

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

**A Report by the
Independent
Remuneration Panel**

**Declan Hall PhD (Chair)
Dr Andrew Roberts
John Thomson**

May 2025

Executive Summary – Recommendations

The Table below sets out the Panel's recommendations for the Basic Allowance and SRAs (2025/26), 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 May 2025 Review		Recommended Maximum Payable 2025/26		
POSITION	Nos Paid	Basic Allowance	Total P/Mbr (BA+SRA)	Sub Total Per Category
BASIC ALLOWANCE	51	£11,954		£609,654
SPECIAL RESPONSIBILITY ALLOWANCES		SRA annual		
EXECUTIVE				
Leader	1	£35,862	£47,816	£35,862
Deputy Leaders	2	£19,724	£31,678	£39,448
Other Cabinet Members	6	£16,138	£28,092	£96,828
Deputy Cabinet Members	9	£2,421	£14,375	£21,789
OVERVIEW AND SCRUTINY (O&S)				
Chairs O&S Committees	3	£9,192	£21,146	£27,576
REGULATORY				
Chair Audit Committee	1	£9,192	£21,146	£9,192
Chair Planning Control Committee	1	£9,192	£21,146	£9,192
Chair Licensing & Safety Committee	1	£9,192	£21,146	£9,192
OPPOSITION POSTS				
Leader Main Opposition Group	1	£11,834	£23,788	£11,834
Deputy Leader Main Opposition Group (where Group has reached threshold of 5 members)	1	£4,734	£16,688	£4,734
Leader(s) Other Opposition Groups	1	£5,917	£17,871	£5,917
Deputy Leader(s) Other Opposition Groups (Where Group has reached threshold of 5 Members)	1	£2,072	£14,026	£2,072
Sub Total - Basic Allowance	51			£609,654
Sub Total - SRAs	25			£273,636
Total (BA+SRAs)				£883,290
SRA for appointees to Bee Network	1	£3,000	NA	£3,000
SRA for appointees to GM Waste & Recycling Committee	1	£1,500	NA	£1,500
If Bury Member is Chair of GM Waste & Recycling Committee	1	£3,000	NA	£3,000
Leader's SRA under GMCA Order	1	£9,000	£56,816	£9,000
Total BA+SRAs + GMCA SRAs				£899,790

The IRP also recommends that:

Members who sit on Licensing Hearings Sub Committees

Members who sit on Licensing Hearings Sub Committees who attend more than four 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.

Opposition SRAs – Deputy Leader of Main Opposition Group

The threshold for recommended SRA (£4,374) for the Deputy Leader of the Main Opposition to be payable is reset at five Main Opposition Group Members

Where there are two Main Opposition Groups of equal size

Where there are two Main Opposition Groups of equal size their respective Leaders and Deputy Leaders are paid an SRA as follows:

- Main Opposition Group Leaders £8,876
- Main Opposition Group Deputy Leaders £3,403

The IRP further recommends that the SRA for the Deputy Leaders of two Main Opposition Groups of equal size is only payable if each Main Opposition Group reaches the qualifying threshold of five Group Members.

SRAs paid under the GMCA 2011 Order

That the following appointees to the GMCA are paid as follows:

- GM Bee Network £3,000
- GM Waste & Recycling Committee £1,500
- If Bury Member chairs GM Waste & Recycling Committee £3,000
- Leader appointed to GMCA £9,000

Other SRAs considered but not recommended

The following posts are not paid an SRA

- Bury Member appointed to the GM Pension Management Panel
- Bury Member appointed to GM Joint Health Scrutiny Committee
- Bury Member appointed to Bee Network as Chair

Maintaining the 1-SRA Only Rule and Exceptions

The 1-SRA only rule is maintained with the exception of the additional SRAs paid under the 2011 GMCA Order.

The Co-optees' Allowance

The IRP recommends that the two Audit Committee Co-optees be paid a Co-optees' Allowance that has two elements maintained 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

There is no change to the Mayoral Civic Allowance (£18,567) and Deputy Mayor Civic Allowance (£4,642).

The remuneration for the Independent Persons appointed under the Local Act 2011

The remuneration of the Independent Persons is reset as follows:

- Standard element £1,000 per year

The Dependants' Carers' Allowance (DCA)

The rates at which the DCA can be claimed are maintained as follows:

- Child care: maximum hourly rate paid at real living wage
(Currently £12.60)
- Elderly/disabled care: maximum rate paid at the hourly rate charged By Bury Council Social Services (Persona) for a Home Help

The IRP further recommends that the DCA is amended as follows:

- That the DCA may be claimed an hour before an approved duty starts and an hour after an approved duty ends
- That the annual cap on the total amount that can be claimed under each category is increased as follows:
 - Child care: £4,000 per year
 - Elderly/disabled care: £8,000 per year

Travel and Subsistence Allowances - Within the Council

The current Basic Allowance is deemed to include in-Borough travel and subsistence costs.

Travel and Subsistence Allowances - Outwith the Council

The current terms and conditions and rates at which Members can claim travel and subsistence outwith the Council are maintained.

Indexation

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 the Independent Persons:**
 - Indexed to the annual percentage salary increase for local government staff (at spinal column 43) 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
 - **Elderly/disabled care:** maximum rate indexed to the hourly rate charged by Bury Council Social Services (Persona) for a Home Help

The IRP also recommends that indexation should run for four years (2025/26 – 2028/29), which is the maximum length of time permitted by the 2003 Regulations.

Implementation

The new scheme of allowances based on the recommendations contained in this report is adopted from the date of the Council's Annual Meeting 21 May 2025.

A Review
Of
Members' Allowances for Bury Council
By the
Independent Remuneration Panel
May 2025

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 in accordance with a decision of the Standards Committee (27 November 2024) which agreed to the review of allowances and the membership of the IRP.

Terms of Reference

4. 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 21 May 2025 for a proposed implementation from that date 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 allowances
 - iv. The level of allowances paid to co-opted members of the Council's Audit Committee and the Independent Persons appointed under the 2011 Localism Act
 - 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 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)
 - vii. 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
5. 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

6. In accordance with the decision of Bury Council Standards Committee on 27 November 2024 the IRP was reconvened 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 Greater Manchester
 - John Thomson: UNISON Bury Branch Secretary (Local Government)
7. The IRP was supported by Julie Gallagher Head of Governance and Josh Ashworth, Scrutiny Officer, Democratic Services, who were the organisational leads in facilitating and supporting the work of the IRP.

The Review Process and Methodology

8. The IRP met in person at Bury Council Offices on 30 April and 1 May 2025 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.
9. 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 12 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.
10. 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.
11. 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 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 – Function of Allowances – An Enabler

12. Representations were made to the IRP that argued that the current Basic Allowance and some SRAs were on the low side. In particular, the Basic Allowance was not at a level to 'attract' a wider range of people to stand for Council.

13. The IRP recognises that where a Member is in full time employment they either have to have a very understanding and flexible employer or work reduced hours. The Basic Allowance is not a substitute for a full time salary. The prime function of an allowances scheme is to provide support to Members (current and prospective) to enable them to fulfil their roles and responsibilities. In English local government backbench Members are not designed to be full time roles. The Basic Allowance should allow those who are in employment to compensate for most of the unpaid time off work they have to take to fulfil their Councillor duties, although it is recognised that it does impact on future pension provision and in most cases career progression in an employed role. For leading Members the Basic Allowance and SRAs payable should enable them to serve as more or less full time Members without necessarily being financially attractive.
14. Nor does the IRP accept that allowances should be at such a level that they "attract" candidates for Council. Aside from the ethical issue of whether it is appropriate to attract people to be Members of the Council for the money, the reality is that if allowances did 'attract' people to stand and remain on the Council they would be at such a level that not only would they be difficult for the public to accept, but for Members themselves to accept.
15. In the main, the evidence and representation received indicated that the current level of allowance are not a barrier and enable most people to be a Councillor.

A more complex Local Government Environment

16. A key theme that emerged from the representation received and the Officer factual briefings on the nature of the Council and the roles of Members was that the operating environment for local government is becoming more complex. Increasingly, the GMCA is impacting on the work of Members, particularly at the senior Member level but the wider membership not only now regularly sits on GMCA Committees and Panels but they also are feeling the impact of the GMCA at a local level as the GMCA continues to evolve. Devolution continues apace, which will also impact on the working relationships of all Members. Local government reorganisation will in all likelihood add to this complexity.
17. It is particularly noticeable that the new Labour national government has led to an enhanced dialogue with local government that particularly impacts on the work of leading Members. But all Members now need to engage in wider stakeholders and partners. Local government is no longer simply about the direct delivery of local services, there are a wider set of stakeholders involved.
18. Another development that makes the working environment more complex is the rise and ubiquity of social media. It means that Members are more contactable and are contacted in many different ways as well as 24 hours per day. Unlike traditional contact with constituents, via letter and at Councillor Surgeries, contact by social media inherently requires almost an immediate response, or at the very least a prompt response. It also means that Members are more exposed to personal abuse and criticism.
19. The main observation drawn from the above discussion is that Members are doing more, in a more complex environment. In the representation received

there was a strong view that the current level of allowances payable may not recognise these new realities.

Function of this Review – to address anomalies

20. A case can be made to increase the allowances, particularly the Basic Allowance. Regardless, even those representations received arguing that there was a case to increase the Basic Allowance and some SRAs also acknowledged that now was not the appropriate time to do so, with the economic pressures on the citizens of the Borough. It was simply not appropriate for the Members to receive increased allowances across the board at this juncture.
21. Furthermore, it was recognised that the wider local government environment will continue to evolve. The full effects of continuing Devolution and local government reorganisation and its impact on increasing demands on Members are yet to be fully realised. Consequently, despite the codicils, the majority of the representations and other evidence received supported the view that the current level and scope of allowances paid to Members of Bury Council do not require fundamental revision at this juncture. However, they will in all likelihood need a fundamental revision in the near future.
22. Thus, the main function of this review has been to address anomalies arising rather than undertake a fundamental revision of the allowances scheme. Consequently, the financial impact of the recommendations if accepted in full will be marginal.

The evidence considered: The Basic Allowance

23. As a checking mechanism the IRP undertook a triangulation process to test out the current Basic Allowance (£11,954) that consists of three points, namely:
 - Recalibrating the Basic Allowance in accordance with the methodology set out in the 2006 Statutory Guidance
 - Benchmarking the current Basic Allowance against all the Greater Manchester Metropolitan Councils
 - Taking into account the representation received

The IRPs Recommendations – recalibrating the Basic Allowance

24. 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, with an element designed to cover marginal expenses. 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 carrying 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 comes from the 2022 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 23.4 hours per week "on council business"¹. The LGA includes within "council business"
- Council/committee meetings, including reading, preparation and research and any required meetings/contact with Chairs and/or relevant Officers
 - Working with community groups
 - Engaging with constituents, etc.
 - Any outside bodies they may be appointed to
27. However, for the purposes of recalibrating the Basic Allowance in line with the 2006 Statutory Guidance the IRP has not accepted this figure for two reasons.
- I. The reported average of 23.4 hours per week will include those Members who have the capacity and wherewithal to put in more than necessary, so the average figure is somewhat greater than what is necessarily required
 - II. The reported average of 23.4 hours per week required to be an effective backbench Member is slightly above that reported by Members in the representation received
28. In the representation received both oral and written Members reported that the time required to be an effective backbench Member ranged from 8 to 30 hours per week. However, these two lower and upper figures were very much outliers. In the main Members reported that a backbench Member is required to put in between 20-25 hours per week. Consequently for the purposes of recalibrating the Basic Allowance has adopted the midpoint figure between 20-25 hours per

¹ Information based on National Census of Local Authority Councillors 2022 (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 17 May 2023.

week, which equates to 22.5 hours. Based on a 52 week working year this equates to 1,170 hours per year or 146.3 days per year on an 8 hour working day.

29. 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 and capacity rather than requirement.

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

30. 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.

31. 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

- Dealing with constituents
- Attending surgeries
- General enquiries from citizens and
- Other constituent/ward related activities.

32. Historically, 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. It is also the most common size of voluntary discount used by IRPs in principal councils. The IRP received no evidence to alter the voluntary discount of 35 per cent.

33. Thus, by applying a voluntary discount of 35 per cent to the expected time input of 146.3 days per year it produces a voluntary element of 51.2 days per year. These are the hours that are ‘not remunerated’, deemed to be public service, leaving 95.1 remunerated days per year, which the IRP has rounded down to 95 remunerated days per year.

34. In the representation received it became clear that many Members did not appreciate that a public service discount, or voluntarily element, is built into the Basic Allowance. Many Members simply looked at their current Basic Allowance and divided it by the average hours they were putting in and saw that their Basic Allowance was less than minimum wage. Seen like this it is less than minimum wage but ignores the fact the 35 per cent of the time associated with duties for which the Basic Allowance is in accordance with the 2006 Statutory Guidance given as unpaid time.

The rate for remuneration

35. 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.²
36. 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 13 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.
37. In 2024, the median gross daily salary for all full time employee jobs within the area of the Bury Council was £138 as published by the Office of National Statistics (ONS).³ Thus, for the purposes of recalibrating the Basic Allowance the IRP has adopted a rate for remuneration at £138 per day.
38. 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: 146.3 days per year (2.8 days per week)
 - Public Service Discount: 51.2 days per year (35 per cent)
 - Rate for Remuneration: £138 per day
39. By following the methodology as set out in the 2006 Statutory Guidance with the updated variables it produces the following recalibrated Basic Allowance:
 - 146.3 days per year input minus 35% PSD (51.2 days)
= 95 remunerated days per year multiplied by £128 per day
= £13,110
40. By recalibrating the Basic Allowance (£13,110), a case can be made to increase the Basic Allowance by following the approach as set out in the 2006 Statutory Guidance. It is above the current Basic Allowance of £11,954.

Benchmarking

41. Benchmarking⁴ shows a more mixed picture, in that the current Bury Council Basic Allowance (£11,954), is below the average paid in peer Councils across Greater Manchester on one measure (mean) but in line on another measure (median):

² See LGA alert 62/10, Members' Allowances, 23 June 2010

³ See ASHE, 2024, Table 7.1a - Median weekly pay - gross - for full time employee jobs in area of Bury Council, which is £690.70 and divided by 5 working days equals £138.14 per day, which the IRP rounded down to £138 per day. See

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofworkbylocalauthorityashtable7>

⁴ See Appendix Four BM1

• Benchmarking group mean Basic Allowance	£13,384
• Benchmarking group median Basic Allowance	£12,083
• Bury Council 2024/25 Basic Allowance	£11,954

Representation received by the IRP

42. Finally, the third ‘corner’ of the triangulation process was the representation received from elected Members. While there was some representation arguing for an increase in the Basic Allowance, particularly setting it in line with the average paid across the GM Councils, the overwhelming view was that the Basic Allowance should not be altered at this time, now was not the right time to increase the Basic Allowance.

Recommending the Basic Allowance – No Change

43. Despite the case that can be made to increase the Basic Allowance, the IRP took cognisance of the representation received and concluded that for 2025/26 the Basic Allowance should remain unaltered.
44. **The IRP recommends that the Basic Allowance remains at £11,954, subject to indexation going forward.⁵**

Special Responsibility Allowances - The Leader's (Bury Council) SRA

45. The last review (2021) to look at the SRA for the Leader reset it at £32,373, which through indexation is now £35,862.
46. 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 Strategic Growth, as well as currently being the Leader of the Labour Group.
47. The IRP received representation that the role of Leader continues to develop, particularly 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 or not, the Leader of Bury Council would have a sub-regional and regional, and indeed national, dimension to their role. This latter aspect has become more prominent with the election of a national Labour government which now engages in a more engaging dialogue with local government, particularly regarding local government reorganisation and devolution. It is also

⁵ All recommendations relate to 2025/26, subject to any indexation that may be applicable

the case as the Leader represents Bury at relevant forums regionally and nationally, such as the Association of Greater Manchester Authorities (AGMA) and the Local Government Association (LGA).

48. Insofar there was representation received by the IRP regarding the role and SRA for the Leader it was generally of the view that the current SRA received by the Bury Council Leader was on the low side. It demands a full time role and the responsibilities have increased dramatically over the years. 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. However, this view was counterbalance by a more general view that there should be no across the board increase in SRAs, except where there was a compelling case to do so.
49. Benchmarking shows that the SRA for the Bury Council Leader is low, as set out below.

• Benchmarking group mean Leader's SRA	£40,455
• Benchmarking group median Leader's SRA	£37,725
• Bury Council 2024/25 Leader's SRA	£35,862

50. While the Leader's SRA is below the GM average it is line with the methodological average. In arriving at the Leader's recommended SRA the IRP was 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.

51. 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 and 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. Currently, the Leader's SRA is three times the Basic Allowance. This in line with the benchmarking that shows the mean Leaders'/elected Mayor's SRA is three times the mean Basic Allowance across the GM Councils.
52. Regardless of the benchmarking (actual level payable) the IRP has concluded that there is not a compelling case to revise the Leader's SRA at this time, based on the broader representation received, the benchmarking on a methodological level and the fact that the IRP will address the enhanced role at the GMCA through the remuneration payable under the GMCA 2011 Order – see below.
53. **The IRP recommends that the SRA for the Leader remains at £35,862 for 2025/26.**

The Deputy Leaders of the Council (x 2)

54. 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.

55. 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 only adjusted the current ratio for SRAs where there is a demonstrable case to do so.
56. Originally, the SRA for the Deputy Leader was set at 60 per cent of the Leader's SRA, which would now be £21,517. However, since then the Leader has appointed two Deputy Leader and each was paid an SRA reset 52.5 per cent of the Leader's SRA, currently £18,828.
57. The IRP received some representation about the need for two Deputy Leaders. However, it is not the role to query the decision of the Leader; its role is to assess the remuneration of the roles that are in place. The only comment the IRP is making in this regard is that it is not unknown for a Leader to appoint two Deputy Leaders, for instance it occurs in Manchester, Rochdale and Salford (Deputy Mayors).
58. It is noted that both Deputy Leaders have a portfolio – Children and Young People and Health and Well Being. The Deputy Leaders undertake the traditional roles of attending briefings with the Leader, acting as a sounding board and stepping in for the Leader in the Leader's absence. Moreover, as the Leader is required to be more involved with the GMCA there is a greater requirement to deputise in the Leaders absence. Also as demands at the GMCA increase the Deputy Leaders have a role at this level, both in their own right as to deputise for the Leader when necessary. As such, the IRP is content that there are meaningful roles for the two Deputy Leaders.
59. The issue for the IRP was whether there was case to reset their SRA at the original ratio of 60 per cent of the Leader's SRA or some other ratio. The IRP has not decided to reset their SRA at 60 per cent of the Leader's SRA, a view that was largely backed up in the representation received. By definition the role of each of the two Deputy Leader is not as large as that of a single Deputy Leader, there is an element of sharing their duties. The IRP decided to split the difference and reset their SRA at 55 per cent of the Leader's SRA (£35,862), which equates to £19,724. It is noted that this is still below the mean SRA paid to Deputy Leaders of GM Councils, which is £22,078 and median SRA of £21,074, which the IRP felt was appropriate in the context of having two Deputy Leaders. Moreover, 55 per cent is in line with the mean ratio for other GM Deputy Leaders, which is 54.6 per cent.
60. **The IRP recommends that the SRA for the two Deputy Leaders is reset at £19,724, which is 55 per cent of the Leader's recommended SRA (£35,862).**

Other Cabinet Members (x 6)

61. Currently, the Leader appoints six other Cabinet Members (Portfolio Holders), who each receive an SRA of £16,138, which has been set at 45 per cent of the Leader's SRA. The IRP did receive some representation that questioned the need for six other Cabinet Members. Again, 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 Leaders) and Bury has at present nine Executive Members in total. The IRP was also informed that the average number of Executive Members across the GM Councils was nine; Bury is in line with common practice.
62. The only other (albeit limited) representation the IRP received regarding the SRAs for 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 somewhat below the mean (£17,389) but broadly in line with the median (£16,387). Moreover, methodologically it is more or less on a par with a mean ratio of 43 per cent.
63. The IRP received no evidence or sustained representation 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 £16,138.
64. **The IRP recommends that the SRA for the six other Members of the Cabinet is maintained at £16,138, which has been set at 45% of the Leader's recommended SRA.**

The Deputy Cabinet Members (x 9)

65. The Leader also appoints (from date of Annual Council 21 May 2025) nine Deputy Cabinet Members, who are currently paid an SRA of £2,421, which has been set at 15 per cent of the SRA paid to their respective Cabinet Members. 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.
66. On balance the IRP is content that there is a significant enough 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. However, benchmarking shows that the Deputy Cabinet Members are paid well below the GM average SRA for equivalent posts, with a mean SRA of £7,375 and a median SRA of £8,269. Methodologically, it is also low with a mean ratio of 42.2 per cent (of the mean SRA paid to GM Council Cabinet Members).

67. 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. Moreover, there was no representation received that argued that the current SRA for the Deputy Cabinet Members should be revised.
68. **The IRP recommends that the SRA for the nine Deputy Cabinet Members is maintained at £2,421, which is 15 per cent of the recommended SRA (£16,138) for the other Cabinet Members.**

Chairs of the main Committees (x 6)

- **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 (£9,192), 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 all other committees. In addition, the Chair of the Licensing Committee is expected to Chair Licensing Hearings Committees which can push their chairing of committees slightly above that of the Chair of the Planning Control Committee.
70. Also, benchmarking shows that the mean SRA paid to Planning Chairs (£10,544) and Licensing Chairs (£10,003) is above the mean SRA paid to Scrutiny Chairs (£9,192) and Audit Chairs (£8,965). On the other hand, methodologically, benchmarking shows that a 25 per cent ratio of the Leader's SRAs is in line with practice across the GM Councils; with the exception of Chairs of Audit, with a mean ratio of 19.2 per cent.
71. 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 received to do so. Moreover, the flat rate SRA model for the majority of main Committee Chairs occurs in most of the GM Councils, so there is a GM preference for such a model. It is not simply about the number of meetings chaired, there is the responsibility they hold. 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 (£35,862), which equates to £8,965.
72. **The IRP recommends that the SRA for the Chairs of the six main Committees is maintained at £8,965, which is 25 per cent of the recommended SRA (£35,862) for the Leader.**

Attendance at meetings of Licensing Hearing Sub Committees

73. Currently the scheme contains provision for Members who attend more than six Licensing Hearing Sub Committees per year an SRA as follows:
- £106 for meetings over 4 hours
 - £53 for meeting up to 4 hours
74. It is a difficult SRA to benchmark largely because only one other GM Council, Manchester, pays a similar SRA, £635 to all Members who sit on Licensing Appeals Panels. However, it is noted that in Bury due to the importance of its night time economy has on average about 12-13 Licensing Hearing Sub Committee meeting per year. Consequently, a Licensing and Safety Panel Member can reach the threshold of over six Hearings attended for this SRA to be payable.
75. In the representation received, insofar there was any in this respect; there was universal support for this SRA to be continued. There were no issues received regarding the actual levels payable but there was some regarding the current threshold of over six Hearings attended before the SRA was payable. In particular, it was felt that the threshold was on the high side.
76. The IRP felt that this view had merit and the threshold should be reset at over four hearings per year attended for this SRA to be payable. Once a Licensing Member has attended five Licensing Hearings when added to nine Licensing and Safety Committee meetings per year they are in excess of 12 meetings per year for the Planning Control Committee (the Committee that meets most frequently), thus the commitment of the Licensing Members in this context is above that expected from all other Members.
77. **The IRP recommends that the SRA for Members who sit on Licensing Hearings Sub Committees is maintained as follows:**
- **Meetings over 4 hours: £106**
 - **Meetings up to 4 hours: £53**
78. **Furthermore, it recommends that the threshold for this SRA to be payable should be reset at over four Hearings attended in a year.**
79. **Also, 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

80. 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 an Opposition

Member to a Chair of a Scrutiny Committee. Nonetheless, it is typical to remunerate the Leaders of the Main Opposition Groups at least.

81. Currently, the Leader of the Main Opposition (Ratcliffe First) Group is paid an SRA of £11,834, which has been set at 33 per cent of the Leader's SRA, which is in line with the mean ratio (30 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 £11,925, with a median SRA of £11,544, thus it is in line with the actual average levels paid to equivalent posts.
82. The IRP received no evidence or representation 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.
83. **The IRP recommends that the SRA for the Leader of the Main Opposition Group is maintained at £11,834, which is 33% of the Leader's recommended SRA of (£35,862).**

Opposition SRAs – Deputy Leader of Main Opposition Group

84. Currently the allowances scheme contains provision for the Deputy Leader of the Main Opposition Group to receive an SRA of £4,734, which has been set at 40 per cent of their Group Leader's SRA, on the condition that the Main Opposition Group reaches a size of 11 Group Members. It is not currently payable as the Main Opposition Group has 10 Members at present. It has created the anomalous situation where the Deputy Leader of the Minority Opposition (third largest) Group receives an SRA with fewer Members (8 – see below for further discussion), while the Deputy Leader of the Main Opposition Group does not.
85. As a result, the IRP decided to reset the threshold for the SRA for the Deputy Leader of the Main Opposition Group to be payable at 10 per cent of the Council Membership, which equates to five Group Members. Setting a threshold for this SRA is not uncommon; it is done in Manchester, Trafford and Wigan.
86. Benchmarking shows that this role is not always remunerated elsewhere, often this SRA is only paid where there is a substantial Main Opposition Group which is the case in Bury and it is a paid post in five of the ten GM Councils, with a mean SRA of £5,072 and median SRA of £4,833. Thus in terms of the level of SRA payable the SRA for the Deputy Leader of the Main Opposition is broadly on a par with equivalent posts in peer councils. Methodologically, it is broadly in line with a benchmarked mean ratio of 43 per cent (of the mean SRA paid to their respective Group Leaders). Moreover, no representation was received that the SRA for the Deputy Leader of the Main Opposition Group required revision.
87. **The IRP recommends that the SRA for the Deputy Leader of the Main Opposition Group is maintained at £4,734, which is 40 per cent of the**

recommended SRA for the Leader of the Main Opposition Group (£11,834). Furthermore the IRP recommends that the threshold for this SRA to be payable is reset at five Main Opposition Group Members.

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

88. Currently, the Leader of the Minority (Third Largest) Opposition (Conservative) Group receives an SRA of £5,917, which is 16.5 per cent of the Leader's SRA, or half that paid to the Leader of the Main Opposition Group. Benchmarking shows this post is normally paid in other GM Councils although it not uncommon for a size threshold to be imposed before this post receives an SRA, such as in Bolton, Manchester, Oldham, Salford and Trafford.
89. The IRP has decided not to set a size threshold for this SRA to be paid, the Opposition Leader of the Minority Opposition Group does have a role to undertake, apart from leading their group they can attend Cabinet meetings and can request meetings/briefings with Officers as well as providing challenge to the ruling group – although in the latter role the expectation on the Minority Opposition Group Leader to provide challenge to the administration is not to the same extent as it is on the Leader of the Main Opposition Group Leader.
90. Benchmarking also shows that the SRA for this role in Bury is above the mean (£4,344) and median SRA (£3,264) paid to Leaders of Minority Opposition Groups across the GM Councils. Methodologically, it is also above the mean ratio which is 10.7 per cent. However, this discrepancy with the benchmarking will have a lot to do with other GM Councils having smaller Minority Opposition Groups. Moreover, there was no representation received to argue that this SRA required revision.
91. As such, 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 (£35,862) multiplied by 16.5 per cent equates to £5,917.
92. **The IRP recommends that the SRA for Leader(s) of Other Opposition Groups is maintained at £5,917, which has been set at 16.5 per cent of the recommended SRA for the Leader.**

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

93. Currently, the Deputy Leader[s] of the Other (Minority) Opposition Group receives an SRA of £2,072, which has been set at 35 per cent of the SRA for their respective Group Leader. This SRA is only payable once the Minority Opposition Group has reached a qualifying threshold of five Group Members, which is currently the case – as the Minority Opposition Group (Conservative) has six Members.
94. Benchmarking this SRA cannot be done as no other GM Council specifically remunerates an equivalent post. Deputy Leaders of Minority Opposition Groups are not normally in receipt of an SRA. This led the IRP to consider whether to

discontinue this SRA. However, on balance the IRP concluded that this post merited an SRA – once the threshold is reached there is a group management role to undertake and to stand in for their Group Leader when required.

95. Moreover, the IRP received no evidence or representation to alter the current ratio (35 per cent of Group Leader's SRA – 5,917) utilised in setting this SRA, which is £2,072, and to be continued to be only paid if the Other Minority Opposition Group attains 10 per cent of the seats on Council, which is five seats. On the current political configuration this SRA would continue to be payable.
96. **The IRP recommends that the SRA for the Deputy Leader(s) of Minority (Third Largest) Other Opposition Group[s] is maintained at 35 per cent of the recommended SRA for Leader(s) of Other Minority Opposition Groups and paid at £2,072. 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 Main Opposition Groups of equal size

97. To future proof the allowances scheme the IRP has made a recommendation in the scenario where there are two Main Opposition Groups of equal size. The IRP considered whether in this situation if there was a case to simply pay both the Leaders and Deputy Leaders of two Main Opposition Groups the full SRA for when there is a single Main Opposition Group, i.e., £11,834 and £4,734 respectively.
98. However, the IRP concluded that where there are two Main Opposition Groups of equal size the role of their respective Leaders and Deputy Leader was not the same as when there is a sole Main Opposition Group. By definition the function of providing prime challenge the administration is shared.
99. Therefore if this situation arose the IRP decided to aggregate the SRAs paid to the Leaders and Deputy Leaders of the Main and Minority Opposition Groups and divide equally between the two posts as follows:

• SRA for Leader of Main Opposition Group	= £11,834
• SRA for Leader of Minority Opposition Group	= £5,917
• Aggregate both SRAs	= £17,751
• Divide the aggregate SRAs by two	= £8,876
• SRA for Deputy Leader of Main Opposition Group	= £4,734
• SRA for Deputy Leader of Minority Opposition Group	= £2,072
• Aggregate both SRAs	= £6,806
• Divide the aggregate SRAs by two	= £3,403
100. **The IRP recommends that where there are two Main Opposition Groups of equal size their respective Leaders and Deputy Leaders are paid an SRA as follows:**

- | | |
|--|---------------|
| • Main Opposition Group Leaders | £8,876 |
| • Main Opposition Group Deputy Leaders | £3,255 |

101. **The IRP further recommends that the SRA for the Deputy Leaders of two Main Opposition Groups of equal size is only payable if each Main Opposition Group reaches the qualifying threshold of five Group Members.**

Recommended SRAs in accordance with the GMCA Order 2011

102. The IRP has been asked to consider whether a SRA should be paid to Bury Members 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 – except its Overview and Scrutiny and Audit 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.
103. 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

104. 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 portfolio lead for Technical Education and Skills plus Clean Air. The latter role also leads to be appointed to the Greater Manchester Air Quality Administration Committee as Chair. The Leader is also Vice Chair of the Bee Network.
105. 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 since the last time the remuneration for the Leader was reviewed in 2021. As such, the IRP has decided to continue to recognise this aspect of the Leader's workload and responsibilities by recommending a separate SRA payable under the GMCA 2011 Order.
106. Currently, Leader receives an SRA of £6,000 for their role on the GMCA under the 2011 Order. It was set with reference to the lower end of the handful of other GM Councils that paid a similar SRA to their Leader a separate SRA for being on the GMCA. It was set very much on an interim basis.

107. 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 is partly due to the fact that their respective IRPs have not had the opportunity to review the role recently rather than being a conscious decision and partly due to the SRA for the Leaders at Manchester and Oldham Council being specifically set to include an unidentified element for being on the GMCA.
108. 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:
- Bury Leader's GMCA SRA: £6,000
 - Rochdale Leaders GMCA SRA: £5,879
 - Trafford Leader's GMCA SRA: £10,687
 - Wigan Leader's GMCA SRA: £11,687
109. Although it is on very limited data, it produces a GMCA Leader's mean SRA of £8,550 and a median figure of £8,317.
110. Due to the fact that the role of the Leader at the GMCA has become more enhanced since the last review the IRP has eschewed the relatively cautious approach it took previously and has chosen to be guided by the mean SRA paid to Leaders for their GMCA related duties, and rounded that indicative figure of £8,550 up to £9,000.
111. **The IRP recommends that the SRA paid to the Leader as a Member/Portfolio Holder on the GMCA under the 2011 Order is reset at £9,000.**

Bury Members appointed to the GM Bee Network Committee (x 1)

112. Currently, the Bury allowances scheme contains provision to pay the Member it appoints to the Greater Manchester Transport Committee an SRA of £3,000. However, the GM Transport Committee with the acquisition of powers by the GMCA over Bus franchising has been superseded by the Bee Network and the elected Mayor of the GMCA now holds all transport powers for GM.
113. The Bee Network Oversees the delivery of Greater Manchester's Local Transport Plan as set by the GMCA and is responsible for monitoring the performance of Greater Manchester's transport network, and the performance of Transport for Greater Manchester (TfGM) - the local government body responsible for delivering Greater Manchester's transport strategy and commitments. It is primarily an advisory committee with all Transport related powers vested in the GMCA elected Mayor.
114. The IRP accepts that there is a role at the GM Bee Network for Bury Members to undertake. It is responsible for driving the delivery of 'Our Network' - the city region's vision for an integrated, efficient and reliable transport system. It has ten scheduled meetings per year.

115. Benchmarking this SRA is problematic as only five GM Councils make provision for a SRA to their appointee to the Bee Network Committee. But it does show a mean SRA of £4,249 and median SRA of £4,182. However, this level is primarily a legacy SRA, being set in a different context. Namely, when all GM Councils were required to appoint a Member to the GM Integrated Passenger Transport Authority which had the powers to determine its own allowances. Moreover, if the IRP was to be guided by the average SRA paid to Bee Network Committee Members it would equate to over 35 per cent of the Bury Basic Allowance, which the IRP concluded cannot be definition be the case. Thus the IRP has not been guided by the benchmarking in this instance. As the SRA for the Bury appointee to the Bee Network Committee stands (£3,000) it represents just over 25 per cent of the current Basic Allowance (£11,954). The IRP received no evidence or representation that this SRA required revision. Another way of looking at it is that as this SRA currently stands it represents one third of the SRA that the IRP is recommending for the Leader at the GMCA, which the IRP felt was an appropriate differential.
116. **The IRP recommends that the SRA for the Bury Member appointed to the GM Bee Network Committee is maintained at £3,000, which is one third of the recommended SRA (£9,000) for Leader appointed to the GMCA.**

If a Bury Member is appointed as Chair of the GM Bee Network Committee

117. In response to representation received the IRP considered whether there was a case to recommend an SRA lest a Bury Member was appointed Chair of the GM Bee Network Committee. However, this situation will never arise as by virtue of having all GMCA related transport powers vested in the office of GMCA elected Mayor, the Mayor will always be the Chair of the GM Bee Network Committee, thus any provision in this regards would be redundant. Consequently, the IRP is making no recommendation in this respect.

Bury Members appointed to the GM Recycling and Waste Committee (x 2)

118. Similarly the allowances scheme contains provision for an SRA (£1,500) payable to Bury Council Members appointed to the GM Recycling and Waste Committee. Again, this is a legacy SRA that was payable when waste was the responsibility of a separated Waste Disposal Authority, which no longer exists with responsibility for waste and recycling transferred to the GMCA. Bury appoints two Members to the GM Recycling and Waste Committee.
119. The GM Waste and Recycling Committee consider matters relation to the establishment and implementation of waste disposal strategies of the GMCA and oversee matters relating to the effective management of waste disposal operations including contracts and the behavioural change programme.
120. The IRP received representation that questioned why the SRA for the Bury appointees to the GM Bee Network and Waste and Recycling Committees were not the same. The IRP has not accepted this view. The GM Bee Network Committee meets 10 times per year while the Waste and Recycling Committee meets four times per year. Moreover, GM transport related issues are a much larger part of the work of the GMCA.

121. The IRP notes that only two other GM Council remunerate their Members appointed to the GM Recycling and Waste Committee, Rochdale at £4,162 and Tameside at £2,100. Again the IRP takes the view that this level of SRA reflects the role in a different time and context going back to the GM Waste Disposal Authority and these levels are a legacy of that. As such the IRP has concluded that the current SRA did not merit revision, this was also the majority view in the representation received.
122. **The IRP recommends that the SRA for the Bury Council Members appointed to the GM Waste and Recycling Committee is maintained at £1,500, which is 16.5 per cent of the recommended SRA (£9,000) for the Leader appointed to the GMCA.**

If a Bury Member is appointed as Chair of the GM Waste and Recycling Committee

123. The IRP noted that currently the Chair of GM Recycling and Waste Committee is a Bury appointee. As things stand this raises the anomalous situation whereby both the Bury appointees, one as Chair of the GM Recycling and Waste Committee and one as a regular Member of the Committee both receive the same SRA. By definition this is not justified or equitable.
124. The IRP simply took the view that when a Bury Member is Chair of the GM Recycling and Waste Committee that they should receive double the recommended SRA (£1,500) for an ordinary appointee to the Committee. The IRP will revisit this recommendation at the time of the next review where it will have an opportunity to hear representation on this issue.
125. **The IRP recommends that when a Bury appointed to the GM Waste and Recycling Committee is also appointed Chair of that Committee then their SRA should be payable at £3,000, which is double the SRA recommended (£1,500) for ordinary Bury appointees to the Committee.**

Bury Member appointed to the GM Pension Management Panel

126. The IRP received some representation that consideration is given to pay an SRA to the Council's representative on the GM Pension Fund. Only two other GM Councils pay such an SRA (Bolton and Tameside at £1,460 and £1,486 respectively). Actually the GM Councils do not appoint to the Pension Fund but the Pension Fund Management Panel which makes recommendations to the Pension Fund.
127. Nonetheless, the IRP is not making a recommendation in this regard. It was informed that there is an agreement across the GM Councils to appoint their relevant Cabinet Member to the GM Pension Management Panel, the type of role which their SRA is deemed to cover.
128. **The IRP is not making a recommendation for an SRA regarding the Council's appointment to the GM Pension Management Panel.**

Bury Member appointed to the GM Joint Health Scrutiny Committee

129. The IRP also received representation that an SRA should be paid to the Bury appointee to the GM Joint Health Scrutiny Committee. Again, the IRP is not making a recommendation in this regard. The GMCA now has the powers to pay an SRA directly to Members of its Scrutiny Committees. Moreover, the current Bury appointee to this committee is Chair of the Bury Health Scrutiny Committee; their SRA covers such an appointment to the GM Joint Health Scrutiny Committee.
130. **The IRP is not making a recommendation for an SRA regarding the Council's appointment to the GM Joint Health Scrutiny Committee.**

Maintaining the 1-SRA Only Rule and Exceptions

131. In common with all GM Councils 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.
132. **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

133. Currently, the allowances scheme contains provision for the two Co-optees sitting on the Audit Committee a Co-optees' Allowance as follows:
- Standard element £500 per year
 - Meetings element
 - Meetings over four hours £106 per meeting
 - Meetings up to four hours £53 per meeting
134. The IRP received no representation that this allowance required revision. It is now common practice to remunerate Co-opted Members on Audit Committees.
135. **The IRP recommends that the two Audit Committee Co-optees be paid a Co-optees' Allowance that has two elements maintained 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

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

- Mayor £18,567
- Deputy Mayor £4,642

137. 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 also known as the Civic Allowance. The Council publishes these allowances in the allowances scheme for transparency purposes.
138. 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.
139. The IRP received representation questioning the rationale for paying the Civic Allowances, i.e., it should not be paid at all. However, it is universal practice to pay such allowances. The Council is required to appoint a Mayor and Deputy Mayor and they will have on-going expenses to meet out of this allowance that are not met elsewhere such as new clothes befitting the representatives of the Borough, including that for their consorts, hosting dinners, making donations and buying raffle tickets for the numerous events they are required to attend.
140. The issue for the IRP was whether the current levels of the Civic Allowance left the post holders out of pocket and that is met 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.
141. **The IRP is not recommending any change to the Mayoral Civic Allowance (£18,567) and Deputy Mayor Civic Allowance (£4,642).**

The remuneration for the Independent Persons appointed under the Local Act 2011

142. Similarly, the remuneration of the Independent Persons for Standards appointed under the Localism Act 2011 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.
143. Currently, the Independent Persons are remunerated on the same basis as the Co-optees' Allowance as follows:
- Standard element £500 per year
 - Meetings element
 - Meetings over four hours £106 per meeting
 - Meetings up to four hours £53 per meeting
144. Two issues emerged regarding the remuneration of the Independent Persons. First, there have been difficulties regarding recruitment. Independent Persons are recruited on the basis that they have a requisite set of skills and knowledge

regarding standards in public life. Secondly, there is a limited requirement for Independent Persons to attend Standards related meetings so the remuneration per meetings basis is not particularly relevant. Most of the work of the Independent Persons is done outside of formal meetings, giving views on any complaints against Members, consulting with the Monitoring Officer and discussing any potential resolution of a complaint with the Monitoring Officer and the Member concerned.

145. Consequently, the IRP concluded that the current remuneration of the Independent Persons required rebalancing. As the per meetings element does not reflect the majority of the work that the Independent Persons undertake the IRP decided to discontinue it. Conversely, the IRP decided that an increase in the flat rate element should be increased, reset at £1,000 per year, to recognise the wider work of the Independent Persons.
146. **The IRP recommends that the remuneration of the Independent Persons is reset as follows:**

- **Standard element** **£1,000 per year**

The Dependants' Carers' Allowance (DCA)

147. 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). The DCA is now also commonplace across all English Councils.
148. The Council has provision for a DCA that is paid as follows:
- Child care: maximum hourly rate paid at real living wage (Currently £12.60)
 - Elderly/disabled care: maximum rate paid at the hourly rate charged by Bury Council Social Services (Persona) for a Home Help
 - A total annual cap: £2,000
149. 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.
150. 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. 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.

151. Some issues were raised regarding the DCA, namely that it did not cover informal care and that the maximum hourly rates were unrealistic in that they did not reflect actual costs of providing care.
152. However, the IRP was assured that as long as a claimant of the DCAs provides a receipt that it can be claimed for informal care, which normally involves babysitting. So this is not an actual issue. Providing receipts is simply good practice, the Council could be open to criticism by an external Audit if receipts were not provided.
153. In relation to the current maximum hourly rates claimable under the DCA it is again good practice to specify maximum rates. To not specify maximum rates for claiming the DCA would leave it open ended and again that could leave the Council open to criticism. The IRP recognises that the DCA may not always fully reimburse all caring costs that a Member may incur while undertaking approved duties however it should cover the vast majority of such costs.
154. Nonetheless, the IRP felt some amendments to the DCA might at least partially address making it more realistic in terms of covering actual costs. The first adjustment is that the allowances scheme should be amended to state that where a Member claims the DCA that they can claim from one hour before their approved duty started and one hour after their approved duty finished, thus allowing for a care transitory period and travel time. In addition, the IRP felt that the current annual cap on the DCA of £2,000 should be uplifted to £4,000 per year for childcare and £8,000 per year for elderly/disabled care. By making these amendments it is also hoped that the DCA should be more accessible.
155. **The IRP recommends that the rates at which the DCA can be claimed are maintained as follows:**
 - **Child care:** maximum hourly rate paid at real living wage
(Currently £12.60)
 - **Elderly/disabled care:** maximum rate paid at the hourly rate charged By Bury Council Social Services (Persona) for a Home Help
156. **The IRP further recommends that the DCA is amended as follows:**
 - **That the DCA may be claimed an hour before an approved duty starts and an hour after an approved duty ends**
 - **That the annual cap on the total amount that can be claimed under each category is increased as follows:**
 - **Child care:** £4,000 per year
 - **Elderly/disabled care:** £8,000 per year

Travel and Subsistence Allowances - Within the Council

157. 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.
158. There was some representation made to the IRP 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. It is common practice across the other GM Councils to include all within authority travel and subsistence expenses in the Basic Allowance. Moreover, to restore a claims based in-Borough travel allowance incurs a cost in term of Officer time to administer such an allowance. Consequently, the IRP concluded that the current situation should be maintained.
159. **The IRP recommends that current Basic Allowance is deemed to include in-Borough travel and subsistence costs.**

Travel and Subsistence Allowances - Outwith the Council

160. Currently Members can claim out of Council Travel and Subsistence Allowances. Travel can be claimed at HMRC rates for mileage and actual cost for public transport, subject to standard class of travel. Subsistence can be claimed at the same rate that is applicable to Officers. Keeping these allowances is only equitable as Members can incur not insubstantial travel and subsistence costs for attending such things as Conference, training events and meetings in London. It is also appropriate to keep these allowances claims based as they do not occur very often, thus the administration of these allowances is not overly burdensome. The IRP received no representation regarding the travel and subsistence allowances for attending approved duties outwith the Council.
161. **The IRP recommends that the current terms and conditions and rates at which Members can claim travel and subsistence outwith the Council are maintained.**

Indexation

162. 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;

163. 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.
164. The main index that has 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.
165. However, the IRP noted that in recent years the NJC has agreed a flat rate across the board salary increase for all job grades. This has resulted in differential percentage uplifts depending on the particular Spinal Column Point (SCP) assigned to a specific job grade. The Council has addressed this in the past three years by specifically linking the indexation of allowances to SCP 43 (the highest grade). In the context of an across the board flat rate increase the percentage uplift at SCP 43 will always be the lowest. As such, utilising SCP 43 as the reference point for indexation it will ensure that Members are not getting a higher uplift than any member of staff and as the lowest percentage uplift it is robust as it cannot be seen as excessive.
166. It is also noted that all the GM Councils index their allowances to the NJC index, with six of them specifying that the relevant reference points is SCP 43. Consequently, although it may not necessarily be the case going forward that a flat rate across the board cost of living salary increase will always occur, to future proof the scheme and for clarity purposes, the IRP has decided that for the NJC index the annual uplift should be specifically linked to the percentage increase in staff salaries at SCP 43.
167. **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 the Independent Persons:**
 - Indexed to the annual percentage salary increase for local government staff (at spinal column 43) 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
 - **Elderly/disabled care:** maximum rate indexed to the hourly rate charged by Bury Council Social Services (Persona) for a Home Help
168. The IRP also recommends that indexation should run for four years (2025/26 – 2028/29), 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

169. 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 21 May 2025.

APPENDIX ONE - Information reviewed by the IRP

1. IRP Terms of Reference
2. Report to Standards Committee, 27 November 2024, "Members' Allowances Scheme", noting appointment of IRP and providing authority for the review
3. Bury Council Members' Allowances Scheme 2024/25 including full schedule of SRAs payable, travel and subsistence rates and approved duties, including the support provided to Members
4. Bury Council annual statutory publication of Members' allowances and expenses received by each Member including category sub-totals, 2023/24
5. Report to Bury Council, IRP Members' Allowances Review Report, November 2021
6. Report to Bury Council IRP Members' Allowances Review Report, considering the IRP Report, 25 May 2022
7. Bury Council, flow diagram of Council Committees
8. Bury Council Constitution: Part 2 Articles
 - Article 1 – The Council and the Constitution
 - Article 2 – Councillors
 - Article 5 – The Leader and the Cabinet
 - Article 6 – Council Committee Structure
9. Bury Council Constitution: Part 3 – The Functions Scheme
 - Section 1 – Council Functions
 - Section 2 – Local Choice Functions
 - Section 3 – Committee Functions
 - Section 4 – Cabinet Arrangements
 - Section 5 – Scrutiny Functions
 - Section 6 – Additional Arrangements
10. Bury Council, meetings timetable for Council, Committee, Boards and Panels
11. Local Government Association, summary of hours worked (mean per week/by type of Council/by positions held) by Councillors (Census of Councillors 2022)
12. New Council Constitutions: (Statutory) Guidance on Regulation for Local Authority Allowances, May 2006
13. The Local Authorities (Members' Allowances) (England) Regulations 2003, SI 2003/1021
14. National Employers for Local Government Services, Local Government Pay Offer for 2025/26, 22 April 2025
15. 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 2024
19. Copy of questionnaire sent to all Councillors, including replies
20. Benchmarking - summary of allowances paid across the GM Councils 2024/25 or the latest data available
21. 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 who met the IRP (30 April – 1 May 2025)

1. Cllr R. Bernstein: Leader of Main (Conservative) Opposition Group
2. Cllr C. Birchmore: Deputy Leader, Radcliffe First
3. Cllr I. Gartside: Backbench Member (Conservative)
4. Cllr J. Lancaster: Deputy Leader of Main (Conservative) Opposition Group
5. Cllr G. McGill: Chair Planning Development Committee (Labour)
6. Cllr E. O'Brien: Leader of the Council and Labour Group, Cabinet Member for Strategic Growth, Member Greater Manchester Combined Authority – Portfolio Holder for Technical Education and Skills and Clean Air, and Vice Chair GMCA Bee Network
7. Cllr A. Quinn: Cabinet Member for Environment, Climate Change & Operations and Bury representative (Chair) on GMCA Recycling & Waste Committee and Member of GMCA Bee Network (Labour)
8. Cllr D. Quinn: Backbench Member (Labour)
9. Cllr L. Smith: Deputy Leader and Cabinet Member for Children and Young People (Labour)
10. Cllr T. Tariq: Deputy Leader and Cabinet Member for Health and Wellbeing (Labour)
11. S. Thorpe: Cabinet Member for Finance and Transformation, Council Appointee to GM Pensions Fund Management Panel (Labour)
12. Cllr D. Vernon: Chair of Overview and Scrutiny Committee (Conservative)

APPENDIX THREE - Officer Factual Briefings

Lynne Ridsdale:	Chief Executive
Neil Kissock:	Section 151 (Treasurer) Officer
Jacqui Denis:	Monitoring Officer
Julie Gallagher:	Head of Governance

APPENDIX FOUR – Benchmarking Allowances paid across the Greater Manchester Councils

BM1 Bury BM Group - 10 GM Mets: BA + Exec + Scrutiny SRAs (2024/25 unless indicated)									
Comparator Council	Basic Allowance	Leader or Elected Mayor	Leader Total	Deputy Leader(s)	Executive Members	Assistant or Deputy Execs	Chair Main O&S	Chairs/Lead Scrutiny	V/Chairs Scrutiny
Bolton (23/24)	£11,848	£31,989	£43,837	£19,104	£8,665			£6,089	
Manchester	£20,061	£50,061	£70,122	£21,056	£21,056	£8,426		£12,646	
Oldham	£12,212	£43,188	£55,400	£25,645	£21,982	£9,159		£10,991	
Rochdale (21/22)	£11,349	£33,516	£44,865	£16,758	£15,082	£3,016		£8,379	
Salford (23/24)	£12,478	£61,276	£73,754	£25,897	£16,550	£12,078		£10,068	£3,263
Stockport (23/24)	£10,717	£32,151	£42,868	£17,683	£16,075			£6,430	
Tameside	£17,927	£39,588	£57,515	£25,812	£22,081	£9,176	£11,577	£10,526	£3,509
Trafford (23/24)	£10,467	£32,448	£42,915	£21,091	£16,224	£8,112		£8,923	£2,677
Wigan	£14,822	£44,466	£59,288	£28,905	£20,037	£6,612		£8,905	
Bury	£11,954	£35,862	£47,816	£18,828	£16,138	£2,421	£8,965	£8,965	
Mean	£13,384	£40,455	£53,838	£22,078	£17,389	£7,375		£9,192	£3,150
Median	£12,083	£37,725	£51,608	£21,074	£16,387	£8,269		£8,944	£3,263
Highest	£20,061	£61,276	£73,754	£28,905	£22,081	£12,078		£12,646	£3,509
Lowest	£10,467	£31,989	£42,868	£16,758	£8,665	£2,421		£6,089	£2,677
Mean Ratios	Leader = 3 X BA	100%		54.6%	43.0%	42.4%		22.7%	34.3%
Bury Ratios	Leader = 3 X BA	100%		52.5%	45%	15%	25%	25%	

BM2 Bury BM Group - 10 GM Mets: Regulatory SRAs (24/25 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
Bolton (23/24)	£8,321		£7,875	£2,565				
Manchester	£12,646	£4,218	£12,646	£4,218				
Oldham	£10,991		£10,991			£2,415		£762
Rochdale (21/22)	£11,172		Incin Planning	£2,521		£8,379		
Salford (23/24)	£10,068	£3,263	£10,068	£3,263		£10,068	£3,263	
Stockport (23/24)	£8,038		£4,823		£3,858	£3,858		
Tameside	£10,526	£3,509	£6,809	£2,536	£6,809	£10,526	£3,509	
Trafford (23/24)	£11,357	£3,407	£11,357	£3,407		£8,923	£2,677	£2,434
Wigan	£13,355	£3,476	£16,494	£4,123		£8,905		Inc in Audit
Bury	£8,965		£8,965			£8,965		
Mean	£10,544	£3,575	£10,003	£3,233	£5,334	£7,755	£3,150	
Median	£10,759	£3,476	£10,068	£3,263	£5,334	£8,914	£3,263	
Highest	£13,355	£4,218	£16,494	£4,218	£6,809	£10,526	£3,509	
Lowest	£8,038	£3,263	£4,823	£2,521	£3,858	£2,415	£2,677	
Mean Ratios	26.1%	33.9%	24.7%	32.3%		19.2%	40.6%	
Bury ratios	25.0%		25.0%			25.0%		

BM3 Wigan BM Group - 10 GM Mets: Opposition & Other & GMCA SRAs (2024/25 unless indicated)								
Comparator Council	Main Opposition Leader	Main Opposition Deputy Leader	Other Opposition Group Leaders	Area Chairs	CA Leader's SRA	CA Bee Network	CA SRA - Other	Other SRAs/Comments
Bolton (23/24)	£10,741	£4,833	£2,991				GM Pension Fund Mbr £1,460	Chair Bolton Cares Steering Committee £85,494
Manchester	£17,706	£5,060	£5,060		Inc in SRA			Mbr on Adoption Panel £6,785, City Centre Spokesperson + Mbr on Fostering Panel £8,426, Mbrs Licensing £635
Oldham	£18,318	£7,327	£5,495	£7,327	Inc in SRA	£4,392		Chairs H&WB + Oldham Care & Support Company £10,991, Deputy Area Chair £1,465
Rochdale (21/22)	£11,731		£1,676	£8,379	£5,879	£4,182	Mbrs WDA £4,162	Chair Employment Committee £8,379, Mbrs Adoption & Fostering Panels £1,676
Salford (23/24)	£10,068		£10,068	£3,240		£5,847		
Stockport (23/24)	£9,645		£2,093	£4,823				Chairs Scrutiny W/Gs £1,286, ICT Allowance £338
Tameside	£12,381		£2,536	£10,526		£3,825	Mbr GM WDA £2,100, GM Pension Fund Mbr £1,486	Chair Council Business £12,382, V/Chairs Licensing Subs £2,536, Area V/Chairs £3,509, Standards Committee £110 p/meeting > 5 attended, ICT allowance £250,
Trafford (23/24)	£11,357	£3,407	£3,264		£10,634			Chair + V/Chair Employment Committee £8,112/£2,434, Opposition Shadow Exec Mbrs £2,272, DCC Mbr Travel Allowance £499
Wigan	£5,466				£11,687			
Bury	£11,834	£4,734	£5,917		£6,000	£3,000	GM WDA Mbr £1,500	Deputy Leader Main Opposition Group £4,734 if have 11 Members, Deputy Leader Other Opposition Group gets £2,072, Licensing Mbrs £106/£53 p/meeting if > 6 meetings
Mean	£11,925	£5,072	£4,344	£6,859	£8,550	£4,249		
Median	£11,544	£4,833	£3,264	£7,327	£8,317	£4,182		
Highest	£18,318	£7,327	£10,068	£10,526	£11,687	£5,847		
Lowest	£5,466	£3,407	£1,676	£3,240	£5,879	£3,000		
Mean Ratios	29.5%	43%	10.7%	17.0%	21.1%	49.7%		
Bury Ratios	33%	40%	16.5%		17%	50%		