

**A Review
Of
Members' Allowances
For the
Co-opted Members
Appointed to the
West Yorkshire
Combined Authority
Transport Committee**

A Report

By the

Independent Remuneration Panel

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

March 2022

Executive Summary

The IRP recommends that the following remuneration is paid to co-opted Members on the West Yorkshire Combined Authority:

*	Two Deputy Chairs:	£13,731
*	Five Engagement Leads:	£3,663
*	Ten other Ordinary Co-opted Members:	£2,616

That the WYCA considers applying indexation in future years but may wish to do so as part of a wider application of all co-optees remuneration.

That the proposed remuneration for co-opted Members on the WYCA Transport Committee is implemented from the date the new governance arrangements are established, which is on the date of the WYCA Annual Meeting on 23rd June 2022.

REVIEW OF MEMBERS' ALLOWANCES
BY THE
INDEPENDENT REMUNERATION PANEL
FOR THE
CO-OPTED MEMBERS
APPOINTED
TO THE
WEST YORKSHIRE COMBINED AUTHORITY
TRANSPORT COMMITTEE
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Introduction - Context

1. This report contains the recommendations of the Independent Remuneration Panel (IRP or Panel) appointed to review allowances for Members co-opted onto the West Yorkshire Combined Authority (WYCA) Transport Committee. The first review by this IRP for similar roles was carried out in January 2014 in advance of the establishment of the WYCA on 1st April 2014. The central dilemma for the IRP at the time was that it was being asked to settle on the worth of the posts under consideration without having experience of the new roles and responsibilities to be undertaken by the co-opted Members on a number of WYCA committees, including the Transport Committee. Consequently the IRP was reconvened 12 months later to assess the validity of its judgements from the first report in light of experience.
2. The second review, see May 2015 Report, did not make any changes to its original recommendations in the January 2014 Report. However, it did express a view that it welcomed the opportunity at a future review to revisit the variables utilised in arriving at recommendations, particularly in relation to the remuneration of the ordinary Members of the WYCA Transport Committee.
3. This review has been prompted by the transition of the WYCA to a Mayoral model of governance, which has recast the combined authority's governance arrangements. In turn, the role and function of the WYCA Transport

Committee has been reviewed reflecting the significance of the WYCA's and Mayor's transport powers and activities.

The Regulatory Context

4. 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 Transport Committee derive from the Authority's general powers conferred by section 113A of the Local Democracy, Economic Development and Construction Act 2009 (the 2009 Act), in that it is something that the Authority could reasonably consider to be "appropriate for the purposes of carrying out of any of its functions".
5. Secondly, these powers operate 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 WYCA 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 Transport Committee.
6. 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 Transport Committee to bring an external validation to any remuneration they might receive and to follow good practice in this respect.
7. The IRP has continued to apply similar principles that IRPs employ in reviewing allowances schemes for their respective district councils. Consequently, the IRP has as far as practically possible followed the spirit of the *Local Authorities (Members' Allowance) (England) Regulations 2003* and 2006 Statutory Guidance on Members Allowances, unless there is a valid Combined Authority reason not to do so.

The IRP

8. The WYCA reconvened its IRP consisting of the following Members:
 - Dr Declan Hall (Chair):
Formerly Chair of the Calderdale IRP (and formerly WYITA IRP), previously an academic at the Institute of Local Government, University of Birmingham and currently an independent consultant specialising in Members allowances. Also Chairs IRP for GMCA and SCRCA.

- Carolyn Lord:
Former member of Leeds IRP (and formerly WYITA IRP), Independent Person for WYCA (and predecessor authorities) solicitor in commercial practice, specialising in town and country planning and related areas of law, Chair of Leeds Conservatoire, member of the Luminate Education Group Board and trustee of Yorkshire Sculpture Park.
- Very Reverend George Nairn-Briggs AKC DL:
Former Chair of Wakefield Standards Committee; formerly a Whitehall Press Officer, Bishop's Advisor on Social Responsibility and Dean of Wakefield; currently Dean Emeritus and since 2006 a Deputy Lord Lieutenant of West Yorkshire

9. The Review was supported and serviced throughout by the following Officers:

- Khaled Berroum, Statutory Scrutiny Officer, WYCA
- Sarah Naylor, Member Support Assistant, Legal & Governance Services, WYCA

Terms of Reference

10. The IRP was given the following terms of reference:

- A. The IRP is requested to make a recommendation to the Combined Authority in respect of the remuneration for Co-opted Members taking up the following roles in the proposed Transport Committee membership:
 - **Deputy Chair** (2 roles)
 - **Transport Engagement Lead** (5 roles)
 - **Ordinary member** (10 roles)
- B. Other proposed roles on the Transport Committee do not qualify for remuneration under the terms of the Combined Authority's Members' Allowances Scheme.
- C. A recommendation is requested in the form of a report to the Combined Authority.

11. In arriving at a recommendation, the IRP is asked to:

- Establish an understanding of the functions, powers, responsibilities and funding for the new mayor and mayoral combined authority over which Transport Committee will exercise delegated powers and advisory roles.

- Establish an understanding of the new proposed Transport Committee arrangements, in the context of the Combined Authority's and the Mayor's ambitious and growing transport programme and agenda.
- Establish an understanding of roles identified in the review, and in particular the roles of Deputy Chair, Transport Engagement Lead and Ordinary member.
- Interview relevant members and officers.

The Approach taken by the IRP

12. Due to the ongoing issues surrounding the current Covid pandemic the IRP met virtually on the following occasions:
 - 23rd February 2022
 - 24th February 2022
 - 25th February 2022
 - 2nd March 2022
13. Having previously been provided with full briefing packs following email discussion about what was required, it was at these meetings that the IRP considered all the relevant information and evidence and to meet with relevant Members and Officers of the WYCA. The meetings with Officers were to obtain factual briefings and the meetings with Members were to obtain qualitative feedback on how they envisaged the co-opted Member roles will develop in the revised WYCA Transport Committee in the relatively new Mayoral governance model. All co-opted Members of the WYCA Transport Committee were given the opportunity to make a written submission to the IRP – one of which was received.
14. As on similar occasions in the past, for benchmarking purposes the IRP took into account the allowances payable in the constituent councils, payments to Members of other West Yorkshire-wide bodies and the other Combined Authority Transport Committees. For further details of the interviewees and full range of evidence considered by the IRP see:
 - Appendix 1: for list of Co-opted Members and WYCA Officers who met with the IRP
 - Appendix 2: for list of written evidence reviewed by the IRP
 - Appendix 3: for full details on benchmarking data

Observations/Comments: making recommendations in absence of experience

15. A major dilemma for the IRP in establishing the worth of the posts under consideration was that it conducted the review without there being experience of the new roles and responsibilities that will be undertaken by the Members appointed to the WYCA committees. The IRP was being asked to make recommendations for the respective roles on the revised Transport Committee

without actual experience of how the new Transport Committee will operate in practice; the model in relation to transport is bespoke and not comparable to other metropolitan combined authorities' governance regimes. It is difficult to accurately assess the size of the roles on the new Transport Committee without that actual experience.

16. As such the recommendations of this review do not reflect what may evolve to be the case in practice. It is very much a snapshot of what the IRP can ascertain at this particular time, which is an *a priori* assessment. There may well be a case for the IRP to revisit its recommendations some time in the near future. This may be the case in relation to the new Transport Committee and how it relates to other structures and roles within the WYCA. As stated, this issue is further compounded by the fact that the governance model in relation to transport adopted by the WYCA is unique.

The problem of meaningful benchmarking

17. While the IRP has, in the spirit of the 2003 Regulations and 2006 Statutory Guidance that applies to IRPs for principal councils, made reference to and where applicable related its recommendations to certain allowances paid in the nominating councils it has been difficult to undertake wider benchmarking.
18. The IRP in particular looked at allowances paid to other West Yorkshire-wide bodies and in the main felt they were not relevant for benchmarking purposes for the following reasons:
 - West Yorkshire Police & Crime Panel: allowances are paid via the schemes of the nominating councils and the levels paid, particularly for ordinary Members, are at legacy levels that relate to when there was a separate West Yorkshire Police Authority
 - West Yorkshire Fire & Rescue Authority: this body is a separate precepting authority and the remuneration levels particularly for ordinary Members reflect this distinctive constitutional and legal basis
 - WYCA Scrutiny Committees: whilst the three Scrutiny Committees serve an important function, the nature of these committees, and therefore the allowances paid to their Members, requires a lower degree of involvement and responsibility than the WYCA Transport Committee
19. Benchmarking against equivalent committees on the other Combined Authorities proved to be very difficult, partly due to the different nature of how they constituted their transport-related governance arrangements but also partly due to the ways and means by which their respective allowances have been arrived at and the levels payable.

20. In particular the IRP noted the following:

- Liverpool City Region & West Midlands CA Transport Committees: the allowances paid to Transport Committee Members in these two bodies appear to be at legacy levels and largely reflect the levels payable when they were separate Integrated Transport Authorities
- North East Joint CA Transport Committee: the nature and scope of Transport related issues and therefore Transport governance in the North East are so different from that in West Yorkshire as to make comparisons in remunerated difficult to stand up
- Greater Manchester CA Transport Committee: while in many ways Greater Manchester CA is the most comparable CA to West Yorkshire the method, via the nominating councils, of remunerating Members of the GMCA Transport Committee means there is no consistency. Half of the GM Councils remunerate at legacy levels, and the other half have either decided to pay nothing (Manchester) or in a recent review in Bury (November 2021) recommended drastically reducing the remuneration. In Wigan (see November 2019 review) which traditionally holds the Chair of the GMCA Transport Committee assessed the Chair's SRA at £5,290 and pays no other roles on the GMCA Transport Committee

21. As can be seen while the IRP, for robustness and to ensure a rigorous methodology could be shown, undertook benchmarking in the end it proved not to be particularly fruitful.

The importance of the WYCA Transport Committee

22. Finally, another key observation by the IRP was that it is clear that transport (in all its forms) is a key issue for the WYCA and a priority for the Mayor. Transport is different to WYCA's other priorities given the specific role and duties WYCA has as the statutory Transport Authority. In turn, this centrality is reflected in the powers and responsibilities of the WYCA Transport Committee and the roles undertaken by its co-opted Members. While the WYCA has established seven thematic committees Transport has oversight of the largest portion of the capital programmes and a significant role in respect to non-discretionary transport powers, which are greater in scope and impact than most other committees. This is partly reflected by the fact that it is the only thematic committee thus far that has appointed separately co-opted Deputy Chairs and ordinary Members.

23. While certain transport powers are reserved to the Mayor and/or the WYCA there will be delegated powers assigned to the Transport Committee to support the WYCA/Mayoral plans to deliver ambitious transport programme mainly relating to:

- Bus Reform – delivering the Mayor's pledge to return buses to public ownership, including development of the Enhance Partnership and the assessment of the case for franchising
 - Mass Transit – advising the Mayor and WYCA on how this may be developed and commanding a major budget for feasibility work
 - Rail Reform – including defining West Yorkshire's local role in the rail network, as the Williams-Shapps Plan for Rail proposals are rolled out
 - Key Route Network – power and responsibilities
 - Multi-modal integration – including a growing role in promoting active travel choices as part of an integrated transport network for West Yorkshire
 - Transport-related capital programmes and oversight of revenue budgets - active role in overseeing capital programmes (E.g. City Region Sustainable Transport Settlement, with a funding of £830m), previously overseen by the Investment Committee of the CA and oversight of transport-related revenue funding
24. There are substantial monies assigned to the transport function of the WYCA and the Transport Committee in particular will be assigned powers in relation to approving significant transport-related capital projects subsequent to WYCA approval at decision point 2 of the Assurance Framework, currently capped at £3m. One of the most significant funding streams will be the West Yorkshire Transport Fund of £1b, started in 2015 but increasing work from next year up to 2035 and the CRSTS programme of £830m which commences in 2022/23 for five years.
25. As a consequence of the centrality of the Transport Committee in the Mayor's and WYCA's delivery of an ambitious transport programme the IRP has concluded that the roles under consideration do merit a remuneration.

IRP Recommendations: Transport Committee Co-opted Members Remuneration

26. The current remuneration (£4,500) for co-opted Members on the Transport Committee was arrived at by following the approach set out in the 2006 Statutory Guidance and is commonly followed by IRPs in principal councils. Essentially, it is a time-based approach, with an input assessment multiplied by an appropriate rate of remuneration. In 2014 the remuneration for the Transport Committee was arrived at by assessing the time input required at 40 days per year multiplied by £112.50 per day, which was the mean gross daily salary for all full time employees in West Yorkshire as published by the Annual Survey of Hours and Earnings (ASHE) in 2013. By multiplying 40 days input by £112.50 per day it arrives at £4,500.
27. In the 2015 review the IRP did not change the remuneration of ordinary co-opted Members on the Transport Committee. It did however flag up that 40

days assessment was probably on the high side and that the IRP would welcome the opportunity to revisit this assessment at a later date once the new WYCA Transport governance arrangements had bedded in. Indeed, the evidence gathered from the IRP's interviews indicates that the time commitment assumed was on the high side and the IRP may well have been influenced by West Yorkshire Integrated Transport Authority legacy issues.

28. The IRP has not changed the original methodology in arriving at the remuneration for the ordinary co-opted Members appointed to the new Transport Committee. It has arrived at their recommended remuneration by factoring an assessed time input by an appropriate day rate as follows:

Time Input for Co-opted Members on Transport Committee

29. The IRP notes that it is intended to have eight full meetings of the Transport Committee per year. Also the IRP was informed that there will not be a great deal of work on the part of the co-opted Members on the Transport Committee outside the formal setting of the meetings. On the other hand, the papers and agendas that require reading for the meetings will be substantial, as well as some additional occasional research as required. Finally for the majority of co-opted Members on the Transport Committee there will be a small element of travel to attend these meetings. As such, the IRP has assessed the maximum time inputs of ordinary co-opted Members on the WYCA Transport Committee at 20 days per year.

Rate of Remuneration for Co-opted Members on Transport Committee

30. The IRP received no evidence to alter the current rate of remuneration that was utilised by the IRP in 2014 in arriving at the recommended remuneration currently paid to co-opted Members on the Transport Committee, which is the mean gross daily salary for all full time employees resident in West Yorkshire, but updated for 2021 (latest figures available from ASHE). A similar authority-specific rate of remuneration is most often adopted by statutory IRPs for principal councils in arriving at their respective Basic Allowances. It links ordinary Members' remuneration to the average earnings of their constituents and therefore is robust and the most defensible rate available.
31. In 2021 the mean gross weekly salary of all full time employees resident in West Yorkshire was £654.10, which the IRP divided by 5 working days to arrive at a daily rate of £130.82. By multiplying 20 days per year assessed input by a daily rate of remuneration of £130.82 it equates to £2,616.
32. **The IRP recommends that the co-opted Members appointed to the new Transport Committee (2022/23) should receive a remuneration of £2,616.**
33. The IRP notes that as things stand only the Transport Committee has co-opted Members appointed to it that are remunerated. This situation may well change in the future and if it does the IRP emphasises that the recommended remuneration for the co-opted Members on the Transport Committee is not setting a precedent. Indeed, the IRP also emphasises that it would welcome

the opportunity to revisit the variables utilised in arriving at this recommendation after there has been suitable experience of how the new Transport Committee operates.

The two Deputy Chairs co-opted onto the WYCA Transport Committee

34. An obvious issue for the IRP to disentangle was the relative workloads and responsibilities of the two Deputy Chairs of the new Transport Committee and the Chair and the respective portfolio holders from the appointing councils that also co-opted onto the Transport Committee. The WYCA Transport Committee Chair is also the WYCA Portfolio Lead for Transport.
35. The WYCA has appointed all of its Leaders of the constituent councils or the Mayor to each chair a thematic committee. It is accepted that the Leader's SRA each receives back at their constituent council should recognise the wider roles that all Council Leaders are expected to carry out these days, similarly with the Mayor's remuneration. It is recognised that chairing the WYCA Transport Committee is the most substantial of the chairing of the thematic committees in both terms of complexity and workload, thus the appointment of two co-opted Deputy Chairs.
36. While the Transport Committee Chair and in turn the WYCA/Mayor will have final accountability for the Transport function in West Yorkshire they will be depending heavily on the Deputy Chairs for delivery and actually putting in the necessary leg work. The main purpose of the Deputy Chairs is to
 - Support the leadership role of the Mayor on local transport matters in West Yorkshire, with a particular focus on the Combined Authority's transport related delivery roles.
 - Support the leadership role of the Chair and Combined Authority Portfolio Lead for Transport, including to facilitate effective decision making on transport matters though consensus building across partners in West Yorkshire.
 - Act as a member lead for the Combined Authority's day-to-day relationships with transport operators and other key partner organisations as relevant.
37. In effect it is an issue of capacity, the Deputy Chairs will bring capacity to the already overloaded demands that will be placed on the Mayor and Transport Committee Chair/Transport Portfolio Lead. They will be expected to have the necessary regular meetings with Operators and other relevant stakeholders, such as
 - West Yorkshire Bus Alliance
 - Bus Expert Panel
 - Train Operators' Forum
 - Rail Expert Panel
 - West Yorkshire Strategic Rail Partnership

38. They will also be expected to attend and have leading political input to transport related forums and working groups as might exist from time to time, including regular contact with Combined Authority officers. Currently this includes:
- Decarbonisation and Emissions Working Group
 - Active Travel Working Group
 - Mass Transit Working Group
 - TransPennine Route Upgrade Working Group
39. The Deputy Chairs will also have the relevant political engagement with the nominating councils and the respective Transport Leads/Portfolio Holders to maintain a good working knowledge of local transport matters across West Yorkshire.
40. Clearly the workload of the two Deputy Chairs will be substantial, in effect combined with their workload commitment at their nominating council they will be full-time roles. What is less clear is the level of responsibility they will exercise. Their responsibilities will be more oblique. The Deputy Chairs will need to influence the decision makers, feed their work into the decision making process and generally act as the fulcrum for work of the Transport Committee.
41. Under the current arrangements the single Deputy Chair who is also Lead Member for Public Transport receives the Chair's remuneration of £29,300. But this is recognised as an anomaly and an intermediate interim remuneration that reflects the former constitution of the Authority and that a single Deputy Chair is in place. The IRP also notes that the Lead Member for Active Travel currently receives £14,420, a remuneration that was originally set in 2014 for a single Deputy Chair as a proportion of the recommended remuneration for the Chair of the Transport Committee. However, there will be two Deputy Chairs with the objective of securing a balanced and manageable workload for each. It is also envisaged that each Deputy Chair will have a distinctive remit, although there is flexibility for the division to be decided in accordance with priorities and other relevant factors from time to time.
42. The current approach to remuneration can no longer be adopted as there will no longer be a remuneration for the Transport Committee Chair so therefore the remuneration for the Deputy Chairs cannot be arrived at by setting it as a proportion of the Chair's remuneration. Instead, the IRP has utilised an analogy approach. There were analogies drawn to the role being divided akin effectively to a well-functioning job-share, where overlap time is built in to ensure continuity. Evidence was given that perhaps the Deputy Chair roles and responsibilities would be similar to a Deputy Executive Member in the nominating councils.
43. Another reference point for the IRP was to compare the role of the two Deputy Chairs to that of Executive Members/Portfolio Holders in the nominating councils, who on average are paid an SRA of £18,308. This role seemed to

have some comparability. However, the IRP has not drawn a direct analogy for the following reasons:

- There will be two Deputy Chairs: while it is a full time role when combined with their commitment back at their nominating council by having two Deputy Chairs there is an element of job sharing involved
 - The formal executive powers of the two Deputy Chairs will not be on a legal or constitutional par with Executive Members in the nominating councils. While the two Deputy Chairs will be hugely influential they simply do not have the delegated executive powers that Executive Members in nominating councils are given under the relevant provisions of the Local Government Act 2000
44. Thus, the IRP has taken the starting point figure of £18,308 (mean SRA paid to Executive Members in the nominating councils) and discounted it by one quarter. In other words the size of the role of the two Deputy Chairs is assessed at 75 per cent of the mean SRA paid to Executive Members in the nominating councils. This equates to £13,731. The assumed time allocation reflects also the members' time commitment and that associated with the Basic Allowance paid at their respective nominating council to the Deputy Chairs. The IRP also notes that this recommendation is higher than the SRA paid to Executive Members at Calderdale (£12,670) and at Kirklees (£12,863).
45. **The IRP recommends that the two Deputy Chairs are remunerated at £13,731 per year each.**
46. The IRP notes that it may well have been minded to recommend a higher remuneration if there was a single Deputy Chair but as noted by having two Deputy Chairs there is an element of job sharing involved while recognising it was deemed necessary to appoint two Deputy Chairs due to the size of the transport brief. The IRP would welcome an opportunity to revisit this assessment at in the near future when substantial experience of how the roles operate in practice has been gained.

The five Engagement Leads

47. Under the new Transport Committee governance arrangements the five District Consultation (DC) Sub-Committees that are currently based on the five West Yorkshire constituent councils will be replaced by five Engagement Leads. Their main purpose is to:
- Act as a representative of the Combined Authority and the Mayor on local transport matters in the respective constituent council
 - Act as a local engagement lead on local transport matters in the respective constituent council area, to ensure local engagement in the Combined Authority's transport activity

- Facilitate effective joint working between the Combined Authority and the respective constituent council on transport matters, in partnership with the respective Portfolio Holder
48. They will be expected each year to hold and lead a minimum of two regular open transport forums in their respective constituent council area to secure engagement in the local transport activity of the Combined Authority, including amongst local elected representatives, respective members of the Transport Scrutiny Committee and other local stakeholders and community groups. It is readily expected that they will in practice hold more than two open transport forums. In turn they will be required to report back to the Transport Committee a summary of the main findings of the local transport forums.
49. The intent is for the Engagement Leads to operate in a more informal manner than the Consultative Sub-Committees thus enabling the Engagement Leads to engage more widely than is currently the case with the Consultative Sub-Committees. The expectation is that the Engagement Leads will maintain effective working relationships with officers of the Combined Authority including attendance at meetings outside the cycle of the Transport Committee. They will also be expected to maintain effective working relationships with their respective Transport Portfolio Holder for their constituent council. Finally, they will be expected to correspond regularly with the relevant Deputy Chair to ensure that the Deputy Chair maintains a good working knowledge of local transport issues across West Yorkshire.
50. The IRP concluded that the Engagement Leads did merit a remuneration above and beyond that of the other ordinary Members of the Transport Committee. In arriving at their recommended remuneration the IRP has utilised the same approach it applied in arriving at the recommended remuneration for the Chairs of the District Consultative Sub-Committees, namely assigning an additional number of days to the role and multiplying those days by the rate of remuneration.
51. The IRP has assessed the role of the Engagement Leads to be eight more days per year than the role of the ordinary Members of the Transport Committee. The IRP arrived at this assessment by tying it in to the number of scheduled full meetings of the new Transport Committee. In total this gives the time input of the Engagement Leads at 28 days. Thus this gives a total assessed input of 28 days per year, multiplied by a rate of remuneration of £130.82 per day. This equates to £3,663.
52. **The IRP recommends that the five Engagement Leads each receive a remuneration of £3,663.**
53. Again, the IRP suggests that it would welcome the opportunity to revisit the assessed additional workload and approach to arriving at the recommended remuneration for the five Engagement Leads in light of experience of the roles in operation.

Issues arising - Indexation

54. The IRP notes that there is somewhat of an anomaly in the current WYCA Members' Allowances scheme regarding indexation of remuneration. In short, the Mayoral remuneration is indexed linked each year to the percentage annual cost of living salary increase as applied each year to staff (as set out in the annual agreement reached by the National Joint Council for Local Government Services – the NJC index). No such indexation applies to the remuneration of the co-opted Members on the committees of WYCA. The IRP feels that this disparity in indexation is inequitable and can see no reason for the divergence.
55. To address this anomaly **the IRP recommends that the WYCA considers applying indexation in future years but may wish to do so as part of a wider application of all co-optees remuneration.**

Implementation

56. **The IRP further recommends that the proposed remuneration for co-opted Members on the WYCA Transport Committee is implemented from the date the new governance arrangements are established, which is on the date of the WYCA Annual Meeting on 23rd June 2022.**

APPENDIX 1: Members & Officers Who Contributed to the Review

Members:

Tracy Brabin:	Elected Mayor, WYCA (Labour)
Cllr S. Hinchcliffe:	Current WYCA Transport Committee Chair, WYCA Lead Member for Transport, lead member for review (Labour – Bradford/Leader)

Written Responses from Members received

Cllr K. Groves:	Deputy Chair of Transport Committee, Lead Member, Public Transport (Labour – Leeds)
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Officers: The IRP received a briefing from the following Officers:

Ben Still	Managing Director
David Pearson	Director for WYCA Transport & Property Services
Richard Crabtree	Rail Development Manager, WYCA, Transport Committee Review Lead
Craig Taylor	Head of Portfolio Management, WYCA
Helen Ellerton	Transport Policy/Strategy Lead, WYCA

APPENDIX 2: Written Information Received and Considered by the IRP

1. WYCA produced Briefing paper for IRP, Remuneration for Co-opted Members for the Transport Committee, including Terms of reference
2. Briefing/Scoping Paper for IRP, background, context and issues to address, by IRP Chair, D. Hall (PhD)
3. WYCA Transport Committee Report, Transport Committee Review, 17 September 2021
4. WYCA Committee Report, Transport Committee Review, 3 February 2022
5. WYCA Members' Allowances Scheme, 2021/22
6. WYCA governance structure diagram
7. WYCA IRP, A Review of Members' Allowances for the Co-opted Members of the WYCA, The First Report, January 2014
8. WYCA IRP, A Review of Members' Allowances for the Co-opted Members of the WYCA, The Second Report, May 2015
9. Allowances schemes (2021/22 – except where indicated) for 5 West Yorkshire + City of York Councils, namely
 - Bradford
 - Calderdale
 - Kirklees
 - Leeds
 - Wakefield
 - York
10. WY Fire & Rescue Authority, Members' Allowances Scheme, 2021/22
11. Centre for Public Scrutiny, Transport governance in combined authorities, 2020 that contains synopsis of remuneration paid at other CA Transport Committees, namely
 - LCR, The Merseytravel Committee
 - SCR, Transport Committee
 - NE/North of the Tyne Combined Authorities Joint Transport Committee
 - WMCA Transport Delivery Committee
 - Information on GMCA Transport Committee Remuneration synthesised from 10 GM allowances schemes + some selection of recent IRP reviews in GM

12. Department of Communities and Local Government (DCLG): *New Council Constitutions: Guidance on Regulation for Local Authority Allowances*, May 2006
13. The Local Authorities (Members' Allowances) (England) Regulations 2003 SI 2003/1021
14. Annual Survey of Hours & Earnings, Mean/Median gross weekly pay for all full time employees in Yorkshire & Humber + West Yorkshire Metropolitan County, Table 8.1a (Home Geography), 2021

APPENDIX 3: Summaries of Allowances schemes utilised for Benchmarking Purposes

BM1 WYCA Transport Committee BM Group - Other WY Mets + York: BA + Exec + Scrutiny SRAs (20/21 unless indicated)								
Comparator Council	Basic Allowance	Leader	Leader Total	Deputy Leader	Executive Members	Assistant or Deputy Execs	Chair Main O&S	Chairs/Lead Scrutiny
Bradford	£13,463	£37,056	£50,519	£18,528	£25,939	£11,117	£12,970	£12,970
Calderdale (19/20)	£10,559	£31,677	£42,236	£15,839	£12,670	N/A	N/A	£7,919
Kirklees	£14,002	£26,364	£40,366	£19,772	£12,863	N/A	£11,577	£6,432
Leeds	£16,280	£42,139	£58,419	£27,390	£25,283	£12,642	N/A	£21,069
Wakefield	£12,035	£36,721	£48,756	£19,209	£14,426	£5,478	£9,643	£9,643
York	£10,371	£31,113	£41,484	£21,778	£18,668	N/A	£7,778	£6,223
Mean	£12,785	£34,178	£46,963	£20,419	£18,308	£9,746	£10,492	£10,709
Median	£12,749	£34,199	£45,496	£19,491	£16,547	£11,117	£10,610	£8,781
Highest	£16,280	£42,139	£58,419	£27,390	£25,939	£12,642	£12,970	£21,069
Lowest	£10,371	£26,364	£40,366	£15,839	£12,670	£5,478	£7,778	£6,223
Mean Ratios	Leader = 2.7 X BA	100%		60%	54%	53%	31%	31%

BM2 WYCA Transport Committee BM Group - Other WY Mets + York: BA + Exec + Scrutiny SRAs (20/21 unless indicated)									
Comparator Council	Chair of Planning	V/Chair of Planning	Chair of Licensing	V/Chair Licensing	Chairs Liquor Licensing Panels/Subs	Mbrs Licensing	Chair of Audit &/or Governance	Chair Standards	Chair HR or Personnel
Bradford	£12,970		£12,970			£2,965	£12,970	£3,706	£7,411
Calderdale (19/20)	£9,502		£6,335		£3,167		£6,335	£3,167	
Kirklees	£6,432		£5,147		£3,860		£2,572	£2,572	
Leeds	£14,749		£9,481			£632	£8,428	£2,739	
Wakefield	£9,643	£3,240	£9,069	£5,478			£6,362	£9,069	
York	£9,934		£7,778				£7,778		
Mean	£10,538		£8,463		£3,514	£1,799	£7,408	£4,251	
Median	£9,789		£8,424		£3,514	£1,799	£7,070	£3,167	
Highest	£14,749		£12,970		£3,860	£2,965	£12,970	£9,069	
Lowest	£6,432		£5,147		£3,167	£632	£2,572	£2,572	
Mean Ratios Leaders' SRA	31%		25%		10%	5%	22%	12%	

BM3 WYCA Transport Committee BM Group - Other WY Bodies (20/21 unless indicated)								
Payments to Members appointed to the West Yorkshire Crime & Police Panel								
Comparator Council	Ordinary Member SRA	Chair's SRA	Chair Complaints Sub SRA					
Bradford	£6,133							
Calderdale (19/20)	£6,379	£11,696	£7,443					
Kirklees	£6,288							
Leeds	£6,543	£11,995						
Wakefield	£6,508		£7,593					
York								
Payments to Members appointed to the West Yorkshire Fire & Rescue Authority								
	Basic Allowance	Chair's SRA	Deputy Chair's SRA	Executive Committee	Committee Chairs (X4)	Deputy Chairs & Executive Committee	Main Opposition Leader	Minor Opposition Leader
	£3,840	£21,183	£10,592	£4,238	£4,238	£1,059	£4,238	£1,059
Payments to WYCA Overview & Scrutiny Committee								
	£648	£7,341	£1,296					

BM4 WYCA Transport Committee BM Group - Other CA Transport Committees (20/21)								
Comparator CA TC	Ordinary Member	Chair	Deputy Chair	Lead Member Active Travel	Chair District Consultation Sub	Leader Main Opposition Group	Chairs Sub-Committees	Deputy Chairs Sub-Committees
GMCA TC	£0 - £5,317	£5,139	£0 - £14,125				£0 - £15,171	£0 - £6,424
LCRCA TC	£5,675	£24,308	£9,975					
NE Joint TC	£3,290	£5,290	£4,290					
SCRCA TC	£0	£0	£0					
WMCA TC	£4,060	£20,527	£12,521					
WYCA TC	£4,500	N/A	£29,300	£14,420	£6,075	£11,940		
	GMCA Figures taken from GM Councils Allowances schemes/recent IRP reports							
	LCRA, NE Joint TC, SCRA & WMCA figures derived from Centre for Public Scrutiny, "Transport Governance in Combined Authorities							
	WYCA figures taken from current scheme							