

**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**

**By the**

**Independent Remuneration Panel**

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**Dr Declan Hall (Chair)  
Kevin Lucas  
Clive Memmott**

**March 2020**

## **Introduction: The Regulatory Context – the GMCA**

1. This report contains the recommendations made by the independent remuneration panel (Panel or IRP) appointed by the Greater Manchester Combined Authority (GMCA) to make recommendations to the GMCA on the remuneration of the elected Mayor (the Mayor) of Greater Manchester Combined Authority and the Independent Members and Independent Person appointed to the GMCA Audit and Standards Committee.
2. The Greater Manchester Combined Authority was established under the *Greater Manchester Combined Authority Order 2011* (SI 2011/908). The GMCA covers the ten metropolitan boroughs that make up Greater Manchester. The Order provided for each constituent council to appoint one formal member of the GMCA. These are the Leaders (or elected Mayor in the case of Salford) of the ten Greater Manchester Councils and also constitute the GMCA 'cabinet' in that they each hold a Greater Manchester-wide policy portfolio alongside representing their local authority. The office of the elected Mayor of Greater Manchester (GM) was established in 2017 through the *Greater Manchester Combined Authority (Election of Mayor with Police and Crime Commissioner Functions) Order 2016* (SI No. 2016/488).

## **The GMCA Independent Remuneration Panel**

3. The *Greater Manchester Combined Authority Order 2011* (as amended by *The Greater Manchester Combined Authority (Functions and Amendment) Order 2017 [SI 2017/612]*) established the statutory remuneration framework for the GMCA. It provides authority for the GMCA to establish an Independent Remuneration Panel (or Panel) to make recommendations for the remuneration of the GMCA elected Mayor. The GMCA cannot pay more than the Panel recommends although it may pay less.
4. The *Greater Manchester Combined Authority (Amendment) Order 2018* provides powers for the GMCA to remunerate Members of committees and sub-committees of the GMCA who are not elected Members of the constituent councils after receiving recommendations from this Panel. This 2018 Amendment Order also specifies that the GMCA cannot pay a higher level of allowances than that recommended by the Panel, although the GMCA can pay less than is recommended if it so decides.

## **The Terms of Reference for the Review**

5. When the Panel reviewed the remuneration of the yet to be established post of GM elected Mayor in 2017 it recommended that the:

Mayoral allowance is reviewed in 2020 to be applicable from the beginning of the Mayor's term in May 2020. The Panel will then be able to reassess the role in the light of experience of how the role and devolution in GM has evolved and

taking into account any other structures and posts that will be required to deliver the responsibilities and functions of the GMCA and elected Mayor.<sup>1</sup>

6. This recommendation was adopted by the GMCA (28<sup>th</sup> April 2017). Consequently the Panel reconvened to review the GM Mayor's remuneration after the completion of their first (3 years in the first instance) electoral cycle.
7. Similarly, in April 2018 the Panel also reviewed the remuneration of the
  - 2 Independent Members appointed the GMCA Audit Committee
  - 1 Independent Member appointed to the GMCA Standards Committee
  - The statutory post of Independent Person for Standards
8. In the interests of efficiency the Panel was asked to reconsider these posts after experience of their roles since they were set in accordance with the recommendations of the Panel in its review of March 2018.

## The Panel

9. The members of the Panel are:
  - Dr Declan Hall (Chair): a former lecturer at the Institute of Local Government, the University of Birmingham, currently an independent consultant who specialises in Members Allowances and support
  - Clive Memmott: Chief Executive of Greater Manchester Chamber of Commerce
  - Kevin Lucas: Regional Manager UNISON North West, representing the Trade Union Congress (TUC)
10. Administrative support to the Panel was provided by Nicola Ward, Senior Governance & Scrutiny Officer, GMCA.

## How the Panel approached the review

11. The Panel met at the Offices of GMCA at Churchgate House, Oxford Street, Manchester on the following occasions:
  - 19<sup>th</sup> December 2019 - scoping meeting
    - The purpose of this meeting was to be briefed by relevant Officers of the GMCA to scope and plan the review and determine the information the Panel required to conduct the review. It was at these sessions that the Panel received updates and briefings on the GMCA.

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<sup>1</sup> See GMCA IRP Report, A Review of the Remuneration for the elected Mayor of the Greater Manchester Combined Authority, April 2017, paragraph 46

- 6<sup>th</sup> and 11<sup>th</sup> February 2020 – formal meetings of the Panel
    - It was at these two meetings that the Panel formally convened to
      - Hear representations from Members and consider written representations
      - Receive further briefings from relevant Officers
      - Consider benchmarking data
      - Review changes in GMCA Constitution and impacts on the roles under review
12. All GMCA Members were invited to meet with the Panel for the formal meetings. 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 if they so wished. The aide memoir was also used as the framework for discussions with Members thus ensuring they were all asked the same set of questions.
13. For further details on the range of evidence the Panel considered in its deliberations and in arriving at its recommendations see:
- Appendix 1: sets out the list of range of information that was formally presented to and considered by the Panel and sent to the Panel prior to its formal meeting
  - Appendix 2: Members who made representations to the Panel
  - Appendix 3 the Officers who provided factual briefings to the Panel
  - Appendix 4: Benchmarking data (BM1-3) reviewed by the Panel

### **The GM Mayor – Setting the context for current remuneration in 2017**

14. In advance of the first election of the GM Mayor in May 2017 the Panel made a recommendation to the GMCA for a remuneration of £110,000 to be paid from date of post holder getting elected. On the grounds of transparency the GMCA wanted to ensure that the remuneration for the GMCA elected Mayor was known prior to the election. The remuneration of the GM Mayor remains at £110,000;
15. The dilemma for the Panel at the time was to assess the role in the absence of experience. As such the remuneration of £110,000 was set with reference to the remuneration of the GM PCC which was set by the Senior Salaries Review Board (SSRB) at £100,000. As the GM elected Mayor was to assume responsibilities for Police and Crime Commissioner functions this established a base-line figure which the Panel simply uplifted by £10,000 to recognise the additional responsibilities.
16. The logic behind the £110,000 recommendation was that by definition the role had to be larger than that of the Police and Crime Commissioner – as (uniquely) the GM Mayor would have more powers and responsibilities.

17. The questions for the Panel in this review are the extent to which the role and responsibilities of the GM Mayor have
- Significantly changed or evolved in different fashion from that envisaged
  - Compare to other Metro Mayors

### **The evolving role of the GMCA and GM Mayor**

18. The GMCA has taken on more functions which now include
- Transport
  - Economic development, regeneration and housing
  - Strategic spatial planning
  - Skills and training
  - Police and Crime
  - Fire and Rescue
  - Waste
  - Public health
19. Not all these functions have been assigned to the GMCA since 2011. Broadly speaking it started with economic and transport powers, expanding to police, fire and waste and more recently public health (2017 Public Health Order) and expanded powers regarding bus franchising, smart ticketing and partnership arrangements with bus operators.
20. All functions are GMCA functions but some functions are exercisable only by the GM Mayor. The default position is that functions are non-mayoral unless specified as mayoral in an order or other enactment. The main mayoral functions include
- PCC functions
  - Fire and rescue functions
  - Preparation of spatial development strategy (but needs approval of all 10 other GMCA members)
  - Preparation of the Local Transport Plan (LTP) and policies (but the LTP needs approval of at least 7 GMCA Members who may amend it).
  - Powers to designate areas of land as mayoral development areas leading to the establishment of mayoral development corporations (MDCs) (but needs consent of GMCA member(s) for area concerned)
  - Control of 'earn-back' monies (£30 million per year)
  - Control of Housing Investment Fund (£300 million)
  - Following the enactment of Bus Services Act 2017 and the Transport Order coming into force, exercise of functions in relation to bus services
21. By and large the acquisition of these powers and functions were anticipated at the time of the last review and have not significantly changed or evolved in different fashion from that envisaged.

### **Mayoral 'Soft' Powers and Leadership Skills**

22. The Panel also anticipated that in addition to the (evolving) responsibilities of the GMCA and the 'hard' powers exercisable by the Mayor there is the more ill-defined or 'soft' powers that the Mayor exercises. The mandate arising from being directly elected on a GM-wide basis provides the Mayor with a unique platform to represent the GMCA to the rest of the world and be the public face of the Authority on a regional, national and international level.
23. This makes the role of GMCA elected Mayor broader than an executive mayor of a principal council; the GM Mayor is required to act as an advocate for the GMCA and work across the ten GM constituent councils and with their Leaders. The GM Mayor continues to work in accordance with the template set by the GM Interim Mayor by strengthening relationships with the other Leaders and GM stakeholders and build cohesion to develop collective understanding of the GMCA, in line with the agreed protocols.
24. Two key examples are
  - The Greater Manchester Strategy – which sets out the vision for the GM region and has been written by the GM Mayor, all 10 GM Councils, the NHS, transport, the police and the fire service, with help from business, voluntary, community and social enterprise organisations, and members of the public.
  - The Growth and Reform Plan for Greater Manchester – which builds upon a history of collaboration amongst local authorities, other public service providers and business leaders in GM. It aims to deliver the vision set out in the Greater Manchester Strategy. It was a driver in developing the Greater Manchester Model of Service Delivery that is place-based and supported by devolved integrated public service teams.
25. The GM Mayor is expected to take a lead to continue and develop these relationships with the Greater Manchester Strategy and Growth and Reform Plans being but two examples of where the GM Mayor has taken a leading role without necessarily having more formal designated powers over and above that of the other stakeholders. There are a number of other areas that are not specifically designated mayoral functions, whether it is representing the GMCA to Ministers or representing the GMCA on the GM Local Enterprise Partnership and on other strategic bodies as needed.
26. If anything it is this aspect of the role of GM Mayor that has grown more than anticipated. The Mayor has been called upon to take on a wider regional (i.e., Northern) role and has become the public face of GM. The GM Mayor has become the main point of public accountability for GM and the region. This can be in response to major events of public interest or simply seen as the 'go to' office holder for the media when they want a GM response on topics of regional interest such as HS2 or a whole plethora of issues that are seen as having a GM impact even where the GM Mayor is not directly responsible for such issues.
27. An element of enhanced regional role and sharpened accountability may be down to having an active GM Mayor but irrespective of the individual who may hold the post the nature of the GMCA is such that the profile of the GM Mayor would be significant regardless. It produces a Greater Manchester Strategy whole place

and people approach and partnership style of working. The GM Mayor has become the principal champion and spokesperson for GM on both the national and international stage.

28. This is particularly in contrast to other Metro Mayors who do not have the same range of powers. Moreover, the role of elected Mayor will continue to evolve as devolution rolls out generally and in Greater Manchester in particular, which has the most developed devolved arrangements of all Combined Authorities.
29. None of this in itself is necessarily a reason to revisit current remuneration of the GM Mayor. The Panel understands that a unique post such as the GM Mayor would always continue to evolve and develop in a different fashion to other English Metro Mayors, who are more limited in their powers but it does endorse at the very least the original assessment of the role and recommended remuneration in 2017.

### **Benchmarking - other comparable roles GM Leaders/Mayor, English Mayor and Metro Mayors**

30. Meaningful benchmarking is difficult as the role of GM Mayor is unique. Nonetheless, the Panel undertook an extensive benchmarking exercise to test out the current remuneration of the GM Mayor. Benchmarking shows that the remuneration of the GM Mayor is above that of
  - A. Elected Mayors of other English principal councils – see appendix 4 (BM1)
  - B. Other GM Leaders – see appendix 4 (BM2)
  - C. Elected Mayors of other Combined Authorities
31. In the case of A. other GM Leaders/Salford Mayor and B. Elected Mayors of English principal Councils the Panel concluded that these roles are not relevant for benchmarking purposes. While it is acknowledged that local government Leaders and elected Mayors of English principal councils have extensive executive powers within their respective authorities the size and remit of the GMCA and nature of the role and responsibilities of the GM Mayor are more extensive in scale.

#### Elected Mayors of other English Combined Authorities

32. More Combined Authorities remunerate their elected mayors than was the case at the time of the 2017 review. The current remuneration of other Metro Mayors are as follows

• Greater Manchester	£110,000
• Liverpool City Region	£89,000
• West Midlands	£79,000
• Cambridgeshire & Peterborough	£75,000
• West of England	£65,000
• North of the Tyne	£65,000
• Tees Valley	£38,500

33. While the remuneration of the GM Mayor is the highest of all Combined Authority Mayors the Panel feels that this is appropriate for a number of reasons; when compared to other English CAs:
- The GMCA one of the largest in population and budget, with only the West Midlands CA being similar on both counts
  - The GMCA is more developed in terms of range of responsibilities
  - The GM Mayor has more powers and responsibilities e.g. Fire & Police and Crime functions
34. Given the powers of the GM Mayor £110,000 represents value for money when for instance compared to the West Midlands CA. The WM Mayor is paid £79,000 but the West Midlands also retain a separately elected Police and Crime Commissioner who is paid £100,000 (excluding pension provision).

#### Comparing GM Mayor to a Junior Minister

35. One analogous role to the GM Mayor that came out of the representation was that of a Government Minister. It is noted that Junior Ministers are paid £113,555.<sup>2</sup> This analogy has some merit as the remuneration (£100,000) of the top tier PCCs (including GM) was originally set by the Senior Salaries Review Board (SSRB) by reference to the salary of a UK Government Minister of State. In turn the Panel used the remuneration of the top tier PCCs as the baseline for its recommended GM Mayoral remuneration in 2017.

#### **Evidence from the representation received and the Issue of a Pension**

36. There was consensus in the representation to the Panel that the remuneration of the GM Mayor did not require revising. The role might have become larger particularly in relation to the wider networking and advocate roles but most of that was to be expected in any case.

#### **The Panel's recommendation**

37. Thus bearing in mind the evolution of the role of the GM Mayor has developed as broadly expected, the representation received and benchmarking the Panel has concluded that the direct remuneration of the GM Mayor should remain at £110,000 subject to indexation going forward (see section on indexation below).
38. **The Panel recommends that the remuneration of the GM Mayor remains at £110,000, subject to indexation going forward.**

#### **Issue emerging – The role of GM Mayor not being pensionable**

39. An issue that emerged from one representation made to the Panel highlighted the fact that the GM Mayor has no access to a pension scheme that attracts an

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<sup>2</sup> This figure includes MPs salary of £79,468 plus an additional £34,468 for being a Junior Minister

employer's contribution. It was felt that this was inequitable and a potential barrier to public service.

40. This inequity was particularly noticeable considering that all Police and Crime Commissioners (PCCs) have access to the Local Government Pension Scheme (LGPS). The GM Interim Mayor was able to join the LGPS by virtue of also being the GM PCC. Since the GM Mayor became directly elected in May 2017, the GM Mayor has replaced the GM PCC and is responsible for all PCC functions. In particular the Greater Manchester Combined Authority (Transfer of Police and Crime Commissioner Functions to the Mayor) Order 2017 (SI470) provides for the GM Mayor to be treated in relation to the Mayor's PCC functions, as a police and crime commissioner for the purposes of all police and crime commissioner enactments. However, although the GM Mayor exercises PCC functions the Mayor is not a corporation sole PCC and the relevant provisions for PCC access to the LGPS have been dis-applied.
41. Thus in effect the GM Mayor for all intent and purposes is the PCC for Greater Manchester but unlike other PCCs is not able to join the LGPS.
42. This puts benchmarking against PCCs in a different light. The top remuneration band for PCCs is £100,000.<sup>3</sup> The employer contribution rate for the LGPS, which PCCs are eligible to join, is 21.2%<sup>4</sup>, which produces a total remuneration package of £121,200 once the employer's contribution is included. This is for a role that is more limited in scope and responsibilities than that of the GM Mayor.
43. The Panel further noted that access to the LGPS for the London Mayor and Members of the Greater London Assembly was discontinued from 1<sup>st</sup> April 2014, although those who were Members could stay in the LGPS up to the end of their term of office. This removal of access to the LGPS also applied to all English Councillors, although Councillors in the devolved nations retain access to the LGPS. However, in London under provisions of the Greater London Authority Act 1999 (section 26) the Mayor and members of the Assembly may still be entitled to other pension provision. Such alternative provision has been made and from 1<sup>st</sup> January 2018 pensions for elected Members are provided under a Master Trust Pension Scheme and administered by Aviva, for Members who choose to join it.
44. The Panel was advised that that there is no express statutory provision akin to section 26 of the Greater London Authority Act 1999 that would permit the GMCA to make provision for the payment of a pension to the GM Mayor on a similar basis.
45. Nonetheless, the Panel feels that it should push the issue to try and address this anomaly, namely the GM Mayor is responsible for GM police and crime functions but cannot join the LGPS whereas all other PCCs can. As such the Panel is making a recommendation in this regard that leaves it to the GMCA to seek further ways for the GM Mayor to have access to a pension.

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<sup>3</sup> Only the PCC for the West Midlands and West Yorkshire are currently in this band

<sup>4</sup> GMCA Statement of Accounts 2018/19 page 111

46. **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.**

### **The Independent Members and Independent Person (Standards)**

47. Currently the GMCA pay the Independent Members/Person as follows:

#### **Audit Committee**

- Independent Chair £3,787
- Independent Member £1,515

#### **Standards Committee**

- Independent Member £1,149
- Independent Person (Standards) £919

48. This remuneration was set following a review of the allowances for Independent Members appointed to the GMCA Audit and Standards Committee and the Independent Person for Standards by the Panel in early 2018 (See March 2018 Report). These allowances were recommended by paying regard to the rates paid to equivalent post holders at Manchester City Council.
49. The only material change since the 2018 is the intention for the Audit Committee to move from an Independent Chair to an elected Member Chair (from one of the constituent GM Councils). Regardless, to future proof the allowances scheme the Panel has continued to make a recommendation for an Independent Chair of the Audit Committee.
50. **The Panel received no evidence to revisit the Independent Members and Independent Person (Standards allowances and recommends that they remain unchanged subject to continuing indexation.**
51. **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).**

### **Indexation**

52. Currently the remuneration of the Independent Members/Person is automatically uplifted annually in accordance with the annual percentage increase (spinal column point 43) in salary for local government staff. This known as the ‘NJC’ index as it is set and published each year by the National Joint Council for Local Government Services, the employers/employee joint negotiating body.

53. In the previous review of 2017 the Panel did not recommend that the remuneration of the GM Mayor should be indexed. It was known at the time that the Panel would be reviewing the GM Mayor's remuneration three years hence.
54. The principle of indexation is now generally adopted across local government and other local authorities. An annual uprating of allowances by an appropriate index ensures they do not lose value over time and avoids the need for sizeable increases on a periodic basis simply to stand still.
55. More specifically the Panel notes that there is provision for the indexation of allowances in at least 8 of the 10 GM constituent councils. Thus, nearly all other GMCA Members (Leaders/Salford elected Mayor) have their SRAs indexed or at least have the opportunity to do so. The NJC index is also the most common indexation mechanism at the GM Councils. It has the advantage of treating elected Members and Officers equally in applying an appropriate annual uplift to their allowances/salary.
56. Consequently, the Panel has decided that it is now appropriate to treat the remuneration of the GM Mayor on the same basis when it comes to indexation on the following grounds:
- The remuneration of the GMCA Independent Members/IP is indexed
  - The allowances of the GMCA Leaders/Salford Mayor are indexed in at least 8 out of 10 cases
  - It is a generally accepted principle across local government and the public sector
57. **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.**
58. **The Panel further recommends that the index is applied to the same year that it applies to Officers. This is normally from 1<sup>st</sup> April to 31<sup>st</sup> March. Where the index is applicable to Officers for more than 1 year it should also be applicable to Members for the same period.**

#### **A future review**

59. The GM Mayor will from May 2020 be elected on the normal four year cycle. As such the appropriate time to review the GMCA allowances in the future will be prior to the election of the GM Mayor in 2024.
60. **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.**

#### **Implementation of Recommendations**

61. **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 One: List of Information considered by the Panel**

1. Independent Remuneration Panel, A Review of Remuneration for the Elected Mayor of Greater Manchester Combined Authority, April 2017
  - a. Including minutes of GMCA meeting on 28<sup>th</sup> April 2017 that considered and approved recommendation of the Panel
2. Independent Remuneration Panel, A Review of Allowances for Independent Members Appointed to the Greater Manchester Combined Authority Audit and Standards Committees and the Independent Person (Standards), March 2018
  - a. Including minutes of GMCA meeting on 29<sup>th</sup> March 2018 that considered and approved the recommendations of the Panel
3. Presentation to the IRP on the GMCA by Gwynne Williams, Deputy Monitoring Officer for the Greater Manchester Combined Authority
4. GMCA Constitution, 28 June 2019 with particular reference to
  - a. Part 1 – Introduction and Articles
  - b. Part 2 – Functions of the GMCA
  - c. Part 3 – Responsibility for Functions
  - d. Part 4 – Committees
  - e. Part 8 – Members’ Allowances
5. The Greater Manchester Combined Authority Order 2011 (SI 2011/908) 1 April 2011, updated July 2012
6. The Greater Manchester Combined Authority (Amendment) Order 2015 (SI 2015/960)
7. The Greater Manchester Combined Authority (Amendment) Order 2015 (SI 2018/444)
8. The Greater Manchester Combined Authority (Public Health Functions) Order 2017 (SI 2017/1180)
9. The Combined Authorities (Overview and Scrutiny Committees, Access to Information and Audit Committees) Order SI 2017/68
10. The Combined Authorities (Mayoral Elections) Order 2017 (SI2017/67)
11. The Greater Manchester Combined Authority (Adult Education Functions) Order 2018 (SI 2018/1141)
12. The Greater Manchester Combined Authority (Functions and Amendment) Order 2019 (SI 2019/793)
13. Report of Andy Burnham GM Mayor to GMCA Resources Committee, Combined Chief Executive Officer – GMCA and TfGM, 31 May 2019

14. The Greater Manchester Model, White Paper on unified public services for the people of Greater Manchester, July 2019
15. GMCA meetings schedule 2019/20 including appointments
16. GMCA Portfolio Responsibilities
17. Copies of written submissions from Members,
  - a. Also served as an aide memoir - interview framework for interviews with GMCA Members
18. GMCA Annual Report, July 2019
19. National Joint Council, for Local Government Services, 2018 and 2019 Payscales & Allowances, 10<sup>th</sup> April 2018
20. Copies of allowances schemes and remuneration for from
  - a. Police and Crime Commissioners
  - b. Members of the devolved assemblies/Parliament
  - c. MPS and Government Ministers
  - d. NHS Trusts – Chair and Non-Executive Directors
  - e. GLA and Other London-wide Public Bodies
  - f. 10 GM Metropolitan Councils
  - g. 11 English (principal) Councils with elected Mayors
  - h. 7 Combined Authorities, including recent allowances reports namely
    - i. North of the Tyne Combined Authority IRP Report January 2019
    - ii. West of England Combined Authority IRP Reports September 2019 and January 2020

# Appendix Two: Member Representations to Panel – Members

## Members.<sup>5</sup>

Andy Burnham	GM Mayor
Cllr D. Greenhalgh	GMCA Portfolio Lead for Culture, Leader of Bolton Council (Conservative)

## **Members who made a written submission/comments to the Panel**

Cllr A. Brett	GMCA Portfolio Lead for Community, Voluntary & Co-Ops, Leader of Rochdale Council (Labour)
Cllr Sir Richard Leese	GMCA Deputy Mayor and Portfolio Lead for the Economy, Leader Manchester City Council (Labour)
Cllr D. Molyneux	GMCA Portfolio Lead for Resources, Leader of Wigan Council (Labour)
Cllr A. Western	GMCA Portfolio Lead for Green City Region, Leader of Trafford Council (Labour)
Cllr E. Wilson	GMCA Portfolio Lead for Digital City Region, Leader of Stockport Council (Labour)

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<sup>5</sup> The GM Mayor and GMCA Lead for Culture made oral representations via teleconferencing

### **Appendix Three – Officers who briefed the Panel**

Eamonn Boylan <sup>6</sup>	Chief Executive, GMCA
Julie Connor	Assistant Director, Governance & Scrutiny, GMCA
Richard Paver	Treasurer, GMCA
Gwynne Williams	Deputy Monitoring Officer GMCA
Liz Treacy	Monitoring Officer, GMCA
Nicola Ward	Senior Governance & Scrutiny Officer, GMCA

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<sup>6</sup> Via teleconferencing

## Appendix Four: Benchmarking Data

<b>BM1 Remuneration English Elected Mayors Principal Councils March 2020</b>			
<b>Comparator Council</b>	<b>Basic Allowance</b>	<b>Elected Mayor</b>	<b>Elected Mayor Total</b>
<b>Bedford</b>	£10,425	£52,127	£62,552
<b>Bristol (20/21)</b>	£13,946	£65,522	£79,468
<b>Doncaster</b>	£12,862	£51,449	£64,311
<b>Hackney</b>	£10,679	£70,782	£81,461
<b>Leicester*</b>	£10,767	£64,233	£75,000
<b>Lewisham</b>	£10,209	£67,513	£77,722
<b>Liverpool</b>	£10,077	£71,830	£81,907
<b>Middlesbrough</b>	£6,506	£65,056	£71,562
<b>Newham</b>	£11,059	£71,561	£82,620
<b>N. Tyneside</b>	£10,358	£55,161	£65,519
<b>Salford</b>	£11,043	£54,654	£65,697
<b>Tower Hamlets</b>	£11,380	£66,650	£78,030
<b>Mean</b>	<b>£10,776</b>	<b>£63,045</b>	<b>£73,821</b>
<b>Median</b>	<b>£10,723</b>	<b>£65,289</b>	<b>£76,361</b>
<b>Lowest</b>	£6,506	£51,449	£62,552
<b>Highest</b>	£13,946	£71,830	£82,620
<b>Notes</b>	* Leicester recommended for 2020/21		

<b>BM2 10 GM Council Leaders/Salford Elected Mayors Remuneration: Basic Allowance + SRA (March 2020)</b>				
<b>Comparator Council</b>	<b>Basic Allowance</b>	<b>Leader or Elected Mayor SRA</b>	<b>GMCA Related SRA</b>	<b>Leader &amp; Elected Mayor Total</b>
<b>Bolton</b>	£11,644	£31,294		£42,938
<b>Bury</b>	£8,708	£27,303		£36,011
<b>Manchester</b>	£17,322	£43,224		£60,546
<b>Oldham</b>	£9,709	£29,128	£5,825	£44,662
<b>Rochdale</b>	£10,451	£31,353	£5,500	£47,304
<b>Salford</b>	£11,043	£54,654		£65,697
<b>Stockport</b>	£10,430	£31,290		£41,720
<b>Tameside</b>	£12,231	£37,866		£50,097
<b>Trafford</b>	£6,754	£27,017	£9,979	£43,750
<b>Wigan</b>	£12,798	£48,484		£61,282
<b>Median</b>	<b>£10,747</b>	<b>£31,324</b>	<b>£5,825</b>	<b>£45,983</b>
<b>Mean</b>	<b>£11,109</b>	<b>£36,161</b>	<b>£7,101</b>	<b>£49,401</b>
<b>Highest</b>	<b>£17,322</b>	<b>£54,654</b>	<b>£9,979</b>	<b>£65,697</b>
<b>Lowest</b>	<b>£6,754</b>	<b>£27,017</b>	<b>£5,500</b>	<b>£36,011</b>

## **GMCA BM3: Salaries other public posts benchmarked – March 2020 (unless indicated otherwise)**

### **UK/Devolved Nations – elected representatives**

• UK MPs:	£79,468
• Minister of State (UK)	£113,555 <sup>7</sup>
• Member of the (NI) Legislative Assembly:	£50,050
• Member of the Scottish Parliament:	£63,579
• Member of the Welsh Assembly:	£67,649

### **GLA/Other London Public Bodies**

• Mayor of London:	£152,734
• Statutory Deputy Mayor	£105,269
• Chair of London Assembly:	£70,225
• London Assembly Members:	£58,543
• Chair London Pension Funds Authority	£50,800

### **Elected Mayors Combined Authorities salaries**

• Greater Manchester	£110,000
• Liverpool City Region	£89,000
• West Midlands	£79,000
• Cambridgeshire & Peterborough	£75,000
• West of England	£65,000
• North of the Tyne	£65,000
• Tees Valley	£38,500
• Sheffield City Region	No remuneration <sup>8</sup>
• West Yorkshire	No elected mayor

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<sup>7</sup> MPs Salary £79,468 + Minister of State Salary £34,087 (April 2019)

<sup>8</sup> Post holder is also an MP and draws MPs salary only

## **NHS – Non Executive Appointments Remunerations**

- NHS Non-Executive £11,500 (1 April 2020)
- NHS Trust Chair £35-£40,000 (2018/19)<sup>9</sup>  
£55,500 (minimum 1/04/21)  
£60,000 (minimum 1/04/22)

## **Police and Crime Commissioners**

- West Midlands & West Yorkshire  
Police & Crime Commissioner £100,000<sup>10</sup>
- Where a PCC also has responsibility for fire £3,000 extra

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<sup>9</sup> UHL Full Annual Report 2018-19, p.31

<sup>10</sup> SSRB recommended 2% increase across the board in 2018 but only implemented for four lower bands