

A Review of Remuneration

For the

Elected Mayor

Of the

**Greater Manchester Combined
Authority (GMCA)**

By the

Independent Remuneration Panel

Dr Declan Hall (Chair)

Vicky Knight

Clive Memmott (OBE)

May 2024

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.
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 IRP) to make recommendations for the remuneration of the GMCA elected Mayor. The GMCA cannot pay more than the IRP recommends although it may pay less.

The Terms of Reference for the Review

4. When the IRP reviewed the remuneration of the GM elected Mayor in March 2020 it recommended that Mayoral remuneration to be further reviewed in early 2024 to be applicable from the beginning of the Mayor's term in May 2024. Due to Covid restrictions the Authority did not consider the IRP Report until 26th March 2021. Nonetheless, the Authority accepted this recommendation, plus the recommended Mayoral remuneration.
5. Consequently, in accordance with this provision the GMCA IRP was reconvened to undertake a light touch review of the remuneration of the Mayor of GMCA.

The IRP

6. The members of the IRP 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

- Vicky Knight: Regional Manager UNISON North West
- Clive Memmott (OBE): Chief Executive of Greater Manchester Chamber of Commerce

7. Administrative support to the Panel was provided by Nicola Ward, Statutory Scrutiny Officer, GMCA.

How the IRP approached the review

8. The IRP met virtually, holding its meetings via MS Teams on the following occasions:

- 18th March 2024 - 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 IRP required to conduct the review. It was at these sessions that the IRP received updates and briefings on the GMCA and the role of the Mayor.
- 25th April 2024 – formal meeting of the IRP
 - It was at this meeting that the IRP formally convened to
 - Hear representations from GMCA Mayor and an elected Member and consider written representations
 - Receive further factual briefings from relevant Officers
 - Consider benchmarking data
 - Review changes in GMCA Constitution, the rollout of Devolution and any resultant impacts on the role of the Mayor

9. All GMCA Members were invited to meet with the IRP for the formal meeting. In addition, they were also sent an email asking if they wished to submit any written views for the IRP to take into account.

10. For further details on the range of evidence the IRP 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 IRP and sent to the IRP prior to its formal meeting
- Appendix 2: GM Mayor and elected Members who made representations to the IRP, both in person and in writing
- Appendix 3 the Officers who provided factual briefings to the IRP
- Appendix 4: Benchmarking data (BM1-3) reviewed by the IRP

The GM Mayor – Setting the context for current remuneration in 2017 and 2020

11. In advance of the first election of the GM Mayor in May 2017 the IRP 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.
12. The dilemma for the IRP 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 Police and Crime Commissioner (PCC) which was set by the Senior Salaries Review Board (SSRB) at £100,000. As the GM Mayor was to assume responsibilities for Police and Crime Commissioner functions this established a base-line figure which the IRP simply uplifted by £10,000 to recognise the additional responsibilities.
13. 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 at the time) the GM Mayor would have more powers and responsibilities.
14. In the 2020 review, the IRP after considering the remuneration of other Metro Mayors concluded that a remuneration of £110,000 was still appropriate, but with an annual cost of living uplift indexed to the same percentage increase in local government Staff salaries, as applied each year at Spinal Column 43. Due to this indexation mechanism, currently, the Mayor’s remuneration is £118,267.
15. The questions and issues for the IRP 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
 - Compare to other roles

The evolving role of the GMCA and GM Mayor

16. Devolution at the GMCA continues to evolve and since the previous review there have been two important developments in this regard at the GMCA.
 - (i) The Greater Manchester Trailblazer Devolution Deal
17. Arising out of the Levelling Up White Paper in February 2022 the GMCA (and WMCA) have been negotiating with the Government for a ‘Trailblazer’ Devolution Deal. The key features of the GMCA Deal are
 - **Single Settlement.** For the next Spending Review period (due to begin in 2025-26), Government will agree a Single Funding Settlement with GMCA. It will include funding for Local growth and place; Local transport; Housing and regeneration; Adult skills; and Retrofit/Net Zero. This will cover an entire Spending Review period, giving GM greater flexibility to plan and

fund priorities over the long term, and replace multiple grant agreements and bespoke reporting requirements with a single streamlined accountability framework.

- **Skills and employment.** A new Partnership for post-16 Technical and Education and Skills will provide oversight of post 16 technical education and skills. Non-apprenticeship adult skills functions and grant funding for post-19 will be devolved in the next Spending Review period, and several immediate flexibilities given. And Government has committed to a co - design approach to all future contracted employment support programmes, with an assumption of a delegated delivery model.
- **Transport.** A new Rail Partnership with Great British Railways (GBR) will support the integration of Rail into the Bee Network by 2030, including through full fares and ticketing integration across bus, Metrolink, and Rail. Government will also work with GM on the legal powers needed to effectively tackle anti-social behaviour and fare evasion on buses.
- **Housing and regeneration.** £150m of Brownfield funding will be devolved over the next three years to deliver 7,000 homes. GMCA will gain new, strategic oversight of the Affordable Homes Programme and the existing Strategic Place Partnership with Homes England will be strengthened. A Housing Quality Pathfinder will provide funding and powers to support GM authorities to tackle poor quality private rented sector properties.
- **Fiscal devolution.** Authorities in GM will be allowed to retain 100% of their Business Rates for 10 years. The Government will also work with GM to designate a number of specific growth zones, within which 100% of Business Rates growth will be retained for 25 years.
- **Governance and accountability.** There are a series measures designed to strengthen the GMCA Overview and Scrutiny Committee, including commitments that the GMCA Chair and other Members will attend Council meetings, public question times, and a new question and answer session for GM Members of Parliament to be held in public four times a year.
- **Economy, growth and culture.** The Deal establishes a new Strategic Innovation Partnership, Strategic Productivity Partnership (on business support), and Strategic Cultural Partnership. There are also a range of commitments to support between GM-Government joint-working on trade, investment and exports.
- **Net zero and environment.** Government will pilot devolving net zero funding (inc. buildings retrofit) to GMCA from 2025 onwards, as part of GMCA's single department-style settlement. The Mayor of Greater Manchester will be appointed as the responsible authority to develop the Local Nature Recovery Strategy (LNRS) for GM, and Government and GM will work on a range of net zero, nature recovery and climate change adaptation strategies, regulations, pilots and policies.

- **Public services.** New funding streams relating to prevention and/or multiple disadvantage will be considered for inclusion as part of the single settlement. Government will also work with GM to review the secondary legislation underpinning pooled budgets (Section 75).
 - **Data and digital.** A new Data Partnership, alongside a review of options (legislative or otherwise), will support better sharing of data between Government and GM bodies. A new Digital Infrastructure Leadership Group will also be established.
 - **Resilience.** Government will work with GMCA to pilot and test key aspects of the UK Government Resilience Framework.
18. The Trailblazer Deal will clearly provide GMCA and the Mayor with enhanced powers. One of the major powers that will be devolved will be in relation to the Single Settlement which will be designed in the mould of government departments' budgets set at spending reviews and based on thematic functions. While developing and determining the Single Settlement will be responsibility of the GMCA and GM Mayor, the Mayor will be a major actor in that that process as well as being the post that will be held to account on how the Single Settlement is implemented.
19. However, it is noted that these powers will not become operational until April 2025 and beyond. As such, the IRP has concluded that while the Trailblazer Deal will have a significant impact on the powers and role of the Mayor that it will largely be in the future

(ii) Delivering the Bee Network: Bus Franchising Implementation

20. The second development that the IRP felt had some significance is the Bee Network, which is Greater Manchester's vision for an integrated, 'London-style' transport system, which will change the way people travel across the city region. The Bee Network launched on 24 September 2023 following the successful implementation of bus franchising across Wigan, Bolton parts of Bury and Salford (Tranche 1), which represents approximately 20% of the Greater Manchester bus network.
21. Tranche 2 commenced operations in Rochdale, Oldham and parts of Bury on 24th March 2024 taking the overall proportion of the Greater Manchester bus network which is franchised to circa 50%. The procurement of Tranche 3 operators is currently on-going; with operations scheduled to commence on 5th January 2025. At this point the whole of the Greater Manchester bus network will be franchised and under public control.
22. While Bus Franchising is a function that can be exercised by the majority of Metro Mayors in Greater Manchester it is at a much more advanced stage than other comparable Combined Authorities and is one of the major powers exercised by the Mayor. It has involved the Mayor spending a greater proportion of their time on Bus Franchising than was previously the case. However; the IRP anticipated the powers held by the Mayor regarding transport and they have not evolved in

different fashion from that envisaged when originally settling upon an appropriate remuneration.

23. As such, the IRP has concluded that while the Mayor will be due to take on and exercise significantly more powers in the future, at this particular stage the role and powers has not significantly changed since it last reviewed the Mayoral remuneration in 2020.

Mayoral 'Soft' Powers and Leadership Skills

24. The IRP 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.
25. This makes the role of GMCA elected Mayor broader than an executive mayor of a principal council (and thus not relevant for comparative purposes); 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 strengthen relationships with the other Leaders and GM stakeholders and build cohesion to develop collective understanding of the GMCA, in line with the agreed protocols.
26. If anything it is this aspect of the role of GM Mayor that has grown more than when the role was first introduced. The Mayor has also taken 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 is backed up by a poll by the Centre for Cities on Metro Mayors and devolution ahead of the local elections in March and published in April 2024. It showed metro Mayors are better known than local politicians with 83 per cent of those surveyed in Greater Manchester being able to name the GM Mayor. In comparison, just over 40 per cent could name their local MP and about 20 per cent name their council leaders, across all metro areas surveyed.
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. The GM Mayor has become the principal champion and spokesperson for GM on both the national and international stage.
28. None of this in itself is necessarily a reason to revisit current remuneration of the GM Mayor. The IRP understands that the GM Mayor would always continue to evolve and develop in a different fashion to other English Metro Mayors. The latter continue to be more limited in their GM Mayor is the most evolved of all the English Metro Mayors but it does endorse at the very least the assessment of the role and recommended remuneration in 2020 and the fact that it remains the highest paid of all English Metro Mayors.

Benchmarking - other comparable roles

GM Leaders/Mayor, Metro Mayors, Police & Crime Commissioners and Cabinet Posts

29. Meaningful benchmarking is difficult as the role of GM Mayor is the most developed at the moment. Nonetheless, the IRP undertook a benchmarking exercise to test out the current remuneration of the GM Mayor. It was mentioned more than once to the IRP that the GM Mayor was inadequately remunerated when compared to an equivalent post in the private sector. However, this can be said for all publicly elected posts, in essence there is a public service discount built into the remuneration of elected political posts so the IRP has not utilised this analogy for benchmarking purposes and has continued to benchmark against other relevant elected posts
30. Benchmarking shows that the remuneration of the GM Mayor is above that of
- A. Other GM Leaders – see appendix 4 (BM2)
 - B. Elected Mayors of other Combined Authorities
31. In the case of A. other GM Leaders/Salford Mayor the IRP concluded that these roles are not relevant for benchmarking purposes. While it is acknowledged that the GM Leaders/City Mayor (Salford) are all Members of the GMCA and 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/PCCs

32. More Combined Authorities remunerate their elected mayors than was the case at the time of the 2020 review. The current remuneration of other Metro Mayors are as follows

• Cambridgeshire & Peterborough	£75,000
• Liverpool City Region	£84,298
• North East	£68,499
• South Yorkshire	£79,000
• Tees Valley	£65,000
• West of England	£87,000
• West Midlands	£95,000
• West Yorkshire	£111,218
• York & North Yorkshire	£81,300
• Greater Manchester	£118,267

33. The remuneration of the GM Mayor remains the highest of all elected Mayors of English Combined Authorities, although it is noted that the differentials have narrowed since the last review in 2020. Moreover, while the remuneration of the GM Mayor remains the highest of all Combined Authority Mayors the IRP 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 a remuneration of £118,267 still represents value for money when for instance compared to the other Metro Mayors. For instance, the West Midlands CA Mayor is paid £95,000 but the West Midlands also retain a separately elected Police and Crime Commissioner (PCC) who is paid about £120,000 (including pension provision, as was the case when GM had a separately elected PCC). The West Yorkshire CA, where the metro mayor's remuneration is closest to that of the GM Mayor, at £111,218 does not have a Trailblazer Deal or their Mayor unlike at GMCA; have responsibilities for Employment, Strategy and Innovation or Health and Social Care.

Comparing GM Mayor to a Cabinet Post

35. One analogous role to the GM Mayor that came out of the representation was that of a Cabinet Post at national government. It is noted that Cabinet Ministers are paid £158,851¹. The analogy was raised in the context that as Combined Authorities continue to evolve and Metro Mayors powers continue to develop it would be appropriate to put their remuneration on a proper footing for the next generation of Metro Mayors and one option that should be considered is the future harmonisation with Cabinet pay structures.
36. The IRP concluded that at this stage this analogy was probably not appropriate. However, in laying down a marker for the future and as devolution continues to evolve and develop with greater transfer of powers to CAs the IRP feels that in order to put CA mayoral remuneration on a proper footing that is fit for future purpose there may be a case to reset the GM Mayor's remuneration in alignment with the salaries paid to Cabinet Posts.

Issue emerging – The role of GM Mayor not being pensionable

37. Once again, an issue that emerged from the representation made to the IRP highlighted the fact that the GM Mayor has no access to a pension scheme that attracts an employer's contribution. The role of GM Mayor is clearly full time, they are unable to undertake any other remunerated role that may be pensionable. It was felt that this was inequitable and a potential barrier to public service. The IRP strongly agrees with this assessment.
38. The IRP feels this lack of pension provision is particularly egregious considering the fact that the GM Mayor also has the Police and Crime Commissioner powers for Greater Manchester and the fact that where Police and Crime Commissioners remain separately elected posts, i.e., across the most of England, their remuneration is pensionable in that they are able to join the Local Government Pension Scheme (LGPS) and attract the employer's contribution, which currently stands at 19.2 per cent in Greater Manchester. Thus in effect the GM Mayor for all intent and purposes is the Police and Crime Commissioner for Greater

¹ MPs salary £91,346 + Cabinet Salary £67,505

Manchester but unlike other Police and Crime Commissioners is not able to join the LGPS.

39. The IRP further noted that access to the LGPS for the London Mayor and Members of the Greater London Assembly was discontinued from 1st 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 1st 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.
40. The IRP was advised 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.
41. Nonetheless, the IRP feels that it should continue to emphasise the importance 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 well as the fact that it is a full time role and therefore should be pensionable. As such the IRP is once again 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. It is just unacceptable English Metro Mayors do not have access to a pension with an employer's contribution.
42. **The IRP again 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 IRP's recommendation

43. Thus bearing in mind the evolution of the role of the GM Mayor has developed as broadly expected, the representation received, benchmarking and the fact that there has been no significant changes to the role of the GM Mayor since the last review (although this is expected to change in the coming years) the IRP has concluded that the remuneration of the GM Mayor should remain at £118,267 subject to indexation going forward (see section on indexation below).
44. **The Panel recommends that the remuneration of the GM Mayor remains at £118,267, subject to indexation going forward.**

Indexation

45. Currently the remuneration of the GM Mayor is automatically uplifted annually in line with the annual percentage increase (spinal column point 43) in salary for local government staff. This is set and published each year by the National Joint

Council for Local Government Services, the employers/employee joint negotiating body, and is known as the 'NJC' index.

46. 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.
47. More specifically the IRP notes that there is provision for the indexation of allowances in at least 9 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 and across English local government generally. It has the advantage of treating elected Members and Officers equally in applying an appropriate annual uplift to their allowances/salary.
48. Consequently, the IRP has concluded that it remains appropriate to continue the annual indexation of the remuneration of the GM Mayor on its current basis.
49. **The IRP recommends that the remuneration of the GM Mayor continues to be indexed at the NJC annual percentage salary increase, specifically with reference to Spinal Column Point 43.**
50. **The IRP further recommends that the index continues to be 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 the GM Mayor for the same period.**

Implementation of Recommendations

51. **The IRP 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 in May 2024.**

Appendix One: List of Information considered by the IRP

1. Independent Remuneration Panel, A Review of Remuneration for the Elected Mayor of Greater Manchester Combined Authority and Independent Members/Person appointed to the GMCA Audit & Standards Committee, March 2020
 - a. Including minutes of GMCA meeting on 25th March 2021 that considered and approved recommendations of the IRP
2. Presentation to the IRP on the GMCA by Gwynne Williams, Deputy Monitoring Officer for the Greater Manchester Combined Authority
3. 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
4. The Greater Manchester Combined Authority Order 2011 (SI 2011/908) 1 April 2011, updated July 2012
5. The Greater Manchester Combined Authority (Amendment) Order 2015 (SI 2015/960)
6. The Greater Manchester Combined Authority (Amendment) Order 2015 (SI 2018/444)
7. The Combined Authorities (Mayoral Elections) Order 2017 (SI2017/67)
8. The Greater Manchester Combined Authority (Functions and Amendment) Order 2019 (SI 2019/793)
9. Report of Andy Burnham GM Mayor and Eamonn Boylan Chief Executive, GMCA & TfGM, to GMCA, Trailblazer Devolution Deal, 24th March 2023
10. GMCA, Briefing Paper: Greater Manchester Trailblazer Devolution Deal, 15th March 2023
11. Report of Andy Burnham GM Mayor, Portfolio Lead for Transport and Eamonn Boylan Chief Executive, GMCA & TfGM, to GMCA, Delivering the Bee Network: Bus Franchising Implementation Update, 23rd February 2024
12. Centre for Cities, Briefing Paper, Everything you need to know about metro mayors, 29th February 2024
13. National Joint Council, for Local Government Services, Local Government Pay Agreement 2023/24, 1st November 2023, showing a per centage uplift of 3.88% at SCP 43.

14. Copies of allowances schemes and remuneration for
 - a. Police and Crime Commissioners
 - b. MPs and Government Ministers
 - c. GLA Mayor and Deputy Mayor
 - d. 10 GM Metropolitan Councils – Leaders remuneration
 - e. 10 English Combined Authorities, Mayoral remuneration

Appendix Two: Member Representations to the IRP – Members

Members:

Andy Burnham	GMCA Mayor (Labour)
Cllr Mark Hunter	GMCA Portfolio Lead for Children & Young People, Leader of Stockport Council (Liberal Democrat)

Members who made a written submission/comments to the IRP

Paul Dennett	GMCA Deputy Mayor and Portfolio Lead for Healthy Lives & Homelessness, City Mayor of Salford (Labour)
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Appendix Three – Officers who briefed the IRP

Eamonn Boylan	Chief Executive, GMCA & TfGM
Andrew Lightfoot	Deputy Chief Executive, GMCA
Steve Warrener	Managing Director, TfGM
Kate Green ²	Deputy Mayor Police, Fire & Crime, GMCA
Julie Connor	Director of Governance & Scrutiny, GMCA
Steve Wilson	Treasurer, GMCA
Gillian Duckworth	Monitoring Officer, GMCA
Nicola Ward	Statutory Scrutiny Officer, GMCA

² Kate Green made a declaration of interest to the IRP, namely her salary is set with reference to the remuneration paid the GMCA Mayor

Appendix Four: Benchmarking Data

BM1 GMCA Mayoral Remuneration Review - Other GM Mets: BA + Leader + GMCA SRAs (23/24 - unless indicated)				
GM Comparator Council	Basic Allowance	Leader or Elected Mayor	Leader or Elected Mayor GMCA SRA	Leader Total
Bolton	£11,848	£31,989		£43,837
Bury	£11,227	£33,681	£6,000	£50,908
Manchester (22/23)*	£19,152	£47,016		£66,168
Oldham*	£10,922	£39,318		£50,240
Rochdale	£11,172	£33,516	£5,879	£50,567
Salford	£12,478	£61,276		£73,754
Stockport	£10,717	£32,151		£42,868
Tameside (22/23)	£14,712	£39,588		£54,300
Trafford	£10,076	£31,236	£10,237	£51,549
Wigan (22/23)	£14,460	£44,149	£10,634	£69,243
Mean	£12,676	£39,392	£8,188	£55,343
Median	£11,538	£36,500	£8,119	£51,229
Highest	£19,152	£61,276	£10,634	£73,754
Lowest	£10,076	£31,236	£5,879	£42,868
<i>* Leaders SRA specifically deemed inclusive of GMCA Member role</i>				

BM2 Remuneration English Combined Authority Mayors (2023/24 unless indicated)	
Comparator Combined Authority	Elected Metro Mayor Remuneration
Cambridgeshire & Peterborough (22/23)	£86,121
Liverpool (22/23)	£84,298
North East	£68,499
South Yorkshire	£79,000
Tees Valley	£65,000
West of England	£87,000
West Midlands	£95,000
West Yorkshire (also PCC)	£111,218
York & North Yorkshire	£81,300
GMCA	£118,267
Mean	£87,570
Median	£85,210
Lowest	£65,000
Highest	£118,267

**GMCA BM3: Salaries other public posts benchmarked
– April 2024 (unless indicated otherwise)**

UK – elected representatives

- UK MPs: £91,346
- Cabinet Minister £158,851³
- Minister of State (UK) £123,026⁴

GLA/Other London Public Bodies

- Mayor of London: £154,963
- Statutory Deputy Mayor £107,498

Police and Crime Commissioners

- Police & Crime Commissioner - highest band £120,000⁵ (circa)
- Where a PCC also has responsibility for fire £3,000 extra

³ MPs salary £91,346 + Cabinet Salary £67,505

⁴ MPs Salary £91,346 + Minister of State Salary £31,680

⁵ The stated remuneration of circa £120,000 for a PCC in the highest band is based on a salary of £100,000 plus about 20% pension contribution