unit for 2019/20. This will bring the value of 1 unit to £1,697. The Basic Allowance for 2019/20 would therefore rise to £9,885. Our recommendation reflects the prevailing and predicted rates of inflation as well as the local government pay settlement, recognising that lower paid staff will receive more than the 2% baseline increase. It is noted that it is proposed that those staff on the lowest spinal point will potentially receive over 5% increase in 2019/20.
- 3.6 We consider that such an increase will do no more than maintain the current position for councillors in terms of mitigating the impact of inflation. However, we acknowledge that a very significant increase would be required to further improve North Yorkshire's position with regard to its comparator authorities, and we do not believe that this would be appropriate for this year in the continuing very challenging financial climate faced by local authorities.
- 3.7 Nevertheless, we do still strongly believe that there remains a case for further increases over the next few years in order to ensure that North Yorkshire's Allowance Scheme adequately reflects the demands made on Councillors.

4.0 RECOMMENDATIONS ON SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)

- 4.1 In addition to the Basic Allowance, each local authority may make provision for the payment of a Special Responsibility Allowance (SRA) for those Councillors who have significant responsibilities over and above the normal work of a Councillor. The current allowances paid by North Yorkshire County Council are shown in Appendix 2.

- 4.2 The Panel's approved Protocol of 30 November 2017 requires it to carry out an in-depth review of SRA's every 4 years. The last full review was carried out in 2015 for the 2015/16 scheme and therefore the Panel has been required to carry out a further full review for 2019/20, which has been carried out in accordance with the Protocol.
- 4.3 In support of our review, we conducted research across our comparator authority group, and considered information from officers highlighting any significant changes in roles and responsibilities since the last review was undertaken.
- 4.4 The Panel decided to carry out a survey of all Members who receive a Special Responsibility Allowance and determined to review only those where there was an agreed change in the role. We analysed the information provided to us by various sources and also spoke to a number of postholders of a Special Responsibility Allowance. We were not aware of any role where there had been a decrease in responsibility.
- 4.5 The roles that were determined to have changed since the last substantial review were the following:
- (i) Leader of the Council
 - (ii) Executive Members
 - (iii) Chairmen of Overview and Scrutiny Committees
 - (iv) Chairman of Planning and Regulatory Functions Committee
 - (v) Chairman of Pension Fund Committee
 - (vi) Chair of Police, Fire and Crime Panel
 - (vii) Vice-Chairs of Police, Fire and Crime Panel
 - (viii) Police, Fire and Crime Panel Community Co-opted Members
 - (ix) Police, Fire and Crime Panel Members
 - (x) Area Constituency Committee Chairmen
- 4.6 We considered that the following changes should take place:
- (i) Leader of the Council: We heard from the current postholder about the increased role and responsibility for Council Leaders to advocate on behalf of their authorities at a national level; the increased focus on external collaboration and partnership working; and the challenge of steering the authority through austerity whilst continuing to meet the needs of residents. We noted that the number of units assigned to the role had last been raised in 2006. We also considered comparator information from the 16 comparator county councils. In comparison to his peers, the current postholder receives an allowance which places the role 14th out of the 16 authorities. The current allowance of £26,464 is just under 84% of the average allowance of £31,533. We are therefore recommending an increase in the number of units for the position of Leader from 16 to 19 to reflect the increasing complexity and demands of the role since the last uplift in 2006, with particular regard to steering the local authority through significant financial challenges and the growing importance of external relationships.
 - (ii) Executive Members: it was noted that there was a mixture of responses received from Executive Members with some stating that their role had changed and others that it had not. It is important to note that the Panel's role is to review the generic Special Responsibility Allowance that is paid to the role of Executive Member and therefore it was determined that on balance there was no change to the overall role of these posts and therefore it is not recommended to make any change to the Special Responsibility Allowance.
 - (iii) Chairmen of Overview and Scrutiny Committees: it was noted that, of the four Chairmen, two stated that their roles had not changed and two stated that theirs had. It is important to note that the Panel's role is to review the generic Special Responsibility Allowance that is paid to the role and therefore it was determined that on balance there was no change to the overall role of these posts. Therefore, it is not recommended to make any change to the Special Responsibility Allowance.

- (iv) Chairman of Planning and Regulatory Functions Committee: the Panel heard evidence with regards to the increase in responsibility and complexity of planning applications and the planning process and determined that there is no obvious significant change to the responsibility from last year.
- (v) Chairman of Pension Fund Committee: the Panel reviewed the evidence which showed that there was an increase in complexity with regard to the work of the Pension Fund Committee and noted that there were added complications through the creation of the Border to Coast Pension Fund and the creation of the specific pension company, but that there was not enough evidence at this stage to warrant an increase in allowance. However, this can still be reviewed upon request in the future. It is noted that the non-Executive Directors of the Pension Fund company get an additional allowance through the costs of running that company and that role is outside the remit of this Independent Remuneration Panel. It was noted that the additional work falls on all members of the Committee. On balance it was considered that there should not be an increase or decrease to the Special Responsibility Allowance for this role.
- (vi) Chair of Police, Fire and Crime Panel: The Panel heard from the current holder of this post who stated that the role had increased due to additional work and also that the work was due to increase because of the change of the Police and Crime Panel to the Police, Fire and Crime Panel as the Panel has additional responsibility in carrying out its functions regarding the Police, Fire and Crime Commissioner. At this stage it is hard to envisage exactly how much additional work is required of the new Panel and this will be kept under review. The Panel considered the evidence and made the following recommendation. We recommend that the allowance for this role increases from 3 units to 5 units to reflect additional work that is already undertaken.
- (vii) Vice-Chairs of Police, Fire and Crime Panel: The Panel read evidence and heard from a current holder of this post who stated that the role had increased due to additional work and also that the work was due to increase through the change of the Police and Crime Panel to the Police, Fire and Crime Panel as the Panel has additional responsibility in carrying out its functions regarding the Police, Fire and Crime Commissioner. At this stage it is hard to envisage exactly how much additional work is required of the new Panel and this will be kept under review. The Panel considered the evidence and made the following recommendation. We recommend that the allowance for these roles increases from 1 unit to 2 units to reflect additional work that is already undertaken.
- (viii) The Police, Fire and Crime Panel Community Co-opted Members: The Panel heard evidence, and considered written representations from one Community Co-opted Member, who stated that the role had increased due to additional work and also that the work was due to increase through the change of the Police and Crime Panel to the Police, Fire and Crime Panel as the Panel has additional responsibility in carrying out its functions regarding the Police, Fire and Crime Commissioner. At this stage it is hard to envisage exactly how much additional work is required of the new Panel and this will be kept under review. The Panel considered the evidence and made the following recommendation. We recommend that the allowance for these roles increases from 0.5 units to 1 unit to reflect additional work that is already undertaken.
- (ix) Police, Fire and Crime Panel Members: The Panel heard evidence and considered representations which indicated that there was additional work required in providing independent scrutiny and support of the Police, Fire and Crime Commissioner. We noted that there is a necessity to recruit and retain the required calibre of member, and that on one occasion a meeting had to be cancelled due to being inquorate. We noted that it is unusual to recommend that an allowance is paid to all members of a body, although there is provision for this where it is agreed that the demands of membership are above those normally covered by the Basic Allowance, requiring an amount of time and effort equal to or greater than the other roles described. The Panel considered the evidence and made the following recommendation. We recommend that an allowance

of 1 unit is introduced for all Panel members other than the Chair, Vice-Chairs and Community Co-opted members, in recognition of the existing demands of this role.

- (x) Area Constituency Committee Chairmen: In May 2018 the Constitution was changed to reduce the number of Area Committees from seven to six. We note that there is a potential for the duties of the Chairmen of the new Area Constituency Committees to increase as additional scrutiny functions are delegated to them. We concluded that it was too soon to review this allowance.

4.7 These proposed changes are all set out in Appendix 3.

4.8 The Panel's next full in-depth review of SRAs will take place in 2022 for 2023/24. In the meantime, if requested to do so, the Panel may review the SRA of any post holder on an ad hoc basis.

4.9 During our deliberations about the Police, Fire and Crime Panel we were made aware that funding for the current allowances is partially obtained from a Home Office grant, albeit one that does not cover the total costs of providing this service, including the officer support to the Panel. Whilst not directly within our remit, we acknowledge the potential concerns for North Yorkshire County Council taxpayers if the costs fall on the County Council's budget as lead authority to subsidise the work of the Panel beyond the level of this grant. It may be felt that seeking a contribution from other constituent authorities would be an appropriate way forward.

5.0 RECOMMENDATIONS ON TRAVEL AND SUBSISTENCE ALLOWANCES

5.1 The Panel considered the current arrangements for travel and subsistence allowances. The arrangements are linked to the rates for council staff. We are not recommending any changes as there have been no changes in staff rates. However, in order to maintain this link, the Panel recommends that, if at any time staff rates are increased, a similar increase should be made to the rates in the Members' Allowances Scheme to come into effect at the same time.

6.0 FUTURE WORK PROGRAMME

6.1 The Panel has considered the areas it intends to review in advance of setting the 2020/21 Members' Allowance Scheme, as follows:

- Annual review of the Basic Allowance
- Ad hoc review of the Special Responsibility Allowances until 2022 when a full SRA review will be conducted following the County Council elections in 2021.

Appendices

- 1 Basic Allowance comparator information
- 2 Current SRAs
- 3 Proposed new SRAs

John A Thompson

Chairman

Date: 18 January 2019

BASIC ALLOWANCE – COMPARATOR INFORMATION

	2013/14		2014/15		2015/16		2016/17		2017/18		2018/19	
Authority	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank
Nottinghamshire	12,906	1	12,906	1	13,190	1	13,190	1	14,325	1	14,325	1
Devon	10,970	2	10,970	2	10,970	2	10,970	2	10,970	2	12,607	2
Somerset	9,880	6	10,354	4	10,580	3	10,582	4	10,795	3	11,011	3
Leicestershire	10,152	4	10,152	5	10,152	6	10,152	7	10,691	4	10,905	4
Norfolk	8,929	11	9,018	10	9,216	9	9,308	10	9,401	11	10,710	5
Derbyshire	9,948	5	10,047	7	10,047	7	10,371	5	10,476	6	10,692	6
Dorset	10,185	3	10,536	3	10,536	4	10,641	3	10,641	5	10,641	7
Lincolnshire	8,184	14	10,100	6	10,322	5	10,322	6	10,426	7	10,530	8
Oxfordshire	8,295	13	8,377	14	10,100	8	10,201	8	10,303	9	10,509	9
Cambridgeshire	7,610	16	7,700	16	7,700	16	7,855	16	10,315	8	10,315	10
Gloucestershire	8,800	12	9,000	11	9,100	11	10,000	9	10,000	10	10,100	11
NYCC	8,994	9	8,994	12	8,994	13	8,994	14	9,221	14	9,635	12
Warwickshire	8,975	10	8,975	13	8,975	14	9,263	11	9,263	13	9,448	13
Staffordshire	9,244	7	9,022	8	9,072	10	9,221	12	9,313	12	9,406	14
Worcestershire	9,020	8	9,020	9	9,020	12	9,020	13	9,012	15	9,192	15
Cumbria	8,030	15	8,030	15	8,322	15	8,322	15	8,322	16	8,405	16
Year average	9,383		9,575		9,762		9,894		10,218		10,527	
NYCC % of average	95.9		93.9		92.1		90.9		90.2		91.5	

Special Responsibility Allowances, Other Allowances, and Allowances for the Police and Crime Panel 2018/19

	Number of Units	Current Allowance £	Number of Allowances	Total Cost of allowance £	Notes
	A	B	C	D	E
Value of a Unit		1,654			
SPECIAL RESPONSIBILITY ALLOWANCES					
Chairman of the County Council	6	9,924	1	9,924	
Vice Chairman of the County Council	2	3,308	1	3,308	
Leader of the County Council	16	26,464	1	26,464	
Deputy Leader	10	16,540	1	16,540	
Other Executive Members	9	14,886	8	119,088	
Chairman of Health Overview and Scrutiny Committee	6	9,924	1	9,924	
Chairman of Other Overview and Scrutiny Committees	3	4,962	4	19,848	
Vice-Chairman of Overview and Scrutiny Committees	1	1,654	5	8,270	
Chairman of Area Constituency Committee	1.5	2,481	6	14,886	
Chairman of Planning and Regulatory Functions Committee	2.5	4,135	1	4,135	
Chairman of Planning and Regulatory Functions Sub-Committee	1	1,654	1	1,654	
Chairman of Appeals Committee	3	4,962	1	4,962	
Vice Chairman of Appeals Committee	0.5	827	1	827	
Chairman of Pension Fund Committee	3	4,962	1	4,962	
Chairman of Audit Committee	2	3,308	1	3,308	
Chairman of Standards Committee	1	1,654	1	1,654	
Champion for Young People	1	1,654	1	1,654	
Champion for Older People	1	1,654	1	1,654	
Leaders of Political Groups					
Second largest group membership	3	4,962	1	4,962	
Third largest group membership	1.5	2,481	1	2,481	
When there is only one second largest group, and no other eligible groups, the Leader of the second largest group receives an SRA of 3 units. In all other cases the total SRA allocation is then shared between the eligible Group Leaders on the basis that the Leader/s of the second largest group(s) receive an SRA twice the amount as the Leader/s of the other eligible groups. The basis of the calculation is to ensure there is not an increase to the cost of the total SRA allocation.					
Secretaries of Political Groups					
Largest Group Membership	1.5	2,481	1	2,481	
Second largest group membership	1	1,654	1	1,654	
Third largest group membership	0.5	827	1	827	
When there is only one second largest group, and no other eligible groups, the Secretary of the second largest group receives an SRA of 1 unit. In all other cases the total SRA allocation is then shared between the eligible Group Secretaries on the basis that the Secretary/ies of the second largest group(s) receive an SRA twice the amount as the Secretary/ies of the other eligible groups. The basis of the calculation is to ensure there is not an increase to the cost of the total SRA allocation.					
POLICE & CRIME PANEL					
Chair of the Police and Crime Panel	3	4,962	1	4,962	
Vice Chair of the Police and Crime Panel	1	1,654	2	3,308	
		1,583			
Community Members of the Police and Crime Panel	0.5	827	2	1,654	
OTHER ALLOWANCES					
Independent Persons	0.5	827	2	1,654	
Chairman of the Pension Board	N/A	3,000	1	3,000	
Total Special Responsibility Allowances			42	265,467	
Independent Persons			2	1,654	
Total NYCC funded			44	267,121	
Total Police & Crime Panel Allowances			5	9,924	Funded by Home Office
Pension Board			1	3,000	Funded by Pension Fund
Total			50	280,045	

Proposed Special Responsibility Allowances, Other Allowances, and Allowances for the Police, Fire and Crime Panel 2019/20

	Number of Units	Current Allowance	Number of Allowances	Total Cost of allowance	Recommended change	Updated allowance if implemented	Updated total cost if implemented	Notes
	A	£ B	C	£ D	£ E	£ F	£ G	H
Value of a Unit		1,654			1,697			
SPECIAL RESPONSIBILITY ALLOWANCES								
Chairman of the County Council	6	9,924	1	9,924		10,182	10,182	
Vice Chairman of the County Council	2	3,308	1	3,308		3,394	3,394	
Leader of the County Council	16	26,464	1	26,464	19	32,243	32,243	Increase proposed
Deputy Leader	10	16,540	1	16,540		16,970	16,970	
Other Executive Members	9	14,886	8	119,088		15,273	122,184	
Chairman of Health Overview and Scrutiny Committee	6	9,924	1	9,924		10,182	10,182	
Chairman of Other Overview and Scrutiny Committees	3	4,962	4	19,848		5,091	20,364	
Vice-Chairman of Overview and Scrutiny Committees	1	1,654	5	8,270		1,697	8,485	
Chairman of Area Constituency Committees	1.5	2,481	6	14,886		2,546	15,276	
Chairman of Planning and Regulatory Functions Committee	2.5	4,135	1	4,135		4,243	4,243	
Chairman of Planning and Regulatory Functions Sub-Committee	1	1,654	1	1,654		1,697	1,697	
Chairman of Appeals Committee	3	4,962	1	4,962		5,091	5,091	
Vice Chairman of Appeals Committee	0.5	827	1	827		849	849	
Chairman of Pension Fund Committee	3	4,962	1	4,962		5,091	5,091	
Chairman of Audit Committee	2	3,308	1	3,308		3,394	3,394	
Chairman of Standards Committee	1	1,654	1	1,654		1,697	1,697	
Champion for Young People	1	1,654	1	1,654		1,697	1,697	
Champion for Older People	1	1,654	1	1,654		1,697	1,697	
Leaders of Political Groups								
Second largest group membership	3	4,962	1	4,962		5,091	5,091	
Third largest group membership	1.5	2,481	1	2,481		2,546	2,546	
When there is only one second largest group, and no other eligible groups, the Leader of the second largest group receives an SRA of 3 units. In all other cases the total SRA allocation is then shared between the eligible Group Leaders on the basis that the Leader/s of the second largest group(s) receive an SRA twice the amount as the Leader/s of the other eligible groups. The basis of the calculation is to ensure there is not an increase to the cost of the total SRA allocation.								
Secretaries of Political Groups								
Largest Group Membership	1.5	2,481	1	2,481		2,546	2,546	
Second largest group membership	1	1,654	1	1,654		1,697	1,697	
Third largest group membership	0.5	827	1	827		849	849	
When there is only one second largest group, and no other eligible groups, the Secretary of the second largest group receives an SRA of 1 unit. In all other cases the total SRA allocation is then shared between the eligible Group Secretaries on the basis that the Secretary/ies of the second largest group(s) receive an SRA twice the amount as the Secretary/ies of the other eligible groups. The basis of the calculation is to ensure there is not an increase to the cost of the total SRA allocation.								
POLICE, FIRE & CRIME PANEL (PFCP)								
Chair of the Police, Fire and Crime Panel	3	4,962	1	4,962	5	8,485	8,485	Increase proposed
Vice Chair of the Police, Fire and Crime Panel	1	1,654	2	3,308	2	3,394	6,788	Increase proposed
Members of the Police, Fire and Crime Panel		N/A	7	0	1	1,697	11,879	New allowance proposed
Community Co-opted Members of the Police, Fire and Crime Panel	0.5	827	2	1,654	1	1,697	3,394	Increase proposed
OTHER ALLOWANCES								
Independent Persons	0.5	827	2	1,654		849	1,698	
Chairman of the Pension Board	N/A	3,000	1	3,000	N/A	3,000	3,000	
Total Special Responsibility Allowances								
			42	265,467	42		277,465	
Independent Persons								
			2	1,654	2		1,698	
Total NYCC funded								
			44	267,121	44		279,163	
Total Police, Fire & Crime Panel Allowances								
			5	9,924	12		30,546	Funded from Home Office grant
Pension Board								
			1	3,000	1		3,000	Funded by Pension Fund
Total								
			50	280,045	57		312,709	