

# NORTH YORKSHIRE COUNTY COUNCIL

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

2018/19

### 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.

In our 2017/18 report we recommended a 5% increase in the Basic Allowance and all Special Responsibility Allowances (SRAs). We recognised that this was not an insignificant amount at a time of financial stringency, but we believed that this was affordable, justified and necessary to compensate Members adequately for the duties they perform and to encourage a wide range of people to consider becoming Councillors, as well as to go some way to restoring North Yorkshire's Basic Allowance comparator position from its 14<sup>th</sup> position out of 16 comparator county councils.

Mindful that Members may not feel able to support this increase in full because of austerity measures, we also made an alternative recommendation of a minimum increase of 2.5% in Basic Allowance and the SRAs. This lower recommendation was agreed by Members, leading to the first increase in allowances since 2009/10.

Whilst we are pleased that Members did agree to an increase last year, we continue to believe that there is a valid argument for a further increase to the allowances for the same reasons as given above. Despite last year's increase, North Yorkshire still remains 14<sup>th</sup> out of 16 comparator county councils following increases elsewhere (see Appendix 1)

We therefore strongly recommend that Members agree to a further increase this year in the Basic Allowance and all SRAs. It is our view that the outstanding 2.5% from our recommendation last year should still be implemented and, based on the issues identified in the report, we are recommending a further increase of 2%. This equates to a total recommended increase this year of 4.5%.

The Basic Allowance would therefore become £9,635, increasing the value of a unit to £1,654. The aggregate cost of the increase in the Basic Allowance would be £29,808 per annum, the equivalent figure for SRAs would be £3,657 and the overall annual cost increase to the Council would be £33,465 (taking account of the individual proposed SRA reductions below). This represents less than 0.01% of the Council's total budget.

The Panel has also carried out an ad hoc review of Special Responsibility Allowances and makes the following recommendations:

- The removal of the SRA for the Scrutiny Board Chair
- A reduction in the SRA for the two Champion roles (Young People and Older People) from 3 units to 1 unit (already implemented on a voluntary basis)
- An increase in the Allowance paid to the Independent Chair of the Local Pension Board from £2,375 to £3,000 (this allowance is paid by the Pension Fund and not by the County Council)

The Panel intends to carry out a full review of Special Responsibility Allowances in advance of making recommendations for the 2019/20 Scheme.

The Panel is not making any recommendations for changes in the Travel and Subsistence Allowances. It does however, recommend that if there are any increases in the rates payable to staff, that a similar increase should be made to the rates in the Members' Allowances Scheme to come into effect at the same time.

The Panel requests that the Council approves a minor amendment to its Terms of Reference to provide for the full review of Special Responsibility Allowances to be carried out once every four years instead of once every three years, in order to coincide more appropriately with the County Council's electoral cycle.

## **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.
- (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.

1.3 The Panel has drawn up revised operating processes and procedures this year, and in particular it has concluded that it would be more appropriate for the full review of Special Responsibility Allowances (SRAs) to be carried out on a four-yearly basis rather than triennially. This would bring the review process in line with the electoral cycle.

- 1.4 We had originally planned to carry out a full review of SRAs in 2017/18. However, following the County Council elections in May 2017, we were made aware that a significant proportion of SRA post holders were new to their roles. We are also aware that the Council is currently carrying out a review of Area Committees, which may result in a significant change in the demands upon the Chairs of these Committees. We therefore concluded that it would be more appropriate to defer the full review until 2018/19 for implementation in 2019/20. This will enable us to collect evidence directly from post holders about the demands of their roles over the coming months, which will form one element of the evidence for our review.
- 1.5 We therefore recommend that the Council agrees to amend item (iv) of the Panel's Terms of Reference as follows:
- (iv) To carry out a full review of Special Responsibility Allowances for implementation every 4 years beginning from 2019/20.
- 1.6 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.
- 1.7 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 The Panel met at County Hall in September, October and November 2017 and January 2018 to consider evidence as part of its review and to formulate its recommendations. The evidence considered included national and local contextual information on benchmarking data, the Council's finances and other information contained in this report.
- 2.2 **Attendance at meetings 2016/17** – Overall attendance of Councillors was at 80.8% in 2016/17. The attendance level for full meetings of the County Council was 85%. Although this is a reduction from the previous year (85% and 90% respectively), overall we consider these attendance levels to be satisfactory. Last year the Council accepted our recommendation that if a Councillor's attendance falls below 60% over a 12 month period, they should be requested to repay an appropriate sum of the allowances received during that period, subject to mitigating circumstances such as illness. The Council cannot force this repayment but we recommended that a strong message should be endorsed by the Council that attendance at meetings is a critical part of a Councillor's representative role.
- 2.4 **Financial position of the Council** – The local government financial settlement for 2018/19 aligns with the Council's 2020 cost reduction plans and its predictions for the future of public financing. Plans from last year saw the County Council having to save a further £43m from its revenue budget by 2019-20. The Council has plans for £33m and a savings gap of at least £10m remains. This gives a total of £169.4m saved over the decade, representing a reduction of 34 per cent in the Council's spending power.
- 2.5 We also took account of the external auditor's annual audit letter for 2016/17 and the conclusions reached about the Council's arrangements to secure value for money, including the Council's approach to medium term-financial planning, partnership working and governance arrangements, which were all judged to be satisfactory with appropriate and adequate arrangements in place to address future challenges and for securing economy, efficiency and effectiveness in the use of its resources.

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

	<b>Inflation Rates for the 12 months up to December 2017</b>		
	December 2015	December 2016	December 2017
Retail Price Index (RPI)	1.2%	2.5%	4.1%
Consumer Price Index (CPI)	0.2%	1.6%	3.0%

Source ONS website

2.7 **Local Government Pay Award** – In December 2017 the Local Government Employers made an offer of a 2% increase from April 2018 and a further increase of 2% in April 2019 for most staff. Those on lower pay grades would receive a larger increase under the terms of the offer. The Association of Local Authority Chief Executives and Senior Managers has recently submitted a 2% pay claim.

2.8 **Residents' views** – This year the Panel broke new ground by canvassing the views of the public on the Members' Allowances Scheme through the Citizens' Panel Survey. When asked '*How much time on average do you believe Councillors spend on constituents and council business each week?*' a total of 49% thought that councillors spend 0-15 hour a week, whilst 19% believed that 15+ hours were spent each week, and a third did not know.

2.9 Given that 'the basic allowance for councillors is currently £9,221 a year, and was increased last year after remaining the same for the previous seven years', almost half (48%) of all respondents said that they believe the current level of basic allowance is 'about right', whilst 23% believe it is 'too high', 3 % that it is 'too low' and a quarter (26%) 'don't know'.

2.10 Respondents were informed as follows about allowances more generally across different Council areas: '*North Yorkshire County Council is one of 16 County Councils which share information on the level of "basic allowance" paid to the their councillors. The chart below shows the average level of allowance across these councils for 2017/18 was £9938.*' When asked, compared to the basic allowance paid to Councillors in these other comparable authorities, whether Councillors in North Yorkshire should receive 'below the average' (of £9,938), 'above the average' or 'about the same', the majority of all respondents (59%) were of the view that they should receive 'about the same'; whilst 18% felt Councillors should receive 'below the average', 8% 'above the average' and 15% did not know.

Source NYCC Citizens' Panel 32 – Summer 2017 survey – Survey Report

<https://www.northyorks.gov.uk/citizens-panel>

### 3.0 **RECOMMENDATIONS FOR COUNCILLORS' BASIC ALLOWANCE**

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

3.2 The Basic Allowance for 2017/18 is £9,221 or 5.825 units (the value of 1 unit is £1,583). This was the first time the Basic Allowance had been increased since 2009/10. Comparator information with other County Councils for the last five years is shown in Appendix 1. **This shows that, despite the 2.5% increase implemented in April 2017, the Basic Allowance for North Yorkshire continues to be 14th out of 16 and is still nearly 10% below the average of the comparator group.**

3.3 It continues to be the strong belief of this Panel that, while the reluctance of Members to accept proposed increases in the Basic Allowance has been admirable in the light of the financial climate, Members should be adequately and appropriately compensated for their contributions. **In our opinion, our recommendation is also necessary to attract the required calibre of candidate from a more diverse range of backgrounds to stand and serve as a Councillor.**

- 3.4 We also take into consideration the increased pressure on Councillors in their workload, due to the continued reductions in Council budgets and the rationing of resources, as well as the impact of an ageing population. At the same time we remain mindful that the role also carries a strong element of voluntary public service for the community. The principles underpinning the Scheme, as set out in the introduction to the Scheme in the Council's constitution, continue to articulate the position well.
- 3.5 We continue to believe that the Basic Allowance should be based on the system of units which the Council has adopted, and that it should remain at the present value of 5.825 units. In the light of all the evidence we have considered, we recommend an increase of 4.5% in the value of each unit for 2018/19. This would be in line with the 2.5% foregone from our recommendations last year, plus the 2% pay award offer to staff. This will bring the value of 1 unit to £1,654. The Basic Allowance for 2018/19 would therefore rise to £9,635.
- 3.6 We consider that such an increase will help to address the existing unsatisfactorily low position of allowances in North Yorkshire. However, we believe that there still 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 RECOMMENDATIONS ON SPECIAL RESPONSIBILITY ALLOWANCES (SRAS)**

- 4.1 In addition to the Basic Allowance, each local authority may make provision for the payment of a Special Responsibility Allowance (SRA) for those Councillors who have significant responsibilities over and above the normal work of a Councillor. The current allowances paid by North Yorkshire County Council are shown in Appendix 2.
- 4.2 The last full review of SRAs was carried out in 2015 for the 2015/16 scheme. As explained in paragraph 1.4 above, we intend to carry out a thorough review of SRAs and the attached unit weightings in time for inclusion in the 2019/20 Members' Allowance Scheme. This will require data collection from existing post holders.
- 4.3 In the meantime, we recommend that the current SRAs are increased in line with the 4.5% increase in the value of a unit set out above. This will result in the changes set out in Appendix 3.
- 4.4 Although we decided to defer the full review of Special Responsibility Allowances, we have still reviewed a small number of individual allowances on an ad hoc basis where a case has been made to us of significant change requiring an interim response.
- 4.5 We were made aware that the post of Scrutiny Board Chair was now held by the Chair of one of the Council's Scrutiny Committees and that it was planned that this should continue to be the case on a rotating basis. Previously this had not been the case. We were also informed that the frequency of meetings had reduced. As a result we endorse the proposal made to us that this SRA is no longer required. We therefore recommend that the SRA is removed from the Scheme.
- 4.6 The Leader of the Council spoke to us about the role fulfilled by the Champions for Younger People and Older People and explained how these roles were important roles supporting significant Executive portfolio areas, but that they had changed over time, with a revised role being undertaken by the newly appointed post holders. We were informed that, whilst the current SRA for these posts is 3 units, the current post holders have voluntarily taken a reduction and are only claiming 1 unit. We recommend that this is formalised within the Scheme going forward.
- 4.7 We also noted that the Council had agreed in July 2017 to discontinue formally the payment of an allowance to the Chair of the Employment Appeals Committee. This followed the

conclusion of pilot arrangements, during which the existing allowance had been suspended. This post therefore no longer forms part of the Scheme.

- 4.8 Finally, we were asked to review the SRA payable to the Independent Chair of the Pension Board. This Allowance was originally set at 1.5 units on an interim basis in 2015/16, following the government's establishment of Pension Boards as a new statutory requirement. As the Pension Board did not exist at the time the Allowance was first set, the Independent Remuneration Panel made a recommendation of 1.5 units based on a comparison of the predicted role with that of the Chairman of the Audit Committee. We acknowledged that now that the Board had been up and running for two years, it was appropriate to review the Allowance.
- 4.9 Having considered information submitted by the current Independent Chair of the Pension Board regarding the demands of the role; data from our comparator group of County Councils; and having sought the views of the Strategic Director of Resources in his role as the Pension Fund Treasurer, we have concluded that the link between the number of units and this role is not appropriate. The Allowance is paid directly from the Pension Fund and not from the Council's general budget and therefore it is considered appropriate to review this Allowance outside of the unit-based Scheme. After considering all the relevant data, we consider the appropriate remuneration for this post should be £3,000 (plus expenses). This will be reviewed on the same cycle as the Special Responsibility Allowances.

These proposed changes are all set out in Appendix 3.

## **5.0 RECOMMENDATIONS ON TRAVEL AND SUBSISTENCE ALLOWANCES**

- 5.1 The Panel considered the current arrangements for travel and subsistence allowances. In particular we have noted for a number of years that the Council pays a mileage rate of 42p per mile, which is below the HMRC approved rate of 45p per mile. Given the large rural nature of North Yorkshire, we are conscious of the impact of such a decision for all concerned.
- 5.2 We received and carefully considered a range of data including the historical amounts paid to Councillors and staff for mileage, information on the rates paid in our comparator group of County Councils and historical trends in petrol prices. We fundamentally believe in the principle that staff and Councillors should be entitled to receive the same rate. Nevertheless we are also mindful of the significant financial challenge to the Council's overall budget of any increase in the mileage rates paid to staff, despite the concerted effort to reduce travel costs by a range of means, including investment in the greater use of technology for virtual meetings and investment in electric cars.
- 5.3 The Panel therefore recommends that if at any time staff rates are increased, a similar increase should be made to the rates in the Members' Allowances Scheme to come into effect at the same time.
- 5.4 The Panel noted the need to update the Scheme to clarify that Co-opted Members are eligible to claim for travel, subsistence and childcare and dependent carers' allowances and also to update the rates payable contained in the guidance notes in respect of childcare and dependent carers' allowance. The Panel therefore recommend these figures are updated.

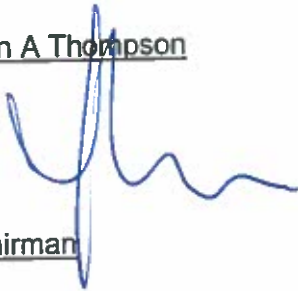
## **6.0 FUTURE WORK PROGRAMME**

- 6.1 The Panel has considered the areas it intends to review in advance of setting the 2019/20 Members' Allowance Scheme, as follows:
- Annual review of the Basic Allowance
  - Full review of the Special Responsibility Allowances
  - Review of payments to Councillors who sit on Council Companies (deferred from this year)

## Appendices

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

John A Thompson

A handwritten signature in blue ink, appearing to read 'John A. Thompson', written over the printed name.

Chairman

Date: 19 January 2018

## BASIC ALLOWANCE – COMPARATOR INFORMATION

	2012/13		2013/14		2014/15		2015/16		2016/17		2017/18	
Authority	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank	£	Rank
Nottinghamshire	12,906	1	12,906	1	12,906	1	13,190	1	13,190	1	<b>14,043</b>	1
Devon	10,970	2	10,970	2	10,970	2	10,970	2	10,970	2	<b>10,970</b>	2
Somerset	9,880	6	9,880	6	10,354	4	10,580	3	10,582	4	<b>10,795</b>	3
Leicestershire	10,152	4	10,152	4	10,152	5	10,152	6	10,152	7	<b>10,691</b>	4
Dorset	10,185	3	10,185	3	10,536	3	10,536	4	10,641	3	<b>10,641</b>	5
Derbyshire	9,948	5	9,948	5	10,047	7	10,047	7	10,371	5	<b>10,476</b>	6
Lincolnshire	8,184	14	8,184	14	10,100	6	10,322	5	10,322	6	<b>10,425.50</b>	7
Cambridgeshire	7,610	16	7,610	16	7,700	16	7,700	16	7,855	16	<b>10,315</b>	8
Oxfordshire	8,295	13	8,295	13	8,377	14	10,000	8	10,000	8=	<b>10,100</b>	9
Gloucestershire	8,800	12	8,800	12	9,000	11	9,100	11	10,000	8=	<b>10,000</b>	10
Norfolk	8,929	11	8,929	11	9,018	10	9,216	9	9,308	10	<b>9,401</b>	11
Staffordshire	9,244	7	9,244	7	9,022	8	9,072	10	9,221	12	<b>9,313</b>	12
Warwickshire	8,975	10	8,975	10	8,975	13	8,975	14	9,263	11	<b>9,263*</b>	13
<b>NYCC</b>	8,994	9	8,994	9	8,994	12	8,994	13	8,994	14	<b>9,221</b>	14
Worcestershire	9,020	8	9,020	8	9,020	9	9,020	12	9,020	13	<b>8,772^</b>	15
Cumbria	8,030	15	8,030	15	8,030	15	8,322	15	8,322	15	<b>8,322</b>	16
Year average	9,383		9,383		9,575		9,762		9,894		<b>10,172</b>	
<b>NYCC % of average</b>	<b>95.9</b>		<b>95.9</b>		<b>93.9</b>		<b>92.1</b>		<b>90.9</b>		<b>90.7</b>	

\* IRP report due autumn 2017

^ Members are also entitled to claim £240 for an internet connection



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 £	Notes
	A	B	C	D	E
<b>Value of a Unit</b>		1,583			
<b>SPECIAL RESPONSIBILITY ALLOWANCES</b>					
Chairman of the County Council	6	9,498	1	9,498	
Vice Chairman of the County Council	2	3,166	1	3,166	
Leader of the County Council	16	25,328	1	25,328	
Deputy Leader	10	15,830	1	15,830	
Other Executive Members	9	14,247	8	113,976	
Chairman of Health Overview and Scrutiny Committee	6	9,498	1	9,498	
Chairman of Other Overview and Scrutiny Committees	3	4,749	4	18,996	
Vice-Chairman of Overview and Scrutiny Committees	1	1,583	5	7,915	
Chairman of Area Committee	1.5	2,375	7	16,622	
Chairman of Planning and Regulatory Functions Committee	2.5	3,958	1	3,958	
Chairman of Planning and Regulatory Functions Sub-Committee	1	1,583	1	1,583	
Chairman of Appeals Committee	3	4,749	1	4,749	
Vice Chairman of Appeals Committee	0.5	792	1	792	
Chairman of Employment Appeals Committee	1	0	1	0	Review completed and outcome agreed at Council 19/7/17. SRA discontinued
Chairman of Pension Fund Committee	3	4,749	1	4,749	
Chairman of Scrutiny Board	1	1,583	1	1,583	
Chairman of Audit Committee	2	3,166	1	3,166	
Chairman of Standards Committee	1	1,583	1	1,583	
Champion for Young People	3	4,749	1	4,749	
Champion for Older People	3	4,749	1	4,749	
<u>Leaders of Political Groups</u>					
Second largest group membership	3	4,749	1	4,749	
Third largest group membership	1.5	2,375	1	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	2,375	1	2,375	
Second largest group membership	1	1,583	1	1,583	
Third largest group membership	0.5	792	1	792	
nb the allowance for the Third largest group secretary is shared equally where there is more than one eligible group					
<b>POLICE &amp; CRIME PANEL (PCP)</b>					
Chair of the Police and Crime Panel	3	4,749	1	4,749	
Vice Chair of the Police and Crime Panel	1	1,583	2	3,166	
Community Members of the Police and Crime Panel	0.5	792	2	1,584	
<b>OTHER ALLOWANCES</b>					
Independent Persons	0.5	792	2	1,584	
Chairman of the Pension Board	1.5	2,375	1	2,375	
<b>Total Special Responsibility Allowances</b>			<b>45</b>	<b>264,361</b>	
<b>Independent Persons</b>			<b>2</b>	<b>1,584</b>	
<b>Total NYCC funded</b>			<b>47</b>	<b>265,945</b>	
<b>Total Police &amp; Crime Panel Allowances</b>			<b>5</b>	<b>9,499</b>	Funded by Home Office
<b>Pension Board</b>			<b>1</b>	<b>2,375</b>	Funded by Pension Fund
<b>Total</b>			<b>53</b>	<b>277,819</b>	

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

	Number of Units	Current Allowance £	Number of Allowances	Total Cost of allowance £	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>		1,583			1,654			
<b>SPECIAL RESPONSIBILITY ALLOWANCES</b>								
Chairman of the County Council	6	9,498	1	9,498.00		9,924.00	9,924.00	
Vice Chairman of the County Council	2	3,166	1	3,166		3,308.00	3,308.00	
Leader of the County Council	16	25,328	1	25,328		26,464.00	26,464.00	
Deputy Leader	10	15,830	1	15,830		16,540.00	16,540.00	
Other Executive Members	9	14,247	8	113,976		14,886.00	119,088.00	
Chairman of Health Overview and Scrutiny Committee	6	9,498	1	9,498		9,924.00	9,924.00	
Chairman of Other Overview and Scrutiny Committees	3	4,749	4	18,996		4,962.00	19,848.00	
Vice-Chairman of Overview and Scrutiny Committees	1	1,583	5	7,915		1,654.00	8,270.00	
Chairman of Area Committee	1.5	2,375	7	16,622		2,481.00	17,367.00	
Chairman of Planning and Regulatory Functions Committee	2.5	3,958	1	3,958		4,135.00	4,135.00	
Chairman of Planning and Regulatory Functions Sub-Committee	1	1,583	1	1,583		1,654.00	1,654.00	
Chairman of Appeals Committee	3	4,749	1	4,749		4,962.00	4,962.00	
Vice Chairman of Appeals Committee	0.5	792	1	792		827.00	827.00	
Chairman of Pension Fund Committee	3	4,749	1	4,749		4,962.00	4,962.00	
Chairman of Scrutiny Board	1	1,583	1	1,583				Proposal to delete allowance
Chairman of Audit Committee	2	3,166	1	3,166		3,308.00	3,308.00	
Chairman of Standards Committee	1	1,583	1	1,583		1,654.00	1,654.00	
Champion for Young People	3	4,749	1	4,749		1,654.00	1,654.00	Proposal to reduce to 1 unit
Champion for Older People	3	4,749	1	4,749		1,654.00	1,654.00	Proposal to reduce to 1 unit
<u>Leaders of Political Groups</u>								
Second largest group membership	3	4,749	1	4,749		4,962.00	4,962.00	
Third largest group membership	1.5	2,375	1	2,375		2,481.00	2,481.00	
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	2,375	1	2,375		2,481.00	2,481.00	
Second largest group membership	1	1,583	1	1,583		1,654.00	1,654.00	
Third largest group membership	0.5	792	1	792		827.00	827.00	
nb the allowance for the Third largest group secretary is shared equally where there is more than one eligible group								
<b>POLICE &amp; CRIME PANEL (PCP)</b>								
Chair of the Police and Crime Panel	3	4,749	1	4,749		4,962.00	4,962.00	
Vice Chair of the Police and Crime Panel	1	1,583	2	3,166		1,654.00	3,308.00	
Community Members of the Police and Crime Panel	0.5	792	2	1,584		827.00	1,654.00	
<b>OTHER ALLOWANCES</b>								
Independent Persons	0.5	792	2	1,584		827.00	1,654.00	
Chairman of the Pension Board	1.5	2,375	1	2,375		3,000.00	3,000.00	Proposed new level of allowance
<b>Total Special Responsibility Allowances</b>			<b>44</b>	<b>264,361</b>		<b>43</b>	<b>267,948</b>	
<b>Independent Persons</b>			<b>2</b>	<b>1,584</b>		<b>2</b>	<b>1,654</b>	
<b>Total NYCC funded</b>			<b>46</b>	<b>265,945</b>		<b>45</b>	<b>269,602</b>	
<b>Total Police &amp; Crime Panel Allowances</b>			<b>5</b>	<b>9,499</b>		<b>5</b>	<b>9,924</b>	Funded by Home Office
<b>Pension Board</b>			<b>1</b>	<b>2,375</b>		<b>1</b>	<b>3,000</b>	Funded by Pension Fund
<b>Total</b>			<b>98</b>	<b>276,235</b>		<b>51</b>	<b>282,526</b>	