

Independent Remuneration Panel - 2022

A Review of Mayoral Allowances at the Combined Authority

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Contents:

| | Page |
|--|------|
| The Regulatory Context | 3 |
| The Panel | 3 |
| Terms of Reference for the review | 4 |
| Approach and Evidence | 4 |
| Cambridgeshire & Peterborough Combined Authority | 4 |
| Previous IRP reviews | 5 |
| Conclusions | 5 |
| Recommendations | 10 |
| Appendix A - List of Information considered by the Panel | 11 |
| Appendix B - Interviews/ Briefings made to the Panel | 12 |
| Appendix C – Benchmarking Data | 13 |
| Appendix D – Existing Expenses Scheme | 16 |

The Regulatory Context

1. This report contains the recommendations made by the Independent Remuneration Panel (Panel or IRP) appointed by the Cambridgeshire and Peterborough Combined Authority (CPCA) to make a recommendation to the Combined Authority Board on the level of allowance for the position of elected Mayor (the Mayor) of the Cambridgeshire and Peterborough Combined Authority from the 10th May 2021.
2. The Cambridgeshire and Peterborough Combined Authority was established under the *Cambridgeshire and Peterborough Combined Authority Order 2017 (201/251)* . Additional powers relating to Adult Education were provided through the *Cambridgeshire and Peterborough Combined Authority (Adult Education Functions) Order 2018*.
3. The seven Constituent Councils of the CPCA are Cambridge City Council; Cambridgeshire County Council; East Cambridgeshire District Council; Fenland District Council; Huntingdonshire District Council; Peterborough City Council; and South Cambridgeshire District Council.
4. The 2017 Order stipulates under section 8. Remuneration of the Schedule the following:
8.—(1) Save as provided for in sub-paragraph (2), no remuneration is to be payable by the Combined Authority to its members.

(2) The Combined Authority may only pay an allowance to the Mayor if—
 - (a) the Combined Authority has considered a report published by an independent remuneration panel established by one or more of the constituent councils under regulation 20 of the Local Authorities (Members' Allowances) (England) Regulations 2003(41) which contains recommendations for such an allowance; and*
 - (b) the allowance paid by the Combined Authority does not exceed the amount specified in the recommendation made by the independent remuneration panel.*
5. The Combined Authority is required to make a scheme of allowances in accordance with the Local Authorities (Members' Allowances) (England) Regulation 2003. The process for making and reviewing such a scheme is regulated so that the public can have confidence in the independence, openness and accountability of the process involved. The process requires that the Combined Authority must establish an independent remuneration panel, and before making or amending its scheme of allowances, it must have regard to the recommendations of the Panel.
6. The Combined Authority Bord agreed on the 29 September 2021 the following:
 - (a) Agree that the Independent Remuneration Panel of Cambridgeshire County Council and Peterborough City Council be approached to review the Members' Allowance Scheme for the Combined Authority in relation to the Mayor's allowance.
 - (b) Invite an officer from a constituent council to manage the Independent Remuneration Panel.
7. As a result the Independent Remuneration Panel of Cambridgeshire County Council and Peterborough City Council was engaged to deliver the review. Additionally all constituent Democratic Services teams were contacted to see who could provide support to manage the review, only East Cambridgeshire District Council were able to provide support to the review.

The Panel

8. The members of the Panel are:
 - ☐ Nicky Blanning – Local resident
 - ☐ Gerard Dempsey- Business Consultant and member of the Judiciary
 - ☐ Jennifer Horn- Local Company Director
 - ☐ Amanda Orchard- Marketing Consultant and Local Magistrate

9. The Democratic Services Manager from East Cambridgeshire District Council was appointed to provide guidance and support to the review as required.
10. Professional guidance and support to the Panel was provided by the Interim Head of Governance for CPCA.

Terms of Reference

11. The terms of reference for the review followed the requirements of the Local Authorities (Members' Allowances) (England) Regulations 2003 and, in particular, the Cambridgeshire and Peterborough Combined Authority Order 2017.
12. The scope of the review therefore was to review the level of allowance that should be provided to the position of elected Mayor of the CPCA.

Approach to the Review

13. Due to the Covid-19 Pandemic the IRP undertook its review through a series of virtual meetings via MS Teams. It was at these meetings that the Panel undertook interviews with identified witnesses to discuss the nature of the CPCA and the roles and responsibilities of the position of the Mayor.
14. The Panel 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 recommended allowance for the CPCA elected Mayor see:
 - ☐ Appendix A - the range of information that was formally presented to and considered by the Panel and sent to the Panel prior to its formal meetings.
 - ☐ Appendix B -the Members who made representations to the Panel and the Officers who provided factual briefings to the Panel
 - ☐ Appendix C – Benchmarking data that was reviewed and considered by the Panel
 - ☐ Appendix D – Existing Mayoral Expenses Scheme
15. The Panel undertook a scoping meeting prior to commencing the evidence gathering on 28 January 2022. At this meeting the Panel was briefed by the Interim Head of Governance in order to scope and plan the review and determine the information required by the Panel.
16. The Panel then held a series of meetings to undertake the following:
 - ☐ 8 February 2022 – Interview with Chief Executive and Monitoring Officer of CPCA
 - ☐ 10 February 2022 – Interviews with the Mayor and the Mayoral Office Manager
 - ☐ 14 February 2022 – Consideration of documentation
 - ☐ 22 February 2022 – Consideration of evidence gathered

Cambridgeshire and Peterborough Combined Authority

17. The CPCA is provided with powers and functions through the 2017 Order, 2018 Order and Devolution Deal which are detailed in the CPCA Constitution, that cover:
 - ☐ Transport
 - ☐ Economic Development and Regeneration
 - ☐ Planning and Housing
 - ☐ Skills and Employment
18. The Mayor acts as Chair of the Combined Authority Board, has functions reserved through the Order specifically to be exercised by the Mayor, has general functions as detailed in the CPCA Constitution and the general power of competence. The Mayor must also set a budget and consult

the Combined Authority Board on his/her spending plans and draft budget in accordance with the Budget Framework Procedure Rules.

19. The Mayor has authority (and is therefore accountable) for all functions for which they are responsible, including those which may be carried out by another person on behalf of the Mayor under delegated authority from the Mayor. The Mayor cannot delegate any Mayoral Function to a committee to carry out on their behalf.

Previous IRP Reviews

20. The previous IRP review undertaken in 2017 had considered and made recommendations on the level of the Mayor's allowance and expenses which were approved by the CA Board, the Panel were provided with a copy of this report. A subsequent IRP review was undertaken in 2019 to review the Mayor's allowance in order to consider whether the level set by the previous Panel was appropriate in the light of experience of the Mayor's role, responsibilities and workload two years on.
21. The 2017 review recommended an allowance of £75,000 per annum be payable to the Mayor and that the allowance should not be indexed for inflationary purposes now, but should instead be subject to review before the expiry of 24 months from the date that the scheme of allowances is adopted.
22. The Combined Authority Board subsequently endorsed the recommendations.
23. The 2019 review recommended an allowance of £80,000 per annum be payable to the Mayor and that the indexation factor be set as the Consumer Price Index (CPI). Additionally that the Combined Authority make representations to Central Government for the role to be regarded as fixed-term contract employment that is pensionable.
24. Whilst outside the remit of this Panel, the 2019 review commented that the Constituent Authorities IRPs be requested to consider the payment of allowances to their Members serving on the Combined Authority, due to the statutory prohibition on the Combined Authority to pay such allowances.
25. The Combined Authority Board subsequently endorsed the recommendation to set the allowance at £80,000 per annum set against an indexation factor of the Consumer Price Index.

Considerations and Conclusions

26. The Panel, through the interviews and briefings it undertook and the examination of key data and documentation, considered key evidence in order to arrive at an agreed set of conclusions.

Profile and workload

27. The Panel considered evidence provided by the Mayoral Office Manager in order to get an understanding of Mayoral commitments, as well as examining the schedule of meetings to get an idea of the level of workload that went with the role.
28. This information was considered alongside the profile of the position which the Panel deemed to be considerable, the position of Mayor was the 'face' of the Combined Authority and arguably the most high profile political position in the region.
29. The evidence considered by the Panel indicated that the position of Mayor was sizeable and clearly a full time position, with a considerable number of Boards/ Committees to attend and prepare for alongside numerous Mayoral engagements and appointments.

Role and Responsibilities of the Mayor

30. The Panel considered the role of the Mayor of Cambridgeshire and Peterborough, noting its role in seeking to deliver economic prosperity across the region as laid out in the Devolution Deal, to make Cambridgeshire and Peterborough a leading place in the world to live, learn, work and do business. The Panel noted that the Mayor oversees a £20 million annual budget devolved from government, and also has devolved powers to spend up to £800 million on local housing, infrastructure and jobs.
31. Additionally the Panel noted that £600 million has been allocated to the Combined Authority to improve infrastructure, £100 million for new affordable housing, with an additional £70 million specifically for affordable housing in Cambridge itself. The budget for Adult Education has also now been devolved to the Mayor and the Combined Authority.
32. As Chair of the Combined Authority Board, with some decision-making requiring specific Mayoral support to progress, the Mayor has a vital role in ensuring the Combined Authority Board works collaboratively in order to arrive at consensus to enable it to deliver its key functions. The Panel is of the view that this is a considerable responsibility given the budget, subject matter, powers and responsibilities of the Combined Authority Board.
33. Mayoral powers cover a general power of competence which means that the Mayor and the CPCA can legally do anything as set out in chapter 3, section 1.5 of the Constitution.
34. The Mayor will also have the power to set a charge, or precept, on council tax bills to help pay for the Mayor's work. CA Board members of the CPCA can propose amendments to the Mayor's draft budget, including the amount of precept. The incumbent has not set such a precept but the Panel recognises the ability and subsequent responsibility that comes with this power.
35. The Panel recognised that the powers and responsibilities have not changed in regards to the role of the Mayor since the 2019 review, however they noted the recent Levelling Up White Paper and the continued commitment from Government towards devolution that came within the paper. The position of Mayor would therefore have a key role to play in seeking to engage Government on behalf of the region to seek the best possible future devolution outcomes for Cambridgeshire and Peterborough.
36. The Panel recognised the potentiality of the role of Mayor, in that they have the ability to seek to convene and get involved in numerous areas of service to the public. This would require particular awareness at a political level to maintain good relationships and grow consensus.

Leadership Skills

37. While the elected Mayor will have many formal powers, including proposing a budget and strategies, the post holder will still have to confer, collaborate, negotiate and foster a consensus with both other CPCA Members and stakeholders to effectively discharge the mayoral functions. As such the elected Mayor as chair of the CPCA will need to exercise leadership skills to ensure the CPCA functions effectively.
38. The Panel noted that leadership was a key skill for the position of Mayor, not just in the regional leadership they could provide and the regional electoral mandate they have, but also the leadership skillset required as the politician charged with the responsibility of driving consensus across the region in order to deliver better regional outcomes.
39. The Panel is aware of current transformational work ongoing within the Combined Authority, led by the Chief Executive, to provide clarity of purpose for the CPCA moving forward. This is an example of the central role that the Mayor will need to play in bringing Constituent Leaders from differing political parties together to agree upon a clear purpose. The Panel also recognised the need for the Mayor to seek to bring other public sector bodies, Greater Cambridgeshire Partnership and business and community groups together to help achieve agreed regional outcomes.

40. The Panel concluded that the position of Mayor required significant leadership abilities in order to be successful.

Benchmarking

41. The Panel considered a range of benchmarking data in order to examine and test the allowance level currently received by the Mayor, noting throughout the benchmarking exercise that comparisons with other like positions and indeed other Combined Authority Mayors was not comparing like for like as different MCAs had a different range of devolved powers, funding, population and responsibilities.
42. The current remuneration for Combined Authority Mayors is as follows:
- | | |
|--|---|
| <input type="checkbox"/> Greater Manchester | £110,000 (includes PCC & Fire responsibilities) |
| <input type="checkbox"/> Liverpool City Region | £80,631 |
| <input type="checkbox"/> North of Tyne | £65,000 |
| <input type="checkbox"/> South Yorkshire | £79,000 |
| <input type="checkbox"/> Tees Valley | £65,000 |
| <input type="checkbox"/> West Midlands | £79,000 (currently subject to IRP review) |
| <input type="checkbox"/> West of England | £72,000 (due to increase to £87k by 2025) |
| <input type="checkbox"/> West Yorkshire | £105,000 (includes PCC & Fire responsibilities) |
43. The Panel noted that this created a national average remuneration (allowance) of £81,953.
44. The Panel also noted that several other Combined Authorities were about to undergo or were planning for an IRP review in the coming year, given the Government commitment to devolution set out in the Levelling Up White Paper and additional powers placed on other Mayoral Combined Authorities since their previous reviews it was felt likely that the average allowance would increase.
45. The Panel also considered the powers and populations of each Combined Authority and the remuneration provided to comparable positions, details of which are set out in Appendix C. The Panel noted particularly the remuneration of the Cambridgeshire PCC which was £71,400 plus pension, the Panel viewed this role as having less remit, scope and regional responsibility than the position of Mayor.
46. When undertaking benchmarking with other Mayoral Combined Authorities the Panel noted that although other Combined Authority IRPs have focused on recommendations around Mayoral allowance some have also provided observations on wider elements for consideration. For example the 2019 review at West of England Combined Authority also considered whether others should receive an allowance, in particular:
- the Deputy Mayor
 - other Members of WECA
 - Scrutiny and the Chair of Scrutiny
 - Chair of Audit and Audit committee members
47. The West Yorkshire Combined Authority considered remuneration of scrutiny members in its 2021 review and agreed to pay a co-optee allowance to Overview and Scrutiny Chairs, Deputy Chairs and Scrutiny Members.
48. The Panel also noted that at present some Constituent Councils paid a Combined Authority element to Council Leaders as part of their Councillor Allowance, however there was no consistency to this practice at present. It was also noted that other Combined Authorities had similar situations, in Greater Manchester for example several Constituent Councils paid a Combined Authority element as part of its Leader allowance.
49. The Panel recognises that this is currently outside of the remit set by the Combined Authority Board but wish to make the Combined Authority Board aware that such a wider review could be considered when the IRP next convenes.

Issue of Pension

50. Evidence taken by the Panel revealed that the position of Mayor does not have access to a pension scheme that attracts an employer contribution, the Panel view was that this was potentially a barrier to public service.
51. The Panel felt that this was particularly unequal given that Police and Crime Commissioners (PCCs) have access to the Local Government Pension Scheme (LGPS). The Panel also noted that potential for MCAs to take on responsibilities of PCCs was detailed in the Levelling Up White Paper but that current Combined Authority Mayors (GMCA and WYCA) who also have PCC responsibilities are also not applicable for the LGPS.
52. The Panel did note that access to LGPS was removed for Councillors and Mayors in 2014 and that this should be considered when making benchmarking comparisons with other positions, particularly PCCs.
53. Additional legal advice was sought on the position of a Pension for the Mayor from the Monitoring Officer who further engaged the law firm Bevan Brittan who specialise in local government law. A summary of the advice provided to the Panel is as follows:
- ☐ There is an absolute prohibition on elected mayors and councillors becoming members of the Local Government Pension Scheme.
 - ☐ This prohibition was enacted in April 2014, at this time, pay and allowance caps for such individuals were increased. This was intended to reflect the fact that they would no longer have access to LGPS, hence the assertion that allowances are already set to take into account that employer pension benefits are not provided.
 - ☐ As an alternative to LGPS, the Authority could use the National Employment Savings Trust (NEST) to provide a pension, or potentially another private sector arrangement of the individual's choice. *(NEST is the Government-backed pension scheme providing money purchase benefits to any employer who wishes to use it to meet its auto-enrolment duties.)*
 - ☐ Following on from point 2 above, any alternative pension provision provided to the Mayor should not increase the total cost to the Authority, including any employer pension contributions.
54. The Panel welcomed the advice and guidance provided and noted that it should therefore be an individual's choice if they wish to utilise any of their allowance for payment into a pension scheme such as NEST. They further noted that in such a circumstance there should be no overall increase in cost to the Combined Authority.
55. The Panel noted that the issue of pension provision had therefore already been taken into account in the level of allowance available to the position of Mayor and should not be a consideration factor when recommending the level of allowance.
56. The Panel did note that other Mayoral Combined Authorities such as Greater Manchester had made a commitment to investigate the issue of pension provision for the position of Mayor further, therefore the Combined Authority may wish to revisit this issue in future as actions by other Combined Authorities develop.

Indexation

57. 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.
58. Appropriate indexation of the Mayoral allowance may negate a need for an Independent Remuneration Panel review every two years.

59. The 2019 IRP review had successfully recommended that the Mayoral allowance be indexed against the Consumer Price Index (CPI), this indexation has the potential to significantly increase the level of allowance of the position of the Mayor. The indexation set by CPI was applied following the last Mayoral election which raised the baseline level of allowance to £81,631.
60. The next indexation increase set against CPI is due to be applied by the Combined Authority in April 2022. While CPI for April 2022 isn't yet known, the 22-23 allowance figure based on the current process can't be known precisely, the most recent published figure (January) is 5.5%, and the Bank of England is forecasting this could rise to 7% "in the spring". Using the 5.5% confirmed January figure the level of Mayoral allowance under the current system would increase in April to £86,121.
61. The Panel was of the view that indexation against CPI was not the appropriate indexation to apply to the level of Mayoral allowance. Engagement with other Combined Authorities such as Greater Manchester and West Yorkshire had confirmed that indexation there was against the National Joint Council (NJC) cost of living increase rate, Furthermore the Panel expressed concern that CPI could lead to allowance level increases way beyond that received by staff and that this was equitable and could lead to political and reputational risk for the Combined Authority.
62. The Panel noted the 2019 indexation decision and accepted that this decision must be applied, given this the Panel accepted that the baseline level of allowance for consideration would currently be £86,121.
63. The Panel agreed that it would be far more appropriate to index Mayoral allowance levels to the NJC cost of living rate increase moving forward, this would link Mayoral allowance increases with those of staff and provide equity in increases.

Mayoral Expenses Scheme

64. The Panel reviewed the existing Mayoral Expenses scheme, noting that it was HMRC that set petrol claim levels. The Panel found no evidence to amend any elements of the expenses scheme, however the Panel did note that the expenses scheme was not available on the Combined Authority website and had not been incorporated into the Constitution.
65. The Panel was of the view that in the interests of transparency details of the Mayoral expenses scheme should be available on the Combined Authority website.

Mayoral Office Space and Staffing

66. The Panel was made aware of an accommodation review within the CPCA as it seeks to find a home location, the Panel noted that the CPCA had engaged the Mayor and his Office in order to ensure appropriate Mayoral office space would be provided through the accommodation review.
67. It was also noted that the position of Mayor is entitled to a number of officer appointments plus additional office support staff, the Panel wish to note that it was pleased that the CPCA was working with the Mayor on ensuring the appropriate provision of staff support.

Mayoral Induction

68. The Panel noted the difficulties the incumbent Mayor had experienced following his election in gaining an understanding of the roles and responsibilities of the Combined Authority and position of Mayor, as well as gaining a regional understanding of partners and stakeholders.
69. The Panel understands that an induction was provided and so urges the Combined Authority and incumbent Mayor to identify ways in which this induction can be improved in future.

Recommendations

70. After consideration of all the evidence available to the Panel, through interviews, briefings, legal advice, benchmarking and review of documentation the Panel has agreed upon the following recommendations:
71. **Recommendation 1: That the level of Mayoral Allowance at Cambridgeshire and Peterborough Combined Authority be set at £86,121 from the start of the 2022/23 municipal year.**
72. The reasoning for this recommendation is set out in the conclusions above, the significant reasons for this recommendation are as follows:
- ☐ Under the 2019 accepted IRP recommendations the level of Mayoral Allowance at the start of the 2022/23 municipal year would be £86,121 or higher, set against the current indexation of the Consumer Price Index.
 - ☐ The Panel believes that this previous decision should be respected.
 - ☐ The Panel did not identify any evidence that the position of Mayor at Cambridgeshire and Peterborough Combined Authority had diminished and/or warranted the level of allowance to be reduced
73. **Recommendation 2: That the level of Mayoral Allowance at Cambridgeshire and Peterborough Combined Authority be indexed against the National Joint Council cost of living increase each year rather than the Consumer Price Index.**
74. **Recommendation 3: That the indexation set out in recommendation 2 be applied at the start of each municipal year from May 2023 onwards.**
75. The reasoning for recommendation 2 and 3 is set out in the conclusions above, the significant reasons for these recommendations are as follows:
- ☐ The CPI indexation is not considered to be appropriate for the position of Mayor
 - ☐ The NJC indexation is not only considered to be more appropriate for the position it is also considered to be more equitable, more in line with staff pay increases and less of a political and reputational risk to the Combined Authority
 - ☐ The current CPI indexation would increase the level of Mayoral Allowance above that which the Panel is of the view should apply to the role
76. **Recommendation 4: The Mayoral allowances are next reviewed in early 2025 to be applicable from the beginning of the Mayoral term in May 2025.**
77. If appropriate indexation against NJC is applied then the Panel is of the view that an IRP review every two years is no longer required.
78. **Recommendation 5: That no changes be made to the Mayoral expenses scheme**

Appendix A: List of Information considered by the Panel

1. Cambridgeshire and Peterborough Combined Authority Order 2017
<https://www.legislation.gov.uk/ukxi/2017/251/made>
2. Amendments to Order:
 - ☐ The Cambridgeshire and Peterborough Combined Authority (Business Rate Supplements Functions) Order 2018/877
 - ☐ The Cambridgeshire and Peterborough Combined Authority (Adult Education Functions) Order 2018/1146
 - ☐ The Combined Authorities (Overview and Scrutiny Committees, Access to Information and Audit Committees) Order 2017/68
 - ☐ The Combined Authorities (Mayoral Elections) Order 2017 2017/67
3. 2017 Combined Authority Independent Remuneration Panel Review
4. 2019 Combined Authority Independent Remuneration Panel Review
5. 2021/22 schedule of Combined Authority Meetings
6. Combined Authority Constitution, specific reference to:
 - ☐ Chapter 3: The Mayor of the Combined Authority
 - ☐ Chapter 4: Combined Authority Board Functions
 - ☐ Appendix 1: Lead Member Responsibilities
 - ☐ Appendix 6: Statutory Framework

Appendix B: Interviews/ Briefings made to the Panel

Interviews:

- ☐ Dr Nic Johnson - CPCA Mayor
- ☐ Jo Whatley - Mayoral Office Manager
- ☐ Eileen Miller - CPCA Chief Executive
- ☐ Robert Parkin - Director of Law & Governance (Monitoring Officer)

Briefings: (Provided by Interim Head of Governance)

- ☐ Overview of Governance Framework
- ☐ Role and Powers of a Combined Authority
- ☐ Mayoral Combined Authority Devolved Powers

Appendix C: Benchmarking

| Remuneration paid to Elected Mayors in English Combined Authorities 2021 | |
|--|---|
| Combined Authority | Remuneration (Allowance) |
| Cambridgeshire & Peterborough | £75,000 |
| Greater Manchester | £110,000 * |
| Liverpool City Region | £80,631 |
| North of Tyne | £65,000 |
| South Yorkshire | £79,000 |
| Tees Valley | £65,000 |
| West Midlands | £79,000 |
| West of England | £72,000 (due to increase to £87k by 2025) |
| West Yorkshire | £105,000 * |
| * = includes PCC & Fire responsibilities | |
| Average Remuneration (allowance) | £81,953. |

| Combined Authority Populations 2021 (Office of National Statistics) | |
|---|------------|
| Combined Authority | Population |
| Cambridgeshire & Peterborough | 859,800 |
| Greater Manchester | 2,848,300 |
| Liverpool City Region | 1,564,000 |
| North of Tyne | 839,500 |
| South Yorkshire | 1,415,000 |
| Tees Valley | 667,200 |
| West Midlands | 2,939,900 |
| West of England | 950,000 |
| West Yorkshire | 2,345,200 |

| Remuneration paid to other Public Posts 2021 | |
|--|--------------------|
| UK/ Devolved Nations Elected Representative | |
| UK Member of Parliament (MP) | £81,932 |
| Minister of State (UK) | £116,019 |
| UK Parliamentary Under Secretary | £106,409 |
| Member of the Northern Ireland Legislative Assembly | £50,500 |
| Member of the Scottish Parliament | £64,470 |
| Member of the Welsh Assembly | £67,649 |
| Greater London Assembly | |
| Mayor of London | £152,734 |
| Deputy Mayor | £105,269 |
| Chair of London Assembly | £70,225 |
| London Assembly Member | £58,543 |
| NHS Non-Executive Appointment | |
| NHS Non-Executive | £13,000 |
| NHS Trust Chair | £43,000 - £60,000* |
| . * NHS Trust Chair salary dependent upon annual turnover of Trust | |
| Police and Crime Commissioner Cambridgeshire & Peterborough | £71,400 |

| Combined Authority Devolved Powers | |
|------------------------------------|--|
| Combined Authority | Devolved Powers |
| Cambridgeshire & Peterborough | <input type="checkbox"/> Transport <input type="checkbox"/> Skills & Adult Education budget <input type="checkbox"/> Housing <input type="checkbox"/> Economic Development/Business Support <input type="checkbox"/> Non-statutory spatial planning |
| Greater Manchester | <input type="checkbox"/> Transport <input type="checkbox"/> Economic development/ Business support <input type="checkbox"/> Regeneration and Housing <input type="checkbox"/> Strategic spatial planning <input type="checkbox"/> Skills and training <input type="checkbox"/> Police and Crime Commissioner <input type="checkbox"/> Fire and Rescue <input type="checkbox"/> Waste <input type="checkbox"/> Public health co-ordination powers <input type="checkbox"/> Power to create Mayoral Development Corporation |
| Liverpool City Region | <input type="checkbox"/> Transport <input type="checkbox"/> Economic development <input type="checkbox"/> Energy & environment |

| | |
|-----------------|--|
| | <input type="checkbox"/> Skills, Adult Education and apprenticeships <input type="checkbox"/> Culture <input type="checkbox"/> Power to create Mayoral Development Corporation |
| North of Tyne | <input type="checkbox"/> Economic Development/Business Support <input type="checkbox"/> Housing <input type="checkbox"/> Power to create Mayoral development Corporation <input type="checkbox"/> Skills and adult education budget <input type="checkbox"/> Tourism/culture <input type="checkbox"/> Transport |
| South Yorkshire | <input type="checkbox"/> Transport <input type="checkbox"/> Skills, training & Adult Education <input type="checkbox"/> Housing <input type="checkbox"/> Economic development/ Business Support <input type="checkbox"/> Non-statutory spatial planning <input type="checkbox"/> Tourism/Culture <input type="checkbox"/> Power for to create Mayoral Development Corporation <input type="checkbox"/> Employment |
| Tees Valley | <input type="checkbox"/> Economic Development/ Business support <input type="checkbox"/> Skills and Adult Education Budget <input type="checkbox"/> Transport <input type="checkbox"/> Power to create Mayoral development Corporation <input type="checkbox"/> Tourism/culture <input type="checkbox"/> Housing |
| West Midlands | <input type="checkbox"/> Transport <input type="checkbox"/> Economic Development <input type="checkbox"/> Housing & Regeneration <input type="checkbox"/> Productivity & Skills <input type="checkbox"/> Culture & Digital <input type="checkbox"/> Environment & Energy & HS2 <input type="checkbox"/> Industrial Strategy |
| West of England | <input type="checkbox"/> Economic development <input type="checkbox"/> transport <input type="checkbox"/> Skills, apprenticeships and adult education <input type="checkbox"/> Power to create Mayoral development Corporation <input type="checkbox"/> Housing <input type="checkbox"/> Employment |
| West Yorkshire | <input type="checkbox"/> Economic development <input type="checkbox"/> Transport <input type="checkbox"/> Housing <input type="checkbox"/> Power to create Mayoral development Corporation <input type="checkbox"/> Police and Crime <input type="checkbox"/> Adult Education and Skills |

APPENDIX D: EXISTING MAYORAL EXPENSES SCHEME

Scheme of Allowances for the Mayor of Cambridgeshire and Peterborough Combined Authority

1. Mayor's Allowance

1. An allowance of £80,000 per annum shall be payable to the Mayor. The indexation factor for the allowance will be the Consumer Price Index (CPI).

2. Travel expenses

1. It is expected that Mayor will utilise public transport where possible, in order to reduce his/her carbon footprint and maximise efficiency.
2. Public transport fares will be reimbursed at cost on production of a valid ticket or receipt. In the case of travel by rail, standard class fare or actual fare paid (if less) will be reimbursed.
3. Travel by private vehicles will be reimbursed at the rates set for tax allowance purposes by the Inland Revenue for business travel. Currently these are 45p per mile for the first 10,000 miles and 25p a mile thereafter and an additional 5p per mile where a passenger (such as a member of the Combined Authority) is carried. Parking fees will be reimbursed at cost on production of a valid ticket or receipt.
4. Taxi fares will only be reimbursed on production of a valid receipt. Travel by taxi should only be undertaken where use of an alternative is not available or if the following conditions are applicable:
 - There is a significant saving in official time;
 - The Mayor has to transport heavy luggage or equipment; and/or
 - Where the Mayor is travelling with other officials of the Combined Authority together and it is therefore a cheaper option.
5. International travel must be booked through the offices of the Combined Authority at the appropriate market rate. Higher rates for international travel will only be booked where it is clearly in the Combined Authority's interest and where formal approval has been given in advance by the Chief Executive. Any other reasonable and unavoidable costs related to international travel will be reimbursed on production of a receipt.
6. Travel expenses will be reimbursed for any journey undertaken where the Mayor was undertaking approved duties (see section 5 below). Travel expenses will only be reimbursed if claimed within two months.

3. Subsistence expenses

1. Subsistence should not be claimed except in exceptional circumstances.
2. Overnight hotel accommodation must be booked through the offices of the Combined Authority at the appropriate market rate. Higher rates of accommodation will only be booked where it is clearly in the Combined

Authority's interest and formal approval has been given in advance by the Chief Executive. Any other reasonable and unavoidable costs related to overnight stays will be reimbursed on production of a receipt.

3. Where the Mayor is required to be away overnight then the offices of the Combined Authority should, where possible, make advance provision for meals. Where this is not possible, then the maximum rates that can be claimed are shown below. Any claim for subsistence must be supported with receipts for actual expenditure incurred.

- Lunch - £10
- Evening meal - £15

4. Dependants' carers' expenses

1. If the Mayor has care responsibilities in respect of dependant children under 16 or dependant adults certified by a doctor or social worker as needing attendance, they will be reimbursed, on production of valid receipts, for actual payments to a registered or professional carer. Where care was not provided by a registered or professional carer but was provided by an individual not formally resident at the Mayor's home, a maximum hourly rate of £6.50 will be payable.

2. Dependants' carer's expenses will only be reimbursed if incurred where the Mayor was undertaking approved duties (see section 5 below).

5. Approved duties

1. Travel and dependants' carer's expenses incurred when undertaking duties matching the following descriptions may be claimed for:

- a. Attendance at meetings or events within the Combined Authority area and away from the normal place of work where attendance is required in connection with the role of Mayor, including attendance at meetings of committees, working groups or other bodies of the Authority, as well as formal briefings, training sessions or attendance at pre-arranged meetings with senior officers to discuss the business of the Combined Authority;
- b. Representing the Combined Authority at meetings or events outside of the Combined Authority area;
- c. In respect of dependants' carer's expenses only, undertaking general duties, including surgeries.

2. Travel expenses are not to be paid for journeys between the Mayor's home and ordinary place of work.

3. Travel expenses are not to be paid for attendance at political group meetings or other party political events.

6. Renunciation of Allowances and Part Year Entitlements

1. The Mayor may elect to forego any part of their entitlement to an allowance under this scheme by providing written notice to the Combined Authority's Monitoring Officer.

2. Where the term of office of the Mayor begins or ends otherwise than at the beginning or end of a year, payment of allowances will be pro-rata.
3. If an amendment to this Scheme is made which affects payment of an allowance in the year in which the amendment is made, payment of the amended allowance will be pro-rata.