

**A Review  
Of  
Members' Allowances  
For  
Huntingdonshire District Council  
Members Appointed to the  
Cambridgeshire & Peterborough  
Combined Authority**

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**A Report  
By the  
Independent Remuneration Panel**

Christopher Christodoulou  
Dr Declan Hall (Chair)  
Graham Jagger

July 2021

**EXECUTIVE SUMMARY**

<b>Huntingdonshire DC – C&amp;PCA Review July 2021</b>			
<b>HDC SRA</b>		<b>SRA rec'd</b>	<b>Cost</b>
Leader		£14,813	-£2,000
Deputy Leader		£11,110	-£1,500
<b>Cambridgeshire s &amp; Peterborough CA SRA</b>	<b>Nos rec'd</b>		
Appointee to C&PCA Board	1	£5,100	£5,100
Substitute Appointee to C&PCA Board	1	£1,655	£1,655
Appointees to C&PCA Overview and Scrutiny and Audit and Governance Committees	3	£946	£2,838
Where Appointees to C&PCA Overview and Scrutiny and Audit and Governance Committees are also appointed Chair	NA	£3,068	£0
Substitute Appointees to C&PCA Overview and Scrutiny and Audit and Governance Committees	NA	£0	£0
<b>Total Cost (on current appointments)</b>	<b>5</b>		<b>£6,093</b>

**The IRP also recommends that**

**Exception to the '1SRA only' rule**

The SRAs recommended (in accordance with the requirements of the 2017 Order) for the Council's appointees to the C&PCA to be exempt from the 1 SRA only rule, which is currently in place in the Huntingdonshire DC Members' Allowances scheme.

**Indexation**

The recommended SRAs for Huntingdonshire DC Members appointed to C&PCA and its committees are indexed to the locally agreed cost of living percentage increase in Huntingdonshire District Council local government staff salaries and implemented from the date of the annual meeting for the same year that it applies to staff years up to end of the 2021/22 financial year, which is when the current authority for indexation runs out.

**Implementation**

The recommendations contained in this report are implemented from the date that the relevant appointments were made to the C&PC this year, namely the Combined Authority Annual Meeting on 2<sup>nd</sup> June 2021.

# Huntingdonshire District Council

## Independent Remuneration Panel

### A Review of Members' Allowances

For

### Members Appointed to the Cambridgeshire & Peterborough Combined Authority

July 2021

#### The Regulatory Context and Terms of Reference

1. This report contains the recommendations arising out of the independent review, of Members' Allowances for Members of Huntingdonshire District Council appointed to the Cambridgeshire and Peterborough Combined Authority (C&PCA) by the Council's statutory Independent Remuneration Panel ('IRP' or 'Panel'). It also lays out the deliberations of the IRP so as to show elected Members, Officers and the public the rationale for the IRPs recommendations.
2. Huntingdonshire District Council is a constituent Member of the Cambridgeshire & Peterborough Combined Authority (C&PCA). As such, the Council is required to make a number of appointments to the Combined Authority and its statutory committees (discussed below). However, the 2017 Order that established the C&PCA states: "No remuneration is to be payable by the Combined Authority to its members"<sup>1</sup> The exception to this is the elected Mayor who can be remunerated directly by the C&PCA.
3. As a result any remuneration to be paid to the Huntingdonshire Members appointed to the C&PCA must be paid via the Council's own Members' Allowances scheme.
4. In this context, the IRP was convened under The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021) (the 2003 Regulations). These regulations, arising out of the relevant provisions in the Local Government Act 2000, require all local authorities to maintain an Independent Remuneration Panel to review and provide advice on the Council's Members Allowances. This is in the

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<sup>1</sup> The Cambridgeshire & Peterborough Combined Authority Order 2017 No. 251, Schedule (Constitution) paragraph 8 (1)

context whereby the Council retains powers to determine the scope and levels of Members' Allowances.

5. All Councils are required to convene their IRP and seek its advice before they make any changes or amendments to their members' allowances schemes and they must 'pay regard' to the Panel's recommendations before setting a new or amended members' allowances scheme.
6. In this particular instance, the IRP has been reconvened under the 2003 Regulations [paragraph 19. (1)] which states:
 

Before an authority referred to in regulation ... makes or amends a scheme, the authority shall have regard to the recommendations made in relation to it by an independent remuneration panel
7. It is under this regulatory requirement that the IRP has undertaken this review of Members' Allowances for Huntingdonshire District Council Members appointed to the C&PCA.

### **Terms of Reference**

8. The Leader requested that the IRP look at Members' 'Allowances in the context of Huntingdonshire District Council Members attendance as representatives on the C&PCA. Consequently, the Managing Director, under powers of general delegation, reconvened the Huntingdonshire DC IRP. It has been asked to make recommendations to the Council regarding the payment of an SRA (and the appropriate level) to HDC's appointed Members to the Cambridgeshire & Peterborough Combined Authority (CA) namely
  - I. The Council's appointee to Combined Authority Board
  - II. The Council's appointee as a substitute to the Combined Authority Board.
  - III. The two Huntingdonshire DC Members appointed to the Combined Authority's Overview & Scrutiny (O&S) Committee
  - IV. The one Huntingdonshire DC Member appointed to the Combined Authority's Audit & Governance Committee
  - V. The substitute Members appointed to the Combined Authority's O&S Committee and the Audit and Governance Committee.
  - VI. In the event that the Huntingdonshire DC Members appointed to the Combined Authority's O&S and Audit and Governance Committees are appointed Chairs of such committees.
9. In arriving at its recommendations the IRP will take into consideration the following:
  - Factual briefings from relevant Officers
  - Views of relevant Members
  - Relevant benchmarking, namely the practice regarding the remuneration of posts under consideration in the other constituent Councils of the Cambridgeshire & Peterborough Combined Authority

10. The IRP is further asked to produce a report containing its recommendations for consideration by Council at its meeting on 21<sup>st</sup> July 2021.

### The IRP

11. Huntingdonshire District Council reconvened its Independent Remuneration Panel and the following Members were appointed to carry out the independent review of allowances, namely:

Christopher Christodoulou - Formerly a teacher/senior leader in education and now works for DWP on flagship programmes.

Declan Hall PhD - Former lecturer at the Institute of Local Government and now an Independent Consultant specialising in Members' Allowances (National perspective). Reappointed by the District Council.

Graham Jagger - Has a professional background in HR, formerly a Member of the NHS Pay Review Body, Currently Chairs South Cambridgeshire IRP and is a member of Cambridge City IRP.

12. The IRP was supported by

Claire Bulman Democratic Services Officer

Habbiba Peacey Democratic Services Officer

13. The IRP would particularly like to thank Habbiba Peacey who took the organisational lead in facilitating the review process. The IRP would also like to record its gratitude to the Members and Officers of Huntingdonshire District Council and C&PCA for making themselves available to meet the IRP and ensuring the work of the IRP was carried out in an efficient and effective manner.

### Process and Methodology

14. Due to the Covid-19 pandemic the IRP met virtually via Zoom meetings on 9<sup>th</sup>-10<sup>th</sup> June 2021. The meetings were in private session to enable the IRP to meet Members and relevant Officers and conduct its deliberations in confidence. In accordance with the terms of reference, in arriving at its recommendations, the IRP took into account a wide range of evidence both oral and written. A representative range of Huntingdonshire DC elected Members appointed to the C&PCA was invited to meet with the IRP.
15. In addition, the IRP also met with relevant Officers from both Huntingdonshire DC and C&PCA for factual briefings on the work of the C&PCA, the role of Members appointed to it, the C&PCA governance structures and challenges facing the C&PCA.

16. The IRP also reviewed relevant written information, such as the meetings schedules for C&PCA and its committees, C&PCA committee terms of reference, and other relevant reports and information on the governance arrangements, the 2006 Statutory Guidance on Members' Allowances, etc.
17. The IRP also undertook a benchmarking exercise in that it reviewed whether and at what levels the other nominating councils paid similar roles under consideration for this review. The IRP has not been driven by Allowances paid to the roles under consideration across the constituent councils but it was concerned to understand how the issues under review have been addressed elsewhere, i.e. what is the most common practice. Moreover, it was important to place the Huntingdonshire District Council Allowances Scheme and tentative recommendations in a comparative perspective.
18. For full details of whom the IRP met and full range of information reviewed see:
  - Appendix 1: for Members and Officers who met with the IRP
  - Appendix 2: for a list of the full range of evidence considered by the Panel
  - Appendix 3: for benchmarking utilised by the IRP, namely a summary of the Basic and main Special Responsibility Allowances (2020/21) paid in the C&PCA constituent councils and any SRAs paid to their Members appointed to the C&PCA.

## **Key Messages and Observations**

### **Changing nature of Member roles on the Combined Authority**

19. The IRP in 2018, subsequent to the establishment of the C&PCA in 2017, carried out a review of SRAs for the Council's appointee and substitute appointee to the Combined Authority. It was assumed that both these appointments would be the Leader and Deputy Leader respectively. In turn the IRP applied an uplift to their respective SRAs on the basis of their duties at the C&PCA.
20. Since then the C&PCA has bedded down and developed routine ways of working that were not in place in 2018. This has placed enhanced demands on all the Huntingdonshire DC appointments to the C&PCA which the IRP has strove to recognise in this review.

### **The sense of inequity compared to nominating district councils**

21. During the course of the review a view emerged that there was inequity between the remuneration received by the Huntingdonshire DC appointees to the C&PCA and the same category of appointees from the other constituent councils, particularly the other constituent district councils.
22. Benchmarking shows that this perception is broadly correct. In the other constituent district councils the scope and levels of remuneration paid to their

C&PCA appointees is greater than is the case for Huntingdonshire DC appointees. While the IRP has not been driven by the scope and levels of remuneration paid to the same appointees at the other constituent district councils it has borne it in mind when making its recommendations.

### **The financial impact of the IRPs recommendations – a function of the 2017 Order**

23. The recommendations contained in report if accepted by the Council will result in an increase of £6,093 on the current spend on Members allowances at Huntingdonshire DC. The IRP acknowledges that it is not a particularly apt time to recommend any additional spending on Members' allowances. However, this is a function of the 2017 Order establishing the C&PCA which prevents it from paying any allowances to its Members other than the elected Mayor. As with nearly all constituent district councils to properly remunerate the appointees to the C&PCA means it can only be done via their own allowances schemes which in turn makes it almost inevitable that there will be an increased spend on Members' allowances.
24. Furthermore, based on representation received the IRP has been cognisant of the financial impact of its recommendations. It notes that the Council is in a trying financial context and as such the IRP has sought to make recommendations that are justifiable, robust and have a relatively constrained financial consequence.

### **Revisiting the IRPs recommendations**

25. The IRPs recommendations in this report are by no means definitive. A sense was gained that there is a need for the IRP to further review the SRAs paid to Huntingdonshire DC's appointees to the C&PCA and its committees to ensure that they are and continue to be relevant to the C&PCA working arrangements particularly as they evolve over the next year following this year's election of a C&PCA Mayor, and any additional commitments required from those Huntingdonshire DC Members appointed to the C&PCA and its committees.
26. The IRP notes that under the 4-year rule (see 2003 Regulations 10. (5)) that Huntingdonshire DC is due an across the board review of allowances by October 2022, most likely to occur in the summer of 2022. The IRP will specifically take the opportunity afforded by this review to revisit the recommended SRAs for Huntingdonshire DCs appointees to the C&PCA and its committees.

### **The IRPs recommendations – Huntingdonshire DC appointee to the Combined Authority**

27. In 2018 the IRP uplifted the SRA by almost £2,000 for the Huntingdonshire DC Leader on the basis that it was practice for the Leader to be the Council's appointee to the C&PCA Board. This uplift was to recognise the additional workload and responsibility undertaken by the Leader at the C&PCA Board.
28. There is some evidence that the appointee to the C&PCA Board has enhanced workloads and responsibilities mostly through being appointed to one of the Combined Authority's executive committees, in this case Housing and Communities. The prospect of an enhanced workload and responsibility for the

appointee to the C&PC Board was anticipated in the 2018 review when the IRP commented: “For the Panel to remunerate the Leader for their C&PCA work it can be not much more than recognition of this new aspect of their responsibilities at this stage.”<sup>2</sup> The IRP further commented that it would at its next review take into account relevant benchmarking which was not available at the time.

29. Benchmarking shows three things:

- That the county and unitary constituent councils do not specifically recognise their respective appointees to the C&PCA. However, their respective Leaders receive a total remuneration in excess of £40,000, so it is less of an issue in these cases. Fenland District Council, following a review in May 2021, also does not make any specific provision for their Leader in respect of being on the C&PCA Board as they are the highest paid Leader across the five constituent district councils.
- That the three constituent district councils that specifically make provision to remunerate their appointee to the C&PCA Board do it via providing a separately identifiable SRA.
- In the case of the three constituent district councils that specifically make provision to remunerate their appointee to the C&PCA Board they all do so at a consistent level, between £5,010 - £5,210. This SRA has been set, in the case of Cambridge City and South Cambridgeshire, with reference to their respective Basic Allowance payable (£5,210 and £5,010). Clearly, East Cambridgeshire took a different approach as its' Basic Allowance is £5,666 and its SRA for its appointee to the Combined Authority is £5,138, and it appears to have adopted a figure between those paid by Cambridge City and South Cambridgeshire

30. The IRP recognises the two advantages of paying a separate SRA to a constituent council's appointee to the C&PCA Board. First, it makes the remuneration more transparent. Secondly, by designating the SRA payable to a constituent council's appointee to the C&PCA Board it would recognise if and when that appointee was someone other than the Huntingdonshire Leader, admittedly all the constituent councils appoint their Leader to the C&PCA Board but it does not necessarily have to be the case.

31. This has led the IRP to take a similar approach. As such, it has reduced the Leader's SRA by £2,000 (slightly more than the 2018 uplift to account for indexation) thus reducing it to £14,813, still the second highest across the five constituent district councils. The IRP considered whether it was appropriate to recommend an SRA based on the current Huntingdonshire DC Basic Allowance, which is currently £4,729, and in turn is an approach specifically mentioned in the 2006 Statutory Guidance (paragraph76). However, the IRP eschewed this approach in this case as it would undervalue the role of the Huntingdonshire DC appointee to the C&PCA compared to peers. The IRP felt that in this case there was not strong reason to recommend an SRA for the Huntingdonshire DC appointee to the C&PCA that was less than that being paid by peer authorities, for what in effect is a very similar role.

32. As such, the IRP has decided that the Huntingdonshire DC appointee to the C&PCA Board should be set at the going rate, which based on benchmarking is

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<sup>2</sup> September 2018 IRP Report, paragraph 40

between £5,010 and £5,210 and has opted for the approximate mid-point between these two figures which is £5,100..

33. **Thus, the IRP recommends that the Huntingdonshire DC Leader's SRA should be reduced by £2,000 to £14,813. It further recommends that a new SRA should be paid to the Huntingdonshire appointee to the C&PCA, set at £5,100.**

### **Huntingdonshire DC substitute appointee to the Combined Authority**

34. Similarly, in the 2018 review the IRP uplifted the SRA for the Deputy Leader by just under £1,500 to recognise both their role as the Council's substitute to the C&PCA Board and the enhanced demands on the Deputy Leader at the district in the absence of the Leader. The IRP received representation that the role of being substitute appointee to the C&PCA Board has not been particularly onerous, on average only having to do so no more than twice per year. The IRP did receive further representation however that the substitute did have to read reports and agendas for each C&PCA meeting to ensure they are prepared. Furthermore, as substitute appointee to the C&PCA they are one of two appointees from each constituent council (the other being the full appointee to the C&PCA) that are appointed to Authority's executive committees. In the case of the Huntingdonshire DC substitute appointee the practice has been that they are appointed to two of the executive committees, namely the Transport and Infrastructure and Skills Committees. The IRP heard that it is in this area where they have the most workload.
35. Benchmarking would suggest that there is not a strong case to remunerate this role as it shows that only one other constituent council specifically remunerates their substitute appointee to the C&PCA, East Cambridgeshire at £1,541. Nonetheless, the IRP took the view that this role should continue to be remunerated mostly to recognise the inherent demands placed on the post holder by sitting on two of the three C&PCA executive committees. It is recognised that this might not be the case going forward and the IRP will take the opportunity to revisit the Huntingdonshire DC appointments to the C&PCA executive committees at the time of its next review.
36. The IRP has taken a similar approach as it did with the appointee to the C&PCA by reducing the Deputy Leader's SRA by £1,500, thus resetting it at £11,110 (still the highest SRA paid to a Deputy Leader in the five constituent district councils). It has then introduced a separate SRA for the Huntingdonshire DC substitute appointee to the C&PCA, recognising that all the constituent councils appoint their Deputy Leader as substitute to the C&PCA Board but it does not necessarily have to be the case. In setting the appropriate SRA the IRP has done so with reference to the Huntingdonshire DC Basic Allowance. In this case it has factored the current Huntingdonshire DC Basic Allowance (£4,729) by 35 per cent, which equates to £1,655
37. **Thus, the IRP recommends that the Huntingdonshire DC Deputy Leader's SRA should be reduced by £1,500 to £11,110. It further recommends that a new SRA should be paid to the Huntingdonshire substitute appointee to the C&PCA, set at £1,655**

## Huntingdonshire DC appointees to the Combined Authority – Overview and Scrutiny and Audit and Governance Committees

38. The IRP decided that the Council's appointees to the Combined Authority's Overview and Scrutiny Committee (two appointees) and its Audit and Governance Committee (one appointee) merited some remuneration. They are statutory committees of the C&PCA which have a regular schedule of meetings. The Huntingdonshire DC appointees to these two C&PCA committees are undertaking a role that is above and beyond what is expected of other Huntingdonshire DC Members.
39. The first issue for the IRP to consider was whether there should be a differential in the SRA paid to these appointees. Benchmarking shows that where they are remunerated in the constituent district councils there is a marked differentiation, with the appointees to the Overview and Scrutiny Committee being paid an SRA on average just under 2.5 times that paid to their appointee to the Authority's Audit and Governance Committee. It is noted that these appointees are not remunerated in either Cambridgeshire or Peterborough, but both these councils pay a Basic Allowance in excess of £10,000, so it is not such an issue. Fenland does not pay these appointees and it appears the issue was not considered when it considered whether to remunerate their appointee to the C&PCA Board.
40. The IRP has not accepted that there should be a differential in remuneration to the Huntingdonshire DC appointees to the C&PCA Overview and Scrutiny and Audit and Governance Committees on the grounds that they are both statutory committees and each have seven scheduled meetings for 2021/22. In particular the work of the Audit and Governance Committee has grown since the role of their appointee to his Committee was reviewed by the IRPs of the three other C&PCA constituent district councils. Although it is recognised that their meetings are different in nature it has limited impact on respective workloads.
41. The IRP has not been guided by the SRAs paid in the three constituent councils to their appointees to the Overview and Scrutiny Committee, which ranges from £1,253 in South Cambridgeshire up to £1,541 in East Cambridgeshire. These figures would size the role of the Committee appointees at least one third of that of the Huntingdonshire DC Basic Allowance, a sizing for which the IRP received neither support nor evidence. There was nothing in the evidence or representation received that supported the proposition that being appointed to either the C&PCA Overview and Scrutiny or Audit and Governance Committees was a third of the size of the role of being a Huntingdonshire DC elected Member.
42. In fact in the representation received there was a view that there should be no SRA for these appointees, a view the IRP rejected. However, the current levels of SRAs paid to appointees to the C&PCA Overview and Scrutiny Committee are simply not merited for the workload required. The IRP understands that this level of SRAs for the other constituent council appointees to the C&PCA Committees was always on the basis that their workloads and responsibilities would be periodically reviewed in light of evolving governance practices at the CA.
43. Instead the IRP has been guided by the approximate mid-point between the SRA paid by the three constituent district councils that make such a payment to their Audit Committee appointees, ranging from £501 in South Cambridgeshire to £822

in East Cambridgeshire and the SRA paid to their respective appointees to the C&PCA Overview and Scrutiny Committee, ranging from £1,253 in South Cambridgeshire to £1,541 in East Cambridgeshire. To arrive at this approximate midpoint the IRP has followed the same methodology it utilised in arriving at the recommended SRA for the Huntingdonshire DC substitute appointee to the C&PCA and the other district councils in their SRAs payable to their Members appointed to the C&PCA and its committees, namely by assessing these roles as a percentage of the Basic Allowance. In this case, the IRP has set the recommended SRA for the Huntingdonshire DC appointees to the C&PCA Overview and Scrutiny and Audit and Governance Committees by applying at factor of 20 per cent against the Huntingdonshire Basic Allowance (£4,729), which equates to £946

44. **The IRP recommends that the Huntingdonshire DC appointees to the C&PCA Overview and Scrutiny Committee (2) and the Audit and Governance Committee (1) are paid an SRA of £946.**

**Where Huntingdonshire DC appointees to the C&PCA Overview and Scrutiny and Audit and Governance Committees are also appointed Chair of either Committee**

45. The IRP has been tasked with consideration of if and when a Huntingdonshire DC appointee to the C&PCA Overview and Scrutiny and Audit and Governance Committees is also chair of either committee. It is noted that the Authority Board appoints the Chair of the Audit and Governance Committee, which in the past has always been an independent co-opted Member but it does not necessarily have to be the case. The Overview and Scrutiny Committee appoints its own Chair (and Vice Chair) from amongst elected appointees.
46. By definition, if the IRP has judged that appointees to the C&PCA Overview and Scrutiny and Audit and Governance Committees then if and when a Huntingdonshire DC appointee is also appointed Chair then they merit a SRA. Benchmarking shows that none of the constituent councils make such provision, which may be more a function of the fact that the IRPs in other constituent councils have not considered the issue rather than being a conscious choice.
47. Nonetheless, the IRP does have some precedent in this case. The Independent co-opted Chair of the Audit and Governance Committee is remunerated.<sup>3</sup> Currently they are paid £3,068, which was set by reference to the remuneration paid to the Chair of the Police and Crime Panel (£1,534) and then uprated to recognise that the C&PCA Audit and Governance Committee meets twice as much as the Police and Crime Panel.
48. While it is recognised that the situation arising is largely theoretical, the IRP could see no reason why this figure should not be utilised as the appropriate SRA if and when a Huntingdonshire DC appointee to the C&PCA Overview and Scrutiny or Audit and Governance Committees is also appointed chair of either Committee.
49. **The IRP recommends that where a Huntingdonshire DC appointee to the C&PCA Overview and Scrutiny and Audit and Governance Committees are**

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<sup>3</sup> The C&PCA is permitted to remunerate independent appointees as co-opted Members.

**also appointed Chair of either Committee then they should be paid an SRA of £3,068.**

### **Substitutes appointed to the C&PCA Overview and Scrutiny and Audit and Governance Committees**

50. Huntingdonshire DC is also required to appoint substitutes to their appointees to the C&PCA Overview and Scrutiny and Audit and Governance Committees. The IRP explored the nature of this role and noted that they are more important than at first glance as the C&PCA constitution requires two-thirds attendance for a meeting to be quorate. The IRP was informed that the substitutes are invited to all relevant training events and that there was always 1 or 2 substitutes in attendance at every meeting of the C&PCA Overview and Scrutiny and Audit and Governance Committees.
51. Nonetheless, the IRP is not minded to recommend an SRA to be paid to the Huntingdonshire DC substitute appointees to the C&PCA Overview and Scrutiny and Audit and Governance Committees. Their role is limited to stand in if and when required (unlike the Deputy Leader who as substitute to the appointee to the Board has a role on the C&PCA executive committees) and they have only had to do so on a handful of occasions since the establishment of the C&PCA in 2017. In addition, benchmarking shows that these roles are not remunerated by the constituent councils.
52. **The IRP recommends that the Huntingdonshire DC substitute appointees to the C&PCA Overview and Scrutiny and Audit and Governance Committees are not paid an SRA.**

### **Exception to the ‘1SRA only’ rule**

53. The 2003 Regulations do not prohibit the number of SRAs a Member may receive but many councils including Huntingdonshire District Council have adopted a ‘1 SRA only’ internal rule in that regardless of the number of remunerated posts a Member may hold they can only receive one SRA, with the exception of the SRA paid to Members appointed to the Council’s Development Management Committee.
54. This rule is adopted by many councils (although interestingly not by any of the other constituent district councils) largely to hedge against senior Members holding as many remunerated posts as they can thus ensuring a wider distribution of SRAs than would otherwise be the case. It also helps ensure that allowances schemes are more transparent as posts are paid an SRA on a holistic basis rather than being paid numerous but typically smaller SRAs which can mask their real remuneration. It also helps ensure that no Member is paid more than the Leader through collecting SRAs which is particularly anomalous when there is an Executive Leader model of governance in place.
55. Nevertheless, the SRAs recommended in this review have been done so as the C&PCA is unable to remunerate its own Members, beyond the elected Mayor. As such, the responsibility and workload of Huntingdonshire DC Members appointed to the C&PCA is deemed above and beyond what is expected from ordinary

Members of Huntingdonshire DC. Consequently, these SRAs (recommended in accordance with the requirements of the 2017 Order) should be exempt from the 1 SRA only rule, which is currently in place in the Huntingdonshire DC Members' Allowances scheme.

56. **The IRP recommends that the SRAs recommended (in accordance with the requirements of the 2017 Order) for the Council's appointees to the C&PCA be exempt from the 1 SRA only rule, which is currently in place in the Huntingdonshire DC Members' Allowances scheme.**

## Indexation

57. Currently, the Council, as permitted by the 2003 Regulations and as is the case in most of the constituent councils, indexes allowances. The rationale behind having indexation in place is so that the main allowances have an annual cost of living increase thus obviating the need for substantial increases every four years – the maximum length for which indexation may be run without reference once more to the IRP.
58. The index in place for the Huntingdonshire DC Basic Allowance and SRAs is the same locally agreed annual percentage increase that is applied to Huntingdonshire District Council local government staff salaries. The IRP continues to support the principle of indexing the recommended SRAs in this review, to do otherwise would be inequitable. In fact during the course of the review all the Huntingdonshire DC allowances were indexed by 2 per cent, applicable from the date of the Annual Council Meeting on 19<sup>th</sup> May 2021 to reflect the same percentage pay award for Huntingdonshire DC staff.
59. **The IRP recommends that the recommended SRAs for Huntingdonshire DC Members appointed to C&PCA and its committees are indexed to the locally agreed cost of living percentage increase in Huntingdonshire District Council local government staff salaries and implemented from the date of the annual meeting for the same year that it applies to staff years up to end of the 2021/22 financial year, which is when the current authority for indexation runs out.**

## Implementation

60. **The IRP further recommends that its recommendations contained in this report are implemented from the date that the relevant appointments were made this year, namely the Combined Authority Annual Meeting on 2<sup>nd</sup> June 2021.**

## Appendix 1: Members and Officers who met with the Panel

### Members:

Cllr G. Bull	Member appointed to C&PCA Audit & Governance Committee (Conservative)
Cllr E. Butler	A substitute Member appointed to the C&PCA Overview and Scrutiny Committee (Conservative)
Cllr S. Corney	Member appointed to the C&PCA Overview and Scrutiny Committee and Chair of HDC Overview and Scrutiny Panel – Performance & Growth (Conservative)
Cllr R. Fuller	Executive Leader of Council and Conservative (Majority) Group, and Chairman of the Cabinet and Executive Member for Housing and Economic Development, appointed to C&PCA Board
Cllr Mrs P. Jordan	Former Member appointed to the C&PCA Overview and Scrutiny Committee (Liberal Democrat)
Cllr J. Neish	Deputy Leader of Council and Conservative (Majority) Group, Vice-Chairman of the Cabinet and Executive Councillor for Strategic Planning, and substitute Member appointed to the C&PCA Board

### HDC Officers who briefed the IRP:

Joanne Lancaster	Managing Director
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### C&PCA Officers who briefed the IRP:

Anne Gardiner	Scrutiny Officer for C&PCA
Robert Parkin	Chief Legal Officer and Monitoring Officer for the C&PCA

## Appendix 2: Information received & reviewed by the IRP

1. IRP Terms of Reference
2. List of HDC appointments to the C&PCA
3. C&PCA Member Role Description
4. Cambridgeshire & Peterborough Combined Authority Order 2017 SI2017 No. 251, 2<sup>nd</sup> March 2017
5. C&PCA decision-making structure and functions of the Combined Authority
6. C&PCA Board Information
  - Membership of the Combined Authority
  - Lead Member responsibilities
  - Proceedings of the Combined Authority meetings – extract
  - Combined Authority Board – meeting schedule
7. C&PCA Overview and Scrutiny Committee information
  - Overview and Scrutiny Committee functions
  - Overview and Scrutiny Committee – meeting schedule
8. C&PCA Audit and Governance Committee information
  - Audit and Governance Committee functions
  - Audit and Governance Committee – meeting schedule
9. Role of substitutes to appointees to the C&PCA Overview and Scrutiny and Audit and Governance Committees
10. Benchmarking data, namely allowances scheme from the other C&PCA constituent councils (see appendix three for summary):
  - Cambridgeshire County Council
  - Peterborough Council
  - Cambridge City Council
  - East Cambridgeshire District Council
  - Fenland District Council
  - South Cambridgeshire District Council
11. Huntingdonshire District Council Members' Allowances scheme, 2020/21
12. Statutory Guidance on Consolidated Regulations for Local Authority Allowances May 2006 - extracted
13. Statutory Instruments: 2003 No. 1021 – The Local Authorities (Members' Allowances) (England) Regulations 2003
14. IRP briefing paper for allowances review prepared by Dr D. Hall, Chair of IRP

15. Huntingdonshire District Council, IRP, A Review of Members' Allowances, The Eighth Report, September 2018
16. Statutory Guidance on Overview and Scrutiny in Local and Combined Authorities, May 2019, Ministry of Housing, Communities and Local Government
17. ONS, Annual Survey of Hours and Earnings, Huntingdonshire District Council, Weekly pay – excluding overtime - for all full time employee jobs within the district - United Kingdom 2020, Table 7.2a.

### Appendix 3: Allowances paid in comparator authorities

Huntingdonshire DC - Appointees to Cambridgeshire & Peterborough CA Review June 2021						
Constituent Council	Leader - CA Board Mbr	Deputy Leader - CA Dep Mbr	O&S Appointees	Audit & Governance Appointees	Substitute Members	Other
Cambridgeshire	NA	NA	NA	NA	NA	NA
Peterborough	NA	NA	NA	NA	NA	NA
Cambridge City	£5,210	NA	£1,303	£521	NA	NA
East Cambridgeshire	£5,138	£1,541	£1,541	£822	NA	CA Exec Committee Mbr if not on Board - £822
Fenland	May 2021 Review looked at CA SRAs but made no recommendations (Leader well paid anyway)					
South Cambridgeshire	£5,010	NA	£1,253	£501	NA	NA
	Basic Allowance	Leader's SRA	Deputy Leader's SRA	Other I	Other II	Other III
Cambridgeshire	£10,315	£31,745	£20,627			
Peterborough	£10,508	£31,524	£21,017			
Cambridge City (3 SRAs p/Mbr)	£5,210	£14,328	NA	Planning Mbr £782	Licensing Mbr £391 > 3 mtngs	Police & Crime Panel Mbr £782
East Cambridgeshire (2 SRAs p/Mbr)	£5,666	£9,248	£4,624			
Fenland	£4,818	£16,509	NA	Planning Mbr £500	Substitute Planning Mbr £100	
South Cambridgeshire (2 SRAs p/Mbr)	£5,010	£11,220	£8,290	Planning Mbr £500	Licensing + O&S Mbrs £250	Grants Advisory Mbr £125
Huntingdonshire (2021/22)	£4,729	£16,813	£12,610	Ass Cab Mbrs £883	Planning Mbr £651	