

Date: 26 March 2021

Subject: A Review of Remuneration for the Elected Mayor of the Greater Manchester Combined Authority (GMCA) and the Independent Members/Person appointed to the GMCA Audit and Standards Committees

Report of: Liz Treacy, Monitoring Officer for the GMCA

PURPOSE OF REPORT:

To report the recommendations of the GM Independent Remuneration Panel in relation to the remuneration of the GM Elected Mayor and the Independent Members/Person of the GMCA Audit and Standards Committees and to determine those allowances.

RECOMMENDATIONS:

The GMCA is requested to:

1. Approve that the remuneration of the GM Mayor remains at £110,000.
2. Approve that the allowances paid to the Independent Members on the GMCA Audit and Standards Committees and Independent Person (Standards) remain unchanged.
3. Approve the indexation of the remuneration of the GM Mayor and the allowances paid to the Independent Members and Independent Person (Standards) as set out in the report of the Independent Remuneration Panel.
4. Agree that a review of remuneration of these positions is undertaken again in early 2024 before the next Mayoral term begins.
5. Note the Independent Remuneration Panel's views and recommendations relating to the current pension position of the GM Mayor and current legislation.

CONTACT OFFICERS:

Liz Treacy, Monitoring Officer, GMCA.

Equalities Implications:

<u>BOLTON</u>	<u>MANCHESTER</u>	<u>ROCHDALE</u>	<u>STOCKPORT</u>	<u>TRAFFORD</u>
<u>BURY</u>	<u>OLDHAM</u>	<u>SALFORD</u>	<u>TAMESIDE</u>	<u>WIGAN</u>

N/A

Climate Change Impact Assessment and Mitigation Measures –
N/A

Risk Management:

N/A

Legal Considerations:

Legal considerations are set out in paragraphs 1.1 and 1.2 of the report.

Financial Consequences – Revenue:

The Panel recommendation is that the remuneration of the GM Mayor and Independent Members/Person on the GMCA Audit and Standards Committees is indexed at the NJC annual percentage salary increase.

Financial Consequences – Capital:

There will be no capital financial consequences.

Number of attachments to the report: 1

Comments/recommendations from Overview & Scrutiny Committee

N/A

BACKGROUND PAPERS:

TRACKING/PROCESS		
Does this report relate to a major strategic decision, as set out in the GMCA Constitution		Yes / No
EXEMPTION FROM CALL IN		
Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?		
GM Transport Committee	Overview & Scrutiny Committee	

1. INTRODUCTION

- 1.1 The Greater Manchester Combined Authority Order 2011, as amended by the GMCA (Amendment) Order 2015 and the GMCA (Functions and Amendment) Order 2017 provides for the appointment of a GMCA Independent Remuneration Panel (IRP). At their meeting on 24 February 2017 the GMCA agreed to establish in accordance with relevant statutory provisions, its own Independent Remuneration Panel
- 1.2 The Order as amended, and the subsequent Greater Manchester Combined Authority (Amendment) Order 2018, provides that the GMCA may pay an allowance to the Elected Mayor and Independent Members appointed to its committees subject to the following conditions:
 - a) that the GMCA has considered recommendations made by the IRP which contains recommendations for such an allowance; and
 - b) that the allowance paid by the GMCA does not exceed the amount specified in the recommendation made by the independent remuneration panel.

2. INDEPENDENT REMUNERATION PROCESS

- 2.1 Membership of the Greater Manchester Independent Remuneration Panel consists of:
 - Dr Declan Hall –Independent Chair
 - Clive Mermott – Chamber of Commerce
 - Kevin Lucas – Trade Union Congress
- 2.2 The Panel was convened in late 2019 to begin the process of reviewing the remuneration for the GM elected mayor and independent members. Their final report was completed in March 2020 but was not considered by the GMCA at that time due to the Covid 19 pandemic which meant that the March 2020 GMCA meeting did not take place, and thereafter also the delay to the Mayoral election.
- 2.3 The Panel formally convened to conduct the review on the 6 and 11 February 2020 where it interviewed members of the GMCA and relevant officers. All GMCA members were invited to meet with the Panel. In addition, they were also sent a short questionnaire or 'aide memoir' so that those GMCA Members who were unable or did not wish to meet with the Panel were given the opportunity to make a written submission.
- 2.4 The Panel wishes to thank those Members and officers who assisted them with their review and submits its recommendations for consideration by the GMCA.

3. RENUMERATION PANEL RECOMMENDATIONS

- 3.1 The recommendations of the GMCA's Independent Remuneration Panel are –
 - a) The Panel recommends that the remuneration of the GM Mayor remains at £110,000, subject to indexation going forward.

- b) The Panel recommends that the GM Mayor has access to an appropriate pension scheme that provides for an employer's contribution equivalent to that made to the pension scheme for Police and Crime Commissioners (it should be noted that The Panel sets out the legal position at paragraphs 39 to 45 of its report and notes that currently there are no legal powers to do so).
- c) The Panel received no evidence to revisit the allowances of the Independent Members and Independent Person (Standards) and recommends that they remain unchanged subject to continuing indexation.
- d) The Panel also recommends that the remuneration of the Independent Members and Independent Person (Standards) continues to be indexed on the current basis, namely the same annual percentage increase that is applied to staff salaries as published each year by the National Joint Council (NJC) for Local Government Services. For clarity, the relevant reference point is now Spinal Column Point 43 (2019).
- e) The Panel recommends that the remuneration of the GM Mayor and Independent Members/Person on the GMCA Audit and Standards Committees is indexed at the NJC annual percentage salary increase, specifically with reference to Spinal Column Point 43 (2019) as explained in paragraph 52.
- f) The Panel further recommends that the index is applied to the same year that it applies to Officers. This is normally from 1st April to 31st March. Where the index is applicable to Officers for more than 1 year it should also be applicable to Members for the same period.
- g) The Panel further recommends that the Mayoral and other GMCA allowances are reviewed in early 2024 to be applicable from the beginning of the Mayor's term in May 2024.
- h) The Panel recommends that the recommendations contained in this report are implemented with effect from the date of the GM Mayor taking up the new term of office.

Appendix 1 – full report of the Independent Remuneration Panel – March 2020.