

NORTH YORKSHIRE COUNTY COUNCIL

17 FEBRUARY 2021

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 2021/22.

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 is requested 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.
- 3.3 For 2021/22, taking account of the financial constraints imposed on the Council and official government policy of restricted pay increases for the public sector, the Panel has recommended that there should be no increase to either the Basic Allowance or Special Responsibility Allowances in the current scheme.
- 3.4 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) That the current Members' Allowances Scheme be retained for the 2021/22 financial year.
- (b) 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
1 February 2020

NORTH YORKSHIRE COUNTY COUNCIL REPORT OF THE INDEPENDENT PANEL ON THE REMUNERATION OF MEMBERS OF NORTH YORKSHIRE COUNTY COUNCIL 2021/22

EXECUTIVE SUMMARY

We are a Remuneration Panel, generally 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, Council confirmed that the Panel chooses its own Chairman and duration by agreement.
- There will be a recruitment process even for Panel members who sat the original four-year term.
- Regarding independence, although 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. Ongoing administrative support for the Panel however, will be provided by the Council as and when required. Any Panel 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.

For 2020/21 we recommended that Members agreed to an increase in Basic Allowance of 2.6%, taking account of prevailing and forecast inflation. The Basic Allowance became £10,142, with the value of a unit increasing to £1,741. The aggregate cost of the Basic Allowance increase was £18,504 per annum.

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

The Panel's recommendations for 2020/21 were based on the underlying assumption that there would be no fundamental change as to how the business of the Council would be conducted during the year. Inevitably, due to the impact of Covid19, this has not been the case and therefore the Panel wishes to place on record that the additional challenges imposed on councillors as a result of these, have been achieved at no extra cost to the tax payer.

For 2021/22, taking account of the financial constraint imposed on the Council and official government policy of restricted pay increases for the public sector, we are recommending that there should be no increase to either the Basic Allowance or Special Responsibility Allowances.

There have been no submissions made to the Panel this year for carrying out any ad hoc reviews of Special Responsibility Allowances

The Panel has reviewed the threshold for attendance at meetings and determined that, under post virus conditions, it should remain at 66%.

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 previously 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 Thompson's second term of office is due to expire in November 2021. However, to avoid a major disruption to the functioning of a complete Panel at such a critical time, it has been proposed by the Monitoring Officer, and agreed by the County Council Leader, that he should continue in office for a further few months until the completion and acceptance of the Panel's report for 2022/23.)

Mr Keith Trotter

Appointed in 2016 – Reappointed November 2020 - 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.

Mr David Marsden

Appointed in November 2020 – Retired solicitor. Holds and has held since retirement, a number of voluntary appointments.

(Mr Marsden was appointed to the Panel well after the drafting of this latest report had commenced and has not participated in the preparation of this report.)

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 generally 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 may be re-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.

1.7 The Panel chooses its own Chairman and duration.

2.0 CONTEXTUAL BACKGROUND

2.1 The Panel assembled in December 2020 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 2019/20** – From 1 April 2019 to 22 March 2020, the average attendance of Members to council meetings was 78.2% (83.8% for full meetings of the County Council).

2.3 The picture as regards attendance of Members to council meetings from 23 March 2020 is much more complex than in previous years, due to the restrictions imposed upon meetings by the Covid-19 pandemic, and it is important that this context is fully acknowledged.

2.4 From 23 March 2020 to 18 May 2020, no formal, public committee meetings were held due to restrictions imposed by the national lockdown. From mid-April 2020, all Members were invited to attend remote meetings of the Council's six Area Constituency Committees, using Skype. Throughout April and May, these were held at least every fortnight. From 19 May to 10 September 2020, only meetings of the Executive, County Council, Planning and Regulatory Functions, Pension Fund Committee and the North Yorkshire Police, Fire and Crime Panel were held in public as live broadcast meetings. As such, we recognise that not all Members were able to attend meetings counting towards their overall attendance. Private meetings of other council committees were held informally (remotely) to ensure that all Members continued to be fully engaged in the work of the council, but attendance at these was not counted as they were not held in public. From 11 September 2020, all formal and public meetings of the council were held in public as live broadcast meetings.

2.5 Taking into account all of the above factors, overall average attendance at meetings that could have been attended (and which counted formally towards a Member's attendance record) has been at 87.4% (92.6% for full meetings of the County Council) as of end November 2020. In spite of the difficult circumstances presented in 2020, this represents an increase on the previous attendance figures noted in our report last year (80.4% and 90.6% for full council respectively). We therefore consider these attendance levels to be satisfactory, particularly given the difficult set of circumstances presented.

2.6 **Financial position of the Council** – Council funding continues to be challenging in the context of uncertainty around future funding and the ongoing impact of the Covid-19 pandemic on council budgets. The County Council has reported a projected net overspend of £1,425k against budget for 2020/21. The direct impact of Covid-19 is leading to ‘headline’ overspends in all directorates which is largely offset by time-limited additional government support. The longer-term impact of the pandemic remains a critical issue with significant uncertainty around impacts on levels of funding from government and local taxpayers, the wider economy and local markets, with potentially major repercussions for the county council’s budget and cash flow. We also took account of the external auditor’s report for 2019/20, which concluded that in all significant respects, the County Council has put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources for the year ended 31st March 2020.

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

	Inflation Rates for the preceding 12 months up to		
	December 2018	December 2019	November 2020
Retail Price Index (RPI)	2.7%	2.2%	0.9%
Consumer Price Index (CPI)	2.1%	1.3%	0.6%

2.8 **Local Government Pay Award** – A 2.75% pay award was implemented for local government employees with effect from April 2020. The Chancellor announced during the November 2020 Spending Review that there will be a three-year pay freeze for a number of public sector workers, including teachers. Local government unions have not yet submitted a pay claim to the national employers’ body for the coming year.

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>*

2.10 The Panel is hoping to again join in another NYCC Citizens’ Panel Survey before its next report.

3.0 THE PANEL’S REFLECTION ON 2020

3.1 In its report for 2020/21, the Panel’s recommendations were, as usual, based on the underlying assumption that there would be no fundamental changes or requirements as to how the business of the Council would be conducted during this year.

3.2 However, since March 2020 the impact and disruption to the standard procedures of the Council which Covid-19 has had, has certainly proved that this has not been the case. As a result, the Council has had to face up to unprecedented challenges on a scale not envisaged in that report

3.3 We have called and received both advice and evidence as to how these challenges, on a completely different way of working have had to be faced and overcome. The members of the Panel have concluded that, while the new method of working may have saved travelling time for councillors, any such saving has been more than offset by the significant additional time councillors have devoted to the special needs within their community, especially for the most vulnerable. This has been achieved at no extra cost to the taxpayer.

4.0 RECOMMENDATIONS FOR COUNCILLORS' BASIC ALLOWANCE

- 4.1 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.
- 4.2 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.
- 4.3 The Basic Allowance for 2020/21 is £10,142 or 5.825 units (the value of 1 unit is £1,741). Comparator information with other County Councils for the last six years is shown in Appendix 1. This shows that, despite an increase of almost 10% implemented since April 2017, the Basic Allowance for North Yorkshire places the authority 12th out of 16, and is still 8% below the average of the comparator group.
- 4.4 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.
- 4.5 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 at the time, 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.
- 4.6 We also take into consideration the current 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.
- 4.7 We acknowledge that a very significant increase would be required to further improve North Yorkshire's position with regard to its comparator authorities. However, we do not believe that this would be appropriate for this year. For its recommendation for 2021/22 the Panel has taken in to account the severe impact the Pandemic has had and continues to have on the financial welfare of the region. Although we have still sought out the actions being taken by the comparator authorities, the Panel is of the opinion that the focus should for this year be solely on its own County Council. Therefore, taking in to account that while council procedures are unlikely to return to normal until sometime in 2021 or later, nevertheless the emerging financial strain on the County Council's resources and the declared government policy of no pay increases in the public sector have steered the Panel in to recommending that there should be no increase in the Basic Allowance for 2021/22.
- 4.8 Nevertheless, we do still strongly believe that there remains a case, when possible, 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.

5.0 RECOMMENDATIONS ON SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)

- 5.1 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.
- 5.2 The proposed nil increase in the value of a unit set out in paragraph 4.7 above will also be applicable to all Special Responsibility Allowances based on units. (Appendix 3).
- 5.3 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.
- 5.4 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.
- 5.5 The Panel's next full in-depth review of SRAs will take place in 2022 for 2023/24. In the meantime, if requested, the Panel will review the SRA of any post holder on an ad hoc basis.

6.0 RECOMMENDATIONS ON OTHER ALLOWANCES

- 6.1 The Panel considered the current arrangements for travel and subsistence allowances. The arrangements are linked to 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.
- 6.2 The proposal for the Panel to review during 2020/21 a broad package of entitlements for councillors, including a possible Parental Leave Policy, has had to be postponed because of the disruption caused by Covid19 on the work programme of the Council. However, we strongly believe in these measures, to ensure that there are no barriers to standing or remaining as a councillor. The panel is hoping to carry out this review in 2021.

7.0 INDEX LINKING

- 7.1 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."

- 7.2 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.

8.0 FUTURE WORK PROGRAMME

8.1 The Panel has considered the areas it intends to review in advance of setting the 2022/23 Members' Allowance Scheme, as follows:

- Annual review of the Basic Allowance
- Ad hoc review of the Special Responsibility Allowances when a full SRA review will be conducted following the next County Council elections
- Planning for Citizens' Panel survey during 2021
- Review in 2021 the broader package of entitlements for councillors being proposed by the County Council Executive

8.2 The Panel had proposed that it would review and report here, the timely availability and performance of its essential support facility provided by NYCC. We are pleased to note that especially considering the Covid-19 disruptions, our support has since shown a significant improvement.

Appendices

- 1 Basic Allowance comparator information
- 2 Current SRAs for 2020/21
- 3 Retained SRAs for 2021/22

John Thompson

Chairman

Date: 11 January 2021

BASIC ALLOWANCE – COMPARATOR INFORMATION

	2015/16		2016/17		2017/18		2018/19		2019/20		2020/21	
Authority	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank
Nottinghamshire	13,190	1	13,190	1	14,325	1	14,325	1	14,613	1	14,613	1
Devon	10,970	2	10,970	2	10,970	2	12,607	2	12,859	3	13,213	2
Dorset	10,536	4	10,641	3	10,641	5	10,641	7	13,000	2	13,000	3
Somerset	10,580	3	10,582	4	10,795	3	11,011	3	11,231	4	11,540	4
Leicestershire	10,152	6	10,152	7	10,691	4	10,905	4	11,124	5	11,430	5
Derbyshire	10,047	7	10,371	5	10,476	6	10,692	6	10,896	7	11,196	6
Lincolnshire	10,322	5	10,322	6	10,426	7	10,530	8	10,792	8	11,055	7
Oxfordshire	10,100	8	10,201	8	10,303	9	10,509	9	10,719	9	11,014	8
Norfolk	9,216	9	9,308	10	9,401	11	10,710	5	10,924	6	10,924	9
Gloucestershire	9,100	11	10,000	9	10,000	10	10,100	11	10,300	11	10,500	10
Cambridgeshire	7,700	16	7,855	16	10,315	8	10,315	10	10,315	10	10,315	11
NYCC	8,994	13	8,994	14	9,221	14	9,635	12	9,885	12	10,142	12
Staffordshire	9,072	10	9,221	12	9,313	12	9,406	14	9,594	14	9,786	13
Warwickshire	8,975	14	9,263	11	9,263	13	9,448	13	9,611	13	9,637	14
Worcestershire	9,020	12	9,110	13	8,772	15	8,947	15	9,108	15	9,245	15
Cumbria	8,322	15	8,322	15	8,322	16	8,405	16	8,573	16	8,744	16
Year average	9,769		9,906		10,202		10,512		10,847		11,022	
NYCC % of average	92.1		90.8		90.4		91.7		91.1		92	

Special Responsibility Allowances, Other Allowances, and Allowances for the Police, Fire and Crime Panel 2020/221

	Number of Units	Current Allowance £	Number of Allowances	Total Cost of allowance £	Notes
	A	B	C	D	E
Value of a Unit		1,741			
SPECIAL RESPONSIBILITY ALLOWANCES					
Chairman of the County Council	6	10,446	1	10,446	
Vice Chairman of the County Council	2	3,482	1	3,482	
Leader of the County Council	19	33,079	1	33,079	
Deputy Leader	10	17,410	1	17,410	
Other Executive Members	9	15,669	8	125,352	
Chairman of Health Overview and Scrutiny Committee	6	10,446	1	10,446	
Chairman of Other Overview and Scrutiny Committees	3	5,223	4	20,892	
Vice-Chairman of Overview and Scrutiny Committees	1	1,741	5	8,705	
Chairman of Area Constituency Committee	1.5	2,612	6	15,672	
Chairman of Planning and Regulatory Functions Committee	2.5	4,353	1	4,353	
Chairman of Planning and Regulatory Functions Sub-Committee	1	1,741	1	1,741	
Chairman of Appeals Committee	3	5,223	1	5,223	
Vice Chairman of Appeals Committee	0.5	871	1	871	
Chairman of Pension Fund Committee	3	5,223	1	5,223	
Chairman of Audit Committee	2	3,482	1	3,482	
Chairman of Standards Committee	1	1,741	1	1,741	
Champion for Young People	1	1,741	1	1,741	
Champion for Older People	1	1,741	1	1,741	
<u>Leaders of Political Groups</u>					
Second largest group membership	3	5,223	1	5,223	
Third largest group membership	1.5	2,612	1	2,612	
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	2,612	1	2,612	
Second largest group membership	1	1,741	1	1,741	
Third largest group membership	0.5	871	1	871	
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	8,705	1	8,705	
Vice Chair of the Police, Fire and Crime Panel	2	3,482	2	6,964	
Members of the Police, Fire and Crime Panel	1	1,741	7	12,187	
Community Members of the Police, Fire and Crime Panel	1	1,741	2	3,482	
OTHER ALLOWANCES					
Independent Persons	0.5	871	2	1,742	
Chairman of the Pension Board		3,000	1	3,000	
Total Special Responsibility Allowances			42	284,659	
Independent Persons			2	1,742	
Total NYCC funded			44	286,401	
Total Police & Crime Panel Allowances			5	31,338	Funded by Home Office
Pension Board			1	3,000	Funded by Pension Fund
Total			50	320,739	

Proposed Retained Special Responsibility Allowances, Other Allowances, and Allowances for the Police, Fire and Crime Panel 2021/22

	Number of Units	Current Allowance £	Number of Allowances	Total Cost of allowance £	Notes
	A	B	C	D	E
Value of a Unit		1,741			
SPECIAL RESPONSIBILITY ALLOWANCES					
Chairman of the County Council	6	10,446	1	10,446	
Vice Chairman of the County Council	2	3,482	1	3,482	
Leader of the County Council	19	33,079	1	33,079	
Deputy Leader	10	17,410	1	17,410	
Other Executive Members	9	15,669	8	125,352	
Chairman of Health Overview and Scrutiny Committee	6	10,446	1	10,446	
Chairman of Other Overview and Scrutiny Committees	3	5,223	4	20,892	
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Chairman of Planning and Regulatory Functions Sub-Committee	1	1,741	1	1,741	
Chairman of Appeals Committee	3	5,223	1	5,223	
Vice Chairman of Appeals Committee	0.5	871	1	871	
Chairman of Pension Fund Committee	3	5,223	1	5,223	
Chairman of Audit Committee	2	3,482	1	3,482	
Chairman of Standards Committee	1	1,741	1	1,741	
Champion for Young People	1	1,741	1	1,741	
Champion for Older People	1	1,741	1	1,741	
<u>Leaders of Political Groups</u>					
Second largest group membership	3	5,223	1	5,223	
Third largest group membership	1.5	2,612	1	2,612	
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	2,612	1	2,612	
Second largest group membership	1	1,741	1	1,741	
Third largest group membership	0.5	871	1	871	
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	8,705	1	8,705	
Vice Chair of the Police, Fire and Crime Panel	2	3,482	2	6,964	
Members of the Police, Fire and Crime Panel	1	1,741	7	12,187	
Community Members of the Police, Fire and Crime Panel	1	1,741	2	3,482	
OTHER ALLOWANCES					
Independent Persons	0.5	871	2	1,742	
Chairman of the Pension Board		3,000	1	3,000	
Total Special Responsibility Allowances			42	284,659	
Independent Persons			2	1,742	
Total NYCC funded			44	286,401	
Total Police & Crime Panel Allowances			5	31,338	Funded by Home Office
Pension Board			1	3,000	Funded by Pension Fund
Total			50	320,739	