

NORTH YORKSHIRE COUNTY COUNCIL

19 FEBRUARY 2020

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 2020/21.

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.
- 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 unit-based Special Responsibility Allowances. The Basic Allowance would therefore rise to £10,142 and the Special Responsibility Allowances would increase to the levels shown in Appendix 3.
 - 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 raised to 66%.
 - 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 unit-based Special Responsibility Allowances
- (b) That County Councillors are invited to voluntarily return a proportion of their allowance if their attendance falls below a benchmark of 66%, except where there are mitigating circumstances such as illness, in line with the existing scheme for County Councillors
- (c) 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
31 January 2020

NORTH YORKSHIRE COUNTY COUNCIL
REPORT OF THE INDEPENDENT PANEL ON THE REMUNERATION OF
MEMBERS OF NORTH YORKSHIRE COUNTY COUNCIL
2020/21

EXECUTIVE SUMMARY

We are a Remuneration Panel of four members, convened by legislation approved in 2003. Although appointed by North Yorkshire County Council we are, as agreed in writing, an independent body. Our responsibility is to review the Council's Members' Allowance Scheme to ensure that payments are set at the appropriate level to undertake the role and, at the same time, to ensure the Scheme is sufficiently attractive to all who would wish to serve as a Councillor of North Yorkshire.

The Panel as agreed (by Council in 2009) was that:

- The Panel would consist of a maximum of four members and that there would normally be a four year term of office. A member could be reappointed for a further term of four years, meaning that each member could only sit for a maximum of eight years on the Panel
- In 2011 it was confirmed by Council that the Panel chooses its own Chairman
- There should be a recruitment process even for Panel members who have sat the original four year term
- Regarding independence, although the HMRC treat any allowance as taxable employment income, Panel members are not employees and are therefore independent of the Council. Panel members do not have a line manager in the Council and therefore are under no direction or influence from the Council in any way. Any remuneration is taxable through the NYCC payroll, but the appointment is not pensionable. Panel members can claim reimbursement for reasonable travel and subsistence costs necessarily incurred on IRP business at rates set by NYCC.

We make recommendations to the County Council on the levels of remuneration we consider are justified for Council's Members 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 continued to believe there was a case for a further increase in allowances for the reasons described above, but our recommendations were tempered by the financial challenges which continued to face the Council and the projected salary increases for its own employees. Despite the increases over the last three years, North Yorkshire's position is still 9% below the average for comparator county councils following increases elsewhere (see Appendix 1).

For 2020/21 we are recommending that Members agree to an increase this year in the Basic Allowance of 2.6%, taking account of prevailing and forecast inflation. The Basic Allowance would therefore become £10,142, with the value of a unit increasing to £1,741. The aggregate cost of the increase in the Basic Allowance would be £18,504 per annum.

The Panel did not carry out any ad hoc reviews of Special Responsibility Allowances this year as no submissions were received. The overall annual cost increase of our recommendations on County Council Special Responsibility Allowances would be £7,240, reflecting the 2.6% increase across all Special Responsibility Allowances.

The total financial implication of our recommendations for the Council's budget for 2020/21 would be £25,744. This represents less than 0.01% of the Council's net budget.

The Panel has reviewed the threshold for attendance at meetings and recommends that this be increased from 60% to 66%. If a Councillor's attendance falls below 66% 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 or parental leave.

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' Allowance Scheme to come into effect at the same time.

1.0 INTRODUCTION

- 1.1 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.
- 1.2 In 2018/19 the Panel also commenced reviews for the North Yorkshire Police, Fire and Crime Panels currently overseen by the North Yorkshire Police, Fire and Crime Commissioner.
- 1.3 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.
- 1.4 The current membership of the Independent Remuneration Panel is as follows:-

Mr John Thompson – Chairman

Appointed in December 2013. Reappointed 2019 – past employment includes: Regional Manager for the Royal Institution of Chartered Surveyors and Regional Director, Yorkshire & Humber 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 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 and previous Governing Council Member for 9 years.

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.

Dr Stuart Green

Appointed in 2019 – Fellow of the Chartered Institute of Public Finance and Accountancy and Association of Chartered Certified Accountants. Current employment as a lecturer at a leading UK university. Holds and has held a variety of non-executive and governance roles.

- 1.5 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 (the last being 2019/20);
 - (v) To respond to requests to consider issues relating to the remuneration and expenses of independent and community members on relevant bodies;

(vi) To consider the remuneration of Councillors serving on other bodies/organisations when requested.

1.6 The Panel consists of four members, recruited by open advert, for a four year term of office. It is open for any member of the public to apply. Members can be appointed for a further term of up to four years. Appointments to the Panel are made by the Leaders of formal Groups, the Chief Executive and the Monitoring Officer. The Panel chooses its Chairman.

2.0 CONTEXTUAL BACKGROUND

2.1 The Panel carried out research over the autumn of 2019 and met at County Hall in September and November 2019 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 from Group Leaders and senior council officers.

2.2 **Attendance at meetings 2018/19** – Overall attendance of Councillors was at 80.4% in 2018/19. The attendance level for full meetings of the County Council was 90.6%. This is a decrease on the previous year (86.6% and 92.3% respectively). Nevertheless, we consider these attendance levels to be satisfactory.

2.3 Three 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 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. Last year we reviewed this threshold and recommended that it remained at 60% but also that the attendance at the Police, Fire and Crime Panel was similarly monitored for all members of that Panel.

2.4 We have reviewed this threshold again this year and recommend that it is now raised to 66%. Whilst we recognise that a Councillor's representative role goes well beyond attendance at formal Council meetings, we believe that Councillors should make every effort to attend meetings of those formal Council committees to which they have been appointed.

2.5 **Financial position of the Council** – Council funding continues to be challenging in the context of uncertainty around future funding and the wider economy. The County Council has already achieved savings of £172.9m over ten years but still needs to find a further £24.8m by the end of 2021/22. The Council continues to work on plans and proposals for further savings to meet the remaining funding gap.

2.6 We also took account of the external auditor's annual audit letter for 2018/19 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 continued to be satisfied that the authority had appropriate arrangements for securing economy, efficiency and effectiveness in the use of its resources.

2.7 **Inflation rates** - The figures below show the latest position.

	Inflation Rates for the preceding 12 months up to		
	December 2017	December 2018	December 2019
Retail Price Index (RPI)	4.1%	2.7%	2.2%
Consumer Price Index (CPI)	3.0%	2.1%	1.3%

Source ONS website

- 2.8 **Local Government Pay Award** – Following a two year pay agreement reached in 2018, most local government employees, including Chief Executives and Senior Managers, received a 2% increase in April 2019. Those on the lowest pay grades received a larger increase, as in previous years. Local government unions have submitted a 10% pay claim to the national employers’ body for next year. North Yorkshire County Council is currently budgeting for a 2% increase in 2020/21.
- 2.9 **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 The number of councillors is determined by the Boundary Commission and the Council’s budget is determined by central government, but we still examine the comparator information to ensure there is no significant disproportion applicable to North Yorkshire County Council. The Panel considered information regarding total expenditure on Members’ Allowances as a proportion of the budget of comparator authorities and noted that North Yorkshire is in line with other local authorities in this regard.
- 3.2 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. There are currently 72 councillors on the County Council.
- 3.3 The Basic Allowance for 2019/20 is £9,885 or 5.825 units (the value of 1 unit is £1,697). Comparator information with other County Councils for the last six years is shown in Appendix 1. This shows that, despite the 9.6% increase implemented since April 2017, the Basic Allowance for North Yorkshire places the authority 12th out of 16, and is still 9% below the average of the comparator group.
- 3.4 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.
- 3.5 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.
- 3.6 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 2020/21. This will bring the value of 1 unit to £1,741. The Basic Allowance for 2020/21 would therefore rise to £10,142. Our recommendation reflects the prevailing and predicted rates of inflation as well as recent local

government pay settlements, recognising that lower paid staff received more than the 2% baseline increase. It is noted that those staff on the lowest spinal point received over 5% increase in 2019/20.

- 3.7 We consider that such an increase will do little 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.
- 3.8 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 its 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. It is important to note that the Panel's role is to review the Special Responsibility Allowance that is associated with each specific role but that the Panel has no involvement in the appointment of individual councillors to these roles.
- 4.2 The proposed increase in the value of a unit set out in paragraph 3.6 above will also have the effect of increasing all Special Responsibility Allowances based on units by the same figure of 2.6%.
- 4.3 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 2018 for the 2019/20 scheme, which was carried out in accordance with the Protocol.
- 4.4 This year we therefore restricted our review of Special Responsibility Allowances to an ad hoc review of any allowances where we were made aware of significant changes in roles and responsibilities since the last review was undertaken. We noted that there have been no significant changes to legislation or the council's constitution. We concluded that there were no roles determined to have changed since the last substantial review.
- 4.5 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 will still review the SRA of any post holder on an ad hoc basis.

5.0 RECOMMENDATIONS ON OTHER 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.
- 5.2 This year the proposal for a possible Parental Leave Policy was put forward by the County Council Executive. We agree with the need for such a policy to ensure that a diverse range of candidates are able to stand for election, and feel that it is appropriate for this issue to be incorporated into the Members' Allowances Scheme prior to the County Council elections in May 2021. We have been made aware however that the County Council now intends to consider the matter in the wider context of the pastoral care, illness or bereavement leave entitlements and other associated resources available to all members, to ensure that there are no barriers to standing or remaining as Councillors. In order to be able to review a

broader package of entitlements for councillors being proposed by the County Council Executive during 2020, we agree to defer making any recommendations until our next report which will still be in time for the 2021 election.

6.0 INDEX LINKING

- 6.1 The Members' Allowances Regulations provide that
"A scheme may make provision for an annual adjustment of allowances by reference to such index as may be specified by the authority and where the only change made to a scheme in any year is that effected by such annual adjustment in accordance with such index the scheme shall be deemed not to have been amended.

Where an authority has regard to an index for the purpose of annual adjustment of allowances it must not rely on that index for longer than a period of four years before seeking a further recommendation from the independent remuneration panel established in respect of that authority on the application of an index to its scheme."

- 6.2 The Panel received a report on the practice of comparator authorities in relation to the index linking of allowances and discussed the possibility of index linking of increases in allowances for future years. However, whilst not ruling out the potential application of index linking in the future, the Panel concluded that it did not feel that such an approach was appropriate at this point in time, and that an annual review of the scheme continued to be the favoured approach to its work in order to ensure that relevant local and national factors can be taken into account.

7.0 FUTURE WORK PROGRAMME

- 7.1 The Panel has considered the areas it intends to review in advance of setting the 2021/22 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
 - Planning for Citizens' Panel survey in 2021
 - Review in 2020 the broader package of entitlements for councillors being proposed by the County Council Executive
- 7.2 The Panel proposes that it will review and report here, the timely availability and performance of its essential support facility provided by NYCC, commencing in the next report.

Appendices

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

John Thompson

Chairman

Date: 28 January 2020

BASIC ALLOWANCE – COMPARATOR INFORMATION

	2014/15		2015/16		2016/17		2017/18		2018/19		2019/20	
Authority	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank
Nottinghamshire	12,906	1	13,190	1	13,190	1	14,325	1	14,325	1	14,613	1
Dorset	10,536	3	10,536	4	10,641	3	10,641	5	10,641	7	13,000	2
Devon	10,970	2	10,970	2	10,970	2	10,970	2	12,607	2	12,859	3
Somerset	10,354	4	10,580	3	10,582	4	10,795	3	11,011	3	11,231	4
Leicestershire	10,152	5	10,152	6	10,152	7	10,691	4	10,905	4	11,124	5
Norfolk	9,018	10	9,216	9	9,308	10	9,401	11	10,710	5	10,924	6
Derbyshire	10,047	7	10,047	7	10,371	5	10,476	6	10,692	6	10,896	7
Lincolnshire	10,100	6	10,322	5	10,322	6	10,426	7	10,530	8	10,792	8
Oxfordshire	8,377	14	10,100	8	10,201	8	10,303	9	10,509	9	10,719	9
Cambridgeshire	7,700	16	7,700	16	7,855	16	10,315	8	10,315	10	10,315	10
Gloucestershire	9,000	11	9,100	11	10,000	9	10,000	10	10,100	11	10,300	11
NYCC	8,994	12	8,994	13	8,994	14	9,221	14	9,635	12	9,885	12
Warwickshire	8,975	13	8,975	14	9,263	11	9,263	13	9,448	13	9,637	13
Staffordshire	9,022	8	9,072	10	9,221	12	9,313	12	9,406	14	9,594	14
Worcestershire	9,020	9	9,020	12	9,020	13	9,020	15	9,192	15	9,357	15
Cumbria	8,030	15	8,322	15	8,322	15	8,322	16	8,405	16	8,573	16
Year average	9,575		9,762		9,894		10,218		10,527		10,864	
NYCC % of average	93.9		92.1		90.9		90.2		91.5		91.0	

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 £	Notes
	A	B	C	D	E
Value of a Unit		1,697			
SPECIAL RESPONSIBILITY ALLOWANCES					
Chairman of the County Council	6	10,182	1	10,182	
Vice Chairman of the County Council	2	3,394	1	3,394	
Leader of the County Council	19	32,243	1	32,243	
Deputy Leader	10	16,970	1	16,970	
Other Executive Members	9	15,273	8	122,184	
Chairman of Health Overview and Scrutiny Committee	6	10,182	1	10,182	
Chairman of Other Overview and Scrutiny Committees	3	5,091	4	20,364	
Vice-Chairman of Overview and Scrutiny Committees	1	1,697	5	8,485	
Chairman of Area Constituency Committee	1.5	2,546	6	15,276	
Chairman of Planning and Regulatory Functions Committee	2.5	4,243	1	4,243	
Chairman of Planning and Regulatory Functions Sub-Committee	1	1,697	1	1,697	
Chairman of Appeals Committee	3	5,091	1	5,091	
Vice Chairman of Appeals Committee	0.5	849	1	849	
Chairman of Pension Fund Committee	3	5,091	1	5,091	
Chairman of Audit Committee	2	3,394	1	3,394	
Chairman of Standards Committee	1	1,697	1	1,697	
Champion for Young People	1	1,697	1	1,697	
Champion for Older People	1	1,697	1	1,697	
<u>Leaders of Political Groups</u>					
Second largest group membership	3	5,091	1	5,091	
Third largest group membership	1.5	2,546	1	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.					
<u>Secretaries of Political Groups</u>					
Largest Group Membership	1.5	2,546	1	2,546	
Second largest group membership	1	1,697	1	1,697	
Third largest group membership	0.5	849	1	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	5	8,485	1	8,485	
Vice Chair of the Police, Fire and Crime Panel	2	3,394	2	6,788	
Members of the Police, Fire and Crime Panel	1	1,697	7	11,879	
Community Members of the Police, Fire and Crime Panel	1	1,697	2	3,394	
OTHER ALLOWANCES					
Independent Persons	0.5	849	2	1,698	
Chairman of the Pension Board		3,000	1	3,000	
Total Special Responsibility Allowances			42	277,465	
Independent Persons			2	1,698	
Total NYCC funded			44	279,163	
Total Police & Crime Panel Allowances			5	30,546	Funded by Home Office
Pension Board			1	3,000	Funded by Pension Fund
Total			50	312,709	

Special Responsibility Allowances, Other Allowances, and Allowances for the Police, Fire and Crime Panel 2020/21								
	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		1,697			1,741			
SPECIAL RESPONSIBILITY ALLOWANCES								
Chairman of the County Council	6	10,182	1	10,182		10,446.00	10,446.00	
Vice Chairman of the County Council	2	3,394	1	3,394		3,482.00	3,482.00	
Leader of the County Council	19	32,243	1	32,243		33,079.00	33,079.00	
Deputy Leader	10	16,970	1	16,970		17,410.00	17,410.00	
Other Executive Members	9	15,273	8	122,184		15,669.00	125,352.00	
Chairman of Health Overview and Scrutiny Committee	6	10,182	1	10,182		10,446.00	10,446.00	
Chairman of Other Overview and Scrutiny Committees	3	5,091	4	20,364		5,223.00	20,892.00	
Vice-Chairman of Overview and Scrutiny Committees	1	1,697	5	8,485		1,741.00	8,705.00	
Chairman of Area Constituency Committee	1.5	2,546	6	15,276		2,612.00	15,672.00	
Chairman of Planning and Regulatory Functions Committee	2.5	4,243	1	4,243		4,353.00	4,353.00	
Chairman of Planning and Regulatory Functions Sub-Committee	1	1,697	1	1,697		1,741.00	1,741.00	
Chairman of Appeals Committee	3	5,091	1	5,091		5,223.00	5,223.00	
Vice Chairman of Appeals Committee	0.5	849	1	849		871.00	871.00	
Chairman of Pension Fund Committee	3	5,091	1	5,091		5,223.00	5,223.00	
Chairman of Audit Committee	2	3,394	1	3,394		3,482.00	3,482.00	
Chairman of Standards Committee	1	1,697	1	1,697		1,741.00	1,741.00	
Champion for Young People	1	1,697	1	1,697		1,741.00	1,741.00	
Champion for Older People	1	1,697	1	1,697		1,741.00	1,741.00	
<u>Leaders of Political Groups</u>								
Second largest group membership	3	5,091	1	5,091		5,223.00	5,223.00	
Third largest group membership	1.5	2,546	1	2,546		2,612.00	2,612.00	
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.								
<u>Secretaries of Political Groups</u>								
Largest Group Membership	1.5	2,546	1	2,546		2,612.00	2,612.00	
Second largest group membership	1	1,697	1	1,697		1,741.00	1,741.00	
Third largest group membership	0.5	849	1	849		871.00	871.00	
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	5	8,485	1	8,485		8,705.00	8,705.00	
Vice Chair of the Police, Fire and Crime Panel	2	3,394	2	6,788		3,482.00	6,964.00	
Members of the Police, Fire and Crime Panel	1	1,697	7	11,879		1,741.00	12,187.00	
Community Members of the Police, Fire and Crime Panel	1	1,697	2	3,394		1,741.00	3,482.00	
OTHER ALLOWANCES								
Independent Persons	0.5	849	2	1,698		871.00	1,742.00	
Chairman of the Pension Board		3,000	1	3,000		3,000.00	3,000.00	
Total Special Responsibility Allowances			42	277,463			284,659	
Independent Persons			2	1,698			1,742	
Total NYCC funded			44	279,161			286,401	
Total Police & Crime Panel Allowances			5	30,546			31,338	Funded by Home Office
Pension Board			1	3,000			3,000	Funded by Pension Fund
Total			50	312,707			320,739	