

**A Review
Of
Members' Allowances
For the
Overview and Scrutiny
Co-opted Members
Of the
West Yorkshire
Combined Authority**

A Report

By the

Independent Remuneration Panel

**Dr Declan L. G. Hall (Chair)
Carolyn Lord
Very Reverend George Nairn-Briggs**

April 2021

Executive Summary

The IRP recommends that

- The ordinary Members appointed to the West Yorkshire Combined Authority Overview and Scrutiny Committees are paid a Co-optees' Allowance of £648
- The Deputy Chairs appointed to the West Yorkshire Combined Authority Overview and Scrutiny Committees are paid a Co-optees' Allowance of £1,296
- The Chairs appointed to the West Yorkshire Combined Authority Overview and Scrutiny Committees are paid a Co-optees' Allowance of £7,341
- No indexation is put in place for the recommended Co-optees' Allowances paid to the Co-opted Members appointed to the West Yorkshire Combined Authority Overview and Scrutiny Committees
- The recommended Co-optees' Allowances are to be paid from the date of the Authority's Annual Meeting on 24th June 2021 or at such later date as the Overview and Scrutiny Committees are appointed.

A REVIEW OF MEMBERS ALLOWANCES

BY THE

INDEPENDENT REMUNERATION PANEL

FOR THE

CO-OPTED MEMBERS

APPOINTED TO THE

WEST YORKSHIRE COMBINED AUTHORITY

OVERVIEW & SCRUTINY COMMITTEES

April 2021

Introduction: IRP's Remit and Regulatory Context

1. This report contains the recommendations made by the independent remuneration panel (Panel or IRP) appointed by the West Yorkshire Combined Authority (WYCA OR Authority) to make a recommendation to the Authority on the remuneration of the co-opted Members appointed to the revised Overview and Scrutiny Committees from the date of the Authority's Annual Meeting on 24th June 2021.
2. The West Yorkshire Combined Authority was established under the *West Yorkshire Combined Authority Order 2014* (SI 2014/864) and which assigned to the WYCA functions previously exercised by the West Yorkshire Integrated Transport Authority and its Passenger Transport Executive, in addition to economic development and regeneration related powers.
3. The Constituent Councils of the Authority are the five metropolitan boroughs that make up West Yorkshire, namely Bradford, Calderdale, Kirklees, Leeds and Wakefield. York City is also a non-Constituent Member of the Authority.

4. The 2014 Order provides for each Constituent Council to have one formal member. They can be any elected Member from each of the Constituent Councils but currently each Constituent Council has appointed their respective Council Leader. There are three additional elected Members for political balance jointly appointed by the Constituent Councils – these eight are the full voting Members. The City of York as a non-Constituent Council appoints an elected Member and the Leeds City Region Local Enterprise Partnership (LEP) also appoints one member – both of these members are non-voting, unless specifically given voting rights by the Authority. None of the full Authority members receives remuneration from the Authority.
5. On 30th January 2021 *the West Yorkshire Combined Authority (Election of Mayor and Functions) Order 2021 (2012/112)* came into force. This moves forward on the Devolution Deal for the WYCA, with the WYCA becoming a mayoral combined authority (MCA). Voting for the Mayor will take place on 6th May 2021.
6. In addition, the 2021 Order also requires the Authority to appoint one or more Overview and Scrutiny Committees (OSCs). As such the Authority has decided that from the Annual Meeting on 24th June 2021 to establish three OSCs.
7. Consequently, it was decided at the meeting of the Authority on 9th March 2021 to reconvene the Authority's IRP to consider and make recommendations to the Authority for its meeting on 22nd April 2021 on
 - Remuneration for Members appointed to the Authority's OSCs
 - Remuneration to Chairs appointed to the OSCs, and
 - Remuneration to Deputy Chairs, if the Authority decides to appoint these to the Authority's OSCs
8. In arriving at a recommendation, the IRP was asked to:
 - Establish an understanding of the new functions, powers, responsibilities and funding for the new mayor and MCA which the OSCs will be expected to scrutinise.
 - Establish an understanding of the new proposed scrutiny arrangements, OSCs' expanded remit and the new ways of working that OSCs aspire to in the long term (in a phased approach).
 - Consider the unique challenges and complexities of combined authority scrutiny in a strategic regional context compared to local authority scrutiny.
 - Interview relevant members and officers – anticipated to include at least the Scrutiny Chair, Scrutiny Deputy Chair, a Scrutiny Member who is also a member of local authority scrutiny committee, Statutory Scrutiny Officer, Managing Director, Lead Director for Scrutiny (Corporate Services Director) and the Monitoring Officer.
9. It is noted that the 2021 Order does not permit the Authority to remunerate any of its Members with the exception of the Mayor and Deputy Mayor. The powers

to pay remuneration to co-opted Members appointed to the Authority's Overview and Scrutiny Committee derive from the Authority's general powers in tandem with the residual powers as applicable from the *Local Authorities (Members' Allowances) (England) Regulations 2003* SI2003/1021. These Regulations apply in part to Integrated Transport Authorities (ITAs), in particular permitting the remuneration of Co-opted Members appointed to ITAs. The West Yorkshire Combined Authority is a successor to and exercises the functions of an ITA. Therefore it has powers to remunerate the co-opted Members appointed to the Authority's Overview and Scrutiny Committee.

10. Although the Authority has reconvened its statutory mayoral IRP it has no statutory duties regarding remuneration of co-opted Members appointed to any of the Authority's committees, and as such any recommendations the IRP makes are not statutory maximum levels as with recommendations regarding the Mayoral remuneration. However the Authority has tasked the Mayoral IRP to consider remuneration for co-opted members on the Authority's Overview and Scrutiny Committees to bring an external validation to any remuneration they might receive and to follow good practice in this respect.

The IRP

11. The members of the IRP appointed by the WYCA 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. Dr Hall also chairs the IRP for the Greater Manchester Combined Authority (GMCA) and the Sheffield City Region Combined Authority (SCRCA).
- Carolyn Lord:
 - formerly a Member of Leeds IRP and IRP for various West Yorkshire authorities, and Independent Person for WYCA, solicitor in commercial practice, specialising in town and country planning and related areas of law, former governor of Leeds Trinity University, now governor of Leeds Conservatoire and Trustee of Yorkshire Sculpture Park.
- Very Reverend George Nairn-Briggs AKC DL:
 - Member of Calderdale IRP, former Chair of Wakefield Standards Committee; formerly a Whitehall Press Officer, Bishop's Adviser on Social Responsibility and Dean of Wakefield; currently Dean Emeritus and since 2006 a Deputy Lord Lieutenant of West Yorkshire

12. The work of the Panel was supported by the following:

- Angie Shearon, Governance Service Manager, WYCA

- James Young, Governance Services Team Leader, WYCA¹

How the IRP approached the review

13. Due to the current Covid-19 pandemic the IRP met virtually via MS Teams on the following dates:

- 18th March 2021
- 22nd March 2021
- 23rd March 2021

14. It was at these meetings that the IRP considered the range of information that was provided to it and met with a cross-party section of Authority Members to discuss the nature of the Authority and the remit and work of the Overview and Scrutiny Committees, the role of co-opted Members on those committees and other issues arising to consider in arriving at its recommendations. The IRP also met with a range of Officers from Authority to receive factual briefings on the nature of the Overview and Scrutiny function and how it is intended to operate.

15. The IRP also received and reviewed a wide range of written evidence and material from Officer briefing papers to benchmarking data. For further details on the range of evidence the IRP considered in its deliberations and in arriving at its recommendations see:

Appendix 1: the range of information that was formally presented to and considered by the IRP and sent to the IRP prior to its formal meetings.

Appendix 2: the Members who made representations to the IRP and the Officers who provided factual briefings to the IRP.

Appendix 3: Benchmarking data reviewed by the IRP

Overview and Scrutiny: Current Arrangements

16. Currently the Authority has a single Overview and Scrutiny Committee comprising 18 members – with 3 from each of the constituent and non-constituent authorities – and, since 2018, one dedicated statutory scrutiny officer to support the committee, chair and members in their work. It meets six times per year.

17. Since 2018, the committee currently also includes the following members and roles, none of which are remunerated:

- A Deputy Chair, nominated by the Chair and elected by the committee, to deputise on the Chair's behalf.

¹ The IRP takes this opportunity to thank both James and Angela for all their hard work in supporting the work of the IRP.

- Substitutes (18 substitutes – one for each member from the same party and district) expected to remain abreast of developments, substitute for their member when they cannot attend and volunteer for working groups.
 - Spokespersons: a group of members with an expanded role and duty to shadow certain advisory panels and engage in briefings with officers in order to keep on top of and advise the committee on key policy areas and issues – as well as lead relevant working groups and task and finish groups.
18. Since 2018, the Committee has appointed two or three working groups each year, a mixture of temporary task and finish review groups and annual scrutiny working groups, which usually meet 4-6 times each per year consisting of 5-7 members. Examples since 2018/19 include:
- LEP Review working group
 - Transport working group
 - Business grants review group
 - Climate emergency review group
 - Governance and scrutiny review group
 - Finances & corporate review group
19. Scrutiny allowances were last assessed by an IRP in 2014 and 2015 which set them at:
- **£1,350 Basic Allowance** per annum for each member of scrutiny
 - **£7,848 additional Special Responsibility Allowance (SRA)** per annum for the Chair

New proposed scrutiny structure (from 24 June 2021)

20. As of the 24th June 2021 Annual Meeting, there will be three overview and scrutiny committees appointed as follows (subject to further confirmation):
- Corporate & Strategy Scrutiny Committee: responsible for monitoring, scrutinising and investigating all matters pertaining to corporate services and schemes, finances, partnerships, governance and overall strategy development and performance
 - Transport & Environment Scrutiny Committee: responsible for monitoring, scrutinising and investigating all matters pertaining to the transport and environment functions, powers, responsibilities, policies and services
 - Economic & Skills Scrutiny Committee: responsible for monitoring, scrutinising and investigating all matters pertaining to economic regeneration, planning and development functions, powers, responsibilities, policies and services
21. Each committee will comprise 16 members: with 3 from each of the five West Yorkshire constituent authorities and 1 from the non-constituent authority, the City of York. This would increase the total number of Scrutiny members from 18

to 48 members, plus substitutes (up to 48 further members depending on nominations). They may elect Deputy Chairs. It is intended that they will meet six times per year.

22. In addition to the change in structure, the scrutiny function intends, in due course, to improve its level of activity in certain key scrutiny duties, such as:

- **Public engagement and petitions:** through a working group or lead members to interface and engage with communications, consultation & engagement, and members correspondence teams to act as a platform for members and the public to petition scrutiny.
- **Local authority member engagement:** through a permanent working group / subpanel made up of the chairs of local authority scrutiny committees, and the police & crime panel, so that cross-border and regional issues can be tackled and to act as a platform for backbench members to engage with combined authority scrutiny.
- **Pre-decision scrutiny:** greater interface with Portfolio Management & Appraisal office (PMA) in order to scrutinise big projects and schemes at key decision points, in the outline business case and later funding decisions.
- **Pro-active scrutiny reviews:** engage in more pro-active and independent reviews and inquiries in public committee hearings, in the style of select committees, and through review groups which engage with a range of witnesses, stakeholders, experts and first hand research such as site visits.
- **Reactive overview scrutiny:** through a series of permanent working groups to maintain an overview of corporate and financial performance.
- **Recommendation and impact monitoring:** through a working group to maintain a stronger focus on the impact and conclusions of recommendations made by scrutiny to track scrutiny's impact short term and long term.
- **Working programming and agenda planning:** steering group of committee and working group chairs to work programme in a strategic manner and ensure limited time and resources are used on the right issues.
- **Policy expertise:** Greater use of external experts and triangulation of evidence, and selecting members with certain expertise/experience to specialise and focus in certain policy areas within each committee's remit and those that overlap between committees.

23. The new structure intends to make greater use of working groups including individual committee review groups/task and finish groups, permanent working groups with specific responsibilities, joint working groups of two or more scrutiny committees, as well as externally facing steering groups which would include the scrutiny chairs and members of local authority scrutiny committees and the Police & Crime Panel to act as a platform for cross border and regional cooperation. Examples of Permanent Joint Working Groups that are currently planned Include:

Scrutiny Chairs Steering Group

24. The Chairs Steering Group shall be a permanent joint working group of the three overview and scrutiny committees which will act as a platform to coordinate work programmes and cross-cutting scrutiny actions.
25. Where issues overlap between different committees' remits, the Chairs shall discuss and agree which committee shall consider a particular issue or share responsibility for scrutinising different aspects of the same issue including through joint working groups.

West Yorkshire Scrutiny Chairs Liaison Group

26. The West Yorkshire Scrutiny Chairs Liaison Group shall be a permanent joint working group of the Chairs of Combined Authority scrutiny, constituent member authorities' scrutiny, WY Health Scrutiny and the Police & Crime Panel.
27. The Group shall act as a platform for scrutiny chairs across West Yorkshire to share information and best practice and discuss cross border and regional issues of mutual concern to determine which authority is best placed to scrutinise each issue.
28. The scrutiny reforms are intended to be implemented in a phased way over time, proportionate to the level of officer support.

The IRPs Recommendations – Members of Overview & Scrutiny Committees

29. The dilemma for the IRP is that there is no experience of how the new Overview and Scrutiny arrangements will operate in practice and the significance of the roles and responsibilities of each Member appointed to the Overview and Scrutiny Committees.
30. The powers and functions of the Authority are expanded under the 2021 Order and in the case of the elected Mayor, newly acquired. This broadens the scope of the Overview and Scrutiny function. However, the IRP is not convinced that it will be broadened to the extent that the current Basic Allowance (£1,350) should be paid to all the ordinary Members of the three new OSCs. An important consideration for the IRP was it being informed that the fully fledged Overview and Scrutiny arrangements will not be operational from the Annual Meeting on 24th June 2021. Indeed, it is an issue the Authority itself recognises when in a Report to the Authority (9th March 2021) on Future Scrutiny Arrangements which states (in paragraphs 2.10-11):

It is anticipated that the work of the scrutiny committees will need to be phased in to enable the roles and relationships to be established effectively.

It is proposed that a review of this new structure takes place 6 months after the annual meeting to ensure that the level of

resources is in line with the level of activity and that scrutiny is able to meet its expectations.

31. Also for the IRP there were further issues to take into consideration:
 - How the new arrangements, particularly the Transport & Environment Scrutiny Committee, will fit with the current Transport Committee which appears to also have a quasi-scrutiny function.
 - Indeed, it could be argued that by having a politically balanced Authority that the Opposition Members on the Authority are carrying out a scrutiny role, thus further blurring responsibilities for Scrutiny
 - Benchmarking – no other English Combined Authority remunerates Members appointed to their Overview and Scrutiny Committees
 - Moreover, the IRP is cognisant of the cost of the increased numbers of members appointed to Overview and Scrutiny
32. The IRP understands that one of the purposes of appointing so many Members to OSCs is to create stronger links between the Authority and the nominating Councils and make the work of the Authority more relevant for the nominating Councils. The IRP heard some anecdotal evidence that in other English Combined Authorities, where no Overview and Scrutiny Members are remunerated, that there are issues of their Overview and Scrutiny meetings being inquorate. The IRP also suspects that there may be issues in recruiting so many Members to put themselves forward to on the Authority OSCs without remuneration, particularly when considering the remuneration currently paid to Members appointed to the Authority's Transport Committee.
33. However, despite no other English Combined Authority remunerating these roles, the IRP is also of the view, largely through taking cognisance of the draft Scrutiny Member Role Outline, that the role of ordinary Members appointed to the Authority's OSCs will be above and beyond what is expected from ordinary Members back at their nominating authority and for which they are paid a Basic Allowance. As such, some remuneration is merited in recognition that the role has a value. However, the comment was made to us that members will not take on this role through financial motivation.
34. In setting the appropriate level of remuneration the IRP has not been guided by the current remuneration (£4,500) paid to the Members appointed to the Authority's Transport Committee. This remuneration (as was all remuneration for all roles on the Transport Committee) was set when the Transport Committee operated in a different environment (which, in turn raises the issue of the current levels of remuneration of the Transport Committee Members which the IRP has not at this stage been asked to review).
35. The IRP has not been guided by the remuneration paid (£3,737 Basic Allowance) to Members of the West Yorkshire Fire Authority. It is an authority in its own right and the remuneration reflects that fact. The only other West Yorkshire-wide body that may be pertinent for benchmarking purposes is the West Yorkshire Police and Crime Panel, which for legal reasons remunerates its members via the allowances schemes in the Nominating Councils. The SRA paid to members appointed to the West Yorkshire Police and Crime

Panel is fairly consistent, ranging from £6,133 (Bradford) to £6,543 (Leeds). However, the IRP has not been guided by these levels of remuneration as they are a legacy of the levels of remuneration paid in their predecessor bodies, namely Police Authorities, where remuneration was historically much higher

36. Nor has the IRP been guided by the current remuneration (£1,350) paid to Members appointed to the single OSC, partly due to the fact that the role will be somewhat diluted by having so many appointees and partly because the full scrutiny arrangements will take some time to roll out and until then there will be lack of clarity over roles and responsibilities.
37. The IRP has however adopted a similar methodology originally used in arriving at the recommended remuneration for the Members appointed to the OSC, which in turn is similar to how the Basic Allowance is typically arrived at in the nominating Councils by their statutory IRPs. In 2014, the IRP arrived at the recommended remuneration for Overview and Scrutiny Members by multiplying a time assessment of 12 days per year by £112.50 per day (which was the mean West Yorkshire gross daily salary for all full-time employees) which equated to £1,350.
38. At this juncture the IRP has assessed the annual time input at six days per year. In arriving at a rate of remuneration it has taken the median daily salary for all full-time employees resident in Yorkshire and Humberside (thus including median earnings for York). In 2020 this figure was £108 per day.² The IRP has utilised the median rather than the mean earnings as the Office of National Statistics now advises that the median is a more accurate reflection of average earnings as it is not so influenced by a relatively few numbers of high earning outliers.
39. The IRP then multiplied six days assessed input by the rate of remuneration of £108 per day to arrive at £648.
40. **The IRP recommends that the ordinary Members appointed to the Overview and Scrutiny Committees are paid £648 per year.**
41. **The IRP also recommends that in the interests of transparency this remuneration is termed a Co-optees' Allowance. It is acknowledged that this is a different structure to how the Transport Committee Members are remunerated (a Basic Allowances plus SRA where appropriate) but the IRP will address that anomaly if and when it reviews the Transport Committee remuneration.**

² See Annual Survey of Hours and Earnings (ASHE), Table 8.1a (November 2020) which shows the median weekly salary for all full-time employees resident in Yorkshire & Humberside to be £540.40, which the IRP divided by five working days and rounded up/down to the nearest £. November <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofresidencebylocalauthorityshetable8>

Chairs and Deputy Chairs of the WYCA Overview &Scrutiny Committees

42. There is a much more clear case to remunerate the Chairs of the OSCs. They will be exercising a significant responsibility as indicated by the draft Scrutiny Chair Role Outline. However, as with the ordinary Members appointed to Overview and Scrutiny the IRP has taken the view that their current remuneration (£7,848 plus the £1,359 'Basic Allowance') is not an accurate guide. Again this is partly due to the fact that the whole panoply of Overview and Scrutiny will take time to roll out, partly due to the fact that there will be multiple OSCs and partly due to the fact that the Chairs' role is diluted somewhat by having Opposition Members appointed to the full Authority.
43. The case for the Deputy Chairs is less clear. However, the IRP has decided to make a recommendation to remunerate the Overview and Scrutiny Deputy Chairs largely as they will be expected to sit on and attend both the Scrutiny Chairs Steering Group and the West Yorkshire Scrutiny Chairs Liaison Group. Also by remunerating the Deputy Chairs it should help foster a more active core of Overview and Scrutiny Members and in order to be in a position to fulfil a deputising role where the Chair may not be available the Deputy will need to be fully briefed.
44. The IRP notes that no other English Combined Authority pays the Chairs of their OSCs. The remuneration (£29,300 in total) paid to the Chair of the Authority's Transport Committee has not been utilised for benchmarking purposes for the same reasons that the IRP was not guided by the remuneration paid to the ordinary Members of the Authority's Transport Committee.
45. Only two of the allowances schemes in the Nominating Councils (Calderdale £11,696 and Leeds £11,995) make reference for the remuneration for when one of their Members chairs the West Yorkshire Police and Crime Panel. The IRP has not been guided by these levels of remuneration for the same reason it was not guided by remuneration paid to the ordinary Members of the West Yorkshire Police and Crime Panel. The Committee Chairs in the West Yorkshire Fire Authority are paid £4,124 (with the Deputy Chairs being paid £1,031) but the IRP notes that there are five paid Committee Chairs (and Deputy Chairs) in the West Yorkshire Fire Authority.
46. It is noted that the SRA for Chair of the one OSC was originally arrived at by taking the mean SRA paid to the Chairs of Scrutiny Committees/Panels (excluding overarching Overview and Scrutiny Committees) in four of the West Yorkshire nominated Councils, namely Bradford, Calderdale, Kirklees and Wakefield (Leeds was excluded as an outlier and York was also excluded as it was not so active an Authority member at the time).
47. The IRP has decided to replicate this methodology as a starting point but this time to include the SRA paid to Scrutiny Chairs in York as it is a more active Authority member, but continue to exclude Leeds as the SRA paid to Scrutiny Chairs in Leeds continues to be an outlier. This produces a figure of £8,637 (see appendix three), which for the IRP provides a total sum for the remuneration to be paid to the Chairs and Deputy Chairs of the OSCs.

48. As the IRP is also making a recommendation for the Deputy Chair who will share some of the responsibility for the relevant OSC it has determined to arrive at their recommended Co-optees' Allowance by doubling the recommended Co-optees' Allowance (£648) paid to ordinary Members, which equates to £1,296. By doubling the recommended remuneration for ordinary Members the IRP is simply recognising that the Deputy Chairs have a role above and beyond that of the ordinary Members appointed to the OSCs and there will be a need to revisit this (as with all recommendations) in light of further experience and bedding in of the new scrutiny arrangements.
49. In arriving at the recommended remuneration for the Overview and Scrutiny Chairs in recognition of some shared responsibility between Chair and Deputy the IRP then deducted the recommended Co-optees' Allowance (£1,296) for Deputy Chairs from the mean (£8,637) SRA paid to Scrutiny Chairs paid in the nominating Councils, (excluding Leeds as an outlier) to arrive at the recommended Co-optees' Allowance for the Authority's Overview and Scrutiny Chairs, which equates to £7,341.
50. **The IRP recommends that the Chairs of the WYCA Overview and Scrutiny Committees are paid a Co-optees' Allowance of £7,341 per annum.**
51. **The IRP recommends that the Deputy Chairs of the WYCA Overview and Scrutiny Committees are paid a Co-optees' Allowance of £1,296 per annum.**
52. **As with the recommended remuneration for ordinary Members appointed to the Overview and Scrutiny Committees the IRP also recommends that the recommended remuneration for the Overview and Scrutiny Chairs (£7,341) and Deputy Chairs (£1,296) is their total remuneration and paid to each as a Co-optees' Allowance.**

Indexation

53. Although it was not formally in the IRP's terms of reference the IRP considered the appropriateness of indexing the recommended remuneration. Annual indexation ensures allowances keep pace with inflation and efficient in that it lessens the need for substantial increases in allowances on a periodic basis and reduces the need to convene IRPs on a frequent basis. It is for this reason that the indexation of allowances is common across all UK local government - usually linked to the annual percentage increase in Officer salaries, as agreed nationally by the National Joint Council for Local Government Staff. Normally on principle and for expediency the IRP would support indexation but has decided that because of the evolving context which will inevitably impact on the roles and responsibilities of Authority's co-opted Members to the OSCs indexation is not appropriate at this stage; it appears that a further review of remuneration will be required anyway once adjustments to responsibilities for the new MCA have been experienced and the new structures have settled into an operational pattern.

54. The IRP will reconsider this and all of its recommendations contained in this report at the next review.
55. **The IRP does not recommend any of the remuneration recommended for co-opted Members on the Authority's Overview and Scrutiny Committees are indexed.**

Implementation of Recommendations

56. **The IRP further recommends that the remuneration levels proposed in this review are implemented from the date of the Authority's Annual Meeting on 24th June 2021 or at such later date as the Overview and Scrutiny Committees are appointed.**

APPENDIX 1: Written Information Received and Considered by IRP

1. IRP Briefing Paper, Remuneration for Members of the Overview and Scrutiny Committee
2. West Yorkshire Combined Authority, Overview and Scrutiny Committees, Roles and Remits (Draft)
3. Overview and Scrutiny Committee Member Role Outline (Draft)
4. Overview and Scrutiny Committee Chairs (and Deputy Chairs) Role Outline (Draft)
5. A Review of Members' Allowances for the Co-opted Members for the West Yorkshire Combined Authority, the Second Report by the Independent Remuneration Panel ., May 2015
6. Scrutiny SRAs (Excluding Main O&S Committee) paid in WYCA Nominating Councils 2020/21
7. West Yorkshire Combined Authority Members' Allowances Scheme, Municipal Year 2019/20
8. Report to the West Yorkshire Combined Authority, Future Scrutiny Arrangements, 9th March 2021
9. *The West Yorkshire Combined Authority Order 2014* (SI 2014/864), 1st April 2014
10. *The West Yorkshire Combined Authority (Election of Mayor and Functions) Order 2021* (SI 2021/112) 29th January 2021
11. *The Local Authorities (Members' Allowances) (England) Regulations 2003* (SI2003/1021) 1st May 2003
12. Annual Survey of Hours and Earnings (ASHE), Weekly Gross Pay for all Full Time Employees in Yorkshire and Humber Region. 2020 Table 8.1a (Home Geography)

APPENDIX 2: Members & Officers Who Contributed to the Review

Members:

| | |
|---------------------|--|
| Cllr J. Baker | Deputy Chair WYCA Overview & Scrutiny Committee (Calderdale – Liberal Democrat) |
| Cllr P. Harrand | Chair WYCA Overview & Scrutiny Committee (Leeds – Conservative) |
| Cllr S. Hinchcliffe | Chair of WYCA (Bradford – Labour) |
| Cllr D. Jones | Member WYCA Overview & Scrutiny Committee (Wakefield – Labour) |

Officers:

The IRP received a factual briefing from the following Officers:

| | |
|-----------------|---|
| Caroline Allen: | WYCA Monitoring Officer |
| Khaled Berroum | WYCA Statutory Scrutiny Officer |
| Ben Still | WYCA Managing Director |
| Angela Taylor | WYCA Director with responsibility for Scrutiny function |

APPENDIX THREE: Summary of Allowances Used for Benchmarking Purposes

| Scrutiny SRAs (exc. Main O&S Committee) - WYCA Nominating Councils 2020/21 | | | |
|---|--|--------------------------|---|
| WYCA Authority | SRA Scrutiny Chairs Committees, Panels or Leads | SRA Deputy Chairs | SRA Chairs Scrutiny Sub Committees, WGs etc. |
| Bradford | £12,970 | NA | NA |
| Calderdale | £7,919 | NA | £3,167 |
| Kirklees | £6,432 | NA | £40 p/day |
| Leeds | £21,070 | NA | NA |
| Wakefield | £9,643 | £3,240 | NA |
| York | £6,223 | NA | NA |
| Mean (exc. Leeds) | £8,637 | NA | NA |
| Median (exc. Leeds) | £8,781 | NA | NA |
| | | | |
| Mean (inc. Leeds) | £10,710 | NA | NA |
| Median (inc. Leeds) | £8,781 | NA | NA |