

MEMBERS' ALLOWANCES SCHEME

INTRODUCTION

- 1 This report requests members to consider a revised Members' Allowances Scheme to operate in conjunction with revised job profiles and a new member appraisal system.

BACKGROUND

- 2 At the Police Authority meeting on 24 April 2007 members approved proposals for a new Committee structure (see Annex E). This structure included, in addition to full Police Authority, five standing committees (with linked thematic panels) and a new Chair's Strategy Group. The purpose of this is to enhance the Authority's oversight and scrutiny role and encourage more dynamic decision making.
- 3 To facilitate this new structure, terms of reference for each Committee have been drawn up (see agenda item 10). In addition it was agreed that to reflect potentially enhanced workloads for Committee Chairs the members' allowances scheme would need to be reviewed in line with this. The revised scheme is attached at Annex A together with the existing scheme at Annex B.

DESK TOP REVIEW AND COMPARISONS

- 4 Humberside Police Authority has consulted fifteen other police authorities regarding their current allowances scheme. These were chosen based on the most similar forces criteria, those based in the Yorkshire and Humber region, those deemed the busiest in terms of crime and those which have similar numbers of police officers to Humberside Police.
- 5 The tables below show the relevant comparisons. The average figures are calculated purely on those authorities that pay an allowance. For example the average Committee Chair allowance of the regional authorities is based on South Yorkshire and West Yorkshire only.

	Basic Allowance	PA Chair	PA Vice Chair	Committee Chair
Regional Authorities:				
North Yorkshire	7,878	15,756	11,817	-
South Yorkshire	10,506	23,340	18,612	15,756
West Yorkshire	10,499	23,332	17,499	13,999

Humberside	8,166	22,457	16,332	-
Average	9,262	21,221	16,065	14,878
Most Similar Forces:				
Lancashire	9,060	21,408	15,855	13,590
South Yorkshire	10,506	23,340	18,612	15,756
Gwent	6,795	19,820	13,590	12,458
South Wales	6,999	20,415	-	12,832
Durham	4,080	17,964	12,246	10,206
Humberside	8,166	22,457	16,332	-
Average	7,601	20,900	15,327	12,968
Nearest Officer Numbers:				
West Mercia	8,462	21,745	16,281	11,846
Staffordshire	8,730	25,123	21,031	13,430
Leicestershire	7,427	21,288	13,310	10,795
Cheshire	6,795	16,980	11,326	9,060
Humberside	8,166	22,457	16,332	-
Average	7,916	21,519	15,656	11,283
Busiest in terms of Crime:				
Nottinghamshire	10,175	24,885	12,441	12,441
Northamptonshire	7,000	14,000	10,500	8,500
South Yorkshire	10,506	23,340	18,612	15,756
Bedfordshire	8,487	25,461	18,036	13,791
Humberside	8,166	22,457	16,332	-
Average	8,867	22,029	15,184	12,622
Overall Average	8,071	20,932	14,920	12,208

- 6 Based on the above table it is evident that, in terms of Committee Chair allowances this Authority is out of step with other authorities, being only one of two (the other being North Yorkshire) that do not pay an enhanced allowance for Committee Chairs. To reflect the new Committee structure and the significant additional responsibilities for Committee Chairs (see Annex C – Job Profiles) it is proposed that an allowance of £12,249 be paid. This represents the mid point of the current Humberside Basic Allowance and the Vice Chair allowance. It is also broadly in line with the mean average of those 13 authorities outlined above who currently pay an allowance.
- 7 It is proposed that other allowances remain unchanged given that they are currently above the overall average. These are outlined at paragraph three of the new Members' Allowances Scheme.

PERFORMANCE OF JOB PROFILES

- 8 As well as a new special responsibility allowance for Committee Chairs, the other main change to the Members' Allowances Scheme is the introduction of an annual review system based on the revised job profiles.

The revised job profiles are attached as Annex C which hopefully provides members with clarity about their role and responsibilities.

PURPOSE OF THE ANNUAL REVIEW SCHEME

- 9 The Annual Review Form and guidance is attached at Annex D. The purpose of the Review Scheme is to develop members of the Police Authority and provide a transparent accountability mechanism which is considered good practice within corporate governance. The idea of a Member Review Scheme is also strongly advocated by the Association of Police Authorities (APA) as part of the self assessment and improvement framework. In addition HMIC as part of their inspection of the Police Authority commented on the need to identify member training needs and ensure they have the requisite skills to undertake their role.

FUTURE ROLE OF THE STANDARDS COMMITTEE

- 10 The new terms of reference for the Standards Committee includes, amongst other things, to 'advise the Authority on the adoption or revision of its code of conduct and a scheme for member's allowances and expenses'. It is therefore anticipated that the Standards Committee will take a more active role in monitoring the members' allowances scheme and advise the Police Authority on any future changes. In addition it is proposed that the Members' Annual Review Scheme is completed by the Member (with assistance from the Chief Executive if required) and a Review Meeting is then held with the Chair (or Vice Chair) of the Standards Committee. The Standards Committee will also monitor the operation of the Review Scheme.

FINANCIAL IMPLICATIONS

- 11 If the Committee Chairs allowance is agreed the cost will vary depending on who chairs the standing committees. For example if neither the Chair or Vice Chair of the Police Authority chair any of the standing committees the potential annual cost will be £20,415, yet should they both chair a standing committee the potential cost will be reduced to £12,249.
- 12 There is no provision in the Police Authority's revenue budget for the additional costs associated with the proposed revisions to the Members Allowances scheme. In view of the fact that the revisions support recommendations in part designed to address issues raised by HMIC in their December review of the Authority, it is suggested that the costs in 2007/08 should be met from the Performance Improvement Reserve. The cost increases in future years will need to be reflected in adjustments to the Police Authority's base budget that will in turn need to be incorporated into the Medium Term Financial Strategy.

RECOMMENDATIONS

13 The Authority is recommended to:-

- (a) Approve the new Members' Scheme of Allowances (Annex A) and in particular the new allowance of £12,249 payable to Committee Chairs. This will be increased annually in line with Police Support Staff Council pay increases.
- (b) Agree that an annual review scheme be instigated with members' providing an annual précis of the activities undertaken and knowledge learned, in accordance with job profiles at the review meeting.
- (c) Agree that the Standards Committee monitor the operation of the Humberside Police Authority Members' Allowances Scheme and the Annual Review Mechanism.
- (d) That the additional expenditure associated with the revision to Members Allowances be met from an allocation from the Performance Improvement Reserve in 2007/08 and that the base budget for the Police Authority be increased in future years by the amount of the full year costs and the Medium Term Financial Strategy be amended accordingly.

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Background Papers: Annex A New Members' Allowances Scheme
 Annex B Current Members' Allowances Scheme
 Annex C Member Job Profiles
 Annex D Annual Review Form and Guidance
 Annex E New Committee Structure Diagram