

Report of the Independent Remuneration Panel 2024

A review of Remuneration for the Elected Mayor of the York and North Yorkshire Combined Authority

By the

Independent Remuneration Panel

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The Regulatory Context

1. This report contains the analysis and recommendations of the Independent Remuneration Panel (Panel or IRP) appointed by York and North Yorkshire Combined Authority (Y&NYCA) to make recommendations to the Combined Authority on a number of matters as set out in the Panel's terms of reference.
2. The York and North Yorkshire Combined Authority was established in 2023 through [The York and North Yorkshire Combined Authority Order 2023 \(legislation.gov.uk\)](#).
3. Full details of this provision are detailed in the Order, in short, the Order states:
 - The Combined Authority may establish an independent remuneration panel to recommend a scheme to the Combined Authority regarding the allowances payable to:
 - the Mayor;
 - the Deputy Mayor (provided that they are not a leader or elected mayor of a constituent council or the Chair of the Local Enterprise Partnership);
 - the Deputy Mayor for Policing and Crime provided that they are not the leader or elected mayor of a constituent council; and
 - Independent Persons.
 - An independent remuneration panel must consist of at least three members none of whom —
 - a) is also a member of the Combined Authority or is a member of a committee or sub-committee of the Combined Authority, or a member of a constituent council;
 - b) is disqualified from being or becoming a member of the Combined Authority.
 - An independent remuneration panel must produce a report in relation to the Combined Authority, making recommendations as to any allowances payable to the Mayor and deputy Mayor.
 - No remuneration is payable by the Combined Authority to its members, other than allowances for travel and subsistence paid in accordance with a scheme drawn up by the Combined Authority.
 - The Combined Authority may pay the Mayor, Deputy Mayor and Deputy Mayor for Policing and Crime such allowances as it may agree, in accordance with any recommendations made by its independent remuneration panel.
4. The Combined Authority agreed on 22 January 2024 to establish an Independent Remuneration Panel with agreed terms of reference and agreed membership for the review.

5. The two Constituent Councils are City of York Council (CYC) and North Yorkshire Council (NYC).
6. The costs of the Mayor (and their Deputies should they decide to appoint them) are borne by the Combined Authority, through funding from central government, rather than direct funding from North Yorkshire Council and City of York Council.

The Panel

7. All Panel Members have previously been members of either NYC or CYC Panels. The membership of the Panel that undertook the review was as follows:
 - Ann Harding (NYC IRP Member) – Chief Executive of the Settle Victoria Hall Ltd Charity.
 - Elizabeth Heaps (CYC IRP Member) – Trustee of York Civic Trust, Former Pro Vice-Chancellor of the University of York.
 - Lucy Shaw (CYC IRP Member) – Operations Director [REDACTED]
 - Keith Trotter (NYC IRP Member) – A Fellow of the Institute of Chartered Accountants, Member of the Institute of Consultants, and a Certified Management Consultant (retired).
8. The Interim Deputy Monitoring Officer and the Assurance and Governance Manager of the Combined Authority were appointed to provide professional guidance and support to the Panel as required.

Terms of Reference

9. The terms of reference for the review followed the requirements of the Local Authorities (Members' Allowances)(England) Regulations 2003 and, in particular, the York and North Yorkshire Combined Authority Order 2023 and is set out below:
 - a. A review of allowance¹ to be paid to the position of the Y&NYCA Mayor from May 2024 that is commensurate with the responsibilities of this position;
 - b. A review of allowance to be paid to the position of the Y&NYCA Deputy Mayor appointed by the Mayor (if they so choose);
 - c. A review of allowance to be paid to the position of the Y&NYCA Deputy Mayor for Policing and Crime appointed by the Mayor (if they so choose);
 - d. A review of allowance to be paid to any Independent Persons.
10. The Combined Authority determined that the Panel would be set up in order to review allowances in accordance with the Order, with particular emphasis on the ability for the Combined Authority to approve the allowance for the Mayor at their March 2024 Meeting in order that any prospective candidates for the Mayoral election would be aware of the allowance payable for this role.

¹ Remuneration includes expenses (travel, subsistence and carers allowance) for the purposes of the Terms of Reference.

11. The Panel determined at their first meeting that in order for them to meet the request of the Combined Authority, their review would take place in 2 parts. First, assessment and recommendations around the allowance to be paid to the Mayor, followed by a further assessment and recommendations to be made around any Deputy Mayor and Independent Persons.
12. The scope of this review therefore, was to recommend the level of allowance that should be provided to the position of elected Mayor of York and North Yorkshire Combined Authority.

Approach to the Review

13. The IRP met on 4 occasions at the request of the Combined Authority, three times by MS Teams and once in person at West Offices, York. The Panel undertook a virtual discussion with a Combined Authority Member, who provided the views on behalf of the Combined Authority Members. The remit of the discussion was “an insight into the role and responsibilities of the Mayor”. .
14. Owing to the time constraints in providing their recommendations, the Panel limited the scope of views of other Members of each constituent authority to written views as follows: “an insight into the role and responsibilities of the Mayor”. Two submissions were received from North Yorkshire Council Members. See paragraph 35 for further detail.
15. The Panel received an initial bundle of background evidence and also requested and reviewed a wide range of written evidence and material with reference 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 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 – Benchmarking data that was reviewed and considered by the Panel.

York and North Yorkshire Combined Authority

16. The York and North Yorkshire Combined Authority is provided with powers and functions through the 2023 Order and the Devolution Deal which are detailed in the Constitution, that covers:
 - Skills and employment;
 - Economic development and regeneration;
 - Housing and land;
 - Transport.
17. In addition, the Office of the Police, Fire and Crime Commissioner and the North Yorkshire Fire and Rescue Service will transition into the Combined Authority on 7 May 2024.

18. The Mayor acts as Chair of the Combined Authority Board and has functions reserved through the Order, specifically to be exercised by the Mayor as detailed in the Constitution and the general power of competence. The Mayor must also set a budget and consult the Combined Authority Board on the Mayor's spending plans and draft budget.
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.

Considerations and Conclusions

20. The Panel, through briefings, an interview and examination of key data and documentation, considered key evidence in order to arrive at an agreed set of conclusions.

Profile and workload

21. The Panel considered evidence around the role and responsibilities of the Mayor, comparing the devolved powers for York and North Yorkshire Combined Authorities and other Combined Authorities. A full list of information considered by the Panel is set out within Appendix A. York and North Yorkshire's devolved powers are:

- Transport;
- Skills and adult education budget;
- Regeneration and housing;
- Economic development;
- Police and crime commissioner;
- Fire and rescue;
- Power to create Mayoral Development Corporation.

22. The Panel deemed the profile and workload of the Mayor as considerable; the position of the Mayor was the "face" of the Combined Authority and arguably the most high profile political position in the region. The Panel believed that there was a "public facing" narrative that had to be acknowledged with this role.

23. The evidence considered by the Panel indicated that the position of Mayor was sizeable and clearly a full-time position with a number of Boards/Committees to attend and prepare for alongside numerous Mayoral engagements and appointments. The Panel was mindful of the difference between this role and the role undertaken by the Lord Mayor of York, which is more ceremonial in nature. The geographical area is the largest of any other Combined Authority (3208 square miles) and the mix of rural and urban areas adds to the complexities and challenges of this role.

Role and responsibilities of the Mayor

24. The Panel considered the role of the Mayor of York and North Yorkshire Combined Authority, noting its role in seeking to deliver economic prosperity across the region as laid out in the Devolution Deal (Level 3), to harness huge economic opportunity for the York and North Yorkshire region and to raise the living standards for communities to

enable the region to make a full contribution to the UK economy. The Deal provides for the York and North Yorkshire region to become a leading place to live, learn, work and do business.

25. The Panel noted that the Deal included an £18million per year allocation of investment funding over 30 years to drive growth and take forward its priorities over the longer term, along with over £13 million for building new homes on brownfield land. There would be an investment of up to £2.65 million on projects to support York and North Yorkshire's priority to deliver affordable, low carbon homes across the region, with £7 million investment to enable York and North Yorkshire to drive green economic growth towards their ambitions to be a carbon negative region. There is the possibility of further funding allocation over time.
26. As the 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 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.
27. Mayoral powers cover a general power of competence which means that the Mayor and the Combined Authority can legally do anything within their designated functional responsibilities as set out in the Constitution. In addition, 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. The Combined Authority can propose amendments to the Mayor's draft budget, including the amount of precept.
28. The Mayor will 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 York and North Yorkshire, as well as seeking to convene and become involved in numerous areas of service to the public, which would require particular awareness at a political level to maintain good relationships and grow consensus. The Panel noted that relationships with stakeholders will be complex and different from Local Government relationships. The complexity and importance of Government Departments and the need to engage with and build relationships at this level as well as private sector organisations is deemed vital to the success of the role.
29. The Mayor will exercise functions of a Police and Crime Commissioner in relation to the Area, these will include:
 - Securing and maintaining an efficient and effective police force and holding the Chief Constable to account.
 - Issuing a police and crime plan and determining police and crime objectives.
 - Preparing an annual report.
 - Calculation of council tax or budget requirements (precept).
 - Maintaining the police fund (management of the associated budget).
 - Appointment, suspension or calling on the Chief Constable to retire or resign.
 - Consultation with the public to ensure the views and priorities on community safety issues inform the police and crime plan.

- Commission services including supporting victims and tackling re-offending.
- Strengthening links such as better inclusive growth and community safety and cohesion.

30. While some of the Mayor's functions in relation to Policing and Crime may be delegated to a Deputy Mayor for Policing and Crime (which is an appointment by the Mayor), the Mayor will remain accountable for all of those functions.

31. The fire and rescue functions of the Combined Authority are exercisable only by the Mayor. These will include:

- Putting in place arrangements to deliver an efficient and effective fire and rescue service which promotes fire safety, provision for the purpose of extinguishing fires protecting life and property in the event of fires, dealing with other types of emergency, including rescuing people and protection from serious harm in the event of road traffic accidents, enforcing the Regulatory Reform (Fire Safety) Order 2005 and assessing, planning and advising on civil emergencies.
- Receiving and managing all funding, including government grants and other sources of income, related to Fire and Rescue.
- Notifying the Police, Fire and Crime Panel of the proposed allocation of the draft budget for Fire and Rescue functions.
- Setting the Fire and Rescue precept after consultation with the public.
- Setting the strategic vision and holding the Chief Fire Officer to account for delivering that vision, in particular the Fire and Rescue Plan.
- Handling complaints and conduct matters in relation to the Chief Fire Officer and receiving, monitoring and responding to complaints against the Fire and Rescue Service.
- Calculation on council tax or budget requirements (precept).
- Appointment and suspension of the Chief Fire Officer.
- Holding the Chief Fire Officer to account for functions delegated to them.
- Promoting fire safety.
- Provision for the purpose of extinguishing fires and protecting life and property in the event of fires.
- Dealing with other types of emergencies, including rescuing people

32. The budget for the Office of the Police, Fire and Crime Commissioner for 2023/2024 is £1,435,000.

33. As with Policing and Crime, while some of the Mayor's functions in relation to Fire and Rescue may be delegated to a Deputy Mayor for Policing and Crime (which is an appointment by the Mayor), or a Fire Committee, the Mayor will remain accountable for all of those functions.

34. The Panel noted that leadership was a key skill for the position of the 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. The Panel concluded that the position of the Mayor requires significant leadership and collaborative abilities in order to be successful.

Member Views

35. The Panel received views from Members of the Combined Authority through a virtual meeting with a Combined Authority Member, on behalf of the Combined Authority, and written representations from two other North Yorkshire Councillors. Members’ responses confirmed the size, scale, responsibilities and accountabilities of the Mayoral role, as contained elsewhere in the evidence in this report. In addition there was reference to the geographical size of the area and the challenges this may bring for the Mayor. Key features that they emphasised were the representational role across the whole Combined Authority, the requirement for leadership, diplomacy, networking and negotiating skills, the ability to work with government at a national level along with local leaders across all sectors of interests, and individuals. An ability to manage and augment the budget in order to deliver growth across the region would be crucial.

Benchmarking

36. The Panel considered a range of benchmarking data in order to reach the recommended allowance, noting throughout the benchmarking exercise that comparisons with other similar positions and indeed other Combined Authority Mayors was not comparing like for like as different Combined Authorities had a different range of devolved powers, funding, population and responsibilities.

37. At the time of writing this report, the allowance for Combined Authority Mayors is as follows:

Allowance paid to Elected Mayors in English Combined Authorities		
Combined Authority	Allowance and date of IRP Report	Current Allowance
West Yorkshire	£105,000* (2021)	£111,217.84**
Greater Manchester	£110,000* (2020)	£110,000**
West Midlands	£95,000 (2022)	£95,000**
Liverpool City Region	£81,000 (2022)	£86,223**
Cambridgeshire and Peterborough	£80,000 (2022)	£86,121**
West of England	£72,000 (2022)	£82,000 (£5,000 increment each year)
South Yorkshire	£79,000 (2020)	£79,000
North of Tyne	£65,000 (2019)	£65,000 (annual review proposed)

Tees Valley	£65,000 (2023)	£65,000 (to increase to £80,000 in May 2024)
* Includes PCC and/or Fire responsibilities ** Indexation applied		
Average Allowance	£86,617	

38. The Panel noted that this created a national average Mayoral allowance of £86,617.
39. The Panel also considered the IRP reports of the 9 Mayoral Combined Authorities listed above and observed that the majority of remuneration reviews in relation to the Mayor have been carried out over the preceding 2 years. Considering the Government commitment to devolution set out in the Levelling Up White Paper and additional powers placed upon other Mayoral Combined Authorities, it was concluded by the Panel that the average allowance was and is likely to increase.
40. The Panel also considered the powers/responsibilities, budgets and populations of each Combined Authority and the allowance provided to comparable positions, details of which are set out in Appendix B.
41. The Panel noted particularly the remuneration of Police and Crime Commissioners, determined by the Home Office, and that there was a scale with 4 levels set for each of the Commissioners across the Country, with an uplift of £3,000 for any Commissioner who also had responsibility for Fire and Rescue. The North Yorkshire Police and Crime Commissioner's salary had been determined as £71,400, with the Fire and Rescue uplift giving a total starting salary of £74,400. The Panel determined that this salary would be their starting point for consideration of allowance for the Mayor. The Panel then considered the salary for the Commissioner now, taking into account indexation, which is £76,300 (.). The Panel noted that the current role of the Police, Fire and Crime Commissioner would be fully absorbed by the Mayor.
42. The Panel agreed that the Mayor's allowance had to be of a sustainable value, sufficient to attract and retain appropriately skilled candidates, bearing in mind the budget and level of accountability and responsibility that the Mayor will have across the York and North Yorkshire region, whilst also noting the public duty and nature of the role.

Mayoral expenses scheme

43. In line with other IRP assessments of the 9 Combined Authorities currently in existence, the Panel considered a Mayoral expenses scheme. The Panel also noted that being in excess of 3000 square miles, the geographical area of the Combined Authority was the largest in England. On that basis, the Panel considered the following in relation to an expenses scheme:
- Travel;
 - Subsistence;
 - Dependant Care Allowance.
44. In relation to travel, the Panel noted that it was HMRC that set fuel claim levels. The Panel considered the allowances in relation to other forms of travel within both City of

York Council and North Yorkshire Council to try to ensure that there was some consistency in approach. Appendix B sets out a comparison of allowances for each authority, along with the agreed expenses scheme for the Y& NY Combined Authority.

45. The Panel also adopted a comparative approach with City of York Council and North Yorkshire Council in forming their recommendation in relation to subsistence claims, whilst agreeing with the principles in regards to the scenarios at which a claim can be made they would recommend a review of the amounts to ensure up to date and reflective of situations where costs may vary between local and London rates.
46. In relation to dependent care allowance, the constituent authorities had a differing approach. The amount of dependent care allowance or any provisions limiting or allowing it was, in the IRP's view, more of an internal policy matter. They did however, conclude that any rate for dependent care allowance should be set as a minimum at the living wage rate.

Issue of pension

47. The Panel noted that the position of Mayor does not have access to a pension scheme that would attract an employer contribution.

Indexation

48. 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 that they do not lose value over time and avoids the need for sizeable increases on a periodic basis. The Panel noted that the Police, Fire and Crime Commissioner's role is subject to indexation, so too is the role undertaken by Councillors of both constituent authorities.
49. North Yorkshire Council's IRP review remuneration each year, therefore, they do not apply indexation, whereas City of York Council IRP conduct their review following an election, in 4-year cycles, therefore, indexation is included as part of the review.
50. The Panel will recommend that the Mayor's allowance should be indexed. However, in view of the as yet undeveloped role of the Mayor, the Mayoral allowances will be reviewed in full by the IRP in 12 months' time, after which indexing will take place.

Mayoral office space and staffing

51. The registered office of the Y&NY Combined Authority is currently County Hall in Northallerton, but in addition, there is also office space available to the Mayor and staff within West Offices, York. This arrangement will be reviewed once the Mayor is in office.
52. The Panel noted that the position of Mayor is entitled to make a number of appointments, including that of a Deputy Mayor, a Deputy Mayor for Policing and Crime and an Officer appointment into the role of Political Advisor, plus provision for appropriate support staff.

Recommendations

53. After consideration of all of the evidence available to the Panel, through interviews, briefings, legal advice, benchmarking and review of documentation, the Panel has agreed upon the following recommendations:

54. Recommendation 1: That the level of Mayoral Allowance at York and North Yorkshire Combined Authority be set at £81,300 from the start of the Mayor's term of office, as set out in the Order as beginning from 7 May 2024.

55. The reasoning for this recommendation is set out in the conclusions above, the significant reasons for this recommendation are as follows:

- a. Owing to the budget responsibility of the role and the level of overall responsibility derived from the Devolution Deal and also by virtue of the Order to include Police, Crime and Fire and Rescue functions, the allowance should have a starting point of at least the equivalent salary of the Police, Fire and Crime Commissioner for North Yorkshire.
- b. The geographical area is the largest of any other Combined authority and the mix of rural and urban areas adds to the complexities of this role.
- c. Any delegation which the Mayor may, or may not, make to a Deputy Mayor or Deputy Mayor for Policing and Crime is a delegation of responsibility, not a delegation of accountability. The Mayor will still remain accountable for the Policing, Crime, Fire and Rescue functions.
- d. The Devolution Deal brings with it £18million per year allocation of mayoral investment over 30 years to drive growth and take forward priorities over the longer term.
- e. The Combined Authority would also, by virtue of Government funding receive over £13million for building new homes on brownfield land, £2.65million on projects to support delivery of affordable, low carbon homes across the region and £7million to drive green economic growth towards the carbon negative ambition for the region.
- f. The Police, Fire and Crime functions also bring significant assets and financial responsibilities and budget.

56. Recommendation 2: That the principles of the Mayoral expenses as set out below be adopted by the Combined Authority.

- a. Travel:
 - Public transport to be standard class, with public transport being the preferred method of travel.
 - Taxi fares to be incurred where no public transport is reasonably available.

Air travel at standard rate with approval of Head of Paid Service/Director of Resources.

Own vehicle mileage rates in accordance with HMRC recommended rates:

Up to 10,000 miles per annum: 45p per mile.

Additional miles over 10,000 per annum: 25p per mile.

Parking fees, tolls, ferries, etc associated with vehicle travel to be reimbursed.

b. Subsistence:

Breakfast applicable when journey commences before 7.30am.

Lunch applicable when journey commences before 12 noon and continues after 3pm

Tea applicable when absence continues after 6.30pm.

Evening meal when the absence continues after 8.30pm (with dinner and tea not being claimed for the same day).

c. Dependent Care:

Expense to be paid at minimum living wage rate.

57. Recommendation 3: That the Mayoral allowance at York and North Yorkshire Combined Authority be reviewed in 12 months' time.

Appendix A: List of information considered by the Panel

1. The York and North Yorkshire Combined authority Order 2023 [The York and North Yorkshire Combined Authority Order 2023 \(legislation.gov.uk\)](https://www.legislation.gov.uk)
2. IRP reports for the following Combined Authorities:
 - a. Tees Valley Combined Authority – 2023;
 - b. North of Tyne Combined Authority – 2019;
 - c. South Yorkshire Combined Authority – 2020;
 - d. West of England Combined Authority – 2022;
 - e. Cambridgeshire and Peterborough Combined Authority – 2022;
 - f. Liverpool City Region – 2022;
 - g. West Midlands – 2022;
 - h. Greater Manchester Combined Authority – 2020;
 - i. West Yorkshire Combined Authority – 2022.
3. Map showing Devolution Deals and City and Growth Deals.
4. Levelling up white paper – Extract
5. LGA guidance produced for police (fire) and crime panel chairs entitled “Policing and fire governance guidance for police and crime panels”
6. Technical paper on Level 4 devolution framework from Government website.
7. York and North Yorkshire devolution deal from Government website.

Appendix B: Benchmarking Information

Combined Authority Populations 2021 (office of National Statistics)		
Combined Authority	Population	Geographical Area Size (sq mile)
York and North Yorkshire	818,300	3208
North of Tyne	839,500	2016
Cambridgeshire and Peterborough	859,800	1310
West Yorkshire	2,345,200	784
South Yorkshire	1,415,000	599
Greater Manchester	2,848,300	494
West of England	950,000	368
West Midlands	2,939,900	348
Tees Valley	667,200	307
Liverpool City Region	1,564,000	283

Remuneration paid to other public posts	
UK/Devolved Nations Elected Representative	
UK Member of Parliament (MP) (2023)	£86,584
Minister of State (UK)	£118,264
UK Parliamentary Under Secretary	£106,409
Member of the Northern Ireland Legislative Assembly	£51,500
Member of the Scottish Parliament	£67,662
Member of the Welsh Assembly	£69,273
York and North Yorkshire Local Authority/Combined Authority Chief Officers (plus pension)	
Head of Paid Service – York and North Yorkshire Combined Authority	£124,656 (2023/2024)

Chief Executive Officer – North Yorkshire Council	£205,897 (from 1 April 2024)
Chief Operating Officer – City of York Council	£145,816 - £154,117 (2023/24)
Chief Executive – Office of Police, Fire and Crime Commissioner	£94,346 (2023/24)
York and North Yorkshire Local Authority Leaders	
Leader of North Yorkshire Council (2024/25)	Basic Allowance - £17,000 Special Responsibility Allowance - £40,447 Total - £57,447
Leader of City of York Council (last review December 2019)	Basic Allowance - £11,282.04 Special Responsibility Allowance - £33,842 Total - £45,124.04
Greater London Assembly	
Mayor of London	£152,734
Deputy Mayor	£141,406
Chair of London Assembly	£70,225
London Assembly Member	£58,543
NHS Non-Executive Appointment	
NHS Non-Executive	£13,000
NHS Trust Chair	£40,000 - £63,300*
*NHS Trust Chair salary dependent upon annual turnover of Trust	

Police and Crime Commissioner Allowances as at 2018² (indexation will have been applied since)	
£66,300	Cumbria* Dyfed-Powys Gloucestershire Lincolnshire Warwickshire
£71,400	Bedfordshire Cambridgeshire Cleveland Dorset Durham Gwent

² Plus pension.

	Norfolk North Wales North Yorkshire* Northamptonshire* Suffolk Surrey Wiltshire
£76,500	Cheshire Derbyshire Hertfordshire Humberside Leicestershire Nottinghamshire Staffordshire* West Mercia
£86,700	Avon and Somerset Devon and Cornwall Essex* Hampshire Kent Lancashire Merseyside Northumbria South Wales South Yorkshire Sussex Thames Valley
£100,000	Greater Manchester (pre-Mayoral) West Midlands West Yorkshire (pre-Mayoral)
<p>* Police and Crime Commissioners with Fire responsibilities – they receive an additional award of £3,000 per annum.</p> <p>Greater Manchester and West Yorkshire both have a Mayor with Police and Crime responsibilities.</p> <p>The salary scales are set by recommendation of the Review Body on Senior Salaries, determined by the Government, therefore, they are set nationally.</p>	

Combined Authority Devolved Powers	
Combined Authority	Devolved Powers
Cambridgeshire and Peterborough	<ul style="list-style-type: none"> • Economic development • Housing • Non-statutory spatial planning

	<ul style="list-style-type: none"> • Skills and Adult Education budget • Transport
Greater Manchester	<ul style="list-style-type: none"> • Economic development • Fire and rescue • Housing and regeneration • Police and crime • Power to create Mayoral Development Corporation • Public health co-ordination powers • Skills and training • Strategic spatial planning • Transport • Waste
Liverpool City Region	<ul style="list-style-type: none"> • Culture • Economic development • Energy and environment • Power to create Mayoral Development Corporation • Skills, apprenticeships and Adult Education • Transport
North of Tyne	<ul style="list-style-type: none"> • Economic development • Housing • Power to create Mayoral Development Corporation • Skills and Adult Education budget • Tourism/culture • Transport
South Yorkshire	<ul style="list-style-type: none"> • Economic development • Housing • Non-statutory spatial planning • Power to create Mayoral Development Corporation • Employment • Skills, training and Adult Education • Tourism/culture • Transport
Tees Valley	<ul style="list-style-type: none"> • Economic development • Housing • Power to create Mayoral Development Corporation • Skills and Adult Education budget

	<ul style="list-style-type: none"> • Tourism/culture • Transport
West Midlands	<ul style="list-style-type: none"> • Culture and digital • Economic development • Environment and energy and HS2 • Housing and regeneration • Industrial strategy • Productivity and skills • Transport
West of England	<ul style="list-style-type: none"> • Economic development • Employment • Housing • Power to create Mayoral Development Corporation • Skills, apprenticeships and Adult Education • Transport
West Yorkshire	<ul style="list-style-type: none"> • Adult Education and skills • Economic development • Housing • Police and crime • Power to create Mayoral Development Corporation • Transport
York and North Yorkshire	<ul style="list-style-type: none"> • Adult Education, employability and skills • Economic development • Fire and Rescue • Housing • Police and crime • Power to create Mayoral Development Corporation • Transport