

**A Review
Of
Members' Allowances
For
Bury Council**

**A Report by the
Independent
Remuneration Panel**

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November 2021

Executive Summary – Recommendations

The Table below sets out the Panel's recommendations for the Basic Allowance and SRAs (2022/23), including total number of SRAs and maximum amounts payable. In reality the total paid out in SRAs is likely to be less due to the 1-SRA only rule.

Bury November 2021 Review	Recommended Maximum Payable 2022/23			
POSITION	Nos Paid	Basic Allowance	Total P/Mbr (BA+SRA)	Sub Total Per Category
BASIC ALLOWANCE	51	£10,791		£550,341
SPECIAL RESPONSIBILITY ALLOWANCES		SRA annual		
EXECUTIVE				
Leader	1	£32,373	£43,164	£32,373
Deputy Leader	1	£19,424	£30,215	£19,424
Other Cabinet Members	6	£14,568	£25,359	£87,407
Deputy Cabinet Members	7	£2,185	£12,976	£15,296
OVERVIEW AND SCRUTINY (O&S)				
Chairs O&S Committees	3	£8,093	£18,884	£24,280
REGULATORY				
Chair Audit Committee	1	£8,093	£18,884	£8,093
Chair Planning Control Committee	1	£8,093	£18,884	£8,093
Chair Licensing & Safety Committee	1	£8,093	£18,884	£8,093
OPPOSITION POSTS				
Leader Main Opposition Group	1	£10,683	£21,474	£10,683
Deputy Leader Main Opposition Group (where Group has reached threshold of 11 members)	1	£4,273	£15,064	£4,273
Leader(s) Other Opposition Groups total payable regardless of number of Other Opposition Groups	0	£5,342	NA	NA
Leader Other (Liberal Democrat) Opposition Group	1	£2,671	£13,462	£2,671
Leader Other (Radcliffe First) Opposition Group	1	£2,671	£13,462	£2,671
Deputy Leader(s) Other Opposition Groups total payable regardless of number of Other Opposition Groups (Where Group has reached threshold of 5 Members)	0	£1,870	NA	NA
Sub Total - Basic Allowance	51			£550,341
Sub Total - SRAs	25			£223,358
Total (BA+SRAs)				£773,699
SRA paid to Members appointed to GMTC	2	£3,000	£13,791	£6,000
SRA paid to Members appointed to GM Waste Committee	2	£1,500	£12,291	£3,000
Leader's SRA under GMCA Order	1	£6,000	£49,164	£6,000
Total BA+SRAs + GMCA SRAs				£788,699

The IRP also recommends:

Opposition SRAs – Deputy Leader of Main Opposition Group

That the SRA (£4,273) for the Deputy Leader of the Main Opposition Group is only payable if the size of the Main Opposition Group attains 11 Members

Opposition SRAs – Leader of Other Opposition Group(s)

That where there are two or more Other Opposition Groups then the recommended SRA of £5,342 should be divided on a pro rata basis and paid accordingly to Leaders of all Other Opposition Groups.

Opposition SRAs – Deputy Leader[s] of Other Opposition Group

That the SRA for the Deputy Leader(s) of Other Opposition Groups of £1,870 is only paid when an Other Opposition Group attains 10 per cent of seats (five) on Council. Where there are two or more Other Opposition Groups of five or more seats the SRA of £1,870 should be paid to their respective Deputy Group Leaders on a pro rata basis.

Members who sit on Licensing Hearings Panels

That Members who sit on Licensing Hearings Panels who attend more than six meetings in any one year are paid an SRA as follows:

- Meetings over 4 hours: £106
- Meetings up to 4 hours: £53

As per current practice this SRA should only be paid to Members who are not otherwise in receipt of an SRA.

Other SRAs considered but not recommended

That Shadow Portfolio Holders, Group Whips and the Council's appointee to the GM Pension Fund are not recommended an SRA is paid.

Maintaining the 1-SRA Only Rule and Exceptions

That the 1-SRA only rule is maintained with the exception of the SRAs paid in respect of appointments to the GMCA.

The Co-optees' Allowance

That the financial loss allowance is discontinued and the Audit and Standards Hearings Panel Co-optees to be paid a Co-optees' Allowance that has two elements as follows:

- Standard element £500 per year
- Meetings element
 - Meetings over four hours £106 per meeting
 - Meetings up to four hours £53 per meeting

The Civic (Mayoral) Allowances

That there is no change to the Mayoral Civic Allowance (£16,472) and Deputy Mayor Civic Allowance (£4,118).

The Independent Members of the Educations Appeals Panels Allowance

That the current allowances paid to the Independent Members who sit on Council Education Appeals Panels are discontinued and reset as follows:

- £106 for meetings over 4 hours
- £53 for meetings up to 4 hours

The Dependants' Carers' Allowance (DCA)

That the DCA is maintained but there are two types of care identified to be paid at the following maximum rates:

- Child care: maximum rate paid at real living wage
(Currently £9.50)
- Elderly/disabled care: maximum rate paid at the hourly rate
charged by Bury Council Social Services
Department for a Home Help

The IRP also recommends that the current annual cap be raised to £2,000 and as a matter of course all claims to be receipted.

Travel and Subsistence Allowances - Within the Council

That the Basic Allowance continues to be deemed inclusive of all in-Council travel and subsistence costs and that Schedule 2 of the allowances scheme is amended to reflect this situation.

Travel and Subsistence Allowances - Outside the Council

That the current approved duties and conditions for which the Travel and Subsistence Allowances may be claimed outside the Council are maintained but that the mileage reflect the full range of HMRC AMAP (Approved Mileage Allowance Payment) rates as follows:

Mode of Travel	First 10,000 business miles in the tax year	Each business mile over 10,000 miles in the tax year
Cars and vans	45p	25p
Motor cycles	24p	24p
Bicycles	20p	20p

Passenger payments – cars and vans

5p per passenger per business mile for carrying fellow Member or Council employee in a car or van

The IRP also recommends that the current mileage rates are clarified to include provision that if a Member is claiming out of Council mileage by driving a hybrid or electric vehicle that the applicable mileage rates continues to be HMRC approved rates.

Furthermore the IRP recommends that the subsistence rates for attending approved duties outwith the Council area should be based on current Officer rates as follows:

Subsistence - Breakfast	£7.31
Subsistence - Lunch	£9.74
Subsistence - Evening Meal / Networking	£18.28

The Telephone Allowance

That the Telephone Allowance is discontinued.

Adopting a Parental (Maternity, Paternity and Adoption) Leave Policy

That the allowances scheme is amended to include a statement that clarifies the continued right of remuneration for a Member when they are required to take maternity, paternity or adoption leave for up to a period of 12 months, subject to the legal attendance requirements.

Issues arising I – amendment of scheme paragraph 8 (1)

That the current paragraph 8 (1) of the allowances scheme is removed.

Indexation

That the following indices are applied to the allowances paid to Members and appointees of Bury Council:

- **Basic Allowance, SRAs (including those paid in accordance with the GMCA 2011 Order), Co-optees' Allowance, Civic (Mayoral) Allowances and the remuneration for Independent Members appointed to Education Appeals Panels:**
 - Indexed to the annual percentage salary increase for local government staff (at spinal column 49) as agreed each year by the National Joint Council for Local Government Services and applicable to the same year it applies to Officers but with an implementation date from the start of the municipal rather than financial year.
- **Mileage Allowance (Outwith only):**
 - Members' mileage allowances rates indexed to HMRC Approved Mileage Allowance Payment rates.
- **Subsistence Allowances (Outwith only):**
 - Subsistence allowances should continue to be indexed to the same rates that are applicable to Officers.

- **The Dependants' Carers' Allowance:**
 - **Child care:** maximum rate indexed to the real living wage (Currently £9.50 per hour)
 - **Elderly/disabled care:** maximum rate indexed to the hourly rate charged by Bury Council Social Services Department for a Home Help

The IRP also recommends that indexation should run for four years (2022-2026), which is the maximum length of time permitted by the 2003 Regulations

Implementation

That the new scheme of allowances based on the recommendations contained in this report is adopted from the date of the Council's Annual Meeting 2022.

A Review
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By the
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November 2021

Regulatory context

1. This report is a synopsis of the deliberations and recommendations made by the Independent Remuneration Panel (the IRP or Panel) for Bury Council to advise the Council on its Members' Allowances scheme.
2. The IRP was convened under The Local Authorities' (Members' Allowances) (England) Regulations 2003 (SI 1021) ("the 2003 Regulations"). These regulations, which arise out of the relevant provisions contained in the Local Government Act 2000, require all local authorities to establish and maintain an advisory Independent [Members] Remuneration Panel to review and provide advice on Members' allowances on a periodic basis.
3. All Councils are required to convene their IRP and seek its advice before they make any changes or amendments to their Members' Allowances Scheme. They must 'pay regard' to their IRPs recommendations before setting a new or amended Members' Allowances Scheme. On this particular occasion, the IRP has been reconvened under the 2003 Regulations [19. (1)], which states:

Before an authority referred to in regulation 3(1) (a), (b) or (c) [which includes a metropolitan authority] makes or amends a scheme, the authority shall have regard to the recommendations made to it by an independent remuneration panel.

4. It is this requirement that provides an opportunity for IRPs to publicly scrutinise their Councils' allowances schemes and enhance public accountability.

Terms of Reference

5. The terms of reference provided to the IRP for this review were as follows:

In accordance with the 2003 Members' Allowances Regulations the IRP shall make recommendations to be considered by the Council at Full Council on 24th

November 2012 for a proposed implementation date at Annual Council 2022 regarding:-

- i. The amount of basic allowance that should be payable to its elected members
 - ii. The responsibilities or duties which should lead to the payment of a special responsibility allowance (SRA) and as to the amount of such an allowance
 - iii. About other allowances including an allowance in respect of the expenses of arranging for the care of children and dependants and if it does make such a recommendation, the amount of this allowance, travel and subsistence and phone
 - iv. The level of allowances paid to co-opted members of the Council's Audit Committee and co-opted members of the Standards Committee
 - v. The level of allowance paid to the Mayor and Deputy Mayor for the purpose of meeting the expenses of those offices (i.e., the Civic Allowances)
 - vi. The implementation date for the recommendations, including whether any allowance should be backdated to the beginning of a financial year in the event of the scheme being amended
 - vii. The payment of member(s) appointed to the Greater Manchester Combined Authority (GMCA) in respect of duties and responsibilities undertaken as a member of the GMCA, and if so to specify the amount of any such allowance (in accordance with the Greater Manchester Combined Authority Order 2011 Schedule 1 - Constitution (Remuneration page 18)
 - viii. The level of Travelling, utility and Subsistence Allowances for members of the Independent Education Appeals Panels
 - ix. The consideration of a Parental Leave Policy for elected members
 - x. Whether annual adjustments of allowance levels may be made by reference to an index, and, if so, for how long such a measure should run
6. In arriving at its recommendations the IRP shall also take into account:
- A. The views of Members both written and oral, with an opportunity for selected Members to meet with the IRP
 - B. Factual Briefings from Officers
 - C. The Statutory Guidance on Regulation for Local Authority Allowances 2006.
 - D. The 2003 Members Allowances Regulations (SI 2003/1021)
 - E. Roles and Responsibilities as contained with the Council's Constitution
 - F. That the recommendations should confirm to existing legislation and anticipate likely future legislation as far as possible

- G. The requirement for their report and recommended changes to the scheme of allowances to be easy to understand and adequately justifiable to the electorate
- H. Allowances paid in comparable councils, namely the other Greater Manchester Metropolitan Councils

Membership of the Independent Remuneration Panel

7. In accordance with the decision of Bury Council on 17th March 2021, the Director of Law and Public Services in consultation with the Mayor was authorised to appointed a new IRP, consisting of the following appointees:
 - Dr Declan Hall (Chair): an independent consultant specialising in members' allowances and support and a former lecturer in local government and politics at the Institute of Local Government, The University of Birmingham.
 - Dr Andrew Roberts: A local businessman and MD of a local IT Company; Chair of Bury Business Leaders Group and a Governor of the University of Bolton
 - John Thomson: UNISON Bury Branch Secretary
8. The IRP was supported by Julie Gallagher Head of Democratic Services and Jacqui Dennis, Director of Law and Democratic Services, who were the organisational leads in facilitating and supporting the work of the IRP.

The Review Process and Methodology

9. The IRP met in person at Bury Council Offices on 6th and 7th October 2021 to consider all the written evidence and data and receive factual briefings on the Council and how it operates from relevant Officers. It was during this time that a representative range of Members met with the IRP to discuss their roles and responsibilities and to raise any issues of concern. Any Member not invited but who wanted to meet with the IRP was accommodated.
10. In addition, every Member was sent a short questionnaire through which they could make their views known and raise any concerns directly with the IRP, of which 17 were received. The questionnaire also had the methodological advantage of ensuring all Members were being asked a common set of questions during the interviews, the main point being that all Members had at least one opportunity to exercise their voice during the review.
11. In compliance with the terms of reference and for benchmarking purposes the IRP also took into account the range and levels of allowances paid in comparable local authorities, namely the other Greater Manchester Councils.

12. The full range of interviewees and written information received and considered by the IRP is set out in the appendices as follows:
- Appendix 1: List of information and evidence that was included in the Information Pack for IRP Members
 - Appendix 2: Elected Members and appointees who met with the IRP
 - Appendix 3: Officers who provided a factual briefing to the IRP
 - Appendix 4: Summary of benchmarking of Bury Council Allowances against other Greater Manchester Councils

Key Messages – Allowances Scheme – a low paying scheme

13. The evidence shows that the Bury Council Members' Allowances scheme is a low paying scheme both comparatively and in real terms. Benchmarking shows that the Bury are the lowest or next to lowest in every category across all of Greater Manchester. Moreover, the SRAs are now lower than what they were in 2010 and have not been fundamentally reviewed since then; the Basic Allowance has not been fundamentally reviewed since at least a few years prior to 2010.

The Changing roles of Members

14. The generally low level of allowances and the fact that they have not been reviewed at all for over 11 years is in a context whereby that the roles of Members have changed dramatically since then. Legislative changes have increased the demands on all Members but on leading Members in particular. The current allowances payable does not reflect the increased demands made on Members

Allowances acting as a deterrent to becoming and remaining a Member

15. The IRP received anecdotal evidence that the current level of allowances was acting as a barrier to the recruitment of a wide range of candidates to stand for Council. In particular, the time required to be a Member (whether this was at the most senior level or at the backbench level) was not recompensed by the current level of allowances payable. Moreover, the relatively high churn of Members in Bury it was argued was partially a function of the lack of support provided by the current level of allowances payable.
16. While the Basic Allowance and SRAs were never intended to reflect the 'market value' of the workload and responsibilities undertaken by Members, they are intended to go a large way to recognising that there is a substantial time commitment and complexity to being an elected Member that is largely unrecognised in their current remuneration.
17. This purpose is highlighted by the original policy underpinning the work of remuneration panels when considering the principles for establishing a Members Allowances Scheme¹:

¹ Modern Local Government – In touch with the People: Cm 4014 July 1998, 3.54

The financial support for Councillors must also reinforce the culture of the modern council and address, as far as possible, any disincentives to serving in local politics. People do not enter public service to make their fortune. But neither should they pay a price for serving the public.

18. Currently, the Bury Council Members' Allowances scheme does not meet this core principle underpinning the purpose of establishing such schemes.

Putting the Allowances scheme on a par with Greater Manchester peers

19. A strong view that came across in both the written and oral representation made to the IRP was that the allowances paid in Bury Council should be broadly in line with that paid across the other Greater Manchester Council. The broad view expressed was it was inequitable that Bury Council should generally pay lower allowances than that in their peer authorities.
20. There was a further minority view expressed that there should be a national scheme of allowances. However, this is beyond the remit of the IRP, local discretion is in place and the IRP must work within the required legislative framework. As a result of this local discretion it has led the IRP to make Bury appropriate recommendations that have cognisance of the allowances paid across Greater Manchester but not wholly driven by them.

Function of this review – fundamental reform required

21. The IRP recognises that it is never a good time to recommend increases in Members' allowances and now is a particularly difficult time to do so. However, for all the reasons outlined above the IRP has concluded that its role goes beyond that of addressing any particular anomalies arising, its role is to fundamentally modernise the scheme and to ensure it is fit for purpose.

The IRPs Recommendations – recalibrating the Basic Allowance

22. In arriving at recommendations the IRP is required to pay regard to the 2006 Statutory Guidance. In considering the Basic Allowance the 2006 Statutory Guidance (paragraph 67) states:

Having established what local councillors do, and the hours which are devoted to these tasks the local authorities will need to take a view on the rate at which, and the number of hours for which, councillors ought to be remunerated.

24. The Statutory Guidance (paragraphs 68-69) expands on the above statement by breaking it down to three variables, namely
 - Time required to fulfil the role of the ordinary Member
 - Recognising public service principle
 - The rate of remuneration

Time to fulfil duties for which the Basic Allowance is paid

25. The Basic Allowance is primarily a time-based payment (see 2006 Statutory Guidance paragraph 10). It is paid to compensate for workload. Obviously Members work in different ways and have varying commitments and the time spent on council duties varies. Yet, the Basic Allowance is a flat rate allowance that must be paid equally to all Members. So the time assessment is typically taken as the average time required to carry out all those duties for which the Basic Allowance is paid.
26. The most up to date information available on what is a reasonable time expectation for which the Basic Allowance is paid has been derived from the 2018 Councillors Census. In data supplied to the Chair of the IRP from the Local Government Association, it showed that Councillors in metropolitan councils who held "no positions" of responsibility put in on average hours per week "on council business"². The LGA includes within "council business"
 - Council/committee meetings
 - Working with community groups
 - Engaging with constituents, etc.
 - Other³
27. For the purposes of recalibrating the Basic Allowance in line with the 2006 Statutory Guidance the IRP has equated 24 hours per week to 156 days per year (or the equivalent of three days per week) based on an eight hour working day as the expected time input from Members for their Basic Allowance.
28. The IRP recognises that based on the representation received some Members who hold no positions do put in more than the equivalent of 3 days per week. But that is through choice rather than requirement.

Recognising the Voluntary Principle – A Public Service Discount (PSD)

29. The 2006 Statutory Guidance (paragraph 67) says that it is necessary to establish out of the time required to do the work of the ordinary Member how many of those hours "ought to be remunerated." What is meant by this is explained further in the Statutory Guidance (paragraph 68) which goes on to state

It is important that some element of the work of [elected] members continues to be voluntary – that some hours are not remunerated.
30. The element of unremunerated time often known as the 'Public Service Discount' (PSD) recognises the principle of public service. Thus, the voluntary principle is realised by discounting an element of the expected time inputs associated with the Basic Allowance. The typical range for this public service discount is between 30% - 40%, largely on the basis that is broadly in line with the proportion of time backbenchers spend on

² Information based on National Census of Local Authority Councillors 2018 (LGA), breakdown of mean weekly hours put in on council business by councillors by number of positions held and type of council, in email from S. Richards, LGA 21 October 2019.

³ See LGA, National census of local authority councillors 2018, Chart 3, page 5

- Dealing with constituents
 - Attending surgeries
 - General enquiries from citizens and
 - Other constituent/ward related activities.
31. The IRP has opted for voluntary discount of 35 per cent as it is the mid-point between the typical range of 30-40 per cent that most IRPs utilise as the size of the voluntary discount utilised. It is also the most common size of voluntary discount used by IRPs in principal councils.
32. Thus, by applying a voluntary discount of 35 per cent to the expected time input of 156 days per year it produces a voluntary element of 54.6 days per year. These are the hours that are 'not remunerated', deemed to be public service, leaving 101.4 remunerated days per year.

The rate for remuneration

33. Historically, in settling on the appropriate rate of remuneration to utilise in arriving at the recommended Basic Allowance IRPs primarily relied upon an advisory day rate published by the LGA each year to assist IRPs in setting a rate of remuneration, which by 2010 had reached £152.77 per day.⁴
34. However, the LGA has since stopped issuing this advice as IRPs switched to a more locally based rate of remuneration as it more closely reflects the typical earnings of elected Members' constituents. A reason for the switch was one of data availability: the Office of National Statistics started to collect and publish data on average earnings on a council by council basis about 10 years ago in its Annual Survey of Hours & Earnings (ASHE). A second reason for the switch is that by using a rate of remuneration that is based on average earnings of Members constituents it has robustness and is readily defensible.
35. In 2020, the median gross daily salary for all full time employee jobs within the area of the Bury Council was £106.42 as published by the Office of National Statistics (ONS).⁵ Thus, for the purposes of recalibrating the Basic Allowance the IRP has adopted a rate for remuneration at £106.42 per day.
36. If the IRP updated the variables to arrive at a recalibrated Basic Allowance to take into account the most recent data available it gives the following values:
- Time required for backbencher: 156 days per year (3 days per week)
 - Public Service Discount: 35% (54.6 days)
 - Rate for Remuneration: £106.42 per day
37. By following the methodology as set out in the 2006 Statutory Guidance with the updated variables it produces the following recalibrated Basic Allowance:

⁴ See LGA alert 62/10, Members' Allowances, 23 June 2010

⁵ See ASHE, 2020, Table 7.1a - Media weekly pay - gross - for full time employee jobs in area of Bury Council, which is £532.10 and divided by 5 working days equals £106.42 per day, <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofworkbylocalauthorityashtable7>

- 156 days per year input minus 35% PSD (54.6 days)
= 101.4 remunerated days per year multiplied by £106.42 per day
= £10,791

Benchmarking

38. Benchmarking⁶ shows that the current Bury Council Basic Allowance is significantly below the average paid in peer Councils across Greater Manchester:

- | | |
|---|---------|
| • Benchmarking group mean Basic Allowance | £11,368 |
| • Benchmarking group median Basic Allowance | £11,108 |
| • Bury Council 2021/22 Basic Allowance | £8,948 |

Representation received by the IRP

39. Finally, the third 'corner' of the triangulation process was the representation received from elected Members. There was an overwhelming view that the Basic Allowance was in need of revision, particularly to place it on a par with peers across Greater Manchester, although it must be acknowledged that within that view there was a minority view expressed that despite the case to do so now was not the right time to increase the Basic Allowance. However, conversely the minority view that indicated they did not wish to increase the Basic Allowance many did so not on the grounds that they felt the Basic Allowance was appropriate but rather on grounds of cost.

Recommending the recalibrated Basic Allowance

40. By undertaking this triangulation process it produced the following potential values for the Basic Allowance

- | | |
|--|-----------------|
| • Recalibrated Basic Allowance | £10,791 |
| • Benchmarking group mean/median Basic Allowance | £11,368/£11,108 |
| • Representation received | GM mean |

41. Rather than recommend the GM average Basic Allowance the IRP has opted for the recalibrated Basic Allowance primarily because it is based on the methodology set out in the Statutory Guidance and establishes a direct link with the current median earnings of the constituents of elected Members. Furthermore, opting for a Basic Allowance slightly below the GM average it also goes some way to recognise that most meetings ordinary Members attend are in the evening, which will not be the case in most other GM Councils.

42. **The IRP recommends that the Basic Allowance is reset at £10,791.⁷**

Special Responsibility Allowances - The Leader's SRA

⁶ See Appendix Four BM1

⁷ All recommendations relate to 2022/23, subject to any indexation that may be applicable

43. The last review (2010) to look at the SRA for the Leader increased it from £25,174 to £28,500. Through indexation the Leader's SRA currently stands at £25,503. This is a result of the Council first voluntarily then since last year as a matter of Council policy agreeing to cut all SRAs by 10 per cent as a cost cutting measure. Despite the fact that the role of Leader has undergone some of the greatest changes in the intervening years their SRA is now lower than it was 11 years ago.
44. The role of Leader has undergone significant change and it is clear that it requires a full time commitment, and certainly precludes any meaningful paid employment in the normal sense. In addition, the role of Leader had grown in responsibility with the passage of The Localism Act 2011. This Act enhanced the powers of all Leaders by requiring all Councils operating the executive model of governance to adopt the strong Leader model. Consequently the Leader now has all executive powers vested in the post and is responsible for the discharge of all executive functions, although much is delegated through the appointment of a Cabinet. The Leader also holds the portfolio for Finance and Growth, as well as currently being the Leader of the Labour Group.
45. The IRP received representation that the role of Leader continues to develop, particularly in relation to the setting up of the Strategic Commissioning Board (SCB - which involves a number of senior Members) and meets monthly, which broadly has the remit:
- To commission high quality all age health, social care and related services for the people of the Borough of Bury in order to meet assessed population, community and individual need, within the financial resources over which the Board has control.
 - To agree the Health, Social care and Well-being commissioning strategies and commissioning outcomes for Bury Council and NHS Clinical Commissioning Group (CCG) in accordance with the agreed delegations from RBC and CCG.
 - To manage all the pooled budgets established under section 75 of the National Health Service Act 2006.
 - The SCB will be replaced by the Locality Board which is currently operating in shadow form but is anticipated to be formalised from May 2022. This has the same remit as the SCB but its membership also includes representatives from the Northern Care Alliance.
46. The other aspect of the Leader's role that continues to develop is at the sub-regional level, namely at the Greater Manchester Combined Authority (GMCA). Although the Leader's responsibilities at the GMCA are addressed below, the reality is that regardless of whether there was a GMCA, the Leader of Bury Council would have a sub-regional and regional, and indeed national, dimension to their role. This was evident before the GMCA was set up in 2011 as the Leader became the key post in representing Bury at relevant forums regionally and nationally, such as the Association of Greater Manchester Authorities (AGMA) and the Local Government Association (LGA) – roles the Leader continues to carry out.
47. The representation received by the IRP was overwhelmingly of the view that the current SRA received by the Bury Council Leader was too low. It demands a full

time role and the responsibilities have increased dramatically over the years – as borne out by legislative changes since the role was last reviewed. In fact the IRP received anecdotal evidence that at least two previous Leaders had to stand down as their remuneration was insufficient to support the need to make a full time commitment. Once again, when pressed the oral representation (partially backed up the written representation) suggested that the SRA for the Leader should be on a par with the average SRA paid to Leaders of GM Councils.

48. Benchmarking shows that the SRA for the Bury Council Leader is low, with mean GM Councils Leaders/elected Mayors' SRA being £35,690 and a median SRA of £32,834. In fact, the SRA for Leader of Bury Council is the lowest across all the GM Councils.
49. In arriving at the Leader's recommended SRA the IRP has been mindful of the 2006 Statutory Guidance (paragraph 76) which states:

One way of calculating special responsibility allowances may be to take the agreed level of basic allowance and recommend a multiple of this allowance as an appropriate special responsibility allowance for either the elected mayor or the leader.

50. This is known as the factor approach and is commonly deployed by IRPs in arriving at the recommended SRA for Leaders on the basis that it is easy to understand, simple, transparent. A factor from a range of 2.75 – 3.25 is the commonly acceptable multiple of the Basic Allowances regardless of type of council (although it tends to be towards the lower range of the typical multiple range in district councils and the higher end in London Boroughs).
51. Currently, the Leader's SRA (£25,502) is a multiple of 2.85 of the current Basic Allowance, but that figure is based on the 10 per cent reduction in SRAs. If the 10 per cent reduction was not factored in the factor would be 3.14 (£8,948/£28,053). Benchmarking shows a mean Leaders' SRA of £35,690 across the GM Councils, which is also 3.14 times the mean Basic Allowance (£11,368). In order to keep it clean and simple the IRP has opted to utilise the mid-point between the current multiple (2.85) and original and benchmarked mean multiple (3.14) of the Basic Allowance/Leaders' SRA, which is a multiple of 3 times the recommended Basic Allowance (£10,791) to arrive at the recommended SRA for the Leader, which equates to £32,373).
52. **The IRP recommends that the SRA for the Leader is reset at £32,373 for 2022/23.**

The Deputy Leader of the Council (x1)

53. In recommending other SRAs the IRP has in the main followed the approach laid out in the 2006 Statutory Guidance (paragraph 76) which states:

A good starting point in determining special responsibility allowances may be to agree the allowance which should be attached to the most time consuming post on the Council (this maybe the elected mayor or the leader) and pro rata downwards for the other roles which it has agreed ought to receive an extra allowance.

54. This is known as the 'pro rata' approach in that the other remunerated posts are assessed as a ratio or percentage of the Leader's role. By definition the size of the Leader's roles is 100% and other SRAs are set as a proportion of 100%. Again it has the advantage of being simple, transparent and easy to understand. The IRP has chosen to maintain this approach and adjusted the current ratio for SRAs where there is a demonstrable case to do so.
55. The Deputy Leader, current SRA £15,307 set at 60 per cent of the Leader's SRA, also has a portfolio - Children, Young People and Skills. The Deputy Leaders undertakes the traditional role of attending briefings with the Leader, acting as a sounding board and stepping in for the Leader in the Leader's absence, which occurs more frequently as the Leader has had to undertake a larger GM wide role. Indeed it means that the Deputy Leaders (as do most other executive members but to a lesser extent) have acquired a larger GM wide role. This includes deputizing for the Leader at the GMCA when required and being appointed to GMCA committees, e.g., the Deputy Leader with the Children, Young People and Skills Portfolio is also appointed to the GM Work and Skills Executive. The Deputy Leader will also have a national role through being one of the Council's appointees (alongside the Leader and Leader of the Main Opposition Group) onto the Local Government Association (LGA) General Assembly.
56. Benchmarking shows that the SRA for the Bury Deputy Leader SRA (£15,307) is the lowest across Greater Manchester, with the mean SRA (£20,056) and median SRA (£19,103) being paid to Deputy Leaders across the GM Councils. In terms of methodology, the mean GM Deputy Leaders' SRA is 56 per cent of the mean GM Leaders/elected Mayors' SRA, which is in line with the current ratio of 60 per cent deployed in Bury Council.
57. Although in the main there was less representation received regarding the role of other post holders (as being less visible than that of the Leader) insofar there was representation received regarding the SRA for the Deputy Leader the view expressed was that it should be on a par with that paid across the GM Councils. As such, the current ratio (60% of the Leader's SRA) is still appropriate in setting the recommended SRA for the Deputy Leader which equates to £19,424.
58. **The IRP recommends that the SRA for the Deputy Leader is reset at £19,424, which is 60 per cent of the Leader's recommended SRA (£32,373).**

Other Cabinet Members (x6)

59. Currently, the Leader appoints six other Cabinet Members (Portfolio Holders), who each receive an SRA of £10,203, which is 45 per cent of the Leader's SRA. The IRP did receive some representation that questioned the need for six other Cabinet Members. It is beyond the remit of the IRP to comment on how the Council decides to organise itself. However, the IRP does note that the Local Government Act 2000 places a legal maximum of 10 Executive Members (including Leader and Deputy Leader) and Bury has at present eight Executive Members in total. The IRP was also informed that the average number of Executive Members across the GM Councils was nine; Bury has eight in total.

60. The only other (albeit limited) representation the IRP received regarding the SRAs of the other Cabinet Members was that it should be on a par with that of other Cabinet Members across the GM Councils. Benchmarking shows that the current SRA paid to other Cabinet Members in Bury Council, is the second lowest (Bolton is the lowest at £7,140 although there are eight other Cabinet Members in Bolton). The mean SRA paid to other Cabinet Members across the GM Councils is £15,246 (43 per cent of the Leaders mean SRA), with a median figure of £15,579.
61. The IRP received no evidence to revise the current ratio of 45 per cent of the Leader's recommended SRA in arriving at the recommended SRA for the other Cabinet Members, which equates to £14,568.
62. **The IRP recommends that the SRA for the six other Members of the Cabinet is reset to £14,568, which has been set at 45% of the Leader's recommended SRA.**

The Deputy Cabinet Members (x7)

63. The Leader also appoints seven Deputy Cabinet Members, with five of the Executive Members having a Deputy Cabinet Member; one Cabinet Member having two Deputy Cabinet Members and two Executive Members not assigned a Deputy Cabinet Member. In effect, one of the larger portfolios (Environment, Climate Change and Operations) has the support of two Deputy Cabinet Members and two of the smaller portfolios (Culture and the Economy and Housing Services) being deemed not requiring a Deputy Cabinet Member. The SRA for this role, currently £1,338, was brought in following a very specific review in December 2013 and set at 12 per cent (now 13 per cent with indexation variation) of the SRA for the full Cabinet Members on the basis that they have role profiles (albeit very limited) as set out in current Bury Council Constitution Section 7, part one.
64. Again, the IRP received representation questioning the necessity of this non-statutory role and whether it should be remunerated. Without commenting on the requirement of the role itself as that is beyond the IRP's remit, the IRP's remit is to decide on whether the roles it has in front of it merit remuneration or not.
65. On balance the IRP is content that there is a significant responsibility to merit an SRA. They do attend all Cabinet weekly briefing meetings, chair relevant other meetings when asked by their Portfolio Holder and take the lead on relevant issues when directed. Much of their work is also carried out during the day. Moreover, an equivalent post is remunerated in eight out of the 10 GM Councils, with a mean SRA of £6,464 and a median SRA of £7,150.
66. On the other hand, they are not formal deputies to Cabinet Members and are not executive members under the Local Government Act 2000. Thus they cannot operate as formal substitutes for the Portfolio Holders, exercise any executive powers nor have assigned to them any delegated decision making. In law, they cannot vote at Cabinet meetings or make decisions on behalf of their respective Cabinet Member. There is also an element of succession planning in the role, so as to identify and train up future Executive Members.

67. While the IRP decided that the current SRA was little more than tokenistic at its current level it has chosen not to be guided by the benchmarking in arriving at the recommended SRA for the Deputy Cabinet Members as there is nothing in their roles and responsibilities to suggest such a high level of SRA. As such the IRP has simply rounded up the ratio from 13 per cent to 15 per cent of the recommended SRA (£14,568) for other Cabinet Members, which equates to £2,185.
68. **The IRP recommends that the SRA for the seven Deputy Cabinet Members is reset at £2,185, which is 15 per of the recommended SRA (£14,568) for the other Cabinet Members.**

Chairs of the main Committees (x6)

- **Overview & Scrutiny Committee**
 - **Children's & Young People's Scrutiny Committee**
 - **Health Scrutiny Committee**
 - **Planning Control Committee**
 - **Licensing & Safety Committee**
 - **Audit Committee**
69. Currently, all the main Committee Chairs are paid the same SRA (£6,379), which has been set at 25 per cent of the Leader's SRA. The IRP did receive some representation that there was a case to differentiate the SRA between those who chaired the larger committees. Indeed, a case can be made as some committees, such as Planning Control, meet more often than others such as Audit.
70. However, the IRP has decided to maintain the flat rate model for the SRA for main Committee Chairs as there was greater support in the representation to do so. Moreover, the flat rate SRA model for main Committee Chairs occurs in six out of the ten GM Councils, so there is a GM preference for such a model.
71. Benchmarking shows that the SRAs paid to the main Committee Chairs in Bury Council is either the lowest in two cases,, namely the Chairs of Overview & Scrutiny and Planning Control Committees and second lowest in all other cases. Specifically the mean/median SRAs payable across the GM Councils are as follows:
- | | |
|---|---------------|
| • Overview & Scrutiny Committee mean/median SRA | £8,016/£8,383 |
| • Other Scrutiny Committees mean/median SRA | £8,180/£8,353 |
| • Planning Control Committee mean/median SRA | £9,600/9,662 |
| • Licensing & Safety Committee mean/median SRA | £8,923/£8,910 |
| • Audit Committee mean/median SRA | £7,675/£8,114 |
72. In terms of the mean ratios (mean Chairs SRAs as a percentage of the mean Leaders SRAs) they all fall into the 22-27 per cent range, thus being on broad par with the current ratio (25 per cent) utilised to arrive at the SRA for the main Committee Chairs.
73. Consequently, the IRP has decided that in arriving at the recommended SRA for the main Committee Chairs to keep it at 25 per cent of the Leader's recommended SRA (£32,373), which equates to £8,093.

74. **The IRP recommends that the SRA for the Chairs of the six main Committees is reset at £8,093, which is 25 per cent of the recommended SRA (£32,373) for the Leader.**

Attendance at meetings of Licensing Hearing Panels

75. Currently the scheme contains provision for Members who attend more than 10 Licensing Hearing Panels per year an SRA as follows:
- £25 per full day
 - £12.50 – 2 to 4 hours
 - £6 up to 2 hours
76. The basis of these SRAs is unknown and is simply tokenistic. It is a difficult SRA to benchmark largely because only one other GM Council, Manchester, pays a similar SRA, £554 to all Members who sit on Licensing Appeals Panels.
77. However, this SRA did have continued support on the grounds that reaching the threshold of attending more than 10 Licensing Hearing Panels in any one year was deemed above and beyond the role of ordinary Member. There are a great number of Licensing Hearing Panels in Bury as taxi licensing is a major, Bury specific issue so it was perceived to be an appropriate Bury-specific SRA.
78. As such the IRP has decided to maintain this SRA but to simplify it and set it at a more realistic level. It has done this by simply reclassifying meetings that last up to and over four hours. It has also taken the rate of remuneration (£106 per day) utilised in arriving at the recommended Basic Allowance as the appropriate level. Furthermore, as all Members of Licensing are attending 11 Licensing Committee meetings per year already the qualifying threshold for this SRA should be reduced to more than six meetings per year.
79. **The IRP recommends that the SRA for Members who attend more than six Licensing Hearings Panels in any one year is reset as follows:**
- **Meetings over 4 hours: £106**
 - **Meetings up to 4 hours: £53**
80. **As per current practice this SRA should only be paid to Members who are not otherwise in receipt of an SRA.**

Opposition SRAs – Leader of Main Opposition Group

81. The 2003 Regulations require that where the Council is controlled by one or more political groups (defined as having a minimum of two Members) then at least one SRA must be paid to an Opposition Member. The current Bury Council allowances scheme fulfils this requirement by appointing Opposition Members to Chairs of Scrutiny Committees. Nonetheless, it is typical to remunerate the Leaders of the Main Opposition Groups at least.

82. The current SRA (£8,419) for the Leader of the Main Opposition Group has been set at 33 per cent of the Leader's SRA, which is in line with the mean ratio (32 per cent) in the benchmarking group. Benchmarking also shows that the mean SRA paid to Leaders of Main Opposition Groups across the GM Councils is £11,399, with a median SRA of £11,143.
83. The IRP received no evidence to suggest the current ratio (33 per cent) utilised in arriving at the SRA for the Leader of the Main Opposition Group required revision. The Leader of the Main Opposition Group has the prime responsibility to present alternative views to the majority group and provide critical challenge to the Leadership. They also by virtue of holding their post gain access to meetings with Officers and are appointed to a number of Council and external bodies. Thus, the IRP has arrived at the recommended SRA for the Leader of the Main Opposition Group by multiplying the recommended SRA (£32,373) for the Council Leader by 33 per cent, which equates to £10,683
84. **The IRP recommends that the SRA for the Leader of the Main Opposition Group is reset at £10,683, which is 33% of the Leader's recommended SRA.**

Opposition SRAs – Deputy Leader of Main Opposition Group

85. Currently the Deputy Leader of the Main Opposition Group receives an SRA of £3,364, which has been set at 40 per cent of their Group Leader's SRA. Benchmarking shows that this role is not always remunerate elsewhere, it is a paid post in five of the ten GM Councils, with a mean SRA of £5,163 and median SRA of £5,986. Often this SRA is only paid where there is a substantial Main Opposition Group which is the case in Bury but the IRP has decided that a size criteria should be in place for this SRA to be paid, namely the Main Opposition Group would need to hold 20 per cent of Council seats, which the IRP has defined as being 11 in total, before the Deputy Leader of the Main Opposition Group. The IRP received no evidence to alter the current ratio utilised in arriving at the recommended SRA for the Deputy Leader of the Main Opposition Group. Therefore the IRP has arrived at the recommended SRA for the Deputy Leader of the Main Opposition Group by multiplying the recommended SRA (£10,683) for the Leader of the Main Opposition Group, which equates to £4,273
86. **The IRP recommends that the SRA for the Deputy Leader only be payable if the Main Opposition Group holds 20 per cent of seats (11) on Council and is reset at £4,273, which is 40 per cent of the recommended SRA for the Leader of the Main Opposition Group.**

Opposition SRAs – Opposition Shadow Portfolio Holders/Group Whips

87. There was some representation received, albeit very minor, arguing that the Opposition Shadow Portfolio Holders should receive an SRA as well as the Group Whips.
88. In the current political context, extending the scope of the Opposition SRAs payable to Opposition Shadow Portfolio Holders would be disproportionate; nearly all Members of the Main Opposition Group would receive an SRA. The enhanced recommended Basic Allowance recognises that all the Opposition

Members have a spokesperson role particularly in regards to the remits of those committees that they sit on. The IRP also took the view the role of Group Whips is primarily a party political role which does not merit remuneration. It notes that such posts are not remunerated in other GM Councils.

89. **The IRP does not recommend that the Opposition Shadow Portfolio Holders or Group Whips are paid an SRA.**

Opposition SRAs – Leader[s] of Other (Third Largest) Opposition Group

90. Currently, the Leaders of the Other Opposition Groups each receive an SRA of £4,210, which is 16.5 per cent of the Leader's SRA. Again benchmarking shows that this role is not always remunerated elsewhere, with six of the 10 GM Councils remunerating such a post. It is also the one SRA that is not out of synch with peers, as the mean SRA paid to Leaders of Other Opposition Groups is £4,265, with a median SRA of £2,940. Nonetheless, the IRP is content to keep the current ratio in arriving at the recommended SRA for the Leader of the Other Opposition (third largest) Group. Thus, the recommended Leader's SRA (£32,373) multiplied by 16.5 per cent multiplied equates to £5,342.
91. The IRP notes that currently the SRA for Leader of Other Opposition (Third Largest) Group is paid equally to both the Leaders of the third largest groups as they are of equal size. The IRP has taken the view that this contravenes the spirit of the original intent behind the SRA for this post and is an excessive SRA for when there are two Third Largest Groups of equal size.
92. Accordingly the IRP has taken the view that the recommended SRA (£5,342) for the Leader of the Third Largest Group should be paid to Leaders of Other Opposition Groups on a pro rata basis according to Group size. Thus no matter how many Other Opposition Groups there are the total sum paid to their respective Group Leaders will not exceed £5,342. On the current political configuration with two Other Opposition Groups each having four members each that equates to £2,671 apiece.
93. **The IRP recommends that the SRA for Leaders of Other Opposition Groups is reset at £5,342, which has been set at 16.5 per cent of the recommended SRA for the Leader. Furthermore where there are two or more Other Opposition Groups then the recommended SRA of £5,342 should be divided on a pro rata basis and paid accordingly to Leaders of all Other Opposition Groups.**

Opposition SRAs – Deputy Leader[s] of Other Opposition Group

94. Currently, both the Deputy Leaders of the Other Opposition Groups receive an SRA of £1,515 apiece, which has been set at 35 per cent of their respective Group Leaders SRA. Benchmarking this SRA is difficult as only one other GM Council remunerate an equivalent post (Trafford at £2,774). The IRP has decided to maintain this SRA at its current ratio, which equates to £1,870, but to be only paid if the Other Opposition Group attains 10 per cent of the seats on Council, which is five seats. On the current political configuration this SRA would no longer be payable. Where there are two or more Other Opposition Groups that attain 10

per cent (five) of Council seats then the SRA for Deputy Leader of Other Opposition Group should be paid on a pro rata basis according to group size.

95. **The IRP recommends that the SRA for the Deputy Leader(s) of Other Opposition Groups is reset at £1,870, which is 35 per cent of the recommended SRA for Leader(s) of Other Opposition Groups. The IRP also recommends it is only paid when an Other Opposition Group attains 10 per cent of seats (five) on Council. Where there are two or more Other Opposition Groups of five or more seats the SRA of £1,870 should be paid to their respective Deputy Group Leaders on a pro rata basis.**

Recommended SRAs in accordance with the GMCA Order 2011

96. The IRP has been asked to consider whether a SRA should be paid to Bury Member[s] appointed by the Council to the Greater Manchester Combined Authority (GMCA) in respect of duties and responsibilities undertaken as a member of the GMCA and any of its committees, and if so to specify the amount of any such allowance. The GMCA is prohibited from paying allowances to any of its Members or appointees to its committees. This point was made specifically in the 2015 amendment to the GMCA 2011 Order, and any remuneration in this regard has to be paid through the schemes of the constituent councils.
97. The IRP notes that there is very little consistency in the scope and level of SRAs paid to Members across the Greater Manchester Councils who are appointed to the GMCA and its committees. However, this is largely a function of the GMCA constitutional set up and historical factors.

Bury Leader appointed to the GMCA

98. The rolling implementation of devolution since the previous review has created a different set of challenges for all GM Council Leaders/elected Mayor and the Bury Leader in particular. All GM Leaders/elected Mayor are full Members of the GMCA.. Each Leader on the GMCA has a particular policy lead; the Leader of Bury is the GMCA and AGMA portfolio lead for Young People and Cohesion, which also involves appointments to other relevant bodies, such as being appointed to the AGMA Draft Joint Development Plan – Places for Everyone Committee. Also the Leader, as with all Leaders/District elected Mayor on the GMCA, sits on the GM Health and Social Care Strategic Partnership.
99. The GM region is the only region thus far to take control of its combined health and social care budgets, which is more than £6 billion. More recently, through the GMCA Devolution Agreement with the Government, there has been a further significant devolution of powers and responsibilities to GMCA designed to drive economic growth and reform of public services. There was general agreement that the GMCA-related work of the Leader had increased significantly and it is an area of work that did not exist the last time the remuneration for the Leader was reviewed in 2010. As such, the IRP has decided to recognise this aspect of the Leader's workload and responsibilities by recommending a separate SRA payable under the GMCA 2011 Order.

100. The IRP notes that currently four of the 10 GM Councils make separate SRA provision for their Leader on the GMCA. The fact that it is not paid in the six other GM Councils has as much to do with the fact that their respective IRPs have not had the opportunity to review the role recently rather than being a conscious decision.
101. Although the benchmarking is limited (as only four out of the 10 GM Councils pay their Leader a GMCA SRA under the 2011 Order) it does show the following:
- Oldham Leader's GMCA SRA: £5,985
 - Rochdale Leaders GMCA SRA: £5,879
 - Trafford Leader's GMCA SRA: £10,367
 - Wigan Leader's GMCA SRA: £10,367
102. Although it is on very limited data, it produces a GMCA Leader's mean SRA of £8,121 and a median figure of £8,119.
103. In this particular instance, the IRP has taken a relatively cautious approach and has chosen to be guided by the level of SRA paid for GMCA related duties to the Leaders of Oldham and Rochdale, and rounded that indicative figure up to £6,000.
104. **The IRP recommends that the Leader is paid a separate SRA of £6,000 as a Member/Portfolio Holder on the GMCA under the 2011 Order.**

Bury Members appointed to the GM Transport Committee (x2)

105. Currently, the Bury allowances scheme contains provision to pay two Members it appoints to the Transport for Greater Manchester Committee (TfGMC) an SRA of £4,272. The TfGMC was a joint GM committee to make decisions on transport issues delegated to it by the GMCA. However, the TfGMC no longer exists as the elected Mayor of the GMCA now holds all transport powers for GM.
106. As a consequence, the TfGMC has been replaced by the GMCA Transport Committee (GMTC). The GMTC is primarily an advisory committee with very limited powers. However, the residual SRA paid to Members appointed to the TfGMC that is still listed in the Bury Members' Allowances scheme has been transposed and paid to the Bury Members appointed to the GMTC, which in turn was originally set when there was a separate GM Integrated Transport Authority, with its own powers of precept. The IRP notes that this is also the case in a handful of other GM Councils as they continue to list the SRA for appointees to the TfGMC in their allowances schemes, rather than appointees to the GMTC. On the other hand, four GM Councils have completely discontinued this SRA.
107. The IRP accepts that there is a role at the GMTC for Bury Members to undertake at the GMTC. It is a joint committee of the made-up of the principal transport decision-making bodies – the ten GM Councils, the Greater Manchester Combined Authority (GMCA) and the Mayor of Greater Manchester. It is responsible for driving the delivery of 'Our Network' - the city region's vision for an integrated, efficient and reliable transport system.

108. Members of the GMTC represent residents and businesses across Greater Manchester and have a unique oversight across all aspects of Greater Manchester's transport network. It also oversees the performance of the transport system and holds rail, tram, and bus operators, TfGM, and highways authorities to account. This effectively allows the Committee to act in an advisory capacity to the Mayor and the GMCA, through the Mayor's Transport Board.
109. It has six scheduled meetings per year but has recently set up two sub-Committees (Bus Services and Metrolink & Rail) that also have at least five scheduled meetings per year. So each Bury Council appointee to the GMTC should be sitting on at least one sub-Committee and be attending up to 11 meetings per year.
110. Nonetheless, the current level of SRA payable is primarily a legacy SRA, being set in a different context. Moreover, the current SRA (£4,272) if maintained would be the equivalent of 40 per cent of the recommended Basic Allowance (£10,791). The IRP does not accept that being a member of the GMTC is 40 per cent of the size of being an ordinary Member of Bury Council. The IRP has simply taken the view that the role of Bury Council appointee on the GMTC cannot be more than half the size of the role of Bury Council Leader on the GMCA. As such, the SRA for the members appointed to the GMTC should be reset at £3,000.
111. **The IRP recommends that the SRA for the two Bury Members appointed to the GMTC is reset at £3,000, which is 50 per cent of the recommended SRA (£6,000) for Leader appointed to the GMCA.**

Bury Members appointed to the GM Recycling and Waste Committee (x2)

112. Similarly the allowances scheme contains provision for an SRA (£2,364) payable to Bury Council Members appointed to the GM Waste Disposal Authority. Again, this is a legacy SRA and the Waste Disposal Authority no longer exists with responsibility for waste transferred to the GMCA. The level reflects an era when the workload and responsibility was different. It has now been replaced by the GM Recycling and Waste Committee.
113. Bury appoints two Members to the GM Recycling and Waste Committee. The GMCA has delegated powers to the GM Recycling and Waste Committee relating to the establishment and implementation of waste disposal strategies of the GMCA and oversees matters relating to the effective management of waste disposal operations including contracts and the behavioural change programme. It meets up to five times per year.
114. The IRP notes that only two other GM Council remunerate their Members appointed to the GM Recycling and Waste Committee, both at a similar level to that of Bury. Again Bury takes the view that the current SRA reflects the role in a different time and era and by definition attending up to five meetings per year is not in excess of 20 per cent of the size of the role of the Bury Council ordinary Member, which is the case when comparing current SRA (£2,364) to recommended Basic Allowance (£10,791). As such the IRP has decided to reset the SRA to reflect the changed context and on a similar basis as it has for arriving at the recommended SRA for members appointed to the GMTC it has utilised a

ratio of 25 per cent of the recommended SRA for the Leader's GMCA SRA (£6,000), which equates to £1,500.

115. **The IRP recommends that the SRA for the two Bury Council Members appointed to the GM Waste and Recycling Committee is reset at £1,500, which is 25 per cent of the recommended SRA (£6,000) for the Leader appointed to the GMCA.**

Bury Member appointed to the GM Pension Fund

116. The IRP received some representation that consideration be given to pay an SRA to the Council's representative on the GM Pension Fund. Only two other GM Councils pay such an SRA (Oldham and Tameside both at £1,460. Actually the GM Councils do not appoint to the Pension Fund but the Pension Fund Management Panel which makes recommendations to the Pension Fund. However, the IRP did not during the course of the review receive enough information on the work of the Bury appointee to the Pension Fund Management Panel to make an informed judgement. It will reconsider once more at the time of the next review.
117. **The IRP is not making a recommendation for an SRA regarding the Council's appointment to the GM Pension Fund.**

Maintaining the 1-SRA Only Rule and Exceptions

118. In common with most Councils⁸ Bury Council has adopted what is known as the 1-SRA only rule; in that regardless of the number of remunerated posts held by an elected Member they can be paid 'one SRA only', excluding those SRAs paid for GM posts. No evidence was received to change this practice.
119. **The IRP recommends that the 1-SRA only rule is maintained with the exception of the additional SRAs paid under the 2011 GMCA Order.**

The Co-optees' Allowance

120. Currently, the allowances scheme contains provision for those co-optees sitting on a Standards Hearings Panel to be paid "out of pocket expenses" and "loss of earnings allowance, up to a maximum of £250".
121. The 2003 Regulations do not permit the payment of a loss of earnings allowance so this should be replaced by a Co-optees' Allowance. The Constitution provides for in addition to the Standards Hearing Panel Co-optee a Co-optee to be appointed to the Audit Committee. However, the Council is unable to fill these positions and remuneration was cited as a contributory factor. As such the IRP has decided to revise the current remuneration arrangements largely based on the adopted rate of remuneration.

⁸ Out of the 10 GM Councils only Trafford permits the payment of more than 1 SRA. Where a Member in Trafford holds 2 remunerated posts they are paid 1.5 SRAs.

122. **The IRP recommends that the financial loss allowance is discontinued and the Audit and Standards Hearings Panel Co-optees be paid a Co-optees' Allowance that has two elements as follows:**

- | | |
|------------------------------------|-------------------------|
| • Standard element | £500 per year |
| • Meetings element | |
| ○ Meetings over four hours | £106 per meeting |
| ○ Meetings up to four hours | £53 per meeting |

The Civic (Mayoral) Allowances

123. Currently, the allowances scheme contains provision for mayoral allowances as follows:

- | | |
|----------------|---------|
| • Mayor | £16,472 |
| • Deputy Mayor | £4,118 |

124. This allowance is paid under the provisions of the Local Government Act 1972 (s3(5) and s5(4)), which permits principal councils to pay the chair and vice chair an allowance which it thinks reasonable for the purpose of meeting the expenses of those offices. It is often known as the Civic Allowance. The Council publishes these allowances the allowances scheme for transparency purposes.

125. These allowances are outside the remit of the IRP and the 2003 Regulations. However, in the absence of any other means of external validation the Council has asked the IRP to provide view on the Civic Allowance payable. It is fairly common for Councils to ask their IRPs for such advice.

126. The IRP explored with current and past holders of the posts of Mayor and Deputy Mayor whether the current levels do indeed meet the bulk of the expenses of holding the offices of Mayor and Deputy Mayor. No representation was received to suggest that the Civic Allowance did not meet its objective.

127. **The IRP is not recommending any change to the Mayoral Civic Allowance (£16,472) and Deputy Mayor Civic Allowance (£4,118).**

The Independent Members of the Educations Appeals Panels Allowance

128. Similarly, the remuneration of the Independent Members who sit on Council Education Appeals Panels is outside the remit of the IRP. However, in the absence of any other means of external validation the Council has been asked to look at their current remuneration.

129. Currently the Independent Members who sit on Council Education Appeals Panels receive a parking fee, mileage or public travel reimbursed (when meeting in person) or £5 towards utilities when meeting virtually, and £7 for lunch. They also receive a meetings allowance as follows:

- £37.50 over 6 hours
- £25 for 4-6 hours

- £12.50 for 2-4 hours
 - £6 up to 2 hours
130. The IRP made some enquiries on what was paid elsewhere and generally they were flat rate allowances ranging anywhere from £50 to £100. The IRP felt that these figures were more realistic and should be reset in line with the adopted rate of remuneration utilised in arriving at the recommended Basic Allowance, namely the median gross daily salary for all full time employee jobs within the area of the Bury Council which is £106.42, and the IRP has simply rounded that figure down to the nearest pound. Moreover, as many of these Independent Members come from outside the Council area the mileage/public transport allowance was merited.
131. **The IRP recommends that the current allowances paid to the Independent Members who sit on Council Education Appeals Panels are discontinued and reset as follows:**
- **£106** **for meetings over 4 hours**
 - **£53** **for meetings up to 4 hours**

The Dependants' Carers' Allowance (DCA)

132. The 2003 Regulations give specific authority for Members to claim an allowance for care of any dependants they may have while undertaking approved duties (that are defined by statute). It was specifically introduced to enable a wider range of Members to stand and be on Council. It is known as the Dependants' Carers' Allowance (DCA).
133. The Council has provision for a DCA that is paid at a maximum hourly rate of £6 and capped at £1,200 per year. It does not distinguish between childcare and other (elderly/disabled) type of care, which is common elsewhere. The DCA is now also commonplace across all English Councils.
134. Although it is rarely claimed the IRP received almost universal support in the representation received to maintain this allowance on the principle that it helped reduce a barrier to public service from traditionally underrepresented sections of the population. Moreover, all the GM Councils now make the DCA available.
135. The IRP understands that there may be reluctance on the part of eligible Members to claim the DCA as it appears as a published expense against a Members' name in the annual statutory publication of remuneration and reimbursements received by each Member.
136. The IRP takes this opportunity to point out that this allowance was given recognition in statute and is specifically designed to reduce a potential barrier to being an elected Member for those with caring responsibilities. The IRP suggests that if it is known that a Member has caring responsibilities then the DCA is specifically brought to their attention. It should be also pointed out that the approved duties for which this allowance may be claimed is governed by statute.

137. An internal audit did raise the issue that claims for this allowance need to be receipted. Moreover, the DCA is in need of an update to recognise more realistic costs of care and to distinguish the different costs associated with different types of care.
138. **The IRP recommends that the DCA is maintained but there are two types of care identified to be paid at the following maximum rates:**
- **Child care:** maximum rate paid at real living wage (Currently £9.50)
 - **Elderly/disabled care:** maximum rate paid at the hourly rate charged by Bury Council Social Services Department for a Home Help
139. **The IRP also recommends that the current annual cap be raised to £2,000 and as a matter of course all claims to be receipted.**

Travel and Subsistence Allowances - Within the Council

140. Currently the Basic Allowance is deemed to include all travel and subsistence expenses incurred by Members while carrying out council related duties within the Council area, although this is not reflected in Schedule 2 of the scheme.
141. There was some (albeit very minor) representation that argued all travel and subsistence related expenses incurred while carrying out council related duties should be reimbursed whether they are within or outside the Council area. However, it is pointed out that most of the duties which were quoted for which in-Council travel and subsistence allowances should be paid, such as undertaking ward duties or informal meetings, would not meet the standard definition of approved duties. Moreover, it is common practice across the other GM Councils to include all within authority travel and subsistence expenses in the Basic Allowance. The current Covid-19 pandemic also means that Members are not travelling to and from meetings to the same extent as they were so the logic of an in-Council travel and subsistence allowance is further weakened, particularly in the context when the IRP is recommending an enhanced Basic Allowance. The additional travel and subsistence expenses incurred by Members for undertaking in-Council, approved duties are so marginal that there is no justification to pay it, particularly considering the cost in Officer time that would be incurred in administering claims-based in-Council travel and subsistence allowances.
142. **The IRP recommends that the Basic Allowance continues to be deemed inclusive of all in-Council travel and subsistence costs and that Schedule 2 of the allowances scheme is amended to reflect this situation.**

Travel and Subsistence Allowances - Outwith the Council

143. It is a different context when a Member has to travel outside the Council to represent the Council at regional and national meetings or attend conferences. In these cases Members are incurring expenses that are beyond 'incidental' and are not typically incurred through a Member's routine work.

144. Currently Members can claim out of Council Subsistence Allowances that are largely historical and do not reflect actual costs. As is common practice elsewhere subsistence rates should be updated and based on the same rates that are applicable to Officers.
145. The travel allowance is either reimbursement of public transport costs (under same conditions that apply to Officers) or where a Member uses their own vehicle to attend an out of Council approved duties then the HMRC approved mileage rate of 45p per mile is applicable. This does not reflect the full range of HMRC approved mileage rates and the mileage allowances should be amended to also include for when a Member is travelling via a hybrid or electric vehicle.
146. **The IRP received no evidence to change the current approved duties and conditions for which the Travel and Subsistence Allowances may be claimed outwith the Council and recommends that they continue but that the mileage reflect the full range of HMRC AMAP (Approved Mileage Allowance Payment) rates as follows:**

Mode of Travel	First 10,000 business miles in the tax year	Each business mile over 10,000 miles in the tax year
Cars and vans	45p	25p
Motor cycles	24p	24p
Bicycles	20p	20p

Passenger payments – cars and vans

5p per passenger per business mile for carrying fellow Member or Council employee in a car or van

147. Although a Member claiming mileage for out of Council approved duties while driving a hybrid or electric vehicle was not raised with the IRP the IRP decided to address the issue, if nothing else to future proof the scheme.
148. The Office of Low Emission Vehicles advises that where mileage claims are being made for the driving of hybrid and electric vehicles then the normal HMRC approved mileage rate is applicable, currently 45p per mile for first 10,000 miles and 25p per mile after 10,000 miles.
149. **The IRP recommends that the current mileage rates are clarified to include provision that if a Member is claiming out of Council mileage by driving a hybrid or electric vehicle that the applicable mileage rates continues to be HMRC approved rates.**
150. **Furthermore the IRP recommends that the subsistence rates for attending approved duties outwith the Council area should be based on current Officer rates as follows:**

Subsistence - Breakfast	£7.31
Subsistence - Lunch	£9.74
Subsistence - Evening Meal / Networking	£18.28

The Telephone Allowance

151. Currently, Members can claim a Telephone Allowance at £14.99 per month. Once again the provision of this allowance is outside the remit of the IRP and the 2003 Regulations but the Council has asked the IRP to provide a view in absence of any other external means of validation.
152. This allowance is now largely an anachronism in the era of inclusive packages. Many Councils deem that a reasonable Basic Allowance is sufficient to cover the marginal costs of telephone usage that is required by being an elected Member. Indeed in the representation received many did not realise such an allowance was available and the general view was that if the Basic Allowance was at “a realistic level” then the rationale behind the Telephone Allowance was no longer supported.
153. **The IRP recommends that the Telephone Allowance is discontinued.**

Adopting a Parental (Maternity, Paternity and Adoption) Leave Policy

154. The IRP has been asked to provide advice on a Parental Leave Policy for elected Members if they need to take time off to care for newly arrived infants. In particular, this request came to the IRP from the Standards Committee. Again this is outside the remit of the IRP and the 2003 Regulations. Moreover, Members are not formally employees so legally have no parental leave rights under employment legislation.
155. This does not prevent the Council from voluntarily adopting a Parental Leave Policy and many Councils have done so, although none so far in Greater Manchester. On one level, particularly in relation to the Basic Allowance the issue is somewhat of a red herring. A Member receives their Basic Allowance and where applicable their SRA by right of being an elected Member and in the case of an SRA by holding that post. The only criteria they need to meet to remain a Member is attend an approved duty once every six months, in that context they continue to receive the Basic Allowance and if still in post their SRA. This to some extent makes a Parental Leave Policy somewhat redundant.
156. However, the IRP can see the value of the Council adopting a Parental Leave Policy as it underlines the principle that the Council is supportive of Members who have acquired parental responsibilities. In addition, adopting such a policy would clarify the situation for Members who have acquired parental responsibilities..
157. **The IRP recommends that the allowances scheme is amended to include a statement that clarifies the continued right of remuneration for a Member**

when they are required to take maternity, paternity or adoption leave for up to a period of 12 months, subject to the legal attendance requirements.

Issues arising I – amendment of scheme paragraph 8 (1)

158. The IRP notes that the current allowances scheme paragraph 8 (1) reads as follows:

The Chief Executive or Assistant Director of Legal and Democratic Services, after consultation with the Leader and Deputy Leader of the Council and the Leaders of the Minority Groups, has delegated authority to amend this scheme in respect of the levels and number and type of the various allowances payable under the scheme, subject to any financial ceilings contained in the Regulations.

159. This provision does not confirm with the 2003 Regulations 19 (1) which permits a Council to amend or change its allowances scheme on after having “regard to the recommendations made in relation to it by an independent remuneration panel.” **As such, the IRP recommends that the current paragraph 8 (1) of the allowances scheme is removed.**

Indexation

160. The 2003 Regulations (10 (4) permit “for an annual adjustment of allowances by reference to such index as may be specified by the authority”. The 2003 Regulations 21 (1)(e) also require IRPs to make recommendations

as to whether adjustments to the level of allowances may be determined according to an index and if so which index and how long that index should apply, subject to a maximum of four years, before its application is reviewed;

161. There was overwhelming support in the representation received that the allowances continue to be indexed. Typically uplifting the allowances by an annual cost of living index means that they do not lose relative value which in turn requires substantial periodic uplifts just to maintain their relative value. Moreover, the indexation of allowances is in place in almost all of the other GM Councils.
162. The main index that that historically been utilised by Bury Council (and most other Councils) is the annual percentage increase in the salary of staff as agreed each year by the National Council for Local Government Staff, known as the NJC index. It has the advantage of being nationally agreed and ensures that Members and Officers are treated equally each year in their annual cost of living remuneration increase. The IRP received no evidence to change the current practice.
163. **The IRP recommends that the following indices are applied to the allowances paid to Members and appointees of Bury Council:**

- **Basic Allowance, SRAs (including those paid in accordance with the GMCA 2011 Order), Co-optees’ Allowance, Civic (Mayoral)**

Allowances and the remuneration for Independent Members appointed to Education Appeals Panels:

- Indexed to the annual percentage salary increase for local government staff (at spinal column 49) as agreed each year by the National Joint Council for Local Government Services and applicable to the same year it applies to Officers but with an implementation date from the start of the municipal rather than financial year.
 - **Mileage Allowance (Outwith only):**
 - Members' mileage allowances rates indexed to HMRC Approved Mileage Allowance Payment rates.
 - **Subsistence Allowances (Outwith only):**
 - Subsistence allowances should continue to be indexed to the same rates that are applicable to Officers.
 - **The Dependants' Carers' Allowance:**
 - **Child care:** maximum rate indexed to the real living wage (Currently £9.50 per hour)
 - **Elderly/disabled care:** maximum rate indexed to the hourly rate charged by Bury Council Social Services Department for a Home Help
164. The IRP also recommends that indexation should run for four years (2022-2026), which is the maximum length of time permitted by the 2003 Regulations. For authority for indexation to be extended beyond the fourth anniversary of the establishment of the new scheme of allowances the Council is required to first seek advice from the IRP.
- ## **Implementation**
165. The IRP recommends that the new scheme of allowances based on the recommendations contained in this report is adopted from the date of the Council's Annual Meeting 2022.

APPENDIX ONE - Information reviewed by the IRP

1. IRP Terms of Reference
2. Report to Council, 17th March 2021 “Members’ Allowances Scheme 2021/22”, noting appointment of IRP and under of review
3. Bury Council Members' Allowances Scheme 2020/21 including full schedule of SRAs payable, travel and subsistence rates and approved duties, including the support provided to Members
4. Schedule of fees, support and other allowances provided to Members appointed to the Independent Education Appeals Panels
5. Bury Council annual statutory publication of Members’ allowances and expenses received by each Member including category sub-totals, 2020/21
6. Bury Council IRP Members’ Allowances Review Report, 18th May 2010
7. Bury Council IRP Members’ Allowances Review Report, 11th December 2013
8. Bury Council, flow diagram of Council Committees
9. Bury Council Constitution: <https://www.bury.gov.uk/index.aspx?articleid=15900>
10. Bury Council, meetings timetable
11. Bury Council, Information requested for Boundary Commission Review (September 2020) showing number of meetings and average length 2018/19, 2019/20 & 2020/21 (up to September 2021)
12. Summary of recent governance changes (establishment of the Strategic Commissioning Board and locality board and additional Scrutiny Committee as well as additional GM Committees)
13. New Council Constitutions: (Statutory) Guidance on Regulation for Local Authority Allowances, May 2006
14. The Local Authorities (Members' Allowances) (England) Regulations 2003, SI 2003/1021
15. Local Government Association, summary of hours worked (mean per week/by type of Council/by positions held) by Councillors (Census of Councillors 2018)
16. National Employers for Local Government Services, Local Government Pay Offer, 27th July 2021
17. The Greater Manchester Combined Authority Order 2011, Schedule 1, SI2011/908

18. Annual Survey of Hours and Earnings (ASHE), Table 7.1a, average earnings (gross) for all full time employee jobs within the District of Bury Council, November 2020
19. Office for Low Emission Vehicles, Ultra Low Emission Vehicles Tax Benefits 2018
20. Copy of questionnaire sent to all Councillors, including replies
21. Benchmarking - summary of allowances paid across the GM Councils 2020/21 or the latest data available
22. PowerPoint training/briefing presentation to Bury Council IRP, Reviewing Allowances: Context and the Bury Remuneration Model – Patterns, Options and Issues

APPENDIX TWO - Member Interviewees

Members and Appointees who met the IRP (24th - 25th March 2021)

1. Cllr R. Bernstein: Chair of Overview & Scrutiny Committee (Conservative)
2. Cllr C. Birchmore: Member Radcliffe First
3. Ian Bott: Independent Education Appeals Panel representative
4. Cllr L.J. Dean: Conservative Group Whip
5. Cllr T. Holt: Chair Health Scrutiny, Deputy Mayor and Labour Group Whip
6. Cllr N. Jones: Leader Main (Conservative) Opposition Group
7. Cllr J. Mason: Leader Other (Radcliffe First) Opposition Group
8. cllr G. McGill: Chair Planning Development Committee (Labour)
9. Cllr E. O'Brien: Leader of the Council and Labour Group, Portfolio Holder for Finance & Growth and Member Greater Manchester Combined Authority
10. Cllr K. Peel: Deputy Cabinet Member Environment, Climate Change & Operations and Bury Council representative on GMCA Transport Committee (Labour)
11. Cllr T. Pickstone: Mayor & Chair Standards Committee (Liberal Democrat)
12. Cllr M. Powell: Leader Other (Liberal Democrat) Opposition Group
13. Cllr A. Quinn: Portfolio Holder for Environment, Climate Change & Operatinos and Bury representative on GMCA Recycling & Waste Committee (Labour)
14. Cllr T. Tariq: Deputy Leader (Labour) & Portfolio Holder for Children, Young People & Skills
15. Cllr S. Walmsley: Chair of Licensing Committee & Licensing Hearing Sub-Committee (Labour)
16. Cllr M. Whitby: Chair Audit Committee (Labour)
17. Cllr S. Wright: Chair Children & Young People's Scrutiny Committee (Liberal Democrat)
18. Cllr Y. Wright: Conservative Member

APPENDIX THREE - Officer Briefings

Sam Evans:	Section 151 (Treasurer) Officer
Jacqui Denis:	Director of Law & Governance & Monitoring Officer
Julie Gallagher:	Head of Democratic Services
Geoff Little OBE:	Chief Executive

APPENDIX FOUR – Benchmarking Allowances paid across the Greater Manchester Councils

BM1 Bury BM Group - Other GM Mets: BA + Exec + Scrutiny SRAs (20/21 unless indicated)										
Comparator Council	Basic Allowance	Leader or Elected Mayor	Leader Total	Deputy Leader	Executive Members	Assistant or Deputy Execs	Chair Main O&S	Chairs/Lead Scrutiny	V/Chairs Scrutiny	Chairs Scrutiny Panels/WGs
Bolton (19/20)	£11,644	£31,294	£42,938	£18,775	£7,140			£5,100		
Manchester	£17,525	£43,732	£61,257	£18,393	£18,393	£7,360		£11,048		
Oldham	£9,976	£29,929	£39,905	£20,950	£17,957	£7,482	£8,978	£8,978		
Rochdale	£11,172	£33,516	£44,688	£16,758	£15,082	£3,016	£8,379	£8,379		
Salford (19/20)	£11,043	£54,654	£65,697	£22,253	£14,253	£10,689		£8,910		
Stockport	£10,717	£32,151	£42,868	£17,683	£16,075			£6,430		£1,286
Tameside (19/20)	£12,567	£38,907	£51,474	£25,368	£21,701	£9,018		£10,345	£3,449	
Trafford	£6,940	£27,760	£34,700	£19,430	£13,879	£6,939	£8,327	£8,327	£4,163	
Wigan	£13,150	£39,450	£52,600	£25,644	£17,776	£5,866		£7,901		
Bury	£8,948	£25,503	£34,451	£15,307	£10,203	£1,338	£6,379	£6,379		
Mean	£11,368	£35,690	£47,058	£20,056	£15,246	£6,464	£8,016	£8,180		
Median	£11,108	£32,834	£43,813	£19,103	£15,579	£7,150	£8,353	£8,353		
Highest	£17,525	£54,654	£65,697	£25,644	£21,701	£10,689	£8,978	£11,048		
Lowest	£6,940	£25,503	£34,451	£15,307	£7,140	£1,338	£6,379	£5,100		
Mean Ratios	Leader = 3.14 X BA	100%		56%	43%	42%	22%	23%		

BM2 Bury BM Group - Other GM Mets: Regulatory SRAs (20/21 unless indicated)									
Comparator Council	Chair of Planning	V/Chair of Planning	Chair of Licensing	V/Chair Licensing	Chairs Liquor Licensing Panels/Subs	Chair of Audit &/or Governance	V/Chair Audit	Chair Standards	V/Chair Standards
Bolton (19/20)	£8,177	£2,813	£7,740	£2,521					
Manchester	£11,048	£3,684	£11,048	£3,684					
Oldham	£8,978		£8,978			£8,978			
Rochdale	£11,172		Inc in Planning			£6,703			
Salford (19/20)	£8,910		£8,910			£8,910			
Stockport	£8,038		£4,823		£3,858	£3,858			
Tameside (19/20)	£10,345	£3,449	£6,692	£2,492	£6,692	£10,345	£3,449	£6,692	£2,492
Trafford	£11,104	£4,163	£11,104	£4,163	£3,470	£8,327	£4,163	£2,453	
Wigan	£11,849	£3,084	£14,633	£3,658		£7,901			
Bury	£6,379		£6,379			£6,379			
Mean	£9,600	£3,439	£8,923	£3,304	£4,673	£7,675			
Median	£9,662	£3,449	£8,910	£3,658	£3,858	£8,114			
Highest	£11,849	£4,163	£14,633	£4,163	£6,692	£10,345			
Lowest	£6,379	£2,813	£4,823	£2,492	£3,470	£3,858			
Mean Ratios Leaders' SRA	27%		25%		13%	22%			

BM3 Bury BM Group - Other GM Mets: Opposition & Other & GMCA SRAs (20/21 unless indicated)								
Comparator Council	Main Opposition Leader	Main Opposition Deputy Leader	Opposition Lead or Shadow Exec	Other Opposition Group Leaders	Area Chairs	GMCA Leader's SRA	GMCA SRA - Other	Other SRAs/Comments
Bolton (19/20)	£10,555	£6,333		£2,940				Chair Bolton Cares Steering Committee £8,085, Chair Bolton at Home £5,500
Manchester	£18,393	£7,360					Mbr GM Waste Comtee £2,280, Mbr TfGMC £4,149	Opposition Lead Mbr Finance £1,821, Mbr Adoption Panel £5,927, Mbr Fostering Panel + City Centre Spokesperson £7,360, Airport Group Brd Mbr £11,048, Mbrs Licensing Appeals £554
Oldham	£14,964	£5,986	£2,993		£7,182 - £5,387	£5,985	Mbrs GM Pension Fund £1,460, TfGMC £4,069	Chairs Health & Wellbeing + Miocare + Unity Partnership £8,978, Leader's discretion SRA £1,496
Rochdale	£11,731				£8,379	£5,879	£4,182 GMTC Mbrs	
Salford (19/20)	£8,910			£8,910			Mbr TfGMC £5,317	
Stockport	£9,645			£1,101 + £330 p/Mbr	£4,823			ICT Allowance £338
Tameside (19/20)	£12,168			£2,492	£10,345		Mbrs GMWDA £2,100, TfGMC £3,825, GM Pension Fund £1,460	Chair Council Business £12,701, Dep Chairs Liquor Licensing Panels £2,492, Dep Area Chairs £3,449, Cllr Mbr of Standards £1,636, >5 Standards Hearings £108 p/hearing
Trafford	£13,879	£2,774	£2,774	£2,774		£10,253		Dep Leader Minority Opposition Group £2,774, Lead Mbr Education £8,327, Shadow Lead Education £1,699, Shadow Dep Exec Mbrs £1,386, Opposition Spokesprsns (Planning & Licensing) £2,774 + Tele Allowance
Wigan	£5,328					£10,367	Chair GMTC £5.139	
Bury	£8,419	£3,364		£4,210			Mbrs TfGMC £4,272, GMWDA £2,364	Deputy Leaders Other Opposition Groups £1,515, > 10 Licensing Hearings £25 p/day, £12.50 2-4 hours, £6 up to 2 hours + Tele Allowance
Mean	£11,399	£5,163		£4,265	£7,849	£8,121		
Median	£11,143	£5,986		£2,940	£8,379	£8,119		
Highest	£18,393	£7,360		£8,910	£10,345	£10,367		
Lowest	£5,328	£2,774		£2,492	£4,823	£5,879		
Mean Ratios to Leaders' SRA	32%			12%	22%			