

NORTH YORKSHIRE COUNTY COUNCIL

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

2017/18

Executive Summary

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

We referred in our 2016/7 Report to what we considered to be the unsatisfactory level of allowances paid to Members in North Yorkshire and undertook to carry out a more extensive review for 2017/8 and beyond. This we have now done by considering their Basic Allowance and Special Responsibility Allowances (SRAs) in relation to a number of relevant external comparisons which are described in the main body of our Report.

All the comparisons show that the position of Members has deteriorated significantly since 2009/10 when the Allowances were last increased. We are therefore recommending that both the Basic Allowance and all SRAs should be increased by 5% to the levels shown in Appendix 3.

The Basic Allowance would therefore become £9442, increasing the value of a unit to £1621. The aggregate cost of the increase in the Basic Allowance would be £32256 per annum, the equivalent figure for SRAs would be £13674 and the overall annual cost increase would be £45930.

We recognize these are not insignificant amounts at a time of financial stringency, however, we believe they are 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 **and to go some way to restoring the Basic Allowance comparator position from its current 14th position out of 16 comparator councils. (As proven in Appendix 1)**

However, if Members do not feel able to support this increase in full because of the present austerity measures, then the Panel alternatively recommends them to agree as a minimum a 2.5% increase in the Basic Allowance and the SRAs.

The Panel also recommends that the two Community Members of the North Yorkshire Police and Crime Panel are paid an SRA equivalent to a half unit.

The Panel is also making a recommendation regarding the voluntary return of a proportion of a Member's allowance if their attendance falls below a benchmark of 60%, except where there are mitigating circumstances such as illness.

The Panel requests that the Council approves its revised Terms of Reference for its own work to reflect the additional requests it has now received.

The Panel has identified a forward programme of work including a full review of Special Responsibility Allowances in advance of making recommendations for the 2018/19 Scheme.

1.0 Introduction

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

Mr John Thompson – Chairman

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

Mr John Robinson

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

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 member of its Governing Council.

Mr Keith Trotter

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

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

- (i) To consider issues relating to Members' remuneration and expenses;
- (ii) To consider representations; and
- (iii) To make recommendations and provide advice to the County Council.

1.3 The Panel considers that its Terms of Reference require updating to reflect the additional requests that it receives from time to time. We recommend that the Council agrees to add the following matters to our Terms of Reference:

- (iv) To carry out a triennial full review of Special Responsibility Allowances
- (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.

1.4 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.

1.5 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 recommendation and its reasoning before setting a new or amended Members' Allowance Scheme.

2.0 CONTEXTUAL BACKGROUND

- 2.1 Two new members were recruited to the Panel in 2016. The Panel met at County Hall in December 2016 and January and February 2017 to consider evidence as part of its review and formulate its recommendations. The evidence considered included information on benchmarking data, the Council's finances and other information contained in this report.
- 2.2 **Attendance at meetings 2015/16** – Overall attendance of Councillors was at 85% in 2015/16. The attendance level for full meetings of the County Council was 90%. Overall we consider these attendance levels to be satisfactory. However we have also considered whether there should be any recourse should an individual Councillor's attendance level fall below a reasonable level.
- 2.3 We consider 60% attendance to be an appropriate benchmark. We therefore recommend 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 force this repayment but we recommend that a strong message should be endorsed by the Council that attendance at meetings is a critical part of a Councillor's representative role.
- 2.4 **Financial position of the Council** – By the end of the 2017/18 financial year the Council will have made on-going revenue savings of circa £127m since the start of the current period of austerity. During this period the Council has seen an increase in demand for its services and it has taken on additional responsibilities. However the Council has still to achieve a further cost saving of circa £50.4m between 2017-2020 and no doubt during this time will have to take on even further responsibilities.
- 2.5 We understand that the Council is seen as high performing and remains committed to delivering its core objectives as articulated in the Council Plan. These objectives require a focus on future activity as well as delivering services and the savings required on a daily basis. Through prudent financial management the Council has been able to use one-off monies to support these priorities and it is likely that there will be further requirements to help position the Council for 2020 and beyond, so that it remains well placed to serve the people of North Yorkshire. The Council has consistently made the savings it has been required to achieve by Central Government.
- 2.6 **Inflation rates** - The figures below show the latest position.

	Inflation Rates for the 12 months up to December 2016		
	December 2014	December 2015	December 2016
Retail Price Index (RPI)	1.6%	1.2%	2.5%
Consumer Price Index (CPI)	0.5%	0.2%	1.6%

The cumulative increase in RPI from April 2009 (the last time the Basic and Special Responsibility Allowances were increased) to April 2016 was 23.6%. The cumulative rise in CPI over the same period was 16.59%. The Bank of England is expecting inflation to rise against a background of slowing economic growth.

- 2.7 **Local Government Pay** - the majority of local government staff received a pay award of 1% in April 2016, and will receive a further 1% in April 2017. The cumulative increase in most local government pay scales from April 2009 to April 2017 is 5.3%.
- 2.8 **Residents' views** - Through a Citizens' Panel survey we intend to break new ground by canvassing the views of the public on the Members' Allowances Scheme in the new financial year in order for the outcomes to feed into our considerations for the 2018/19 Scheme.
- 2.9 **Members' Views** - Members have also been surveyed regarding their views on any changes to the scheme. A limited number of responses were received, indicating a mixture of support for keeping the basic level of allowance at the current level or increasing it.

However, anecdotal evidence suggests that a large number of Members prefer the Independent Remuneration Panel to take an unfettered view in developing their recommendations to the Council. The Panel takes its role as an independent body seriously and therefore has looked at these responses only as part of the overall picture in coming up with its recommendations.

3.0 Councillors' Basic Allowance

3.1 Every local authority must make provision in its scheme of allowances for a basic flat rate allowance payable to members (Basic Allowance). This allowance must be the same for every Councillor and is paid in instalments through the year. One of the purposes of the Basic Allowance is to recognise the time commitment of Councillors and to compensate Councillors for the expense incurred for being a Councillor.

3.3 The Basic Allowance for 2016/17 is £8,994 or 5.825 units (the value of 1 unit is £1,544). Comparator information with other County Councils for the last five years is shown in Appendix 1. **This shows that the Basic Allowance for North Yorkshire has slipped from 9th to 14th out of 16 and is now nearly 10% below the average of the comparator group.**

3.4 The Basic Allowance was last increased in 2009/10. The Panel made a recommendation for an increase in 2014 for the 2014/15 Scheme, but this was rejected by Councillors. The Panel reinforced the unsatisfactory nature of the position in its last report to the Council in May 2016 thus:

"We have carefully reviewed the Scheme for 2016/17 and do not recommend any changes for this year, having respected the Council's previous decision not to recommend an increase in Basic Allowances and Special Responsibilities Allowances. However we note that there has not been any increase in the Basic Members Allowance for over 7 years (not even to cover the cost of inflation), nor has there been an inflation increase to the Special Responsibility Allowances. We are also aware that allowances for Members have continued to fall behind those in the County Council's comparator authorities. We believe this to be unsatisfactory and therefore the Panel wish to carry out a more extensive review for the following years (2017/18 onwards) to ensure that Members are adequately and appropriately compensated for their contributions."

We also emphasise the large relative size of North Yorkshire to other counties and public bodies in England and the significant rural difficulties that this brings.

3.5 It is the strong belief of this Panel that while the reluctance of Members to continue to accept any increase in the Basic Allowance is admirable, it now has the possibility of becoming self-defeating. In our opinion, our recommendation is necessary to attract the required calibre of candidate from a wider range of backgrounds and diversity to stand and serve as a Councillor.

3.6 We have also taken consideration of 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, whilst remaining mindful that the role also carries an 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.

3.7 We believe that the Basic Allowance should continue to be based on the system of units which the Council has currently adopted, and that it should remain at the present value of 5.825 units. We recommend an increase of 5% in the value of each unit for 2017/18. This will bring the value of 1 unit to £1,621. The Basic Allowance for 2017/18 would therefore rise to £9,442. **This increase can be contained within the overall existing budget for Members' expenditure.**

3.8 We consider that such an increase will begin to address the existing unsatisfactorily low position of allowances in North Yorkshire. However, we believe that there remains a case for further increases over the next few years in order to ensure that North Yorkshire's Allowances Scheme adequately reflects the demands made on Councillors and moves to a

position more in line with the average paid across similar comparator authorities and other relevant comparisons.

4.0 Special Responsibility Allowances (SRAs)

- 4.1 In addition to the Basic Allowance, each local authority may make provision for the payment of a Special Responsibility Allowance (SRA) for those Councillors who have significant responsibilities over and above the normal work of a Councillor. The current allowances paid by North Yorkshire County Council are shown in Appendix 2.
- 4.2 We have considered comparator information for Special Responsibility Allowances across the same group of comparator authorities as the Basic Allowance and note that in almost every case the level of allowance payable in North Yorkshire is well below the average. The last full review of SRAs was carried out in 2015 for the 2015/16 scheme. Following the appointment of 2 new members to this Panel, we intend to carry out a thorough review of SRAs and the attached unit weightings in time for approval of the 2018/19 Members' Allowance Scheme.
- 4.3 In the meantime, we recommend that the current SRAs are increased in line with the 5% increase in the value of a unit set out above. **This increase can also be contained within the overall existing budget for Members' expenditure.** This will result in the changes set out in Appendix 3.

5.0 Alternative Option

- 5.1 We acknowledge, given the financial challenges faced by the Council and the ongoing economic climate for local taxpayers, the previous reluctance of Members to accept an increase in their allowances against this backdrop. However, we reiterate this would be the first increase for 8 years. We believe the data we have gathered is compelling and we strongly suggest that our recommendations are accepted in full. Failure to approve this will significantly multiply the current negative position for future years.
- 5.2 It is recognised that the Council Members making the decision in February will not necessarily be the same Councillors who will receive the remuneration for 2017/18 as there will be an all-out election in May. We strongly recommend that Members accept our proposals and ask the Council to consider the message that is given to potential candidates in the future election to ensure that they are compensated adequately for becoming a Councillor. The Members' Allowance Scheme is not meant to represent a salary but we do not consider that it should be so low as to act as a barrier for potential candidates from all walks of life, ages and genders to volunteer to become a Councillor.
- 5.3 However, we are mindful of the austerity measures that the County Council is facing and therefore if our primary recommendation is not accepted, we make a recommendation of a minimum increase of 2.5%. This would result in the Basic Allowance rising to £9221 and the changes to Special Responsibility Allowances set out in Appendix 4.

6.0 Police and Crime Panel Community Members

- 6.1 We have considered a request from the North Yorkshire Police and Crime Panel, supported by Local Government North Yorkshire and York, to support the introduction of an allowance for the two Community Members of the Panel. When we first considered payments for this Panel in 2012 we considered that we did not have sufficient information on the potential workload associated with the role to make a recommendation on this matter.
- 6.2 We considered the report to Local Government North Yorkshire and York, which sets out details of the role and recruitment issues, alongside comparison data for allowances paid by other authorities. Having considered the available evidence, we support the request and recommend that an allowance of half a unit should be paid to each of the Community Members of the North Yorkshire Police and Crime Panel. Community Members should also continue to be eligible to be paid expenses as at present. These allowances are currently covered by funding from the Home Office. The allowance is included in the revised recommended list of Special Responsibility Allowances at Appendix 3.

7.0 Travel and Subsistence Allowances

- 7.1 The Panel asked for advice on the implications of ceasing to pay a mileage allowance to Members and allowing them to claim mileage allowance through HMRC instead. The advice received has shown this would not appropriately compensate mileage claims made by members.
- 7.2 County Councillors are currently paid the same rate as staff of 42p per mile, as against the HMRC national rate for several years of 45p per mile. We have commented on this in the past and continue to believe that Members should be recompensed at the national rate. However we have not recommended a change from the officer rate of 42p at this time.
- 7.3 The costs of motoring and especially fuel are continuing to rise. Councillors often travel long distances in carrying out their duties. We intend to review this area in more depth with a view to making recommendations for the 2018/19 scheme.

8.0 Future Work Programme

- 8.1 The Panel has considered the areas it intends to review in advance of setting the 2018/19 Members' Allowance scheme, as follows:
- Consultation with the Citizens' Panel
 - Further review of the Basic Allowance
 - Full review of the Special Responsibility Allowances
 - Review of travel allowances
 - Review of payments to Councillors who sit on Council Companies

Appendices

- 1 Basic Allowance comparator information
- 2 Current SRAs
- 3 Proposed new SRAs – 5%
- 4 Alternative proposed new SRAs – 2.5%

John A Thompson

Chairman

Date: 1 February 2017

BASIC ALLOWANCE – COMPARATOR INFORMATION

Authority	2012/13		2013/14		2014/15		2015/16		2016/17	
	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank
Nottinghamshire	12,906	1	12,906	1	12,906	1	13,190	1	13,190	1
Devon	10,970	2	10,970	2	10,970	2	10,970	2	10,970	2
Dorset	10,185	3	10,185	3	10,536	3	10,536	4	10,641	3
Somerset	9,880	6	9,880	6	10,354	4	10,580	3	10,582	4
Derbyshire	9,948	5	9,948	5	10,047	7	10,047	7	10,371	5
Lincolnshire	8,184	14	8,184	14	10,100	6	10,322	5	10,322	6
Leicestershire	10,152	4	10,152	4	10,152	5	10,152	6	10,152	7
Gloucestershire	8,800	12	8,800	12	9,000	11	9,100	11	10,000	8=
Oxfordshire	8,295	13	8,295	13	8,377	14	10,000	8	10,000	8=
Norfolk	8,929	11	8,929	11	9,018	10	9,216	9	9,308	10
Warwickshire	8,975	10	8,975	10	8,975	13	8,975	14	9,263	11
Staffordshire	9,244	7	9,244	7	9,022	8	9,072	10	9,220	12
Worcestershire	9,020	8	9,020	8	9,020	9	9,020	12	9,110	13
NYCC	8,994	9	8,994	9	8,994	12	8,994	13	8,994	14
Cumbria	8,030	15	8,030	15	8,030	15	8,322	15	8,322	15
Cambridgeshire	7,610	16	7,610	16	7,700	16	7,700	16	7,855	16
Year Average	9,383		9,383		9,575		9,762		9,894	
NYCC % of Average	95.9		95.9		93.9		92.1		90.9	

NYCC Special Responsibility Allowances, Other Allowances, and Allowances for the Police and Crime Panel 2016/17

	Number of Units	Current Allowance	Number of Allowances	Total Cost of allowance	Recommended change	Updated allowance if implemented	Updated total cost if implemented	Review Comments
	A	£ B	C	£ D	£ E	£ F	£ G	H
Value of a Unit		1,544						
SPECIAL RESPONSIBILITY ALLOWANCES								
Chairman of the County Council	6	9,264	1	9,264				
Vice Chairman of the County Council	2	3,088	1	3,088				
Leader of the County Council	16	24,704	1	24,704				
Deputy Leader	10	15,440	1	15,440				
Other Executive Members	9	13,896	6	83,376				
Chairman Of Health Overview and Scrutiny Committee	6	9,264	1	9,264				
Chairman of Other Overview and Scrutiny Committees	3	4,632	4	18,528				
Vice-Chairman of Overview and Scrutiny Committees	1	1,544	5	7,720				
Chairman of Area Committee	1.5	2,316	7	16,212				
Chairman of Planning and Regulatory Functions Committee	2.5	3,860	1	3,860				
Regulatory Functions Sub-Committee	1	1,544	1	1,544				
Chairman of Appeals Committee	3	4,632	1	4,632				
Vice Chairman of Appeals Committee	0.5	772	1	772				
Chairman of Employment Appeals Committee	1	0	1	0				Payment suspended until after the pilot scheme and will be kept under review
Chairman of Pensions Committee	3	4,632	1	4,632				
Chairman of Scrutiny Board	1	1,544	1	1,544				
Chairman of Audit Committee	2	3,088	1	3,088				
Chairman of Standards Committee	1	1,544	1	1,544				
Champion for Young People	3	4,632	1	4,632				
Champion for Older People	3	4,632	1	4,632				
<u>Leaders of Political Groups</u>								
Second largest group membership	3	4,632	1	4,632				
Third largest group membership	1.5	2,316	1	2,316				
nb the allowance for the Third largest group leader is shared equally where there is more than one eligible group								
<u>Secretaries of Political Groups</u>								
Largest Group Membership	1.5	2,316	1	2,316				
Second largest group membership	1	1,544	1	1,544				
Third largest group membership	0.5	772	1	772				
nb the allowance for the Third largest group secretary is shared equally where there is more than one eligible group								
POLICE & CRIME PANEL (PCP)								
Chair of the Police and Crime Panel	3	4,632	1	4,632				
Vice Chair of the Police and Crime Panel	1	1,544	2	3,088				
Community Members of the Police and Crime Panel								
OTHER ALLOWANCES								
Independent Persons	0.5	772	2	1,544				
Chairman of the Pensions Board	1.5	2,316	1	2,316				

Total Special Responsibility Allowances	43	230,056	0
Total Police & Crime Panel Allowances	3	7,720	0
Total Other Allowances	3	3,860	0
Total	49	241,636	0

Overall Change

Proposed Special Responsibility Allowances, Other Allowances, and Allowances for the Police and Crime Panel 2017/18

	Number of Units	Current Allowance £	Number of Allowances	Total Cost of allowance £	Recommended change £	Updated allowance if implemented £	Updated total cost if implemented £	Review Comments
	A	B	C	D	E	F	G	H
Value of a Unit		1,544			1,621			
SPECIAL RESPONSIBILITY ALLOWANCES								
Chairman of the County Council	6	9,264	1	9,264		9,726	9,726	
Vice Chairman of the County Council	2	3,088	1	3,088		3,242	3,242	
Leader of the County Council	16	24,704	1	24,704		25,936	25,936	
Deputy Leader	10	15,440	1	15,440		16,210	16,210	
Other Executive Members	9	13,896	6	83,376		14,589	87,534	
Chairman Of Health Overview and Scrutiny Committee	6	9,264	1	9,264		9,726	9,726	
Chairman of Other Overview and Scrutiny Committees	3	4,632	4	18,528		4,863	19,452	
Vice-Chairman of Overview and Scrutiny Committees	1	1,544	5	7,720		1,621	8,105	
Chairman of Area Committee	1.5	2,316	7	16,212		2,432	17,021	
Chairman of Planning and Regulatory Functions Committee	2.5	3,860	1	3,860		4,053	4,053	
Regulatory Functions Sub-Committee	1	1,544	1	1,544		1,621	1,621	
Chairman of Appeals Committee	3	4,632	1	4,632		4,863	4,863	
Vice Chairman of Appeals Committee	0.5	772	1	772		811	811	
Chairman of Employment Appeals Committee	1	0	1	0		0	0	Payment suspended until after the pilot scheme and will be kept under review
Chairman of Pensions Committee	3	4,632	1	4,632		4,863	4,863	
Chairman of Scrutiny Board	1	1,544	1	1,544		1,621	1,621	
Chairman of Audit Committee	2	3,088	1	3,088		3,242	3,242	
Chairman of Standards Committee	1	1,544	1	1,544		1,621	1,621	
Champion for Young People	3	4,632	1	4,632		4,863	4,863	
Champion for Older People	3	4,632	1	4,632		4,863	4,863	
<u>Leaders of Political Groups</u>								
Second largest group membership	3	4,632	1	4,632		4,863	4,863	
Third largest group membership	1.5	2,316	1	2,316		2,432	2,432	
nb the allowance for the Third largest group leader is shared equally where there is more than one eligible group								
<u>Secretaries of Political Groups</u>								
Largest Group Membership	1.5	2,316	1	2,316		2,432	2,432	
Second largest group membership	1	1,544	1	1,544		1,621	1,621	
Third largest group membership	0.5	772	1	772		811	811	
nb the allowance for the Third largest group secretary is shared equally where there is more than one eligible group								
POLICE & CRIME PANEL (PCP)								
Chair of the Police and Crime Panel	3	4,632	1	4,632		4,863	4,863	
Vice Chair of the Police and Crime Panel	1	1,544	2	3,088		1,621	3,242	
Community Members of the Police and Crime Panel					0.5 units	811	1,622	New allowance proposed for 2017/18 of 0.5 units for 2 Community Members
OTHER ALLOWANCES								
Independent Persons	0.5	772	2	1,544		811	1,622	
Chairman of the Pensions Board	1.5	2,316	1	2,316		2,432	2,432	
Total Special Responsibility Allowances			43	230,056		43	241,529	
Total Police & Crime Panel Allowances			3	7,720		5	9,727	
Total Other Allowances			3	3,860		3	4,054	
Total			49	241,636		51	255,310	
Overall Change							13,674	

Alternative Proposed Special Responsibility Allowances, Other Allowances, and Allowances for the Police and Crime Panel 2017/18

	Number of Units	Current Allowance £	Number of Allowances	Total Cost of allowance £	Recommended change £	Updated allowance if implemented £	Updated total cost if implemented £	Review Comments
	A	B	C	D	E	F	G	H
Value of a Unit		1,544			1,583			
SPECIAL RESPONSIBILITY ALLOWANCES								
Chairman of the County Council	6	9,264	1	9,264		9,498	9,498	
Vice Chairman of the County Council	2	3,088	1	3,088		3,166	3,166	
Leader of the County Council	16	24,704	1	24,704		25,328	25,328	
Deputy Leader	10	15,440	1	15,440		15,830	15,830	
Other Executive Members	9	13,896	6	83,376		14,247	85,482	
Chairman Of Health Overview and Scrutiny Committee	6	9,264	1	9,264		9,498	9,498	
Chairman of Other Overview and Scrutiny Committees	3	4,632	4	18,528		4,749	18,996	
Vice-Chairman of Overview and Scrutiny Committees	1	1,544	5	7,720		1,583	7,915	
Chairman of Area Committee	1.5	2,316	7	16,212		2,375	16,622	
Chairman of Planning and Regulatory Functions Committee	2.5	3,860	1	3,860		3,958	3,958	
Regulatory Functions Sub-Committee	1	1,544	1	1,544		1,583	1,583	
Chairman of Appeals Committee	3	4,632	1	4,632		4,749	4,749	
Vice Chairman of Appeals Committee	0.5	772	1	772		792	792	
Chairman of Employment Appeals Committee	1	0	1	0		0	0	Payment suspended until after the pilot scheme and will be kept under review
Chairman of Pensions Committee	3	4,632	1	4,632		4,749	4,749	
Chairman of Scrutiny Board	1	1,544	1	1,544		1,583	1,583	
Chairman of Audit Committee	2	3,088	1	3,088		3,166	3,166	
Chairman of Standards Committee	1	1,544	1	1,544		1,583	1,583	
Champion for Young People	3	4,632	1	4,632		4,749	4,749	
Champion for Older People	3	4,632	1	4,632		4,749	4,749	
<u>Leaders of Political Groups</u>								
Second largest group membership	3	4,632	1	4,632		4,749	4,749	
Third largest group membership	1.5	2,316	1	2,316		2,375	2,375	
nb the allowance for the Third largest group leader is shared equally where there is more than one eligible group								
<u>Secretaries of Political Groups</u>								
Largest Group Membership	1.5	2,316	1	2,316		2,375	2,375	
Second largest group membership	1	1,544	1	1,544		1,583	1,583	
Third largest group membership	0.5	772	1	772		792	792	
nb the allowance for the Third largest group secretary is shared equally where there is more than one eligible group								
POLICE & CRIME PANEL (PCP)								
Chair of the Police and Crime Panel	3	4,632	1	4,632		4,749	4,749	
Vice Chair of the Police and Crime Panel	1	1,544	2	3,088		1,583	3,166	
Community Members of the Police and Crime Panel					0.5 units	792	1,584	New allowance proposed for 2017/18 of 0.5 units for 2 Community Members
OTHER ALLOWANCES								
Independent Persons	0.5	772	2	1,544		792	1,584	
Chairman of the Pensions Board	1.5	2,316	1	2,316		2,375	2,375	
Total Special Responsibility Allowances			43	230,056		43	235,867	
Total Police & Crime Panel Allowances			3	7,720		5	9,499	
Total Other Allowances			3	3,860		3	3,959	
Total			49	241,636		51	249,325	
Overall Change							7,689	