

## INFORMAL MEETING OF COUNTY COUNCIL

17 NOVEMBER 2021

### MEMBERS' ALLOWANCES SCHEME

#### 1.0 PURPOSE OF PAPER

- 1.1 (a) To bring to the attention of the County Council Members the report of the Independent Panel on Members' Remuneration.
- (b) To make recommendations on the scheme of allowances for 2022/23 to the Chief Executive Officer, for consideration under his emergency delegated powers.

#### 2.0 BACKGROUND

- 2.1 Under his delegated decision making powers in the Officers' Delegation Scheme in the Council's Constitution, the Chief Executive Officer has the power, in cases of emergency, to take any decision which could be taken by the Council, the Executive or a committee.
- 2.2 Following on from the expiry of the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020, which allowed for committee meetings to be held remotely, the County Council resolved at its meeting on 5 May 2021 that, for the present time, in light of the continuing Covid-19 pandemic circumstances, remote live-broadcast committee meetings should continue as informal meetings of the Committee Members, with any formal decisions required being taken by the Chief Executive Officer under his emergency decision making powers and after consultation with Officers and Members as appropriate and after taking into account any views of the relevant Committee Members and all relevant information.
- 2.3 The report of the Independent Panel on Members' Remuneration, dated 28 October 2021 is attached as **Appendix A** for consideration by the County Council Members.
- 2.4 Members are requested to consider the report and its recommendations and decide whether they wish to recommend amendments to the Members' Allowances Scheme for 2022/23 to the Chief Executive Officer for approval under his emergency delegated powers.

#### 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 2022/23, acknowledging the financial constraints Covid-19 is still having on the public and Council, the Panel has recommended an increase of 1.75% to the Basic Allowance and all unit-based Special Responsibility Allowances. The Basic Allowance would therefore rise to £10,316 and the Special Responsibility Allowances would increase to the levels shown in Appendix 3 of the Panel's report.

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 Members' Allowances 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 proposed Allowances Scheme is adopted then the County Council 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 Members recommend to the Chief Executive Officer that, under his emergency delegated powers, he approves:

- (a) An increase of 1.75% to the Basic Allowance and all unit-based Special Responsibility Allowances for the 2022/23 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

9 November 2021

**NORTH YORKSHIRE COUNTY COUNCIL**  
**REPORT OF THE INDEPENDENT PANEL ON THE REMUNERATION OF**  
**MEMBERS OF NORTH YORKSHIRE COUNTY COUNCIL**  
**2022/23**

EXECUTIVE SUMMARY

We are a Remuneration Panel of three 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 currently 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 currently only sit for a maximum of eight years on the Panel.
- In 2011, Council confirmed that the Panel chooses its own Chairman and their 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 IRP however is provided by the Council as and when required. Any Panel allowance 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.

The term of office of panel members can be extended, where there is an exceptional need, by the Leader in consultation with the Group Leaders.

We make recommendations to the County Council on the levels of remuneration we consider are justified for County Council's Members to retain the balance between public duty and a realistic recompense for the time given up, plus commitment and responsibility in undertaking the role.

For 2021/22, while acknowledging that the prevalence of Covid-19 had imposed additional challenges on councillors, the Panel had to consider the financial constraints imposed on Council and the official government policy of restricted pay for the public sector and therefore recommended that there should be no increase to either the Basic Allowance or Special Responsibility Allowances.

For 2022/23, the Panel's obligation remains to recommend a realistic recompense while at the same time acknowledging the financial constraints Covid-19 is still having on the public and Council. Therefore, our recommendation for 2022/23 is for an increase in the Basic Allowance and the Special Responsibility Allowances of 1.75%.

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 the continuing 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 and to come into effect at the same time.

Mr John Thompson's appointment to the Panel is due to terminate in November 2021. However, the Leader has agreed as an "Exceptional Need" that his appointment should now continue until May 2022.

The Panel has submitted, following a meeting with the Leader and Deputy of the Council and attended by the Monitoring Officer, a number of proposals for its consideration, which the IRP believes will significantly assist both the current and future IRPs. Formal consideration by the Executive is awaited.

There will be County Council elections in May 2022 at which 89 or 90 councillors will be elected, as opposed to the existing 72. The calculation for changes in overall allowance payments for 2022/23, should the proposed uplift of 1.75% be accepted, is based upon 90 councillors.

From May 2023, following a local government review, there will be a new Unitary Authority in place for North Yorkshire. This will make the assessment of the remuneration for councillors more complex.

## 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, must 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 Panel 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: 12 Years HM Forces, Royal Signals. Regional Manager for the Royal Institution of Chartered Surveyors. Regional Director, Yorkshire & Humber of 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. Has held a wide range of voluntary and community positions.

(Mr Thompson's second term of office was 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 and has been agreed by the County Council Leader and Deputy that, as a matter of "Exceptional Needs" Mr Thompson's appointment should now be extended until May 2022. Mr Thompson has agreed to continue in office as proposed. (Therefore, as the Panel currently stands, this would likely prevent the preparation of an IRP Report for 2023/24.)

### 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.

- 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 currently consists of three 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 currently be re-appointed for a further term of up to four years. Appointments to the Panel are made by the Leaders of the formal Groups, the Chief Executive, the Monitoring Officer and the Chair of or another member of the Panel.
- 1.7 The Panel chooses its own Chairman and their duration.
- 2.0 CONTEXTUAL BACKGROUND
- 2.1 The Panel assembled in mid-2021 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 2020/21 – From 1 April 2020 to 31 March 2021, the average attendance of Members to council meetings was 84% and 94% for full meetings of the County Council.
- 2.3 The picture as regards attendance of Members at council meetings has been 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 1 April 2021 to present, all except two formal committee meetings and meetings of the County Council have been held remotely using MS Teams and live broadcast. This is a continuation from last year when meetings moved from in person to remote, in response to the pandemic. A total of 72 such meetings have been held over the period 1 April 2021 to 28 October 2021. To date, two meetings have been held in-person. These have been meetings of the Planning and Regulatory Functions Committee. The way in which meetings of the County Council and its committees are going to be held in the longer term will be considered at the meeting of the County Council on 17 November 2021. It is anticipated that there will be a return to some meetings in person.
- 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 Members attendance record) has been at 84% and 94% for full meeting of the County Council. We therefore consider these attendance levels to be satisfactory, particularly given the difficult set of circumstances presented.
- 2.6 Financial position of the Council – At Q1 2021/22, the Council reported an overall projected net underspend of £2,791,000 against budget. Whilst this is a strong

financial position to be in, it is recognised that this relates only to the first quarter and that this underspend does not reflect the use of £3m of reserves drawn down in support of the budget. As with all local authorities, the Council is going through a period of uncertainty and volatility. This is caused by factors such as: the massive uncertainty on demand for services; the pressure on the County Council’s supply chains; issues and areas of increased activity masked by the additional funding provided by Government in response to Covid; and a general lack of clarity on what the new normal will be. Whilst the Council has benefitted from a number of years of prudent financial management, it may be necessary to re-direct some of the Council reserves during the course of the year to address pressures upon directorate service budgets.

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

	Inflation Rates for the preceding 12 months up to		
	December 2019	December 2020	September 2021
Retail Price Index (RPI)	2.2%	1.2%	4.9%
Consumer Price Index (CPI)	1.3%	0.6%	3.1%

2.8 Local Government Pay Award – 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. As at August 2021, there had been no agreement reached on a pay award for 2021-22, with the unions considering a final offer from the local government employers of 1.75%. This was correct at the time of signing.

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. (The summarised findings are shown in: Source NYCC Citizens’ Panel 32 – Summer 2017 survey: Survey Report <https://www.northyorks.gov.uk/citizens-panel>)

2.10 The Panel had hoped to again join in another NYCC Citizens’ Panel Survey before this report. Unfortunately, partially due to the Covid-19 difficulties and the pending changes involving the new unitary authority for North Yorkshire, this project has currently been withdrawn.

3.0 THE PANEL’S REFLECTION ON 2021/22

3.1 As highlighted in its previous report, the Panel continues to be aware of the impact and disruption to the standard procedures of the Council which Covid-19 has had. As a result, the Council is still having to face up to unprecedented challenges on a scale not envisaged in earlier reports.

3.2 We continue to call for 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 Panel has considered all these aspects in its deliberations and recommendations for 2022/23.

#### 4.0 NEW UNITARY AUTHORITY FOR NORTH YORKSHIRE

- 4.1 On 21 July 2021, the government decided that the current 8 local authorities in North Yorkshire would be replaced by a new, single council. This council will be in place as of 1 April 2023.
- 4.2 The new council will have the responsibility to deliver all those services that were previously delivered by the district councils, borough councils and county council. Elections will be held in May 2022 for 89 or 90 County Councillors, as opposed to the current 72. They will be elected to the County Council for 2022-23 and then continue into the new unitary authority for the period 2023-2027. In total, their term of office will be 5 years.
- 4.3 The role of County Councillors during 2022-23 is anticipated to be broadly similar to previous years, albeit with engagement on and involvement in the development of the new authority, as all eight councils in the county continue as sovereign bodies and so continue to deliver services in their own right as they have done to date.
- 4.4 The role of councillors in the new unitary council, from April 2023 to May 2027, will be different as the new unitary takes on the responsibilities of all eight councils that previously provided services in the county. In particular there is likely to be a strong emphasis upon locality working, community leadership and linking in with Parish and Town Councils and other local representative bodies. The new unitary council will also have more statutory and regulatory responsibilities than the existing County Council, such as domestic and commercial planning, licensing and environmental health as well as housing. It is hard to judge at this stage what the impact of these changes will be upon the workload for councillors. It is clear, however, that the consideration of basic and special responsibility allowances for 2023/24 will be more complex than previously. This means that for 2023/24, the comparator authorities will need to change from the existing county councils to more comparable unitary councils to determine the basic allowance and appropriate special responsibility allowances.
- 4.5 This is a major change which will impact on both the expanded role of councillors and the new authority's legally required IRP.

#### 5.0 RECOMMENDATIONS FOR COUNCILLORS' BASIC ALLOWANCE

- 5.1 Currently, the number of councillors is determined by the Boundary Commission (in the future this will be determined by the Structural Change Order) 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.
- 5.2 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. From May 2022 it is expected that there will be circa 90 councillors on the County Council.

- 5.3 The Basic Allowance for 2021/22 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 91.3% of the average of the comparator group (£10,142 compared to the average of £11,112).
- 5.4 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.
- 5.5 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, this is also necessary to attract the required calibre of candidate from a more diverse range of backgrounds, to stand and serve as a Councillor.
- 5.6 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 North Yorkshire population and, the likely effect upon the regional Taxpayers who have also been significantly affected. 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.
- 5.7 We acknowledge that a very significant increase would be required to bring North Yorkshire's position more in line with regard to its comparator authorities. However, we continue to believe, that this would not be appropriate for this review. With the Panel's recommendation for 2022/23 we have taken into account our obligation to recommend a realistic recompense for the duties of a councillor, with the financial constraints which Covid-19 is still having, and the likely effect on the general public of North Yorkshire. In addition, we have also been steered by the current proposed pay award being offered by local government employers for this upcoming year.
- 5.8 FOR 2022/23 THE PANEL IS RECOMMENDING AN INCREASE OF 1.75%.  
A 1.75% uplift in the value of a unit will increase a unit from £1,741 to £1,771 (an increase of £30). The Basic Allowance, at 5.825 units, will increase from £10,142 to £10,316 (an increase of £174). The total additional costs per year in Basic Allowance for 72 county councillors would be £12,528. For an additional 18 county councillors, the Basic Allowance cost would be £185,668. Although the total cost of the recommended increase for 90 county councillors would be £198,196, it is understood that the overall cost of councillor allowances will significantly drop as the new unitary council is formed. It is recognised that this is an additional cost for the transitional year only.
- 6.0 RECOMMENDATIONS ON SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)
- 6.1 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 only. The Panel has no involvement in the appointment of individual councillors to these extended roles.

- 6.2 The proposed increase in the value of a unit set out in paragraph 5.8 above will also be applicable to all Special Responsibility Allowances based on units and these are set out in Appendix 3.
- 6.3 This shows that a 1.75% uplift would increase the cost of SRAs funded by the County Council by £4,935. The overall cost of Special Responsibility Allowances would increase from £286,401 to £291,336. This is based upon existing portfolios and committee structures. These may be changed after the May 2022 elections.
- 6.4 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. However, in the light of the pending potential changes towards a new unitary authority and IRP for North Yorkshire from May 2023, it is currently uncertain when that next in-depth SRA review will take place.
- 6.5 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.
- 6.6 It is understood that the Executive appointed after the May 2022 elections will have additional duties in being responsible for transitional arrangements in creating the new unitary for April 2023. It is noted that currently the County Council's Executive and Members of the Districts are meeting informally to consider such transitional arrangements and therefore at this stage it is not envisaged on making any adjustments to the SRA for Executive Members or the Leader.
- 6.7 Although as stated above, the next in-depth review date is uncertain, in the meantime, it remains possible for the Panel to review the SRA of any post holder, on an ad hoc basis.

## 7.0 RECOMMENDATIONS ON OTHER ALLOWANCES

- 7.1 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, 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.
- 7.2 The proposal for the Panel to review a broad package of entitlements for councillors, including a possible Parental Leave Policy, has now, at the request of the Executive, been deferred until the new unitary authority for North Yorkshire has been installed.

## 8.0 FUTURE WORK PROGRAMME

- 8.1 In view of the pending major changes to the structure of local government for North Yorkshire, the Panel is not setting down for consideration, any specific items for its review although it might still be called on to do so for one-off purposes.
- 8.2 At the time of writing this report, it is not certain what the composition of the Panel will be for the drafting of a report for 2023/24.
- 8.3 Finally, we strongly recommend that an IRP Succession and Policy Plan should be implemented by the County Council as soon as possible, to ensure that it has an experienced IRP in place, so as to fully understand the additional obligations imposed on councillors by the new unitary authority.

## Appendices

- 1 Basic Allowance comparator information
- 2 Current SRAs for 2021/22
- 3 Proposed SRAs for 2022/23

John A Thompson

Chairman  
NYCC IRP  
Date: 28 October 2021

## BASIC ALLOWANCE – COMPARATOR INFORMATION

	2016/17		2017/18		2018/19		2019/20		2020/21		2021/22	
Authority	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank
Nottinghamshire	13,190	1	14,325	1	14,325	1	14,613	1	14,613	1	15,015 \$?	1
Dorset	10,641	3	10,641	5	10,641	7	13,000	2	13,000	3	13,357	2
Devon	10,970	2	10,970	2	12,607	2	12,859	3	13,213	2	13,213	3
Somerset	10,582	4	10,795	3	11,011	3	11,231	4	11,540	4	11,540	4
Leicestershire	10,152	7	10,691	4	10,905	4	11,124	5	11,430	5	11,430 \$	5
Norfolk	9,308	10	9,401	11	10,710	5	10,924	6	10,924	9	11,224	6
Derbyshire	10,371	5	10,476	6	10,692	6	10,896	7	11,196	6	11,196	7
Lincolnshire	10,322	6	10,426	7	10,530	8	10,792	8	11,055	7	11,055	8
Oxfordshire	10,201	8	10,303	9	10,509	9	10,719	9	11,014	8	11,014	9
Cambridgeshire	7,855	16	10,315	8	10,315	10	10,315	10	10,315	11	10,568 \$?	10
Gloucestershire	10,000	9	10,000	10	10,100	11	10,300	11	10,500	10	10,500	11
<b>NYCC</b>	<b>8,994</b>	<b>14</b>	<b>9,221</b>	<b>14</b>	<b>9,635</b>	<b>12</b>	<b>9,885</b>	<b>12</b>	<b>10,142</b>	<b>12</b>	<b>10,142</b>	<b>12</b>
Staffordshire	9,221	12	9,313	12	9,406	14	9,594	14	9,786	13	9,786 \$	13
Warwickshire	9,263	11	9,263	13	9,448	13	9,611	13	9,637	14	9,637	14
Worcestershire	9,110	13	8,772	15	8,947	15	9,108	15	9,245	15	9,375	15
Cumbria	8,322	15	8,322	16	8,405	16	8,573	16	8,744	16	8,744	16
Year average	9,906		10,202		10,512		10,847		11,022		11,112	
<b>NYCC % of average</b>	<b>90.8</b>		<b>90.4</b>		<b>91.7</b>		<b>91.1</b>		<b>92</b>		<b>91.3</b>	

\$ - due to be updated in line with local government pay award (not yet finalised – current offer as of 3/8/21 is 1.75%)

## 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
<b>Value of a Unit</b>		1,741			
<b>SPECIAL RESPONSIBILITY ALLOWANCES</b>					
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	
<b>Leaders of Political Groups</b>					
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.					
<b>Secretaries of Political Groups</b>					
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.					
<b>POLICE, FIRE &amp; CRIME PANEL (PFCCP)</b>					
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	
<b>OTHER ALLOWANCES</b>					
Independent Persons	0.5	871	2	1,742	
Chairman of the Pension Board		3,000	1	3,000	
<b>Total Special Responsibility Allowances</b>			<b>42</b>	<b>284,659</b>	
<b>Independent Persons</b>			<b>2</b>	<b>1,742</b>	
<b>Total NYCC funded</b>			<b>44</b>	<b>286,401</b>	
<b>Total Police &amp; Crime Panel Allowances</b>			<b>5</b>	<b>31,338</b>	Funded by Home Office
<b>Pension Board</b>			<b>1</b>	<b>3,000</b>	Funded by Pension Fund
<b>Total</b>			<b>50</b>	<b>320,739</b>	

<b>Proposed Special Responsibility Allowances, Other Allowances, and Allowances for the Police, Fire and Crime Panel 2022/23</b>								
	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
<b>Value of a Unit</b>		1,741			1,771			
<b>SPECIAL RESPONSIBILITY ALLOWANCES</b>								
Chairman of the County Council	6	10,446	1	10,446		10,626	10,626	
Vice Chairman of the County Council	2	3,482	1	3,482		3,542	3,542	
Leader of the County Council	19	33,079	1	33,079		33,649	33,649	
Deputy Leader	10	17,410	1	17,410		17,710	17,710	
Other Executive Members	9	15,669	8	125,352		15,939	127,512	
Chairman of Health Overview and Scrutiny Committee	6	10,446	1	10,446		10,626	10,626	
Chairman of Other Overview and Scrutiny Committees	3	5,223	4	20,892		5,313	21,252	
Vice-Chairman of Overview and Scrutiny Committees	1	1,741	5	8,705		1,771	8,855	
Chairman of Area Constituency Committee	1.5	2,612	6	15,672		2,657	15,942	
Chairman of Planning and Regulatory Functions Committee	2.5	4,353	1	4,353		4,428	4,428	
Chairman of Planning and Regulatory Functions Sub-Committee	1	1,741	1	1,741		1,771	1,771	
Chairman of Appeals Committee	3	5,223	1	5,223		5,313	5,313	
Vice Chairman of Appeals Committee	0.5	871	1	871		886	886	
Chairman of Pension Fund Committee	3	5,223	1	5,223		5,313	5,313	
Chairman of Audit Committee	2	3,482	1	3,482		3,542	3,542	
Chairman of Standards Committee	1	1,741	1	1,741		1,771	1,771	
Champion for Young People	1	1,741	1	1,741		1,771	1,771	
Champion for Older People	1	1,741	1	1,741		1,771	1,771	
<b>Leaders of Political Groups</b>								
Second largest group membership	3	5,223	1	5,223		5,313	5,313	
Third largest group membership	1.5	2,612	1	2,612		2,657	2,657	
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.								
<b>Secretaries of Political Groups</b>								
Largest Group Membership	1.5	2,612	1	2,612		2,657	2,657	
Second largest group membership	1	1,741	1	1,741		1,771	1,771	
Third largest group membership	0.5	871	1	871		886	886	
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.								
<b>POLICE, FIRE &amp; CRIME PANEL (PFCCP)</b>								
Chair of the Police, Fire and Crime Panel	5	8,705	1	8,705		8,855	8,855	
Vice Chair of the Police, Fire and Crime Panel	2	3,482	2	6,964		3,542	7,084	
Members of the Police, Fire and Crime Panel	1	1,741	7	12,187		1,771	12,397	
Community Members of the Police, Fire and Crime Panel	1	1,741	2	3,482		1,771	3,542	
<b>OTHER ALLOWANCES</b>								
Independent Persons	0.5	871	2	1,742		886	1,772	
Chairman of the Pension Board		3,000	1	3,000		3,000	3,000	
<b>Total Special Responsibility Allowances</b>			<b>42</b>	<b>284,659</b>			<b>289,564</b>	
<b>Independent Persons</b>			<b>2</b>	<b>1,742</b>			<b>1,772</b>	
<b>Total NYCC funded</b>			<b>44</b>	<b>286,401</b>			<b>291,336</b>	
<b>Total Police, Fire &amp; Crime Panel Allowances</b>			<b>12</b>	<b>31,338</b>			<b>31,878</b>	Funded by Home Office
<b>Pension Board</b>			<b>1</b>	<b>3,000</b>			<b>3,000</b>	Funded by Pension Fund
<b>Total</b>			<b>57</b>	<b>320,739</b>			<b>326,214</b>	