

**CITY OF YORK COUNCIL  
SUMMONS**

All Councillors, relevant Council Officers and other interested parties and residents are formally invited to attend a Budget Council meeting of the **City of York Council at The Citadel, Gillygate, York, YO31 7EA** to consider the business contained in this agenda on the following date and time

Thursday, 22 February 2024 at 6.30 pm

# AGENDA

## 1. Declarations of Interest

At this point in the meeting, Members and co-opted members are asked to declare any disclosable pecuniary interest, or other registerable interest, they might have in respect of business on this agenda, if they have not already done so in advance on the Register of Interests. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

(1) *Members must consider their interests, and act according to the following:*

<b>Type of Interest</b>	<b>You must:</b>
<i>Disclosable Pecuniary Interests</i>	<i>Disclose the interest; not participate in the discussion or vote; and leave the meeting <u>unless</u> you have a dispensation.</i>
<i>Other Registrable Interests (Directly Related)</i> <b>OR</b> <i>Non-Registrable Interests (Directly Related)</i>	<i>Disclose the interest; speak on the issue <u>only if</u> the public are also allowed to speak but otherwise not participate in the discussion or vote; and leave the meeting <u>unless</u> you have a dispensation.</i>
<i>Other Registrable Interests (Affects)</i> <b>OR</b> <i>Non-Registrable Interests (Affects)</i>	<i>Disclose the interest; remain in the meeting, participate, and vote <u>unless</u> the matter affects the financial interest or well-being: (a) to a greater extent than it affects the financial interests of a majority of inhabitants of the affected ward;</i>

*(b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest, in which case speak on the item only if the public are also allowed to speak, but otherwise do not participate in the discussion or vote, and leave the meeting, unless you have a dispensation.*

- (2) Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.*
- (3) Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.*

**2. Minutes (Pages 3 - 28)**

To approve and sign the minutes of the Council meeting held on 23 November 2023.

**3. Civic Announcements and Announcement of Lord Mayor and Sheriff Elect**

To consider any announcements made by the Lord Mayor in respect of Civic business and the Lord Mayor will

- (a) Invite Council's nomination for the Lord Mayor Elect 2024/25 in line with the Council's Protocol for Nomination of Lord Mayors; and
- (b) Invite the Lord Mayor Elect for 2024/25 to announce the nominee for Sheriff for 2024/25.

**4. Public Participation**

At this point in the meeting, any member of the public who has registered to address the Council, or to ask a Member of the Council a question, on a matter directly relevant to the business of the Council or the City, may do so. The deadline for

registering is **5:00pm on Tuesday, 20 February 2024.**

To register to speak please visit [www.york.gov.uk/AttendCouncilMeetings](http://www.york.gov.uk/AttendCouncilMeetings) to fill in an online registration form. If you have any questions about the registration form or the meeting please contact Democratic Services. Contact details can be found at the foot of this agenda.

### **Webcasting of Public Meetings**

Please note that, subject to available resources, this public meeting will be webcast including any registered public speakers who have given their permission. The remote public meeting can be viewed live and on demand at [www.york.gov.uk/webcasts](http://www.york.gov.uk/webcasts).

During coronavirus, we made some changes to how we're running council meetings. See our updates at [www.york.gov.uk/COVIDDemocracy](http://www.york.gov.uk/COVIDDemocracy) for more information on meetings and decisions.

### **5. Petitions**

To consider any petitions received from Members in accordance with Standing Order B5. Notice has been received of 2 petitions to be presented by:

- i. Cllr Hollyer – regarding proposed Green Bin Charges.
- ii. Cllr Hollyer – regarding proposed reduction in funding to York Explore.

### **6. CYC Scheme of Member Allowances: Report of the Independent Remuneration Panel (Pages 29 - 64)**

To consider the final report and recommendations of the Independent Remuneration Panel in relation to the City of York Council Scheme of Member Allowances.

### **7. Recommendations of the Executive in respect of the Capital Programme Monitor 3 2023/24 (Pages 65 - 66)**

To consider the recommendations made by Executive, at their meeting on 25 January 2024, regarding the third monitor report on the 2023/24 Capital Programme. These are set out in the attached Part B minute and will be moved by the Executive Leader.

Please note you can view the Executive Budget Agenda 25 January 2024 here:

<https://democracy.york.gov.uk/ieListDocuments.aspx?CId=733&MId=13934&Ver=4>

**8. Recommendations of Executive on the Council's Financial Strategy 2024/25 to 2028/29, Capital Budget 2024/25 to 2028/29, Capital Financing and Investment Strategy and the Treasury Management Strategy Statement and Prudential Indicators for 2024/25 to 2028/29** (Pages 67 - 82)

To consider the recommendations made by the Executive, at their meeting on 25 January 2024, in relation to:

- i) The Financial Strategy 2024/25 to 2028/29 (Revenue Budget)
- ii) The Capital Budget 2024/25 to 2028/29
- iii) The Capital Financing and Investment Strategy
- iv) The Treasury Management Strategy Statement and Prudential Indicators 2024/25 to 2028/29.

These recommendations are set out in the attached report and will be moved by the Executive Leader.

Please note you can view the Executive Budget Agenda 25 January 2024 here:

<https://democracy.york.gov.uk/ieListDocuments.aspx?CId=733&MId=13934&Ver=4>

**9. Council Tax Resolution 2024/25** (Pages 83 - 96)

To consider the Council Tax Resolution for 2024/25, as set out in the attached report.

**10. Pay Policy Statement 2024-25** (Pages 97 - 120)

The purpose of the report is to present for approval the Council's Pay Policy Statement for 2024-2025.

**11. Combined Authority Committee Place Allocations** (Pages 121 - 126)

This report seeks nominations for the Combined Authority places

available to City of York Councillors, as set out in Annex A to this report.

## **12. Urgent Business**

Any other business which the Chair considers urgent under the Local Government Act 1972.

### Democracy Officer

Louise Cook

Contact details:

- Telephone – (01904) 551031
- Email [louise.cook@york.gov.uk](mailto:louise.cook@york.gov.uk)

For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

**This information can be provided in your own language.**

**我們也用您們的語言提供這個信息 (Cantonese)**

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)

 **(01904) 551550**

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L Cook,  
Democracy  
Officer

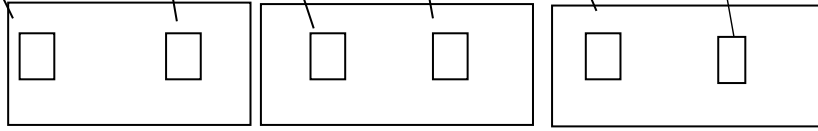
L Tomlinson,  
Head of  
Democratic  
Governance

Cllr C Cullwick,  
Lord Mayor

B Roberts,  
Monitoring  
Officer

I Floyd,  
Chief Operating  
Officer

D Mitchell, Chief  
Finance Officer



Cllr Kent      Cllr Ravilious

Cllr Pavlovic      Cllr Kilbane

Cllr Douglas      Cllr Lomas

Cllr Coles      Cllr Webb

Cllr Clarke      Cllr Nelson  
Cllr Melly      Cllr Merrett

Cllr Wilson      Cllr Steels -  
Walshaw

Cllr Kelly      Cllr Myers

Cllr Warters

Cllr B Burton      Cllr Rose  
Cllr Crawshaw      Cllr Whitcroft

Cllr Baxter      Cllr J Burton

Cllr Taylor      Cllr Wells

Cllr Steward      Cllr Nicholls

Cllr Rowley  
BEM

Cllr Smalley      Cllr Runciman

Cllr Waller      Cllr Widdowson

Cllr Ayre      Cllr Healey

Cllr Fenton      Cllr Mason

Cllr Hook      Cllr Cuthbertson

Cllr Fisher      Cllr Orrell

Cllr Pearson      Cllr Hollyer

Cllr Wann      Cllr Vassie

Cllr Knight      Cllr Waudby

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**City of York Council**

Resolutions and proceedings of the Meeting of the City of York Council held in the Citadel, York on Thursday, 23 November 2023, starting at 6.30 pm.

**Present:** The Lord Mayor (Cllr Cullwick) in the Chair, and the following Councillors:

Acomb Ward	Bishopthorpe Ward
Lomas Rose	Nicholls
Clifton Ward	Copmanthorpe Ward
Myers Wells	Steward
Dringhouses & Woodthorpe Ward	Fishergate Ward
Fenton Mason Widdowson	Whitcroft Wilson
Fulford and Heslington Ward	Guildhall Ward
Ravilious	Clarke Melly Merrett
Haxby & Wigginton Ward	Heworth Ward
Cuthbertson	B Burton Douglas Webb
Heworth Without Ward	Holgate Ward
Ayre	Kent Steels-Walshaw Taylor

Hull Road Ward

Baxter  
Kelly  
Pavlovic

Huntington and New Earswick  
Ward

Orrell  
Runciman

Micklegate Ward

J Burton  
Crawshaw  
Kilbane

Osbalwick and Derwent Ward

Rowley BEM  
Warters

Rawcliffe and Clifton Without Ward

Smalley  
Wann

Rural West York Ward

Hook  
Knight

Strensall Ward

Fisher  
Healey

Westfield Ward

Coles  
Nelson  
Waller

Wheldrake Ward

Vassie

Apologies for absence were received from Councillors Hollyer,  
Pearson and Waudby.

**43. Lord Mayor's Opening Remarks (6:32 pm)**

The Lord Mayor confirmed there was no motion on the agenda in relation to the situation in Gaza, despite the recent assertions.

The Lord Mayor also noted that the city had recently achieved global recognition for climate action and he acknowledged the importance of working together to address the climate emergency.

**44. Declarations of Interest (6:36 pm)**

Members were invited to declare at this point in the meeting any personal interests not included on the Register of Interests, any prejudicial interests or any disclosable pecuniary interests they might have in the business on the agenda. None were declared.

**45. Minutes (6:36 pm)**

Resolved: That the minutes of the Council meeting held on 21 September 2023 be approved and then signed by the Chair as a correct record.

**46. Civic Announcements (6:37 pm)**

The Lord Mayor noted that he was due to meet the German Ambassador in York.

**47. Public Participation (6:37 pm)**

It was reported that five people had registered to speak at the meeting under the council's Public Participation Scheme.

John Pybus spoke on Agenda Item 5, Fossgate pedestrianisation petition. He spoke in support of the petition and highlighted the benefits to pedestrianising Fossgate, which included, a reduction in pollution and air quality, improved disability access, and a thriving café culture. He welcomed a consultation to progress this further.

Stephane Brodie spoke on Agenda Item 8, Motions on Notice, recognising and supporting York's neurodivergent adults. She outlined her own personal experience and addressed the lack of support for the neurodiverse community in York, as well as people who were experiencing suicidal ideation. She questioned why the

Autism Strategy was not active and she acknowledged the importance to ensure the right support, care and culture were in place.

Hazel Kerrison also spoke on Agenda Item 8. She represented the York Disability Rights Forum, and worked as a voluntary support worker supporting people who experienced suicidal ideation, self harm and voice hearing. She addressed the confusion and stress that the recent autism and ADHD pilot pathway had caused and she outlined her own lived experience, noting the difficulties faced when living as a neurodivergent person.

Richard Murgatroyd referenced the statement made by the council on 10 October in light of the escalating crisis in Gaza. He addressed the crisis in Gaza and the emergency motion he had sent to all councillors on the genocide that was unfolding. He urged the council to call for a permanent ceasefire and to encourage a genuine peace dialogue in the region.

Mohamed El-Gomati also spoke on the escalating crisis in Gaza. He noted the motion that had been sent to all councillors and he appealed to council to openly call for an immediate and clear ceasefire.

The Lord Mayor thanked all public participants for their contributions and he acknowledged that City of York Council deplored violence of all kinds and he referred to the joint statement that the council issued on 10 October 2023. He acknowledged that the council's thoughts were with all those affected by the situation in Gaza.

**48. Petitions (6:56 pm)**

Under Rule B5 2, the following petitions were presented for reference to the Customer and Corporate Services Scrutiny Management Committee, in accordance with the Council's petition arrangements:

- i. A petition presented by Cllr Waller, on behalf of residents, regarding using the Chapelfields Estate improvement funds.<sup>1</sup>
- ii. A petition presented by Cllr Waller, on behalf of residents, regarding releasing parking improvement funds.<sup>2</sup>

- iii. A petition presented by Cllr Waller, on behalf of residents, regarding sorting out Dijon Ave and Lowfields Drive.<sup>3</sup>
- iv. A petition presented by Cllr Waller, on behalf of residents, regarding releasing parking improvement funds for Ascot Way.<sup>4</sup>
- v. A petition presented by Cllr Clarke, on behalf of residents, regarding pedestrianising Fossgate.<sup>5</sup>

Action Required

- 1. Add the petition on using the Chapelfields Estate improvement funds to the petitions log for referral to CCSSMC. SS
- 2. Add the petition on releasing parking improvement funds to the petitions log for referral to CCSSMC. SS
- 3. Add the petition on sorting out Dijon Ave and Lowfields Drive to the petitions log for referral to CCSSMC. SS
- 4. Add the petition on releasing parking improvement funds for Ascot Way to the petitions log for referral to CCSSMC. SS
- 5. Add the petition on pedestrianising Fossgate to the petitions log for referral to CCSSMC. SS

**49. Report of Executive Leader, Questions, and Executive Recommendations (7:01 pm)**

A written report was received from the Executive Leader, Cllr Douglas, on the work of the Executive.

Members were then invited to question the Leader on her report. Questions were received from the floor from the following Members in relation to the subjects listed and replied to as indicated:

Free School Meals

**From Cllr Healey:** Can the Leader confirm the identity of the donor organisations referred to by Cllr Kilbane at the February meeting, how much money they had committed to the York Fund and if it's enough to fund free school meals for every single primary school child by the end of the council term?

**Response:** We are working in partnership with the city and we are very fortunate that we have a civic society that's really open to supporting us to deliver the ambitious programmes, and free school meals is part of that. We never said it was fully funded in February, we said we were in conversations with organisations across the city about funding, and it's going really well. Westfield Primary is going ahead and we are expected to go into Burton Green Primary after Christmas.

#### The Place at Paul Sanderson House in Chapelfields

**From Cllr Nelson:** How will this venue serve the local community and is there anything else Westfield Ward residents could benefit from?

**Response:** This is another example of the city working together to deliver for the communities in York that need it. The Place at Sanderson House is coordinated and funded by private funders through the university. The community groups and the activities would continue and they would be opened up to the children in the Chapelfields area. Westfield Primary School were advertising it and were working with parents to ensure they know it's for them. It's been great working with the philanthropic department at the university who are helping the council build the York Fund.

**From Cllr Fisher:** Please outline the timeframe you envisage for the recruitment of a Chief Executive to the council and when the advert will go live.

**Response:** This is a wholly inappropriate question within Full Council and I won't be answering it.

#### York Central Update

**From Cllr B Burton:** What does the Leader want to see on York Central and how can she influence decision making around that?

**Response:** We are waiting to see who the master developer will be. It has been a bit disappointing to us all that the process has been slower than expected. I'm looking forward to seeing this come to place so we can have detailed conversations about what the city really wants from York Central. It is really important that the people of York feel like it is for them. We want good quality jobs on there that everybody can benefit from, we want more green space and we want to increase biodiversity in the area. We want good communities, a sense of place, and we also want good quality affordable housing to be available for York people and not for investment.



**Supplementary from Cllr Healey:** Picking up on your last point, how will the council ensure that's going to be the case, not for investors?

**Response:** There are ways and means for putting covenants on but it depends upon the developer. Decisions and discussions will be made and where we are the landowner, we can have some control over what kind of housing we put on it.

### Devolution and the Combined Authority

**From Cllr Warters:** When you refer to delivering strategic housing projects, which will rely upon our ability as a local authority to work effectively within the combined authority, would the Leader agree that the ability to work effectively will be severely hampered if the Local Plan fails? If that outcome occurs, will the officers that pushed ahead with the Local Plan, despite regular and detailed warnings over the subject matter that is causing the inspector some concerns, be held fully to account?

**Response:** The Local Plan is tremendously important, which is why we have ploughed on with it. We can't afford to no longer have one. We are doing all we can to get it through the process. We are not going to pull it and start from scratch again. If there was an element of poor performance or wrongdoing of course officers would need to be held account but there's no indication of that. We are doing the most we can, and I can't wait to see it in place.

**Supplementary from Cllr Warters:** Are you concerned about the concerns raised by the inspector over one specific issue?

**Response:** In a process like this, which is so sensitive and it takes so long, you would like to see it go straight through and any delay is concerning, but at this point in time we need to push it forward. We should have had it years ago.

### **B – Executive Recommendation**

Cllr Douglas moved and Cllr Kilbane seconded the following recommendations contained in Minute 46 of the Executive meeting held on 12 October 2023 and Minute 61 and Minute 62 of the Executive meeting held on 16 November 2023:

#### Minute 46: Youth Justice Plan

Recommended:

- i. That Council fully adopts the Youth Justice Plan.<sup>1</sup>

Reason: To secure the Youth Justice Board funding for the financial year.

Minute 61: Capital Programme Monitor 2

Recommended:

- i. To Full Council the adjustments resulting in a decrease in the 2023/24 budget of £13.009m as detailed in the report and contained in Annex A.<sup>2</sup>

Reason: To enable the effective management and monitoring of the Council's capital programme.

Minute 62: Delivering More Affordable Housing in York – update on the Housing Delivery Programme

Recommended:

- i. To Full Council a contribution of £1.47m of Housing Revenue Account (HRA) borrowing to enable the purchase of up to 10 homes for the Local Authority Housing Fund (LAHF) programme.<sup>3</sup>

Reason: To deliver more affordable housing in York.

On being put to the vote, all recommendations were declared CARRIED and it was

Resolved: That the above recommendations be approved.<sup>123</sup>

**50. Report of Deputy Leader and Questions (7:36 pm)**

A written report was received from the Deputy Leader, Cllr Kilbane. Members were then invited to question the Deputy Leader on his report. Questions were received from the floor from the following Members and replied to as indicated:

Constitutional Changes

**From Cllr Mason:** Who from your party had been involved with the Monitoring Officer in drafting the potential constitutional changes?

**Response:** The Monitoring Officer did consult with the Leader of the Group and the Leader consulted with the rest of the Group. The results of those consultations were fed back.

**Supplementary from Cllr Mason:** Is there no concerns that those changes, obviously not the one or two that we've got tonight, but the whole in totality in the review, do you have no concern that it might stifle our role on representing citizens on the council.

**Response:** It doesn't cause me too much concern, it has gone through Audit and Governance Committee and there is a working group on it. I'm sure, Cllr Mason, your group will have every opportunity to input and debate on this through the various ways that we can do that within the council.

**Supplementary from Cllr Ayre:** Does your group believe that it is democratic to remove members rights to ask questions to the Executive about important issues that do not arise from reports to council?

**Response:** Cllr Ayre you are very welcome to ask me any questions at any time and we will answer them. It's about making meetings business like and less of a staged performance.

### Combine Authority

**From Cllr Fenton:** Can the Deputy Leader please reaffirm his commitment that members of this authority, from all parties, will have the opportunity to have meaningful pre-decision input wherever possible, and how does he think we can best achieve that?

**Response:** Ideally, we would be looking at pre-decision scrutiny now going into the mayoral combine authority but there is currently an issue which is to do with the political sensitivities. It's really important at the moment, before the combined authority is formed, that information is released to both parts of the authority. We need to make sure we are being respectful of both combined authorities going into the process. Once the combined authority is formed, which should be mid-January that the process should have gone through parliament, we will certainly be pushing for pre-decision scrutiny wherever possible and will be open and transparent about all decisions that we are making, as we can be. We are working very well with our conservative colleagues on the combined authority and they are of the same mind in terms of openness and accountability and input from Members, certainly when it comes to policy making etc.

51. **Motions on Notice (7:46 pm)**

i) Recognising and supporting York's neurodivergent adults

Moved by Cllr Rose, seconded by Cllr Coles.

“Council notes:

- Humber and North Yorkshire Integrated Care Board's (ICB) trial pathways for adult autism and ADHD assessments that commenced in March this year, and which have been extended to March 2024;
- Important work carried out by Healthwatch York and York Disability Rights Forum (YDRF) in scrutinising the current trial and gathering evidence of people's experiences of the process;
- The ICB's public engagement events to review the pilot, being held next month;
- The NHS 2021 National Strategy for Autistic Children, Young People and Adults, that committed to *'timely access to diagnosis and demonstrably improved autism assessment pathways for people of all ages by 2026'*;
- The 400% increase in adults seeking assessment for ADHD since 2020 (ADHD Foundation) and the pressure this places on assessment services;
- The almost four-year wait in a best-case scenario for those accepted for assessment under the current trial;
- York's position as an autism-friendly city;
- Council's adoption of the social model of disability.

Council believes:

- It is important to identify and/or acknowledge different types of neurodiversity in individuals in a timely way in order to help them better understand themselves, their unique qualities, the adaptations that could be made to help them manage any challenges they face and support available, such that they can lead healthy, safe and fulfilling lives;

- That people should be able to access diagnosis pathways if and when appropriate or necessary and that such pathways should be well defined, clearly articulated and appropriately resourced;
- That the process of triage is well established in healthcare services for good reasons but that those deemed lower priority for assessment also deserve to know what pathways are open to them and how long it might take to access them;
- The current referral pathway lacks sufficient review points for individuals where, should their personal situation change, they can re-enter the process.

Council resolves:

- To write to encourage the ICB to use the public engagement process to communicate more openly how the assessment pathway process works, the challenges with it and how information on outcomes could be provided for those completing the North Yorkshire and York online Platform for Adult Autism and ADHD Referral;
- To request an update report be presented to Health, Housing and Adult Social Care Scrutiny Committee on the work of council services in supporting neurodivergent adults in York, including child to adult transitions;
- To request that the Head of Paid Service communicates with all staff expressing the importance of removing barriers wherever possible, such that neurodivergent staff and residents are enabled to better access Council support and services;
- To renew the city's Autism Strategy and use this opportunity for City of York Council to reaffirm and widen the city's commitment to autistic and neurodivergent people in York, learning from the challenges of the current NHS pilot to ensure there is meaningful engagement with local groups about how to improve support to meet the needs of neurodivergent residents accessing its services;
- To ensure national Government is made aware of the perfect storm of increased demand for adult assessment, diagnosis

and support for autism/ ADHD set against the backdrop of low levels of funding to support neurodiverse adults and to local authorities like City of York Council to provide the support they would like for their residents.”

Cllr Runciman then moved, and Cllr Mason seconded, an amendment to the above motion, as follows:

Add to Council resolves:

- To ask the Executive to commit to finding an alternative source for the £100k agreed in the February 2023 budget to support critical services that promote better mental health and wellbeing and provide support to those residents with autism, as they have done recently in finding £75k of the £100k agreed in February to support the recovery of residents facing substance misuse problems.

On being put to the vote, the amendment was declared LOST.

The original motion was then put to the vote and was declared CARRIED, and it was

Resolved: That the above motion be approved.<sup>1</sup>

An adjournment took place between 8:05 pm and 8:23 pm.

ii) The Fair Game campaign for football clubs

Moved by Cllr Smalley, seconded by Cllr Knight.

“Council notes:

- The vastly unfair way in which income is shared across the football pyramid. For instance of the £3.2 billion English Football receives from TV revenue, 88% goes to Premier League teams. Championship teams get just £32.85 from every £1,000 generated.
- Frequently bad management has gone unnoticed or ignored and clubs are run unsustainably, putting at risk all the history, heritage, and economic benefit they bring to an area – often in pursuit of short-term gain.
- That Fair Game, a national campaign that seeks reform of the way football is managed and run. Specifically it calls for

- A truly independent regulator for the sport free of vested interests
- A refocus on 'values' rather than profit
- Football clubs to be recognised as key parts of local communities
- The establishment of a Fair Game Index, which will reallocate the payments made to clubs to reward those which are run well, respect equality standards and properly engage with their fans and their community
- The regulator to ensure fans are given the final say on any proposed change to a club's 'crown jewels', including the club's name, nickname, colours, badge and the geographical location from where the club plays.
- That the Government has published a White Paper developed from a Government-commissioned fan-led review into football governance led by former Sports Minister Tracey Crouch MP, and that a vast majority of its findings mirror Fair Game's aspirations.
- That if the Fair Game Index was applied to York City Football Club, it would receive an extra £2.54 million of income each year (up from £79,000 to £2.62 million). This could be invested through the Club's Community Organisation to improve facilities and into community projects delivered via York City FC Foundation.

Council believes:

- That football clubs are not ordinary businesses; they are historic sporting institutions that are both a civic and community asset, and a source of pride and unity, in their hometown or city.
- That lower league football is currently in crisis.
- That COVID-19 devastated the revenue of many lower-league clubs, and the cost-of-living crisis could be the knock-out blow for dozens of clubs.

Council resolves:

- To declare its support for Fair Game, and call on other councils to join us in our support.

- To ask the Chief Operating Officer to write to the Minister for Sport, local Members of Parliament, and the Chair of the Local Government Association Culture, Tourism and Sport Board, to lobby for the following to be included in the new remit of the Independent Regulator:
  - Football's financial flow (particularly over: proportion of broadcast revenues given by the Premier League, the abolition of parachute payments, and the allocation of funds from the Premier League);
  - Owners' and Directors' Test to include an 'ethics' dimension, particularly around human rights;
  - Implementation of a Fair Game Index to accurately measure club's progress;
  - To include National League North and South clubs under their control;
  - To have stronger powers to implement and enforce governance; and
  - Measurement of equality standards and environmental standards.
- To ask the council's Children, Culture and Communities Scrutiny Committee to discuss at a meeting in the current municipal year the important role that York City Football Club plays in the culture and heritage of the city and to explore ways in which we can work together to support the club and York City Football Club Foundation with its work in the local community."

On being put to the vote, the motion was declared CARRIED, and it was:

Resolved: That the above motion be approved.<sup>2</sup>

iii) Working to improve Mental Health

Moved by Cllr Whitcroft, seconded by Cllr Steels-Walshaw.

"Council notes:

- a marked decline in the mental health of certain groups of people during and since the Covid pandemic;



- poor mental health has been exacerbated by the cost-of-living crisis and by social problems which disproportionately impact our most vulnerable residents, such as those experiencing homelessness, isolation and fuel poverty;
- the most devastating outcome of poor mental health is suicide, instances of which have increased in York from 9.3 per 100,000 residents to 13.3 in the decade to 2021-22;
- children's mental health services are under unprecedented pressure, a problem compounded by significant cuts to early intervention work and bottom four of 151 councils national per pupil schools funding;
- mental health services in general are unable to meet resident demand, as outlined in a recent Healthwatch report, while mental health services for people in crisis are failing to meet need;
- the month of November is often associated with mental health awareness due to the successful and popular Movember campaign.

Council believes:

- mental health is just as important as physical health;
- mental health support in York has suffered due to a sustained period of austerity as well as real terms cuts to mental health services and other public services with a role in protecting general wellbeing;
- Local Authorities, health services and voluntary sector organisations lack the necessary resource to handle the extensive mental health crisis being felt in York and across the country;
- those organisations are unable to fully alleviate the mental health crisis in our city without greater health funding from national government;
- lack of suitable safeguarding procedures for people being discharged from mental health care is resulting in serious risk to life of impacted residents.

Council resolves to:

- express its disappointment at the shelving of planned reforms to the Mental Health Act in the recent King's Speech, reforms designed to address amongst other issues, the

inappropriate detention of different groups of people against their will;

- call on relevant bodies and stakeholders to support preventative mental health measures, such as mental health support for children and young people and support for counselling services that take into account cost of living pressures;
- work with local healthcare partners to encourage them to ensure patients have a holistic triage on admission with a mandatory Safety Plan on return to the community;
- work with health partners to end out of area transfers where practical so that mental health patients are supported as close to home as possible;
- explore how it can support and build on the work of York Ending Stigma (YES - <https://www.yorkcvs.org.uk/york-ending-stigma/>) to reduce stigma and improve attitudes on mental health issues in both its staff and the residents it serves;
- ask that relevant council officers, the Executive Member for Health, Wellbeing and Adult Social care and commissioned services consult fully with mental health charities and service users when planning changes to mental health support services;
- Encourage all members of the Council to support the Movember campaign to raise funds for men's mental health."

Cllr Runciman then moved, and Cllr Mason seconded, an amendment to the above motion, as follows:

Add to Council resolves to:

- ask the Executive to commit to finding an alternative source for the £100k agreed in the February 2023 budget to support critical services that promote better mental health and wellbeing and provide support to those residents with autism, as they have done recently in finding £75k of the £100k agreed in February to support the recovery of residents facing substance misuse problems.

On being put to the vote, the amendment was declared LOST.

The original motion was then put to the vote and was declared CARRIED, and it was

Resolved: That the above motion be approved.<sup>3</sup>

iv) Withdrawal of the Public Switched Telephone Network

Moved by Cllr Vassie, seconded by Cllr Hook.

“Council notes:

- That phone companies intend to withdraw the existing analogue telephone system, called the Public Switched Telephone Network (PSTN), by the end of 2025, and that in future ‘Digital Voice’ services will work using broadband connections rather than copper phone lines.
- That there are a million UK voice-only customers, some of whom do not have any access to broadband, and many of whom are likely to be older or financially vulnerable .
- That there are 1.7 million people using telecare devices in the UK, many of which are supported by PSTN.
- That Ofcom has published expectations for how telecoms companies should support customers during the migration.

Council believes:

- There is currently a low level of awareness of the impending change - when telecare provider Taking Care surveyed a representative sample of more than 2,000 UK adults in March 2021, they found that 91% were unaware that all phone lines would become digital by the end of 2025.
- That action is needed to help raise awareness among those likely to be affected by this change so that measures can be put in place in good time to ensure that vital service such as telecare are not interrupted.

Council resolves:

- To ask the Corporate Services, Climate Change and Scrutiny Management Committee to include as an agenda item at a meeting of that committee or another scrutiny committee in the next three months, consideration of York’s level of preparedness for this change. Participants in the discussion could include local authority, telecoms, NHS, care, voluntary sector and other partners as appropriate.

- To ask the relevant Executive Members to ensure that all front-line staff working with groups who may be particularly affected by this change are suitably briefed in order to be able to direct residents and their families/carers to sources of information and support.”

On being put to the vote, the motion was declared CARRIED, and it was:

Resolved: That the above motion be approved.<sup>4</sup>

## 52. Questions to the Leader or Executive Members (9:24 pm)

Members were invited to question the Leader or Executive Members. Questions were received from the floor from the following Members, and replied to as indicated:

Questions to Cllr Lomas, Executive Member for Finance, Performance, Major Projects and Equalities

**From Cllr Widdowson:** Can you outline how over 5000 primary school children will be given free school meals for the three years for £300,000, when that equates to 10p a meal?

**Response:** The funding in the forecast table represented £100,000 per year required to continue to deliver free school meals at Westfield Primary School. We will continue to fund those free school meals regardless of what else happens with our wider plans to deliver free school meals to all children at primary schools in York. I am always happy to answer questions on it.

**Supplementary from Cllr Healey:** Are you saying that if you don't achieve enough funding to roll this out across the city it will only be kept for one free lunches in Westfield and one breakfast club in Clifton?

**Response:** We have committed to continuing to fund what we have begun to fund through council funding regardless of what happens with the other funding that we are seeking externally to roll this out across the city. We've been really honest with people that free school meals for every child at primary school in York is not something that the council can pay for. That was the position we had taken since before our election, that we would mobilize the city to provide free school meals for all primary children, and that is exactly what we are doing.

**Supplementary from Cllr Ayre:** On your pledge, where on the leaflet are the words mobilise the city?

**Response:** It doesn't change what is actually happening, which is us delivering on our pledges.

**From Cllr Healey:** On 24 October Cllr Pavlovic issued a statement to the Press stating that the Salvation Army could not legally be given a further extension. Can he give us an explanation for this divergence of fact.

**Response from Cllr Pavlovic:** That doesn't fall within my portfolio it's Cllr Lomas. I'll direct the response to her.

**Response from Cllr Lomas:** The Salvation Army contract was extended by a way of waiver from the procurement regulations in February 2023, and a six-month extension was given at that point. Your administration made that decision. What should have happened at that point was there should have been a process of re-procurement of the contract. When we took over the council the contract was coming to an end and the advice we received was that another waiver would be inadvisable, so we decided to add a very short extension to allow a transition out of the contract. We have followed on from the work that the old liberal democrat administration did do in moving to a more comprehensive service for people who are homeless in the city, and we are very happy to talk to you on the plans we have to build on that, and to massively improve the service for people who face homelessness in our city. We believe that procurement rules are important and that we should be doing things in a fair, open and transparent way.

**Supplementary from Cllr Smalley:** I've got the email that was sent to the Press where I quote 'the council's legal position was that the contract couldn't be extended again therefore it had to end' so can you just answer the question, which is why release that inaccurate statement? Rachel Maskell, Labour MP for York Central, was quoted by the BBC news saying that she urged the council to reconsider its decision. What representation has Rachel Maskell made to you and the Leader urging you to reconsider the decision?

**Response:** I have explained that the short additional extension was made to manage the transfer out of the contract. The York Central MP has never spoken to me about this contract. I am aware that statements have been made by all sorts of people publicly about this contract. If anyone wants to ask me about it, I am more than happy to discuss it.

**Supplementary from Cllr Crawshaw:** Point of clarity, isn't the reality that the contract ended in February 2023 so the procurement process should have begun a good six months or more prior to the end of that lengthy contract, rather than needing a six-month extension from February 2023?

**Response:** You are quite right, lengthy contracts need planning towards the end of them. It would have needed to be a minimum of six months prior to the end of the contract that the procurement process started. We inherited a contract that had already gone over its length and had already been subject of a waiver.

Questions to Cllr Kilbane, Executive Member for Economy and Transport.

**From Cllr Rose:** How and when do people provide input into the Local Transport Strategy and Local Transport Plan?

**Response:** The Local Transport Plan consultation has been launched today. It's up on the council's website, it's featured in York Press and it includes an interactive map that you can fill in and indicate on that map where the difficulties are for you traveling around the city. I would urge you all to make sure that your residents are aware of it and encourage them to contribute to it because eventually that plan will be formed by the information intelligence that we gather from residents. The consultation closes on 4 February 2024.

**Supplementary from Cllr Merrett:** The newly elected Mayor for York and North Yorkshire, once elected, will take on responsibilities for transport planning and certain other transport functions, can you clarify what responsibilities in the transport sphere they will be responsible for and how they sit alongside our own residual responsibilities as a council?

**Response:** The most important part is deciding what the key route network is and that is yet to be decided amongst the combined authority. The Mayor should behave sensibly and responsibly and that Mayor will need to respond to the wishes of the city as expressed through the council and also through our input to the combine authority. Negotiations are going on and as soon as we've got more information we'll happily share with all members.

**53. Report of Executive Member (9:42 pm)**

A written report was received from Cllr Kilbane, Executive Member for Economy and Transport.

Members were then invited to question the Executive Member on his report. Questions were received from the floor from the following Members in relation to the subjects listed, and replied to as indicated:

**From Cllr Rowley:** Would the Executive Member join me in welcoming the additional £366,000 from central government to help with pothole repairs this year and another £366,000 for pothole repairs next year.

**Response:** Yes, we welcome the investment. Unfortunately, I think the amount of money they gave us amounts to around 3% of the entire budget. The MP for York Outer did put a message out to all of York Outer constituents stating that we had this extra money and where would you like it spending. If your MP would like to tell me which 3% of the road network they would like fixing with the additional money, then we can see where it is on the priority list. To get our roads up to reasonable standard it would cost £190m and we have a revenue budget of £140m, so, the £8m allocated this year and £10m next year is for patching. All praise to the teams that work on spending the money far more efficiently. We do appreciate the money, but it's nowhere near enough.

**Supplementary from Cllr Rowley:** Are you confident that should a labour government take control at some point next year that you will receive that £190m you alluded to?

**Response:** No, I suspect that going into the election belts will be tightened. A labour administration will still deliver even though resources are tight, it doesn't stifle our ambition.

**Supplementary from Cllr Ayre:** Will you commit to maintaining this level of spending and rule out cuts to the road maintenance budget?

**Response:** Keeping on top of the road network is very important to us and it's a high priority. We are trying to fill the hole you left us and the difficulties we inherited from your administration and the lack of central government funding.

### Castle Gateway

**From Cllr Fenton:** Can you tell us about the engagement that occurred with businesses in the run up to the decisions being made, and also why decisions have been taken in relation to car parking ahead of a wider review of parking provision in the city centre?

**Response:** Following on from the consultation the previous administration undertook, we can clearly see the hopes and desires of the residents of York for the repurposing of Castle Car Park. The solution from the previous administration was to build a multi-story car park but the business case was incredibly flawed and we had to scrap that, costing the city up to £1m. York Bid has actually undertaken a survey of parking in the city. This data has shown that throughout the city we have capacity for car parking for

all the cars that are currently coming in. The only time Castle Car Park is full is at 2pm on Saturday afternoon but the data showed spare capacity at that time within Piccadilly Car Park and the Shambles Q Car Park. The conversations we have been having with all businesses have shown us that it's not about car parking it's about footfall to businesses. The Transport Plan needs to ensure we have the same amount of people calling into the area but without the harm that's caused by too much traffic on the road.

**Supplementary from Cllr Ayre:** Given the two car parks you mentioned, Piccadilly which you have committed to removing all non-essential traffic from accessing and Q Park which is not CYC, can you explain how the council will be better off closing a car park that generates £1.6m in order to save £1m in borrowing?

**Response:** I don't quite understand your point about Piccadilly.

**Supplementary response from Cllr Ayre:** It's a city centre car park and your motion said to remove all non-essential traffic.

**Response:** So how do you know what's essential and what's non-essential?

**Supplementary response from Cllr Ayre:** You're not answering the question, I will ask a second supplementary, do you think parking your car in the city centre is essential travel?

**Response:** I recommend you contribute to the Local Transport Strategy and Plan because it's through that process that we are going to be asking those questions. The Transport Strategy sets out to reduce the number of driven miles by 20%, that's going to be quite tough and not everybody is going to like it. Your administration had four years to answer this question.

**54. Scrutiny - Report of the Chair of the Customer & Corporate Services Scrutiny Management Committee (9:56 pm)**

A written report was received from Cllr Fenton, Chair of the Corporate Services, Climate Change and Scrutiny Management Committee, on the work of the committee.

**55. Recommendations of the Audit and Governance Committee (9:57 pm)**

Council received a report from the Monitoring Officer regarding approval and adoption of revisions to the Constitution, in accordance with the recommendations of the Audit & Governance Committee.

Cllr J Burton moved and Cllr Webb seconded the recommendations contained in Minute 35 of the Audit and



Governance Committee held on 8 November 2023, subject to including three minor amendments to the Constitution, as highlighted by the Monitoring Officer, in respect of:

- Annex 7, Appendix 12, section 2.1c, (page 154 of the agenda) delete 'a' and insert 'only one' in the first sentence.
- Annex 5, Article 11, paragraph 3.4 (page 145 of the agenda) delete the word 'statutory.'
- Pages 164, 175 and 176 of the agenda the words 'him or her' to be changed to 'them.'

The relevant sections referred to in the Constitution, as amended, would read as follows:

Annex 7, Appendix 12 – Officer Employment Procedure Rules

- Section 2, Appointment of Assistants to Political Groups
- 2.1c If **only one** Group has a membership that comprises one-tenth or more of the membership of the authority then the Groups qualifying for the post shall be that Group and one other Group; the other Group shall be the one with the next largest membership, or if there is equality of members between the Groups, then the authority shall decide, before allocating the first Assistant.
- Annex 1 – Disciplinary Procedure for the Head of Paid Service (Chief Operating Officer), the Monitoring officer and Chief Finance (s151) Officer.
- 2.7 If the Head of Paid Service (or the Monitoring Officer is the compliant is against the Head of Paid Service) decides that the allegations should be filtered out of the process, this shall be the end of the procedure and the Statutory Chief Officer will be sent a letter informing **them** of the decision as soon as possible.
- Annex 2, Disciplinary Procedure for Non-Statutory Chief Officers.
- 2.4 If an informal resolution is not appropriate, the Head of Paid Service (or as delegated to their Chief Officer) will consider the evidence and, unless the matters are clearly unfounded or trivial, the Head of Paid Service (or as delegated to their Chief Officer) may contact the non-Statutory Chief Officer informing

**them** of the allegations and asking for their representations. A meeting may be arranged by the Head of Paid Service (or as delegated to their Chief Officer) with the non-Statutory Chief Officer to discuss the allegations.

- 2.7 If the Head of Paid Service (or as delegated to their Chief Officer) decides that the allegations should be filtered out of the process, this shall be the end of the procedure and the non-Statutory Chief Officer will be sent a letter informing **them** of the decision as soon as possible.

Annex 5, Article 11 – Staffing Matters and Urgency Committee

- 3.4 To arrange for the conduct of the recruitment and selection process in respect of the following Chief Officers:

Following debate and on being put to the vote, the recommendations, including the suggested amendments, were declared CARRIED, and it was

Resolved: That the proposed constitutional changes within Annexes 6, 8 and 10 (Appendix 11, Contract Procedural Rules, Article 11, Staffing Matters and Urgency Committee and Appendix 12, Officer Employment Procedure Rules) be adopted, subject to incorporating the above agreed amendments.

**56. Appointment of an Independent Member for Audit and Governance Committee and an Independent Person for Joint Standards Committee (10:11 pm)**

The following recommendation contained in the report of the Director of Governance was moved by Cllr Rowley and seconded by Cllr Fisher.

“To approve the following appointments:

1. Myles Binney as an Independent Member of the Audit and Governance Committee
2. Roseleen Mazza as an Independent Person of the Joint Standards Committee”

On being put to the vote the recommendation was declared Carried, and it was

Resolved: That the above recommendation be approved.<sup>1</sup>

Action Required

1. To note approval of the recommendation in the report for an Independent Person for Joint Standards Committee and for an Independent Member for Audit and Governance Committee and take appropriate action. DS

**57. Appointments and Changes to Membership (10:13 pm)**

Resolved: That the appointments and changes to membership of committees, working groups and outside bodies, as set out on page 345 of the agenda, be approved.<sup>1</sup>

Action Required

1. To note approval of the revised appointments list, make the changes on the system and inform organisations as required. LC

Cllr Cullwick

LORD MAYOR OF YORK

[The meeting started at 6.30 pm and concluded at 10.14 pm]

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<b>Meeting:</b>	Budget Council
<b>Meeting date:</b>	22 February 2024
<b>Report of:</b>	Bryn Roberts, Director of Governance
<b>Portfolio of:</b>	Cllr Claire Douglas, Leader of the Council

## **Decision Report: Report of Independent Remuneration Panel 2024**

### **Subject of Report**

1. This report invites Council to consider the final report of the Independent Remuneration Panel (“the Panel”) appointed to review Members’ allowances from May 2023, following the local elections held that year.
2. The Panel was appointed following a full recruitment and selection exercise and endorsement by Full Council in July 2023.
3. City of York Council appoints a Panel every four years to review member allowances, following its local election cycle.

### **Benefits and Challenges**

4. Establishing an Independent Remuneration Panel to review its Members Allowances ensures that the Council meets its statutory requirements as set out in the legal implications in this report at paragraph 13.
5. Having independent oversight and review of any allowances and/or expenses the Council agrees to pay its Elected Members, ensure public transparency and accountability, and provides an impartial assessment of what allowances are considered reasonable and appropriate in comparison to other comparable local authorities.

6. A Panel is usually comprised of local residents with suitable experience and skills, willing to give their time at no cost to the Council to undertake the amount of work involved. It can prove challenging to attract appropriately qualified candidates given the time commitment involved and the potential local media profile associated with the role.

## **Policy Basis for Decision**

7. The Council must make decisions regarding a Scheme of Allowances for Members that comply with its Constitution and must make those decisions further to any recommendations made by an independent review.

## **Financial Strategy Implications**

8. If the Council agrees to implement the Panel's recommendations for a basic allowance and corresponding changes in Special Responsibility Allowances, there will be implications for the budget set for Members Allowances, as shown in paragraph 15 below.

## **Recommendation and Reasons**

9. Council is asked to
  - (i) consider the report and recommendations of the Independent Remuneration Panel.
  - (ii) Authorise the Chief Operating Officer to implement any changes to allowances, backdated to 25 May 2023.
  - (iii) request the Monitoring Officer to make any consequential changes to the Scheme of Allowances for Members, as set out in the Constitution.
  - (iv) Consider whether it wishes to apply a temporary uplift of 3.88% for the previous term of office, applicable from 1 April to 25 May 2023, in line with the staff pay award for 2023/2024.

**Reason:** To ensure the Council meets its statutory requirements relating to the independent review and provision of Members allowances.

## Background

10. The Council is legally obliged to consider a report from its Independent Remuneration Panel before making any changes to its Scheme of Allowances. It is good practice to have the Scheme reviewed periodically to ensure that it reflects any changes in the Council's operation. Where the scheme allows for increases by reference to an index, there is a requirement for review of this index at least once every four years by an Independent Panel. (Local Authorities [Members' Allowances] {England} Regulations 2003)
11. The Independent Remuneration Panel first met in September 2023 and has met on 7 occasions to undertake its work, culminating in its final report to Council at Annex A to this report.
12. The Council wishes to thank all the panellists for their work and commitment to their roles and for giving their time, freely, to the Council to undertake this review.
13. The Panel has made several recommendations for the Council to consider. Those include a new basic allowance and consequential changes to Special Responsibility Allowances for those Members holding additional roles, such as being an Executive Member or Chairing a committee. Its recommendations are set out in its full report at Appendix A and a summary of the financial changes to allowances is contained within Annex C to its report.
14. Whilst the IRP process concerns the current term of office, i.e. May 2023 to May 2027, Council must also consider whether it wishes to apply an uplift for the final few weeks of the previous term of office, i.e. 1 April 2023 to 25 May 2023.
15. The Council's constitution states that:

“The basic allowance will be uplifted on an annual basis in line with any general salary increases payable to Council staff taking into account any views specifically expressed by the Independent Remuneration Panel.”

16. Council has previously taken the decision to apply an uplift for member allowances in line with the pay award for staff. The 2023/2024 staff pay award, payable from 1 April 2023, was a flat rate payment which equated to an average increase of 3.88%.
17. If Council decides to apply this uplift it would only be applicable to current members who were in office during the 2019 to 2023 term, and who remained in office at the time of the May 2023 elections.
18. Any uplift would be temporary and will not have the effect of permanently raising the base limit of the basic allowance, as that is covered by the wider IRP review.
19. The financial implication of applying a 3.88% uplift to the basic allowance of £11,282 for eight weeks for the relevant elected members is £1,779.30, and with the addition of the Special Responsibility Allowances uplift the total is £3,038.33.

## **Options Analysis and Evidential Basis**

20. **(i) Approve the recommended basic allowance and consequential increase to Special Responsibility Allowances:**  
The recommended increases will have a minimal impact on the budget for allowances for the next financial year;
21. **(ii) Approve the recommended basic allowance and consequential increase to Special Responsibility Allowances and the recommendation to apply annual staff pay rise as from April 2025 to March 2027:**  
Agreeing to apply annual staff pay increases to Members Allowances during this period will have a further budgetary impact, which cannot be quantified until each year's pay rise is known. By way of example, a 3% increase every year from April 2025 would create an additional budgetary pressure of £48,320 against the new proposed basic allowance and corresponding SRA increases.
22. **(iii) Additional Individual Panel Recommendations:**  
**Review of roles attracting SRAs:**  
The Panel did not have the time or information to undertake a review of these roles, their workload or time commitment and is recommending a further review, particularly in view of the



creation of the new Mayoral Combined Authority and its impact on certain SRAs. The Council will need to consider how, when and if to put such a review into effect. Resources implications will need to be identified. Paragraphs 2.11 and 4.6 of Appendix A refer.

24. **Role Profiles for Ward Members:**

The Panel had invited the Council to consider adopting these for all Members, based on representations received from Members and in the knowledge that many other local authorities had introduced them. The Council will need to consider whether to proceed with this recommendation and allocate resources to implement the proposal accordingly. Paragraph 5.1 of Appendix A refers.

25. **Travel and Subsistence Expenses within York Boundaries:**

The Panel made no suggested changes to these expenses but asked the Council to consider reviewing current practices relating to the provision of car parking passes for all those Members requesting one. The Council will need to consider whether it wishes to review the current practice in light of its ambitions within its Climate and Transport Strategies. Paragraph 5.3 of Appendix A refers.

26. **Childcare and Dependent Carers Allowances:**

The Panel made no suggested changes to these expenses but wishes the Council to remind Members, periodically, that these exist and are claimable by those meeting the eligibility criteria. Paragraph 5.2 of Appendix A refers.

27. **Pensions:**

The Panel recognised that the matter of pensions was not within its remit but in light of some representations regarding the lack of pension provision and its impact on retaining effective Members long term, it is recommending the Council to consider making representations to His Majesty's Government to campaign for re-introducing a pension option for Elected Members. Council may wish to consider this suggestion but would ultimately need to take account of any financial impact in future years should legislation on this be reversed.

## Organisational Impact and Implications

28. **Financial:** The total current budget for member's allowances is £786k per annum. If the Panel's recommendations are accepted, the budget will need to increase to around £793k per annum. The panel have also recommended that any changes are backdated to 25 May 2023 (Annual Council). There is no further immediate impact for the current financial year of the Panel's recommendations. However, should Council choose to apply any staff pay rises to Members allowances, as per the Panel's recommendations from April 2025 to March 2027, there would be an additional financial burden to be addressed when the value of those increases are known. If Council applies the recommended uplift for the previous term of office for the period 1 April to 25 May 2023, for both the basic allowances and SRA, the implication is an additional cost of £3,038.33. See paragraphs 8 and 19 for detail.
29. **Human Resources:** The Panel has made some comments regarding welfare support for Elected Members as it did in 2019 and Council may wish to have regard to the Panel's observations. Paragraph 5.2 of Appendix A refers.
30. **Legal:** In accordance with the Local Authorities [Members' Allowances] (England) Regulations 2003, the Council must convene an Independent Remuneration Panel to review its members' allowances scheme. Any changes to the scheme or consequential changes to the constitution, must be approved by Full Council.

## Risks and Mitigations

31. The Council must commission and consider an independent review of allowances for its Members. It is not required to approve or implement the recommendations made by independent review. Depending upon the reasonableness of any independent panel's recommendations, however, there is a potential risk to the Council's reputation were it to choose not to approve recommendations regarded by public opinion to be otherwise reasonable and affordable. The Council needs to have regard to reasonableness and financial risks in considering and

approving any recommendations relating to its scheme of Member allowances.

## Wards Impacted

32. All wards

## Contact details

For further information please contact the author of the report.

## Authors

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<b>Report approved:</b>	Yes
<b>Date:</b>	12/02/2024

## Background papers

City of York Council Constitution, Appendix 20

[Appendix 20 - Member Allowances and Member Allowances Scheme.pdf \(york.gov.uk\)](#)

Local Authorities [Members' Allowances] (England) Regulations 2003  
[The Local Authorities \(Members' Allowances\) \(England\) Regulations 2003 \(legislation.gov.uk\)](#)

## Annexes

**Annex A** Report of Independent Remuneration Panel

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# Independent Remuneration Panel

2023/24

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## Independent Remuneration Panel 2023/24 Report

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### Annexes

Annex A	The Panel's Terms of Reference
Annex B	Benchmarking Information
Annex C	Summary of Basic and Special Responsibility Allowances
Annex D	Summary of Additional Recommendations from 2019

## 1 Introduction

- 1.1 The Independent Remuneration Panel (IRP) was convened to advise the City of York Council on its scheme of allowances for its Elected Members. The IRP last met in 2019 and made a number of recommendations regarding basic and special responsibility allowances.
- 1.2 The report produced by the IRP in December 2019 was received by Full Council at its meeting on 17 December 2019 when the recommended increases to basic and special responsibility allowances were approved in full and agreed to be backdated to the end of May 2019 (commencing as of the date of the Annual Meeting that year).
- 1.3 The IRP in 2023 has met on 8 occasions to consider information gathered by officers. The Panel also met with, and received written representations on behalf of Groups from, a range of current Members of the Council, including Executive Members, Chairs and backbench Members, from all political parties currently represented on the Council. The Panel acknowledges the hard work undertaken by Elected Members on behalf of the public and expresses its appreciation to all those Members who gave up their time to meet with them. The Panel learnt a great deal from those contributions which form the basis for the recommendations in this report, together with the legal framework setting the Panel's remit.
- 1.4 The Local Authorities (Members' Allowances) (England) Regulations 2003 require Councils to appoint an IRP and to have regard to its recommendations prior to amending their scheme of allowances.

## Independent Remuneration Panel 2023/24 Report

- 1.5 Under Regulation 10 (5) of the Local Authorities (Members' Allowances) (England) Regulations 2003, Local Authorities 'cannot rely on an index for Elected Member allowances for more than 4 years' before they invite the IRP to make further recommendations on the application and relevance of the index.
- 1.6 In 2019, the Panel recommended that Member basic and special responsibility allowances should be uplifted in line with any National Joint Council Pay award salary increases awarded to employees. As a result, Elected Members have received the following increases to the basic allowance of £10,371 starting in May 2019:

<b>Year</b>	<b>Pay Award</b>	<b>Basic Allowance</b>
2019/2020	N/A	£10,371 set by IRP in 2019
2020/2021	2.75%	£10,656
2021/2022	1.75%	£10,843
2022/2023	4.04%	£11,282

It should be noted that staff received an increase of 3.88% for 2023/24 but the Panel understands that no corresponding increase to Members allowances has been applied for 2023/2024 pending the recommendations and report of the IRP to the Council in early 2024.

- 1.7 In York, local Council elections take place every four years, when the entire Council membership stands down. For many years, it has been custom and practice for an IRP to review the existing Scheme of Members allowances following the formation of a new Council in an 'election year'. The Panel received a suggestion that the IRP process should be carried out prior to the elections but after consideration decided not to make a recommendation to that effect.



## Independent Remuneration Panel 2023/24 Report

- 1.8 The current cycle presents real benefits in providing an IRP with a substantial period over which the existing scheme can be assessed and in providing opportunities for the Panel to learn from the experiences of newly elected and long serving Elected Members.
- 1.9 Local Authorities can also convene an IRP at any time to respond to a specific issue or for an annual or biennial review.

### **Membership of the Panel**

- 1.10 Panelists were selected for appointment to the Independent Remuneration Panel in 2023, following a public recruitment exercise. As a result, the Council appointed the following to the Panel at its meeting on 21 July 2023:
- David Dickson (Chartered Accountant, Deputy Chair of the York and North Yorkshire LEP, Chair St Leonard's Hospice and Former Treasurer of the University of York and member of its Remuneration Committee)
  - Elizabeth Heaps (Trustee of York Civic Trust, Former Pro Vice-Chancellor of University of York)
  - Lucy Shaw (Operations Director at Wildcat Law)
- 1.11 The Panel also received administrative support from officers of City of York Council.

### **Terms of Reference**

- 1.12 The Panel's terms of reference are attached at Annex A to this report. They reflect the legal requirements governing the Panel and

set the parameters for its work.

### **Context and Current Scheme of Allowances**

- 1.13 All Elected Members, irrespective of particular Offices held on the Council, are entitled to the same level of basic allowance. Basic allowances are intended to reflect the expected time commitment of all its Elected Members. This includes, but is not limited to:
- attendance at Council meetings and committees
  - meetings with residents and Council officers
  - responding to and dealing with casework and enquiries
- 1.14 Basic Allowances should also cover incidental costs such as travel within the City and internet and phone provision. Currently, travel expenses can only be claimed outside of the City and when the purpose involves representing the authority at an external meeting or undertaking duties specifically associated with the role (for example as an Executive Member).
- 1.15 Between 2008 and 2015, there was no movement in the level of allowances for Elected Members. In that time, Council declined the increases suggested by IRP panels and declined increases in line with Council pay awards. As a consequence, the real value of allowances fell well below that of comparative authorities. However, in 2019, as set out in paragraph 1.6 above, the IRP recommended significant increases in Member Allowances in order to bring York allowances back in line with other benchmarked and similar authorities in terms of size, complexion and area, as well as in recognition of the increased time commitment to the role undertaken by the modern Elected Member.
- 1.16 As set out in paragraph 1.6, the figure agreed by the IRP in 2019 as a basic allowance was £10,371 per annum. This figure was

calculated by taking 52.5% of the median pay figure for York to reflect evidence that the workload involved in being an Elected Member equated to a little more than half a working week on average. This figure was then discounted by a third. This discount reflects that an important aspect of the role of an Elected Member is to serve the public and therefore, not all of what they do, should be remunerated. The one third discount for public service is a standard widely applied across the country.

- 1.17 The Leader's Special Responsibility Allowance (SRA) was calculated by multiplying the basic allowance by three. Statutory guidance also suggests that this is an appropriate methodology and one that previous IRPs in York have used in recent years. Traditionally, all other Special Responsibility Allowances have then been calculated as a percentage of the Leader's SRA.

## 2 Rationale

### Basic principles

- 2.1 The Panel agreed to maintain the following principles on which the methodology and recommendations for its review in 2023 should be based:
- The level of allowances within the scheme should not discriminate or create barriers for those who may wish to stand for office.
  - The level and availability of travel allowances should not act as an obstacle to appropriate travel outside the City to promote the City's interests.
  - The scheme of basic and special responsibility allowances should provide for an adequate level of reward that neither encourages nor discourages those who may wish to stand for office.

- The scheme should be easily understood.
- The scheme should continue to move towards being easy to administer.

2.2 The Panel sought to account for the current context for Members allowances, looking at any changes in the workload since the last review and any changes to local or national context during that time.

### **Benchmarking**

- 2.3 Details of benchmarking information and statistics considered by the Panel are attached at Annex B. This included evidence of allowances paid in other local authorities chosen based on a mixture of population size, locality and status. These figures were compared with those paid in York. The Panel also received information on annual York pay figures for 2022. The median figure for people working in York in 2022 being £32,533<sup>1</sup> (rising from £29,631 in 2018). Median pay figures are a recommended basis for calculating allowances for Elected Members and have been adopted by previous Panels to date.
- 2.4 In comparison to some other unitary authorities shown in Annex B, York's basic allowance is above the mean, whilst it is appropriately above local districts and below metropolitan authorities. The Panel noted that the allowances paid in North Yorkshire are higher than those in City of York Council. In view of the introduction of the Mayoral Combined Authority, responsibilities and allowances will need to be reviewed.
- 2.5 In the interests of consistency and clarity, the Panel remained of the view that the median pay figure for people working in York was still the most appropriate basis from which to calculate allowances and

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<sup>1</sup> Source: ONS Crown Copyright Reserved [from Nomis on 19 October 2023]

therefore adopted the latest available figure (2022) as its starting point.

### **Evidence Base**

- 2.6 The Panel met with a selection of Elected Members as stated in paragraph 1.3 above. It also received written representations from Groups and individual Members unable to attend interview.
- 2.7 The Panel heard that there continued to be a significant level of responsibility attached to the role of being an Elected Member. They also learnt that, on average, Members spent in excess of 20 hours per week performing Council duties. For those with other commitments such as paid employment, their Council duties provided an additional workload and, in some instances, financial challenges. The Panel acknowledged the commitment of time and effort to the public cause given by Elected Members and noted that financial recompense was not a consideration for those who volunteered to stand for election to represent their residents in public life. The Panel noted that the time commitment expressed, however, was not significantly different from that indicated to the Panel in 2019.
- 2.8 The frequency of some Council meetings had increased since 2019. Following the local elections in May 2023, Scrutiny Committees were now meeting on a monthly basis, rather than bi-monthly, although the Panel noted that there were no scrutiny meetings in February or August.
- 2.9 In its nature, the role of an Elected Member has always been public facing. Members are the spokespersons for their communities, and this has not changed.
- 2.10 The Panel heard of the ongoing workload and stress pressures upon Members created by the impact of social media and the

demands of supporting residents effectively and transparently. Since Covid19, the volume of health issues, including mental welfare and wellbeing, had increased and was increasingly becoming centre stage. As a result, Elected Members were continuing to find the day-to-day activities of the role time-consuming and complex.

- 2.11 The Panel noted the continuing requirement for a greater level of expertise and knowledge and the need for such knowledge to be current and maintained.
- 2.12 The Panel heard that the role of Committee Chair and Executive member both continued to provide challenging time commitments, which historically have attracted Special Responsibility allowances. The Panel also heard the view repeatedly that at meetings all committee members, or other unremunerated roles such as Vice Chairs, were required to be fully committed and informed, and that the differential between the basic allowances and SRAs was too wide. The Panel felt that the evidence before them of roles and responsibilities across all committees was not sufficient to recommend any changes to basic allowances or SRAs. Instead, they would recommend that a full review of such roles, responsibilities, workloads and time commitments be carried out urgently, to enable any changes to be made with as little delay as possible. This is timely in view of the introduction of the new Mayoral Combined Authority as a result of which roles and responsibilities would change, and comparisons will be made with equivalent roles in North Yorkshire. (See paragraphs 4.5 and 4.6)

### **3 Additional Recommendations made in 2019**

- 3.1 In 2019, the Panel had made a number of additional recommendations not within its specific remit but which related to issues that had arisen during its discussion with Elected Members at that time. In the interests of completeness, a full update against those recommendations is set out at Annex D.
- 3.2 The Panel was pleased to learn that reference was now made within the Allowances Scheme for Elected Members to the provision of welfare support needs (including access to the Employee Assistance Programme) should an appropriate need arise in the opinion of the Head of Human Resources. Although not strictly within its remit and being mindful that Members were not classed as paid employees of the Council, the Panel remained sufficiently concerned to ensure that the Council took due regard of any wellbeing and welfare support needs which Members may present. It was apparent from discussions in 2023 that many Members were unaware of any available welfare support, including mental health.
- 3.3 Public expectations of Elected Members remained high and, as the Panel heard, often significantly higher than candidates may have understood prior to taking office. As in previous years, a number of newly elected Members had been surprised by the workload confronting them. However, the Panel noted the steps taken by the Council to put in place a training and induction programme across the whole spectrum of Council and Elected Member activities for 2023. It also noted that contact had been established with Groups about what information could helpfully be provided to candidates in advance of the local elections.
- 3.4 The Panel heard from some single ward Members and learnt how they could often struggle with capacity to support their residents,

given other roles and time commitments. In contrast, Elected Members in multiple Member wards acknowledged the welcome support they were able to receive from fellow ward Members, whether of the same or opposing parties.

## 4 The Panel's Recommendations

### Basic Allowance

- 4.1 Taking into account the statistical information reviewed, the Panel agreed that the same method of calculation as that used in 2019 continued to remain appropriate in its consistency and transparency.
- 4.2 In 2019, the basic allowance was calculated at 52.5% of the median pay figure for people working in York (see paragraph 2.3). Taking into account all the evidence (soundings from a wide selection of Members in different roles both experienced and inexperienced, benchmarking against other local authorities and the local median salary), the Panel considered that the same rate of calculation at 52.5% of the York median pay figure remained appropriate. It further considered it necessary to apply the standard recommended public sector voluntary discount of one third to the basic allowance (see also paragraph 1.16).
- 4.3 In 2019, the Panel had recommended that Members' basic allowances should be uplifted in line with any National Joint Council Pay award salary increases awarded to employees (see para 1.6 above). In line with legal requirements (see para 1.5 above), the Panel now considered such uplifts, and recommended that from April 2025 to March in the next election year, uplifts should be applied annually to the basic allowance in the same way.



- 4.4 **The calculation results in a basic allowance of £11,392 per annum, compared to the current figure of £11,282, and will form the basis of all other allowances.**

### **Special Responsibility Allowances**

- 4.5 As stated above, all SRAs are calculated as a percentage of the Leader's, which has traditionally been considered by Panels to be three times the basic allowance. **The Panel saw no reason to alter that assessment on the basis that it had no substantial evidence to rebut the current assessment or otherwise.** Equally, the Panel understood that this approach was widely recognized standard practice.
- 4.6 The Panel heard various representations regarding levels of Special Responsibility Allowances (SRAs) and the roles to which they were attached. The Panel felt unable to recommend changes to the Special Responsibility Allowances in the absence of detailed evidence of roles and responsibilities, workloads and time commitments required to carry out roles with additional responsibilities. In addition, the introduction of the new Mayoral Combined Authority, will have impacts on existing and future roles both in City of York Council area and the combined Authority. **The Panel therefore recommended that a detailed review of such roles and responsibilities be carried out urgently.**
- 4.7 The Panel also considered the potential for increasing the SRA specifically for the Executive Member for Transport as the Council's representative on the West Yorkshire Combined Authority (WYCA), on the basis that WYCA stipulated that each local authority was responsible for considering whether to award an allowance specially for the role up to a value of £2616 per annum. The Panel was not persuaded that there was a specific necessity to support an additional allowance for this role. It concluded this in the knowledge

that any Member performing this role could claim travel and subsistence expenses for WYCA meetings they attended.

- 4.8 Annex C shows the current and recommended basic allowance and list of Special Responsibility Allowances, based on the methodology adopted in this report.
- 4.9 **The Panel recommended that any changes to Basic and Special Responsibility Allowances should be backdated to the date in 2023 on which Elected Members commenced their respective roles.**

## 5 Additional Recommendations

- 5.1 Consideration was given to the value of role profiles for Ward Members to outline the basics of their role. Many Members commented that they would find this useful. The Panel learnt that such role profiles were inconsistently available across different authorities. Benefits would be to provide a clear picture of roles and responsibilities for those aspiring to be Elected Members, a guide to assist them in managing priorities and their time, and guidance to constituents as to Members' roles and limitations. **The Panel therefore recommended that the Council consider developing and adopting role profiles for Members and publishing them on the Council's website.**
- 5.2 The Panel reviewed the current **provision for childcare/dependent carer allowances and made no recommendation for change.** The Panel noted, however, that many Members appeared to be unaware of the support provisions available to them and suggested that repeat information channels

ensure that Members remain up to date with information provided upon induction.

- 5.3 The Panel **was content with travel and subsistence expenses within York boundaries**, given that it received no information from Elected Members or Officers which would suggest any alteration to existing rates was necessary. However, the Panel acknowledged the provision of car parking passes to those Members who requested them and invites the Council to consider reviewing this arrangement, in the light of the Council's ambitions on cars within the city centre and its economic agenda.
- 5.4 Further to paragraph 4.6, The Panel recognised that **the new Mayoral Combined Authority would drive changes in roles and responsibilities of Elected Members and recommends a complete review of all roles involving special responsibilities.**
- 5.5 Finally, the Panel was concerned at the lack of pension provision which had been removed from legal consideration by a former Government Minister. It **suggested that the Council may wish to make renewed representations to the relevant Secretary of State about reinstating the option for Elected Members to enter into a pension scheme**, to help attract and retain well trained, committed and competent Members.

**Independent Remuneration Panel 2023:  
David Dickson (Chair), Elizabeth Heaps and Lucy Shaw**

**14.02.24**

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**Independent Remuneration Panel**  
**Member Role Description**

**Purpose of the Role**

To recommend a Members' allowances scheme to City of York Council and to provide subsequent advice on revisions to the scheme following any changes to City of York Council's political structure / governance framework and policies.

**Key Responsibilities**

1. To consider appropriate remuneration for the various roles in the Council and recommend a Members' allowances scheme consistent with statutory obligations.
2. To take evidence as appropriate and assess it in developing the Members allowances scheme.
3. To consider any implications of changes to the Council's structures / governance framework and policies and make recommendations on any revisions needed to the scheme.

**Person specification**

Independence	<ul style="list-style-type: none"> <li>• Not a candidate or not having been a candidate for election to the City of York Council, in the last 5 years.</li> <li>• Not a current employee of the City of York Council.</li> <li>• Not a close relative or friend of, any member or senior officer of the City of York Council.</li> <li>• Ideally not been a member or officer of a parish/town council in York.</li> </ul>
Integrity	<ul style="list-style-type: none"> <li>• Ability where appropriate to take an independent view which varies from that of other members of the Panel and demonstrate an ability to act with integrity and transparency.</li> <li>• Prepared to declare and register any disclosable pecuniary interests.</li> <li>• Never been bankrupt or have unpaid or unexpired composition or arrangement with creditors.</li> <li>• Never been convicted of a criminal offence leading to a three month (or longer) prison sentence (whether suspended or not).</li> </ul>

	<ul style="list-style-type: none"> <li>• An understanding of equalities principles.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Awareness of the role of the Council in York.</li> <li>• Understanding the public expectations of the role of Members of the City of York Council</li> <li>• Experience of participating in a Committee environment.</li> <li>• Be over 18 years of age.</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Strong analytical capability, including the ability to question, probe and seek clarification about complex issues.</li> <li>• An ability to consider matters objectively and without regard to any personal political views or pre-conceived views.</li> </ul>
Political awareness and sensitivity	<ul style="list-style-type: none"> <li>• Awareness and/or experience of democratic processes.</li> <li>• Must not be actively involved with a political party or similar organisation.</li> </ul>
Availability	<ul style="list-style-type: none"> <li>• Available for a few formal meetings likely to be held at the time to suit the members of the Panel. Likely to be at least one a year with up to four additional ones called as need arises.</li> <li>• A time commitment of up to 5 days a year is normally envisaged.</li> <li>• Willing to operate via a “virtual” meeting – either through electronic or more traditional needs as required.</li> </ul>

## Comparitive Allowance Data

Authority	Type	No of Cllrs	Population size	Allowances: Basic	Leader	Deputy Leader	Exec / Cabinet Member	Scrutiny Chair
York	Unitary	47	202,800	11,282	33,842	23,689	20,307	8,461
Cheshire West & Chester	Unitary	70	339,824	14,453	33,194	24,895	14,453	8,748
Warrington	Unitary	58	211,200	8,750	20,015	15,012	10,008	5,004
Bath & North East Somerset	Unitary	59	193,400	10,225	34,345	20,264	20,624	8,647
Swindon	Unitary	57	233,400	8,940	26,822	16,540	13,412	6,705
East Riding	Unitary	67	342,000	13,765	41,295	27,530	20,647	13,765
North Lincolnshire	Unitary	43	169,700	6,874	16,799	11,127	10,162	8,637
North East Lincolnshire	Unitary	42	156,900	8,530	22,500	16,875	11,250	5,625
Stockport	Metropolitan	63	294,800	10,716	32,150	17,682	16,075	6,430
Leeds City	Metropolitan	99	812,000	17,233	42,876	27,869	25,725	21,438
North Yorkshire	County Council	90	615,491	15,550	39,654	21,165	19,554	5,526

Authority	Chair of A&G	Chair of Licensing	Planning A Chair	Planning B Chair	Standards Committee	Leader of Opposition
York	8,461	8,461	10,806	8,461	N/A	15,229
Cheshire West & Chester	8,177	8,367	9,508	N/A	N/A	9,508
Warrington	8,506	8,506	8,506	N/A	2,002	8,506
Bath & North East Somerset		5,347	15,568	N/A	N/A	**
Swindon	6,705	6,705	6,705	N/A	6,705	6,705
East Riding	6,882*	6,882*	13,765	6,882	N/A	10,324
North Lincolnshire	5,312	8,130	9,146	N/A	N/A	8,400
North East Lincolnshire	4,500	4,500	6,750	N/A	4,500	2,250
Stockport	3,858	4,822	8,037	4,822	Independent	9,645
Leeds City	8,575	9,647	15,006	15,006	2,786	25,725
North Yorkshire	4,769	3,500	6,971	3,815	4,421	6,821



Authority	Deputy Leader of Opposition	Shadow Exec / Cabinet Member	Additional Notes	Source
York	6,770	N/A		
Cheshire West & Chester	7,054	N/A		<a href="#">Cheshire West &amp; Chester</a>
Warrington	N/A	N/A		<a href="#">Warrington</a>
Bath & North East Somerset	N/A	N/A	** 428 per member, Minority Group Leader	<a href="#">Bath &amp; NE Somerset Council</a>
Swindon	N/A	N/A		<a href="#">Swindon</a>
East Riding	N/A	N/A	*Audit & Licensing is the same role	<a href="#">East Riding</a>
North Lincolnshire	5,563	N/A		<a href="#">N Lincs</a>
North East Lincolnshire	N/A	N/A		<a href="#">NE Lincs</a>
Stockport	N/A	N/A		<a href="#">Stockport</a>
Leeds City	N/A	N/A		<a href="#">Leeds</a>
North Yorkshire	N/A	N/A	Chair of Health Scrutiny 11,052	<a href="#">North Yorkshire</a>

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## ANNEX C

### Summary of Recommendations

Basic Allowance:                    **£11,282**                    →                    **£11,392 (at x 52.5%)**

#### Special Responsibility Allowances:

Special Responsibility	Current SRA	% of Leaders allowance	Recommended SRA
Leader	£33,842.00	100	£34,176.00
Deputy Leader	£23,689.00	70	£23,923.00
Group Leader (Main Opposition)	£15,229.00	45	£15,379.00
Deputy Leader (Main Opposition)	£6,770.00	20	£6,835.00
Group Leader (Minority Party) [min 4]	£6,770.00	20	£6,835.00
Executive Member	£20,307.00	60	£20,506.00
Chair of CSMC	£8,461.00	25	£8,544.00
Chair of Scrutiny	£6,770.00	20	£6,835.00
Chair of Main Planning	£10,153.00	30	£10,253.00
Chair of Area Planning Sub Committee	£8,461.00	25	£8,544.00
Chair of Licensing and Regulatory Committee	£8,461.00	25	£8,544.00
Chair of Audit and Governance	£8,461.00	25	£8,544.00
Chair of Full Council (LM)	£3,384.00	10	£3,418.00

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## Report of Independent Remuneration Panel December 2019

### Summary of Recommendations and Actions

IRP Recommendation	Council Decision	Action Taken
<p>Basic allowance of £10,371. Various SRAs</p>	<p>Adopt the scheme of allowances recommended by the Panel and approve the financial implications from 1 April 2020 (an additional increased cost per annum of circa £120k) being addressed and taken into account, as part of the forthcoming budget setting process for the Council for 2020/21 onwards;</p>	<p>Implemented</p>
<p>Panel recommended backdating implementation to 22 May 2019</p>	<p>Authorise the Interim Chief Executive to implement the changes and backdate to 22 May 2019 (Annual Council Meeting), with any budgetary implications up to 31 March 2020 (an additional one-off cost of circa £100k) being met from the general contingency budget 2019/20;<sup>1</sup></p>	<p>Implemented</p>
	<p>Ask the Monitoring Officer to make any</p>	<p>Changes made</p>

	consequential constitutional changes.”	
The Panel therefore recommends that Council request a review into the support that Councillors receive around the handling and tracking of their casework and any policies currently in place.	No decision made	No action
The Panel believes that Councillors should have access to a similar level of Welfare Support to that of a City of York Council employee. Work related and personal stress affects Councillors as it affects staff and whilst the Panel recognise that Councillors are not employees, they considered it both a reasonable and appropriate gesture to open the existing offer to Councillors as well, wherever possible.	Ask the Monitoring Officer to make any consequential constitutional changes	<p>Appendix 20 of Constitution revised as follows:</p> <p><u><i>Welfare Support</i></u></p> <p><i>3.7 In recognition of the effects of work related and personal stress related to their role, Members will be able to access, in principle, a similar level of Welfare Support to that of a City of York Council employee, where deemed appropriate in consultation with the Head of Human Resources.</i></p> <p>December 2023, Elected Members given access to Employee Assistance Programme (covering various</p>

		welfare support issues)
The Panel recommends that both the Council (at pre-election stage) and political groups make potential candidates aware of all that would be expected of them upon election.	No formal decision made - See actions	Full details provided to all Groups on the Council prior to the local elections in May 2023 for sharing with candidates as appropriate with many aspects being made mandatory upon election.
The Panel recommends that the Council undertake a review of the civic support package and that recommendations are acted upon.	No formal decision made – see actions	Civic Function transferred under new line management in 2023 to bolster support and resources available to it. The service now resides within the Mansion House Service (intrinsically linked as the residence of the Lord Mayor)
The Panel was made aware of the recent decision of the IRP for the North Yorkshire County Council to recommend that a small allowance (in the sum of £1,697 per annum) be awarded to each Councillor appointed by Local Authorities across the region to represent them on the Police, Fire and Crime Panel. Having been asked to	Adopt the scheme of allowances recommended by the Panel and approve the financial implications from 1 April 2020 (an additional increased cost per annum of circa £120k) being addressed and taken into account, as part of the forthcoming budget	Arrangements made with North Yorkshire County Council to remunerate York's Panel representatives on a yearly basis

<p>consider the position for York, the Panel looked at the issues in some detail and, in principle, agreed to support and endorse the recommendations suggested by North Yorkshire County Council's IRP. However, the Panel advises that Council would need to have due regard to its practice of awarding only one SRA per Councillor.</p>	<p>setting process for the Council for 2020/21 onwards;</p>	
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City of York Council

Committee Minutes

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Meeting	Executive
Date	25 January 2024
Present	Councillors Douglas (Chair), Kilbane (Vice-Chair), Coles, Kent, Lomas, Pavlovic and Webb
In Attendance	Councillor Ayre
Officers in Attendance	Ian Floyd – Chief Operating Officer Bryn Roberts – Director of Governance Debbie Mitchell – Chief Finance Officer Martin Kelly - Corporate Director Children, Families and Education Danielle Johnson - Director of Safeguarding James Gilchrist - Director of Transport, Environment and Planning Ben Grabham - Head of Environmental Services
Apologies	Councillors Ravilious

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## **PART B - MATTERS REFERRED TO COUNCIL**

### **84. Capital Programme Update monitor 3 (16:51)**

The Executive Member for Finance, Performance, Major Projects and Equalities confirmed that the Executive would reduce borrowing where they deemed it possible. She noted that borrowing to fund projects had pressures on the Council's revenue budget and was therefore deferred to allow more use of the revenue budget in year.

Recommended:

- i. That Council agree to adjustments resulting in a decrease in the 2023/24 budget of £16.013m as detailed in the report.

Reason: To enable the effective management and monitoring of the Council's capital programme.

Cllr Douglas, Chair

[The meeting started at 4.01 pm and finished at 5.34 pm].



<b>Meeting:</b>	Council
<b>Meeting date:</b>	22/02/2024
<b>Report of:</b>	Chief Finance Officer
<b>Portfolio of:</b>	Cllr Katie Lomas, Executive Member for Finance, Performance, Major Projects, Equalities and Inclusion

## **Decision Report: Recommendations of Executive on the Council's Financial Strategy 2024/25 to 2028/29, Capital Budget 2024/25 to 2028/29, Capital Financing and Investment Strategy and the Treasury Management Strategy Statement and Prudential Indicators for 2024/25 to 2028/29**

### **Subject of Report**

1. This report presents to Council the recommendations of Executive for approval in respect of the revenue budget proposals for 2024/25, the Capital Budget for the period 2024/25 to 2028/29, the Capital Financing and Investment Strategy and the Treasury Management Strategy for the period 2024/25 to 2028/29. This report should be read in conjunction with the reports presented to Executive on 25 January but contains updated information not available at that time.

### **Benefits and Challenges**

2. The challenges continue to be the uncertainty around future funding from Government alongside managing increasing demand across all services, especially within social care, and ongoing inflationary pressures.
3. The significant financial challenges facing Local government are a national concern. As outlined in previous reports to Executive, many Councils across the country are experiencing significant financial pressures and are struggling to balance their budgets. This is a national challenge but inflationary cost pressures, increasing demand for services and short term funding settlements from Government continue to have a financial impact on the Council

4. Over the next four years the Council will see some of the most significant financial challenges we have ever experienced. The delivery of the 2024/25 budget will be extremely challenging for residents, other partners, members and officers. It is important that we continue to not underestimate the scale of the challenge ahead. The level of savings required over the next four years will inevitably require reductions in service levels and will result in some services stopping completely. Maintaining robust financial management, clear priorities and a focus on cost control is essential to ensuring our continued financial sustainability and resilience.

## **Policy Basis for Decision**

5. The Council budget aims to ensure that, as far as possible, resources are aligned to the Council's priorities.

## **Financial Strategy Implications**

6. This report outlines the budget proposals for the year ahead and ensures the Financial Strategy is delivered.

## **Recommendation and Reasons**

### **Revenue Budget**

7. Executive recommends that Council:
  - i. Approves the budget proposals outlined in the Financial Strategy report and in particular;
    - a) The net revenue expenditure requirement of £149.268m
    - b) A council tax requirement of £113.927m
    - c) The revenue growth proposals as outlined in the body of the report
    - d) The 2024/25 revenue savings proposals as outlined in annex 2
    - e) The fees and charges proposals as outlined in annex 3
    - f) The Housing Revenue Account (HRA) 24/25 budget set out in annex 5
    - g) The Dedicated Schools Grant (DSG) proposals outlined from paragraph 139
  - ii. Notes that the effect of approving the income and expenditure proposals included in the recommendations would result in a

- 4.99% increase in the City of York Council element of the council tax, 2% of which would relate to the social care precept.
- iii. Approves the 100% increase in council tax on second homes with effect from 1st April 2025 subject to the Levelling Up bill receive Royal Assent by 31st March 2024, as set out in paragraphs 75 to 77.
  - iv. Approves the change to charge a 100% premium on homes that have been empty for 1 year with effect from 1st April 2024, as described in paragraph 78.

In addition, following a recent announcement, Council is recommended to:

- v. Note the increase in social care funding of £1.525m and agree that this be allocated to existing pressures.
- vi. Note the increase in services grant of £76k and agree that this be allocated to the contingency.

Reason: To ensure a legally balanced budget is set

### **Capital Budget 2023/24 to 2027/28**

8. Executive recommends that Council:

- i. Agree to the revised capital programme of **£395.186m** that reflects a net overall increase of **£56.409m** (as set out in table 2 and in Annex A). Key elements of this include:
  - a) New schemes funded by prudential borrowing totalling £3.353m as set out in table 3;
  - b) Extension of prudential borrowing funded Rolling Programme schemes totalling £25.025m as set out in table 4;
  - c) Extension of externally funded Rolling Programme schemes totalling £6.030m and new schemes funded by external grants totalling £3.844m as set out in table 5;
  - d) An increase in HRA funded schemes totalling £18.157m funded from a combination HRA balances/capital receipts as set out in table 6;
- ii. Note the total increase in Council borrowing as a result of new schemes being recommended for approval is £28.378m the details of which are considered within this report and the financial strategy report
- iii. Approve the full restated programme as summarised in Annex B totalling **£395.186m** covering financial years 2024/25 to 2028/29 as set out in table 12 and Annex B

Reason: In accordance with the statutory requirement to set a capital budget for the forthcoming financial year.

### **Capital and Investment Strategy**

9. Executive recommends that Council:
  - i. Approve the Capital and Investment Strategy at Annex A  
Reason: To meet the statutory obligation to comply with the Prudential Code 2017

### **Treasury Management Strategy Statement and Prudential Indicators**

10. Executive recommends that Council approve;
  - i. The proposed treasury management strategy for 2024/25 including the annual investment strategy and the minimum revenue provision policy statement;
  - ii. The prudential indicators for 2024/25 to 2028/29 in the main body of the report;
  - iii. The specified and non-specified investments schedule (annex B)
  - iv. The scheme of delegation and the role of the section 151 officer (annex D)

Reason: To enable the continued effective operation of the treasury management function and ensure that all council borrowing is prudent, affordable and sustainable.

### **Background**

11. On 25 January the Executive met to consider the revenue and capital budgets and the Treasury Management Strategy. The following reports, copies of which Members have previously received, were considered.
  - i) Financial Strategy 2024/25 to 2028/29
  - ii) Capital Budget 2024/25 to 2028/29
  - iii) Capital Financing and Investment Strategy
  - iv) Treasury Management Strategy Statement and Prudential Indicators 2024/25 to 2028/29.

12. Since the Executive Meeting the Final Local Government Settlement has been announced. Within the final settlement, additional funding has been allocated to deal with existing social care pressures. In addition, Government announced that there would be an increase in the funding guarantee from 3% to 4%.
13. The financial impact of the Final Settlement on York's budget is that an additional £1.525m has been allocated to offset pressures across both adult and children's social care. The increase in funding guarantee results in an increase of £76k and it is recommended that this be added to the contingency. These additional recommendations are reflected at paragraphs 7 v. and vi. above.

## **Options Analysis and Evidential Basis**

14. Options open to the Council are to approve Executive's recommendations or to approve any amendments that may be moved by other Members of Council.

## **Organisational Impact and Implications**

15. Implications in respect of setting the budget are contained in the Executive reports. Member's attention is drawn in particular to the legal advice of the Council's Monitoring Officer and the statutory advice of the Section 151 officer as set out in the Financial Strategy report and repeated in the following sections.

### **Legal**

16. The council is required to set a council tax for 2024/25 before 11 March 2024. It may not be set before all major precepts (i.e., precepts from the Police and Fire Authorities) have been issued or before 1st March 2024, whichever is the earlier. The decision to set the level of council tax is reserved to Council and cannot be taken by Executive or delegated to officers, although Executive has to recommend a budget to Council. These comments are intended to apply to both the Executive meeting and the subsequent Council meeting.
17. There is no statutory requirement to set a detailed budget in any particular form. They are produced as an important tool to assist the

Council in setting the council tax precept and managing its finances effectively with a view to balancing its budget.

18. Before determining the level of the tax, the Council must estimate its proposed revenue expenditure, taking into account amounts required by way of contingency, any need to raise reserves and any other amounts which the Council is legally required to transfer between funds. It must also estimate its anticipated income, any relevant transfer between funds and any proposed use of reserves. It must then calculate the difference between the two which is the council tax requirement.
19. The Council's Chief Financial Officer (under s151 Local Government Act 1972) is required to report to the Council on the robustness of the estimates made for the purposes of the calculations, and the adequacy of the proposed financial reserves. The Council must have regard to the report when making decisions about the calculations in connection with which it is made. The Chief Financial Officer has a statutory duty under section 114 of the Local Government Finance Act 1988 to issue a written report if he considers that a decision taken by the Council would be unlawful and likely to cause a financial deficiency.
20. In reaching decisions on these matters, Members are bound by the general principles of administrative law. Lawful discretions must not be abused or fettered and all relevant considerations must be taken into account. No irrelevant considerations may be taken into account, and any decision made must be one which only a reasonable authority, properly directing itself, could have reached. Members must also balance the interests of service users against those who contribute to the Council's finances. The resources available to the Council must be deployed to their best advantage. Members should also be conscious that, whilst Council is responsible for setting the budget envelope for the relevant financial year, Executive is responsible for individual spending decisions within that budget envelope.
21. Members must also bear in mind the Council's other statutory duties to have regard to certain matters when making decisions. The report identifies proposals which, if approved, may potentially have an impact on children, older adults and persons with disabilities all of



which groups are statutorily protected under the Equalities Act 2010. In making their decision, Members must have due regard to their public sector equality duty and the need to eliminate discrimination, to advance equality of opportunity and to foster good relations between persons who share a protected characteristic and those who do not. Members must also take into consideration any crime and disorder implications of the decision. A failure to follow these principles could open the Council to judicial review.

22. There is legal authority for the proposition that if there is discretion left as to how budget envelope is spent, or if the envelope itself can be changed (virement etc) any relevant statutory duties (such as the PSED) can be discharged when spending decisions within the envelope are taken. The early consideration of potential equalities impact on service changes is however advised as set out in this report.
23. Members have a fiduciary duty to the council tax payers and others in the local authority's area. This means that members must behave responsibly in agreeing the budget. Members have no authority to make anything other than a balanced budget.
24. Among the relevant considerations which Members must take into account in reaching their decisions are the views of business ratepayers and the advice of officers. The duty to consult representatives of non-domestic ratepayers on the Council's expenditure plans is contained in Section 65 of the Local Government Finance Act 1992.
25. In considering the advice of officers, and the weight to be attached to that advice, Members should have regard to the personal duties placed upon the s151 Officer and the Monitoring Officer. The Council may take decisions which are at variance with their advice, providing there are reasonable grounds to do so. However, Members may expose themselves to risk if they disregard clearly expressed advice, for example as to the level of provision required for contingencies, bad debts and future liabilities. In addition, if Members wish to re-instate savings recommended by the Chief Finance Officer in order to balance the budget, they must find equivalent savings elsewhere.

26. The Chief Finance Officer is required by Section 151 of the Local Government Act 1972 and by the Accounts and Audit (England) Regulations 2011 (as amended) to ensure that the council's budgeting, financial management, and accounting practices meet relevant statutory and professional requirements. This is in addition subject to the requirements set out above.
27. Members must also have regard to, and be aware of, the wider duties placed upon the council by various statutes governing the conduct of its financial affairs. These include the distinction between revenue and capital expenditure and the requirement to set prudential indicators in line with capital investment plans that are prudent, affordable and sustainable.
28. Section 106 of the Local Government Finance Act 1992 makes it a criminal offence for any Member with arrears of council tax which have been outstanding for two months or more to attend any meeting at which a decision affecting the budget is to be made, unless the Member concerned declares at the outset of the meeting that he or she is in arrears and will not be voting on the decision for that reason. The Member concerned must not vote but may speak. The application of Section 106 of the 1992 Act is very wide and Members should be aware that the responsibility for ensuring that they act within the law at all times rests solely with the individual Member concerned.
29. If a referendum is held after the beginning of the relevant financial year, the higher rate of council tax will be payable unless and until it is overturned by a 'no' vote in the referendum. It must also provide "substitute calculations" which need to be presented to Council setting out what the alternative budget would be. This means that that if a party proposes a council tax above the referendum limit they must also produce "substitute calculations" within the referendum limit, to be used in the event that the referendum would reject the increase. In the event that a referendum rejects the increase, the billing authority would be able to issue new bills, offer refunds at the end of the year or allow credits against liability the following year, although individual council taxpayers would be entitled to a refund on demand.

## Statutory Advice from the s151 Officer

### Introduction

30. The Local Government Act 2003 places responsibilities upon the council's Chief Finance Officer to advise the council on the adequacy of its reserves and the robustness of the budget proposals including the estimates contained in this document. This section also addresses the key risks facing the council in relation to current and future budget provision. The following paragraphs outline my assessment of the budget proposals outlined in this report, including reserves and general robustness of the process. Section 25 (2) of the 2003 Act requires the council to have regard to this assessment in approving the annual budget and setting the council tax.

### Robustness of proposals and process

31. The preparation of a budget relies on estimates, which are made at a point in time, and clearly there are a number of factors that can influence actual expenditure throughout the year. However, there are processes in place to ensure that assurance can be given that this budget has been constructed using the best available information and assumptions at the time of preparation. These include:
- regular budget monitoring to ensure known pressures are reflected
  - involvement of directorate management teams in development of the proposals
  - regular scrutiny of the proposals by Executive members.
32. Considerable reliance is also placed on budget managers having proper arrangements in place to identify issues early, project the likely demand for services, and consider value for money and efficiency.
33. In order to provide assurances that the budget estimates are robust the following factors have been considered:
- overall funding available including specific grants and other funding available from central government, along with locally raised income from council tax and business rates,
  - progress made in delivering 2023/24 savings

- whether the budget decisions outlined in this report are achievable
  - the current and anticipated budget pressures arising from services such as social care
  - the forecast impact of inflation and pay awards
  - the financial sustainability of the council and the effectiveness of the financial management arrangements in place
  - the affordability and sustainability of the capital investment plans outlined in the capital programme report elsewhere on this agenda and the revenue impact of this expenditure
34. In addition, the council has a demonstrable track record of delivering budget savings and has sound financial management procedures in place. This has been recognised by favourable audit reports in respect of financial management and processes and overall the financial planning process is sound and effective.
35. A range of pressures have been identified and built into the budget presented in this report, including a contingency sum of £500k as in previous years. There are also significant savings, reflecting the scale of the challenge facing the council. There should be no understatement of the scale of this challenge that continues to face the council, given the general upward cost profile of adult care and children's services and the significant inflationary pressures being experienced across all areas of expenditure.

### Risks

36. The report outlines the key risks to the 2024/25 budget, and these are considered further in the following paragraphs.
37. Continued increasing costs across all areas of spend remains an area of concern. Whilst inflation levels are reducing, this only means that prices are not increasing as much – they remain at the previously high levels. Given the Council's significant capital programme, rising costs are to be expected and may result in some schemes being delayed or costing more than estimated. The current financial challenge means that we are not recruiting to vacant posts unless absolutely essential to do so. This will result in difficulties in achieving some Council Plan priorities.

38. A key risk facing the council is the number of complex capital schemes it is currently undertaking, and which are still at relatively early stages of development. Should schemes not progress to full completion there remains a risk that costs currently assumed to be capable of being capitalised must be written off to revenue. This risk has materialised in 2023/24 with abortive costs for a new multi storey car park needing to be written off in the year. There are also increased borrowing levels resulting in increased revenue costs of debt in coming years. This is highlighted in the medium term plan figures.
39. A further key risk in relation to the capital programme is that some major capital projects may have short/medium term cash flow impacts. For example, York Central will result in additional business rates but will require short term borrowing prior to income being received to cover the costs. As identified in previous budget reports, the Venture Fund will be used to support early years cash flow deficits on major strategic capital projects but given the current economic outlook and higher than previously expected interest rates, this borrowing will be more expensive than previously expected.
40. The current pressures being experienced within both adults and children's services remain of concern and the ongoing action being taken will need to continue and be given a high priority. Specific attention is drawn to the national picture regarding these services, which are recognised as being under increased pressure. Whilst this council has invested in these services in recent years, the risks remain, and it is essential the council continues to make adequate budgetary growth provision to deal with the significant cost pressures these services are experiencing, along with savings programmes to mitigate pressures.
41. The budget takes account of these pressures but in light of the continued financial challenges across social care my advice is that additional 2024/25 savings of £4m should be identified over and above those originally identified within the Medium Term Financial Strategy. I believe it is highly likely that the general reserve will be needed to balance the 23/24 position and in that event, the reserve would immediately fall below the recommended minimum level and therefore identifying further savings now, will mitigate against that risk. If the outturn is better than expected, then the savings will still be required for future years and therefore I consider this a measured, prudent approach to setting the budget.

42. Clearly, there are risks in the achievement of some of the proposed savings and, in assessing this risk, I cannot guarantee that every single proposal will be achieved. I do however consider the overall package to be prudent. As outlined earlier, processes are in place to ensure the robustness of the proposed savings. A risk assessment of the individual savings proposals has been conducted and discussed with senior management. Where savings are not delivered, services are fully aware of the need to find compensating savings.
43. Some of the savings included at Annex 2 do require further work and additional reports to future Executive meetings to outline the impact of a number of service reviews that will need to take place over the early part of the new financial year.
44. Finally, there remains again the potential for significant changes to the system of local government finance in coming years. The Government published the provisional settlement on 18 December 2023. It is a one year settlement pending the general election in 2024. With the Fair Funding Review now postponed until 2025, the more fundamental changes needed in local government finances are again unlikely to take place for a number of years.
45. These changes in funding could be significant and make forecasting for 2025/26 virtually impossible. The government originally launched the Fair Funding Review in 2016 and the review has been postponed numerous times. This policy is likely to change the needs assessments of local authorities and therefore the distribution of funding between different councils, adding to the uncertainty in the years ahead.

### Reserves

46. CIPFA guidance states that, in order to assess the adequacy of reserves when setting the budget, chief finance officers should take account of the strategic, operational and financial risks facing the authority and that the many factors involved when considering

appropriate levels of reserves can only be assessed properly at a local level.

47. Determining the appropriate levels of balances is therefore a professional judgement based on local circumstances including the overall budget size, risks, robustness of budgets, major initiatives being undertaken, budget assumptions and other earmarked reserves and provisions. Based on the range of factors and risks outlined in this report it is my view that the general reserve should be a figure of £7.4m.
48. Furthermore, part of the risk management process involves taking appropriate action to mitigate or remove risks, where this is possible. This in turn may lead to a lower level of reserves being required, and it would be appropriate to consider reducing the level of balances held where appropriate action to mitigate or remove risks has been successfully undertaken. As part of the year end process, a review is undertaken and any balances that are no longer required, or that can be reduced due to action taken to reduce or mitigate the relevant risks, will be reported to Executive as part of the year end outturn report.
49. The proposed 2024/25 budget does not use the general reserve to balance and therefore reserves remain sufficient to deal with any further risks.

### Summary

50. The uncertainty over recent years, following the pandemic, cost of living crisis and inflationary pressures, along with increasing demand for our services, means financial planning needs to be robust.
51. For future budget planning, further action will be needed to continue to focus resources on the highest priority services to reduce demand, as well as creating capacity to make investment in key front line services and essential capital investment. Therefore, the major financial challenge facing the council in coming years remains the need to secure further savings and for cost pressures, particularly those resulting from the pandemic, to be managed effectively. Given

the current financial pressures referred to in previous paragraphs there will need to be continued careful monitoring of the achievement of the savings outlined in this report.

52. I have given careful consideration to the proposals outlined in all the budget reports on this agenda and particularly the risks associated with the proposals. Prudent and realistic assumptions have been made and the financial implications of known pressures have been included. With the savings identified in this report, I am satisfied that this report represents a robust budget on which the council can rely in setting council tax.

## **Risks and Mitigations**

53. An assessment of risks is completed as part of the annual budget setting exercise and further details are included in annex 6 of the Executive report. These risks are managed effectively through regular reporting and corrective action being taken where necessary and appropriate.
54. As the Council's Section 151 Officer, the Chief Finance Officer has a statutory responsibility for ensuring that the Council makes arrangements for the proper administration of its financial affairs. Section 114 of the Local Government Finance Act 1988 requires a report to all Council members to be made by the s151 officer, in consultation with the Monitoring Officer, if there is or is likely to be an unbalanced budget.

## **Wards Impacted**

55. All



## Contact details

For further information please contact the authors of this Decision Report.

### Author

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<b>Date:</b>	12/02/2024

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<b>Report approved:</b>	Yes
<b>Date:</b>	12/02/2024

## Background papers

Background Papers:

Reports to Executive meeting held on 25 January 2024

- Financial Strategy 2024/25 to 2028/29
- Capital and Investment Strategy
- Capital Budget 2024/25 to 2028/29
- Treasury Management Strategy Statement and Prudential Indicators for 2024/25 to 2028/29

Annexes: None

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<b>Meeting:</b>	Council
<b>Meeting date:</b>	22 February 2024
<b>Report of:</b>	Chief Finance Officer
<b>Portfolio of:</b>	Cllr Katie Lomas, Executive Member for Finance, Performance, Major Projects and Equalities

## **Decision Report: Council Tax Resolution 2024/25**

### **Subject of Report**

1. This report asks Members to approve the rate of council tax for 2024/25. Although the legal requirement is that the Council must have set a balanced budget and the council tax charge by 11 March it is important that council tax rates are approved at this meeting to allow sufficient time to produce and post council tax bills and meet all statutory deadlines.
2. This report sets out the resolution based on the assumption that the budget proposals recommended by Executive on 25 January 2024 are approved.
3. Members are reminded that the individual council tax bill is comprised of four elements - the amount levied for City of York Council, the amount precepted by the North Yorkshire Police Authority, the North Yorkshire Fire and Rescue Authority and, for properties in a parished area of the city, the amount precepted by the individual Town or Parish Council.
4. The Localism Act 2011 requires the billing authority to calculate a council tax requirement for the year. This is to help the council determine if it has set an excessive council tax increase that would in turn trigger a local referendum. Principles set by the Secretary of State for Levelling Up, Housing and Communities determines that an increase in a council's basic rate of council tax of 3% is excessive.
5. In 2024/25 as in 2023/24, local authorities with responsibilities for adult social care have been given the flexibility to charge a further

precept. City of York Council may charge a maximum of 2% social care precept in 2024/25, in addition to the 3% referendum limit. The additional social care precept must be used to fund adult social care.

## Financial Strategy Implications

6. Alongside the requirement to set a balanced budget as part of the financial strategy, the Council must also set a Council Tax charge for the forthcoming year.

## Recommendation and Reasons

7. Council is recommended to resolve as follows:  
It be noted that on 1 December 2023 the Chief Finance Officer, under her delegated authority, calculated the council tax base for the year 2024/25:
  - (a) for the **whole Council area** as 69,097.60 [Item T in the formula in Section 31B of the Local Government Finance Act 1992, as amended (the “Act”)]; and
  - (b) for those dwellings in those parts of its area to which a **Parish** precept relates as in column 1 in the attached Schedule A.
8. Calculate that the Council Tax requirement for the Council’s own purposes for 2024/25 (excluding Parish precepts) is £113,926,740.
9. That the following amounts be calculated for the year 2024/25 in accordance with Sections 31 to 36 of the Act:
  - (a) £558,853,007 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act taking into account all precepts issued to it by Parish Councils.
  - (b) £443,927,044 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.

- (c) £114,925,963 being the amount by which the aggregate at 9(a) above exceeds the aggregate at 9(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year. [Item R in the formula in Section 31B of the Act].
- (d) £1,663.24 being the amount at 9(c) above [Item R], all divided by Item T (7(a) above), calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year (including Parish precepts).
- (e) £999,223 being the aggregate amount of all special items (Parish precepts) referred to in Section 34(1) of the Act (as per the attached Schedule A).
- (f) £1,648.78 being the amount at 9(d) above less the result given by dividing the amount at 9(e) above by Item T (7(a) above), calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precept relates.
10. To note that the Fire and Crime Commissioner for the North Yorkshire Police Authority and the North Yorkshire Fire and Rescue Authority has issued precepts to the Council in accordance with Section 40 of the Act for each category of dwellings in the Council's area as indicated in the tables below.
11. That the Council, in accordance with sections 30 and 36 of the Act, hereby sets the aggregate amounts shown in the tables below, and at Schedule B for Parished areas, as the amounts of council tax for 2024/25 for each part of its area and for each of the categories of dwellings.

**City of York Council**

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
1,099.19	1,282.38	1,465.58	1,648.78	2,015.18	2,381.57	2,747.97	3,297.56

**North Yorkshire Police Authority**

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
204.57	238.67	272.76	306.86	375.05	443.24	511.43	613.72

**North Yorkshire Fire and Rescue Authority**

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
55.35	64.57	73.80	83.02	101.47	119.92	138.37	166.04

**Aggregate of Council Tax Requirements (excluding Parished Areas)**

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
1,359.11	1,585.62	1,812.14	2,038.66	2,491.70	2,944.73	3,397.77	4,077.32

12. Determine that the Council's basic amount of council tax for 2024/25 is not excessive in accordance with the principles approved under section 52ZB of the Act. As the billing authority, the Council has not been notified by a major precepting authority that its relevant basic amount of council tax for 2024/25 is excessive and that the billing authority is not required to hold a referendum in accordance with Section 52ZK Local Government Finance Act 1992.

## Background

13. The Council's net revenue budget and capital programme were recommended by the 25 January 2024 Executive for approval by Council. Details appear earlier on this agenda.
14. The council tax levels to be proposed will include the precepts received from the parish councils, the North Yorkshire Police Authority and the North Yorkshire Fire and Rescue Authority. Members are reminded that the Council must word the resolution in precise language, as directed by legislation.

### Parishes

15. The total parish funding has increased by £72,675 (7.59%) to £1,030,810 from £958,135 in 2023/24. This figure includes grants totalling £31,587 provided by the council to parishes to protect against the effects of the localised council tax support scheme. Therefore, the total amount of council tax to be levied by parishes in 2024/25 is £999,223. The percentage increases vary from 1% to 60.9%, with an average increase overall of 10.22%. 7 parishes have frozen their funding. The individual precepts are only charged to the residents in that parish. The total rise in parish precepts over the last three years has been £191k (23%).

### North Yorkshire Police, Fire and Crime Commissioner

16. The North Yorkshire Police, Fire and Crime Commissioner met on 5<sup>th</sup> February 2024 to confirm the precept value for the North Yorkshire Police Authority and the North Yorkshire Fire and Rescue Authority.
17. The proposal is to increase the North Yorkshire Police Authority precept by £11.77 (3.99%) to £306.86 for a band D property for 2024/25.
18. The North Yorkshire Fire and Rescue Authority precept will increase by £2.41 (2.99%) to £83.02 for a band D property for 2024/25.

### National Non-Domestic Rates (NNDR)

19. City of York Council is currently a member of the Leeds City Region (LCR) Business Rates Pool. The pool was formed for 2021/22 and retains 50% of business rates, in line with national policy. The pool will continue to operate in 2024/25.

20. The council is projecting retained business rates income in 2024/25 of £35.341m, which is an increase of £1.5m compared to 2023/24.

## Consultation Analysis

21. Not applicable

## Options Analysis and Evidential Basis

22. Not applicable

## Organisational Impact and Implications

23. The implications have been set out in the Financial Strategy report, earlier on this agenda.

## Risks and Mitigations

24. Not applicable

## Wards Impacted

25. All

## Contact details

For further information please contact the authors of this Decision Report.

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<b>Date:</b>	12/02/2024

## Background papers

Report of the Chief Finance Officer, Financial Strategy 2024/25 to 2028/29; Executive, 25<sup>th</sup> January 2024

## Annexes

- Schedule A – 2024/25 Basic City of York Council and Parish element of Council Tax by parish area
- Schedule B - Total aggregate Council Tax (City of York Council, Police, Fire and Parish) by parish area
- Schedule C - Precepting information by parish area

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## SCHEDULE A

### Parts of the Council's Area

	1.	2.	3.							
	Council	Basic Amount	Valuation Bands							
	Tax Base	of Tax	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£	£	£
Acaster Malbis Parish Council	345.48	1,666.20	1,110.80	1,295.93	1,481.06	1,666.20	2,036.47	2,406.73	2,777.00	3,332.40
Askham Bryan Parish Council	206.70	1,701.37	1,134.25	1,323.28	1,512.33	1,701.37	2,079.46	2,457.53	2,835.62	3,402.74
Askham Richard Parish Council	97.31	1,695.55	1,130.37	1,318.76	1,507.15	1,695.55	2,072.34	2,449.13	2,825.92	3,391.10
Bishopthorpe Parish Council	1,294.32	1,675.14	1,116.76	1,302.88	1,489.01	1,675.14	2,047.40	2,419.65	2,791.90	3,350.28
Clifton Without Parish Council	2,065.34	1,665.59	1,110.40	1,295.45	1,480.52	1,665.59	2,035.73	2,405.85	2,775.99	3,331.18
Copmanthorpe Parish Council	1,707.90	1,671.19	1,114.13	1,299.81	1,485.50	1,671.19	2,042.57	2,413.94	2,785.32	3,342.38
Deighton Parish Council	141.66	1,676.42	1,117.62	1,303.88	1,490.15	1,676.42	2,048.96	2,421.49	2,794.04	3,352.84
Dunnington Parish Council	1,365.09	1,679.19	1,119.46	1,306.03	1,492.61	1,679.19	2,052.35	2,425.50	2,798.65	3,358.38
Earswick Parish Council	432.64	1,714.20	1,142.80	1,333.26	1,523.73	1,714.20	2,095.14	2,476.07	2,857.00	3,428.40
Elvington Parish Council	492.01	1,676.33	1,117.56	1,303.81	1,490.07	1,676.33	2,048.85	2,421.36	2,793.89	3,352.66
Fulford Parish Council	1,191.75	1,687.17	1,124.78	1,312.24	1,499.70	1,687.17	2,062.10	2,437.02	2,811.95	3,374.34
Haxby Town Council	3,248.38	1,695.95	1,130.64	1,319.07	1,507.51	1,695.95	2,072.83	2,449.70	2,826.59	3,391.90
Heslington Parish Council	361.66	1,700.26	1,133.51	1,322.42	1,511.34	1,700.26	2,078.10	2,455.93	2,833.77	3,400.52
Hessay Parish Council	117.34	1,683.99	1,122.66	1,309.77	1,496.88	1,683.99	2,058.21	2,432.43	2,806.65	3,367.98
Heworth Parish Council	832.87	1,432.99	955.33	1,114.54	1,273.77	1,432.99	1,751.44	2,069.87	2,388.32	2,865.98
Holtby Parish Council	100.17	1,666.23	1,110.82	1,295.95	1,481.09	1,666.23	2,036.51	2,406.78	2,777.05	3,332.46
Huntington Parish Council	3,533.64	1,696.23	1,130.82	1,319.29	1,507.76	1,696.23	2,073.17	2,450.11	2,827.05	3,392.46
Kexby Parish Council	101.08	1,690.12	1,126.75	1,314.53	1,502.33	1,690.12	2,065.71	2,441.28	2,816.87	3,380.24
Murton Parish Council	211.36	1,662.75	1,108.50	1,293.25	1,478.00	1,662.75	2,032.25	2,401.75	2,771.25	3,325.50
Naburn Parish Council	227.25	1,673.01	1,115.34	1,301.23	1,487.12	1,673.01	2,044.79	2,416.57	2,788.35	3,346.02
Nether Poppleton Parish Council	880.48	1,678.91	1,119.28	1,305.81	1,492.36	1,678.91	2,052.01	2,425.09	2,798.19	3,357.82
New Earswick Parish Council	810.52	1,678.07	1,118.72	1,305.16	1,491.62	1,678.07	2,050.98	2,423.88	2,796.79	3,356.14
Osbalwick Parish Council	1,365.31	1,664.40	1,109.60	1,294.53	1,479.46	1,664.40	2,034.27	2,404.13	2,774.00	3,328.80
Rawcliffe Parish Council	2,302.65	1,667.39	1,111.60	1,296.85	1,482.12	1,667.39	2,037.93	2,408.45	2,778.99	3,334.78
Rufforth and Knapton Parish Council	470.16	1,675.45	1,116.97	1,303.12	1,489.29	1,675.45	2,047.78	2,420.09	2,792.42	3,350.90
Skelton Parish Council	646.54	1,689.32	1,126.22	1,313.91	1,501.62	1,689.32	2,064.73	2,440.13	2,815.54	3,378.64
Stockton-on-the-Forest Parish Council	544.02	1,667.95	1,111.97	1,297.29	1,482.62	1,667.95	2,038.61	2,409.26	2,779.92	3,335.90
Strensall with Towthorpe Parish Council	2,119.85	1,673.44	1,115.63	1,301.56	1,487.50	1,673.44	2,045.32	2,417.19	2,789.07	3,346.88
Upper Poppleton Parish Council	938.97	1,686.54	1,124.36	1,311.75	1,499.14	1,686.54	2,061.33	2,436.11	2,810.90	3,373.08
Wheldrake Parish Council	864.47	1,694.44	1,129.63	1,317.89	1,506.17	1,694.44	2,070.99	2,447.52	2,824.07	3,388.88
Wigginton Parish Council	1,368.84	1,698.12	1,132.08	1,320.76	1,509.44	1,698.12	2,075.48	2,452.84	2,830.20	3,396.24
	30,385.76									
All other parts of the council's area	38,711.84	1,648.78	1,099.19	1,282.38	1,465.58	1,648.78	2,015.18	2,381.57	2,747.97	3,297.56
	69,097.60									

Note: This schedule shows the basic City of York Council + Parish element of Council Tax for each area.

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## SCHEDULE B

### Parts of the Council's Area

### Valuation Bands

	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£
Acaster Malbis Parish Council	1,370.72	1,599.17	1,827.62	2,056.08	2,512.99	2,969.89	3,426.80	4,112.16
Askham Bryan Parish Council	1,394.17	1,626.52	1,858.89	2,091.25	2,555.98	3,020.69	3,485.42	4,182.50
Askham Richard Parish Council	1,390.29	1,622.00	1,853.71	2,085.43	2,548.86	3,012.29	3,475.72	4,170.86
Bishopthorpe Parish Council	1,376.68	1,606.12	1,835.57	2,065.02	2,523.92	2,982.81	3,441.70	4,130.04
Clifton Without Parish Council	1,370.32	1,598.69	1,827.08	2,055.47	2,512.25	2,969.01	3,425.79	4,110.94
Copmanthorpe Parish Council	1,374.05	1,603.05	1,832.06	2,061.07	2,519.09	2,977.10	3,435.12	4,122.14
Deighton Parish Council	1,377.54	1,607.12	1,836.71	2,066.30	2,525.48	2,984.65	3,443.84	4,132.60
Dunnington Parish Council	1,379.38	1,609.27	1,839.17	2,069.07	2,528.87	2,988.66	3,448.45	4,138.14
Earswick Parish Council	1,402.72	1,636.50	1,870.29	2,104.08	2,571.66	3,039.23	3,506.80	4,208.16
Elvington Parish Council	1,377.48	1,607.05	1,836.63	2,066.21	2,525.37	2,984.52	3,443.69	4,132.42
Fulford Parish Council	1,384.70	1,615.48	1,846.26	2,077.05	2,538.62	3,000.18	3,461.75	4,154.10
Haxby Town Council	1,390.56	1,622.31	1,854.07	2,085.83	2,549.35	3,012.86	3,476.39	4,171.66
Heslington Parish Council	1,393.43	1,625.66	1,857.90	2,090.14	2,554.62	3,019.09	3,483.57	4,180.28
Hessay Parish Council	1,382.58	1,613.01	1,843.44	2,073.87	2,534.73	2,995.59	3,456.45	4,147.74
Heworth Parish Council	1,376.11	1,605.45	1,834.81	2,064.16	2,522.87	2,981.56	3,440.27	4,128.32
Holtby Parish Council	1,370.74	1,599.19	1,827.65	2,056.11	2,513.03	2,969.94	3,426.85	4,112.22
Huntington Parish Council	1,390.74	1,622.53	1,854.32	2,086.11	2,549.69	3,013.27	3,476.85	4,172.22
Kexby Parish Council	1,386.67	1,617.77	1,848.89	2,080.00	2,542.23	3,004.44	3,466.67	4,160.00
Murton Parish Council	1,368.42	1,596.49	1,824.56	2,052.63	2,508.77	2,964.91	3,421.05	4,105.26
Naburn Parish Council	1,375.26	1,604.47	1,833.68	2,062.89	2,521.31	2,979.73	3,438.15	4,125.78
Nether Poppleton Parish Council	1,379.20	1,609.05	1,838.92	2,068.79	2,528.53	2,988.25	3,447.99	4,137.58
New Earswick Parish Council	1,378.64	1,608.40	1,838.18	2,067.95	2,527.50	2,987.04	3,446.59	4,135.90
Osbalwick Parish Council	1,369.52	1,597.77	1,826.02	2,054.28	2,510.79	2,967.29	3,423.80	4,108.56
Rawcliffe Parish Council	1,371.52	1,600.09	1,828.68	2,057.27	2,514.45	2,971.61	3,428.79	4,114.54
Rufforth and Knapton Parish Council	1,376.89	1,606.36	1,835.85	2,065.33	2,524.30	2,983.25	3,442.22	4,130.66
Skelton Parish Council	1,386.14	1,617.15	1,848.18	2,079.20	2,541.25	3,003.29	3,465.34	4,158.40
Stockton-on-the-Forest Parish Council	1,371.89	1,600.53	1,829.18	2,057.83	2,515.13	2,972.42	3,429.72	4,115.66
Strensall with Towthorpe Parish Council	1,375.55	1,604.80	1,834.06	2,063.32	2,521.84	2,980.35	3,438.87	4,126.64
Upper Poppleton Parish Council	1,384.28	1,614.99	1,845.70	2,076.42	2,537.85	2,999.27	3,460.70	4,152.84
Wheldrake Parish Council	1,389.55	1,621.13	1,852.73	2,084.32	2,547.51	3,010.68	3,473.87	4,168.64
Wigginton Parish Council	1,392.00	1,624.00	1,856.00	2,088.00	2,552.00	3,016.00	3,480.00	4,176.00
All other parts of the council's area	1,359.11	1,585.62	1,812.14	2,038.66	2,491.70	2,944.73	3,397.77	4,077.32

Note: This schedule shows the total aggregate Council Tax (City of York Council, Police, Fire and Parish) for each area.

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## Schedule C

### Parts of the Council's Area

	<b>Council Tax Base</b>	<b>Precept Value £</b>	<b>Support Grant £</b>	<b>Total Funding Value £</b>	<b>Basic Band D £</b>	<b>% Increase in Total Funding</b>
Acaster Malbis Parish Council	345.5	6,020.00	148.00	6,168.00	17.42	35.5%
Askham Bryan Parish Council	206.7	10,871.00	260.00	11,131.00	52.59	3.0%
Askham Richard Parish Council	97.3	4,551.00	9.00	4,560.00	46.77	60.9%
Bishopthorpe Parish Council	1,294.3	34,116.00	884.00	35,000.00	26.36	0.0%
Clifton Without Parish Council	2,065.3	34,726.00	1,214.00	35,940.00	16.81	20.0%
Copmanthorpe Parish Council	1,707.9	38,272.00	651.00	38,923.00	22.41	5.0%
Deighton Parish Council	141.7	3,916.00	71.00	3,987.00	27.64	7.8%
Dunnington Parish Council	1,365.1	41,507.00	1,101.00	42,608.00	30.41	1.6%
Earswick Parish Council	432.6	28,302.00	472.00	28,774.00	65.42	1.0%
Elvington Parish Council	492.0	13,555.00	437.00	13,992.00	27.55	8.4%
Fulford Parish Council	1,191.8	45,746.00	2,298.00	48,044.00	38.39	5.1%
Haxby Town Council	3,248.4	153,234.00	4,206.00	157,440.00	47.17	5.0%
Heslington Parish Council	361.7	18,619.00	551.00	19,170.00	51.48	6.5%
Hessay Parish Council	117.3	4,131.00	69.00	4,200.00	35.21	5.0%
Heworth Parish Council	832.9	21,240.00	575.00	21,815.00	25.50	0.0%
Holtby Parish Council	100.2	1,748.00	16.00	1,764.00	17.45	0.0%
Huntington Parish Council	3,533.6	167,677.00	5,912.00	173,589.00	47.45	20.0%
Kexby Parish Council	101.1	4,179.00	21.00	4,200.00	41.34	5.0%
Murton Parish Council	211.4	2,952.00	48.00	3,000.00	13.97	20.0%
Naburn Parish Council	227.3	5,507.00	158.00	5,665.00	24.23	2.5%
Nether Poppleton Parish Council	880.5	26,526.00	474.00	27,000.00	30.13	22.7%
New Earswick Parish Council	810.5	23,741.00	4,259.00	28,000.00	29.29	0.0%
Osbalwick Parish Council	1,365.3	21,326.00	724.00	22,050.00	15.62	50.0%
Rawcliffe Parish Council	2,302.7	42,853.00	1,147.00	44,000.00	18.61	0.0%
Rufforth and Knapton Parish Council	470.2	12,541.00	129.00	12,670.00	26.67	3.0%
Skelton Parish Council	646.5	26,209.00	1,186.00	27,395.00	40.54	3.5%
Stockton-on-the-Forest Parish Council	544.0	10,428.00	297.00	10,725.00	19.17	20.2%
Strensall with Towthorpe Parish Council	2,119.9	52,265.00	1,735.00	54,000.00	24.66	0.0%
Upper Poppleton Parish Council	939.0	35,454.00	546.00	36,000.00	37.76	2.9%
Wheldrake Parish Council	864.5	39,472.00	528.00	40,000.00	45.66	0.0%
Wigginton Parish Council	1,368.8	67,539.00	1,461.00	69,000.00	49.34	2.2%

Note: This schedule shows precepting information for each parish area.

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<b>Meeting:</b>	Budget Council
<b>Meeting date:</b>	22/02/2024
<b>Report of:</b>	Director of Governance
<b>Portfolio of:</b>	Cllr Katie Lomas. Executive Member for Finance, Performance, Major Projects, Human Rights, Equality and Inclusion.

## **Decision Report: Pay Policy Statement 2024 - 25**

### **Pay Policy Statement and Transparency Information**

1. The purpose of the report is to present for approval the Council's Pay Policy Statement for 2024-2025.
2. In addition, to provide the information required under The Local Authorities (Data Transparency) Code 2015.
3. To advise that a further Pay Policy Statement & Transparency Information Report may be required during the year as a result of the senior management structure review currently taking place.

### **Pros and Cons**

4. The Council is required to produce and publish a Pay Policy Statement annually.

### **Policy Basis for Decision**

5. To comply with the statutory guidance issued under Section 40 of the Localism Act 2011. Approval of the Pay Policy Statement is required by full Council.

## **Recommendation and Reasons**

6. For the Council to approve the Pay Policy Statement for 2024 - 2025

Reason: In order to fulfil the requirements of Section 38 – 43 of the Localism Act 2011 for the Council to produce and publish an annual policy statement that covers a number of matters concerning the pay of the Council's senior staff, principally Chief Officers and relationships with the pay of the rest of the workforce.

## **Background**

7. Section 38 – 43 of the Localism Act 2011 introduced a requirement for the Council to produce and publish an annual policy statement that covers a number of matters concerning the pay of the Council's senior staff, principally Chief Officers, and relationships with the pay of the rest of the workforce.
8. The Pay Policy Statement has been produced following the requirements of the Act and guidance issued by the Secretary of State for Communities. It has to be published before 31 March each year.
9. The Council is continually looking at how it can improve the information it provides, building on the changes made in 2022 to consolidate the Pay Policy Statement and additional reports for organisation and senior salary information required by The Local Authorities (Data Transparency) Code 2015. This format aims to provide improved transparency, consistency and clear presentation of data which can easily be accessed by the public.

## **Consultation Analysis**

10. Approval of the Pay Policy Statement for 2024-25 is by full Council, consultation with other management bodies is not required.

## Options Analysis and Evidential Basis

11. Whist Members have the option to approve or not approve the report the report merely provides factual information required by the Act and Code.
12. The information included in the report is taken from 1<sup>st</sup> February 2024, however, should the senior management structure review result in changes then an update to the Pay Policy Statement and Transparency Information will be required.
13. It should be noted that apprentices have been excluded from the calculation for the pay multiple in the statement as they are employed on training contracts and paid outside of the Council's grading structures. School staff are also excluded from this statement.
14. The Council is a Living Wage employer and follows the wage level set by the Living Wage Foundation for 'Outside London'. The Council will apply the new 2024 -25 rate of £12 per hour from 1<sup>st</sup> April 2024. The new rate is equivalent to an annual salary of £23,151 per annum. For the majority of staff in the Council their basic pay will be above the Living Wage rate but the Council's Living Wage supplement is in place if needed, to bridge any gap between basic pay and the Living Wage rate.
15. The Council is required to publish its pay multiple (the ratio between the highest paid base salary in the Council and the median salary) as part of the Pay Policy Statement. The ratio is based on the salary of the highest paid permanent role: that of the Chief Operating Officer. The median average has been used for calculating the pay multiple. The ratio at 1<sup>st</sup> February 2024 is 5.08:1.

## Organisational Impact and Implications

16. **Financial** - There are no financial implications.
17. **Human Resources (HR)** – There are no human resources implications.
18. **Legal** – The Pay Policy Statement meets the requirements of the Localism Act and also meets the requirements of guidance issued by the Secretary of State for Communities and Local Government

to which the authority is required to have regard under Section 40 of the Act.

19. **Procurement** – There are no procurement implications.
20. **Health and Wellbeing** – An approach to council pay which aims to support staff on lower incomes through the real living wage will have positive health and wellbeing impact on the public's health, as will a transparent and cautious approach to the 'pay multiple', which is in line with reducing inequalities in the city and our goals in the Health and Wellbeing Strategy.
21. **Environment and Climate action** – There are no implications as there is no policy change.
22. **Affordability** - If the Living Wage is to continue then this report will have a positive effect on those employees on a lower income.
23. **Equalities and Human Rights** - The Council recognises, and needs to take into account its Public Sector Equality Duty under Section 149 of the Equality Act 2010 (to have due regard to the need to eliminate discrimination, harassment, victimisation and any other prohibited conduct; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and foster good relations between persons who share a relevant protected characteristic and persons who do not share it in the exercise of a public authority's functions). The information provided in this report is required by the stated Act and Code. However, further information on equalities in pay can be seen in the Council's Gender Pay Gap reports published annually. [CYC Gender Pay Gap - Datasets - York Open Data](#)
24. **Data Protection and Privacy** – Data protection impact assessments (DPIAs) are an essential part of our accountability obligations and is a legal requirement for any type of processing under UK GDPR. Failure to carry out a DPIA when required may leave the council open to enforcement action, including monetary penalties or fines. DPIAs helps us to assess and demonstrate how we comply with all of our data protection obligations. It does not have to eradicate all risks but should help to minimise and determine whether the level of risk is acceptable in the circumstances, considering the benefits of what the council wants to achieve. As there is no personal data, special categories of personal data or criminal offence data being processed to inform

the decision in this report, there is no requirement to complete a DPIA for it. This is evidenced by completion of DPIA screening questions. However, there will need to be consideration and completion of DPIAs where required, within the work required to implement the approved decision(s) from this report.

25. **Communications** – The Council’s Pay Policy Statements and Transparency information is published on the Council’s website at: <https://data.yorkopendata.org/group/transparency> This year’s information will be published following approval by Full Council.
26. **Economy** - Whilst there are no direct economy implications relating to the publication of the Pay Policy Statement, it is positive to note that the Council is a Living Wage Foundation accredited employer. This enables the Council, as a key employer in York, to lead by example in encouraging other local employers to consider paying their staff the Real Living Wage. This supports ambitions within the York Economic Strategy 2022-2032 to improve living standards and livelihoods for all of York’s residents and businesses and to promote ‘an economy driven by good business’.
27. **Specialist Implications Officer** – (Director of Governance and Monitoring Officer). There are no further implications.

## **Risks and Mitigations**

28. There are no significant risks associated with production of the Pay Policy Statement.

## **Wards Impacted**

29. There are no wards impacted by this report.

## **Contact details**

For further information please contact the authors of this Decision Report.

## Author

<b>Name:</b>	Judith Bennett
<b>Job Title:</b>	Pay, Reward and Policy Manager
<b>Service Area:</b>	Human Resources
<b>Telephone:</b>	01904 551716
<b>Report approved:</b>	Yes
<b>Date:</b>	12/2/2024

## Background papers

None

## Annexes

Pay Policy Statement and Transparency Information 2024-25



**Pay Policy Statement  
and  
Transparency Information**

**1 April 2024 to 31 March 2025**

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## Introduction

This document contains information about the Council's workforce, in particular the annual Pay Policy Statement for 2024/25 as required by the Localism Act 2011, and other information required under the Local Authorities (Data Transparency) Code 2015.

The Council has taken the following action to ensure that this Policy Statement is easily accessible to the public:

- it is published on the Council's open data website in a readily accessible place - Senior Salary information, under Governance and Transparency.
- it can also easily be found under global web searches.



## Localism Act 2011 - Pay Policy Statement

The following section sets out the Council's Pay Policy in relation to the remuneration of its Chief Officers and employees - in accordance with Section 38 of the Localism Act 2011.

The policy is subject to annual review and must be approved by the Council each financial year. This statement is valid from 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. The structures and pay rates quoted are correct as of 1<sup>st</sup> February 2024.

Subject to specific circumstances it may be necessary to amend the Pay Policy statement during the financial year. Any changes or amendments made will be subject to full Council approval.

The policy will be published on the Council's website as soon as reasonably practicable after Council approval or amendment.

The arrangements set out within this document do not extend to those members of staff who are employed within schools. This is because the scope of the Localism Act does not require Councils to consider individual schools.

The Council is mindful of its duty as defined in the Equality Act 2010. This Pay Policy Statement forms part of a range of pay policies to promote equality in pay practices and assists in ensuring that the Council is promoting transparency of senior managers' pay and a fair approach to pay related equalities objectives.

## Definition of officers covered by the Policy Statement

This Policy Statement covers the following posts:

### Statutory Chief Officers:

- Head of Paid Service & Returning Officer - Chief Operating Officer
- Monitoring Officer - Director of Governance
- Director of Children's Services – Corporate Director Children & Education
- Director of Adult Social Services - Corporate Director Adult Social Care & Integration
- Chief Finance Officer (S151) - Chief Finance Officer
- Director of Public Health - Director of Public Health

### Non-statutory Chief Officers:

- Corporate Director Economy and Place
- Director Environment, Transport & Planning
- Director Economy, Regeneration & Housing
- Director Customer & Communities
- Director of Adults Safeguarding
- Director of Children's Safeguarding
- Assistant Director Policy and Strategy
- Assistant Director Education
- Assistant Director (Consultant) in Public Health
- Assistant Director Communities and Equalities
- Assistant Director Adult Services

## Policy on remunerating Chief Officers

The Council has a policy for remunerating Chief Officers based on job evaluation and a grade structure. No changes to this are proposed to this during 2024- 2025.

The grade and salary structure for Chief Officers and the Chief Operating Officer is:

### Pay rates as of 1<sup>st</sup> April 2023

<b>Chief Operating Officer</b>	4	£159,511
	3	£157,363
	2	£155,216
	1	£150,920
<b>Corporate Directors</b>	4	£119,721
	3	£115,946
	2	£112,312
	1	£108,789
<b>Directors</b>	4	£106,857
	3	£103,310
	2	£99,884
	1	£96,574
<b>Assistant Directors</b>	4	£87,761
	3	£84,667
	2	£81,934
	1	£79,194

Any annual increase to the salary scales is in accordance with awards negotiated nationally by the respective National Joint Councils and applicable from 1<sup>st</sup> April annually.

Progression through the salary scale for the Chief Operating Officer is dependent upon performance and approval by the Leader of the Council.

Progression through the salary scale for Chief Officers is dependent upon performance and achievement of objectives, approved by the line manager.

### Salary on Appointment of Chief Officers

The appointments sub-committee, subject to Pay Policy and job evaluated range for the post, determines the salary level and package offered to the successful candidate.

Chief Officer pay packages over £100k in value are subject to approval by the Council's Staffing Matters & Urgency Committee.

### Bonus and Performance related payments

The Council does not make any such payments.

### Pension Contributions

Employer pension contributions are set by the relevant pension fund.

### Benefits in Kind

There are no benefits in kind.

### Travel and other expenses

Any necessary travel and expenses are reimbursed through normal Council procedures.

### Election Duties undertaken by Chief Officers

Fees for election duties undertaken by Chief Officers are not included in their salaries. The Chief Operating Officer is the Returning Officer and receives payments for elections. For local elections, fees are set locally. For national elections, fees are set by the Cabinet Office.

### Termination payments of Chief Officers including redundancy and pension discretion

The Council applies its normal redundancy payments arrangements to Chief Officers and does not have separate provisions for them. The Council also applies the appropriate Pensions regulations when they apply. The Council has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred by the Council regarding Chief Officers are published in the authority accounts as required under the Accounts and Audit (England) Regulations 2015.

Approval of any pension discretions are made by the Staffing Matters and Urgency Committee.

Chief Officer Severance packages over £100k in value are subject to approval by the Council's Staffing Matters and Urgency Committee.

## Remuneration of other non-chief officer staff

In addition to the separate arrangements for the Chief Operating Officer and Chief Officers, the Council has staff employed under terms and conditions set for the following groups:

- Local Government Services Employees
- Soulbury Officers
- Educational Psychologists
- Workshop for the Blind
- Teachers (non-school based)
- The council also employs staff who have separate terms and conditions subject to the Transfer of Undertaking and Protection of Employment (TUPE) Regulations.

Increases to the Council's salary scales for non-chief officer groups are in line with annual salary awards negotiated nationally by the respective National Joint Councils.

## Policy on remunerating the lowest paid in the workforce

The Council applies terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of Council decisions. These are then incorporated into contracts of employment.

The Council operates a grading structure for Local Government Services employees. This runs from Grade 2 to 13 and the lowest paid employees, excluding apprentices, are situated within this structure at Grade 2.

The Council is a Living Wage Foundation accredited employer which means its lowest pay point complies with its outside London Living Wage rate. From 1<sup>st</sup> April 2024 this rate of pay will be £12.00 per hour (£23,151 per annum). A Living Wage supplement is in place if needed to bridge any gap between basic pay and the Living Wage rate.

## Apprenticeship Pay

The Council's pay rates for apprentices are:

- Year 1 (the first 12 months of their training) – the equivalent of the National Minimum Wage for 18 to 20 year olds.
- Year 2 and beyond (from 12 months in training) – the equivalent of the National Minimum Wage for 21 year olds.
- Apprentices aged 23 and above in their second year (or subsequent) of their apprenticeship are paid the National Living Wage.
- Rates increase annually in April following any changes made to the National Minimum and National Living Wage rates.

## Policy on the relationship between Chief Officer Remuneration and that of other staff

At the time of this report the highest salary in this Council is £159,511 which is paid to the Chief Operating Officer. The median salary in this council is £31,391 (Apprentices have been excluded from the calculation for the median.) The ratio between the two salaries, the 'pay multiple' is 5.08:1. This Council does not have a policy on maintaining or reaching a specific 'pay multiple', however the Council is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Council as expressed in this Policy Statement.

### Amendments to the policy

No amendments to the Pay Policy are anticipated during the year.

### Policy for future years

This Policy Statement will be reviewed each year and presented to full Council for consideration.



## Transparency Information

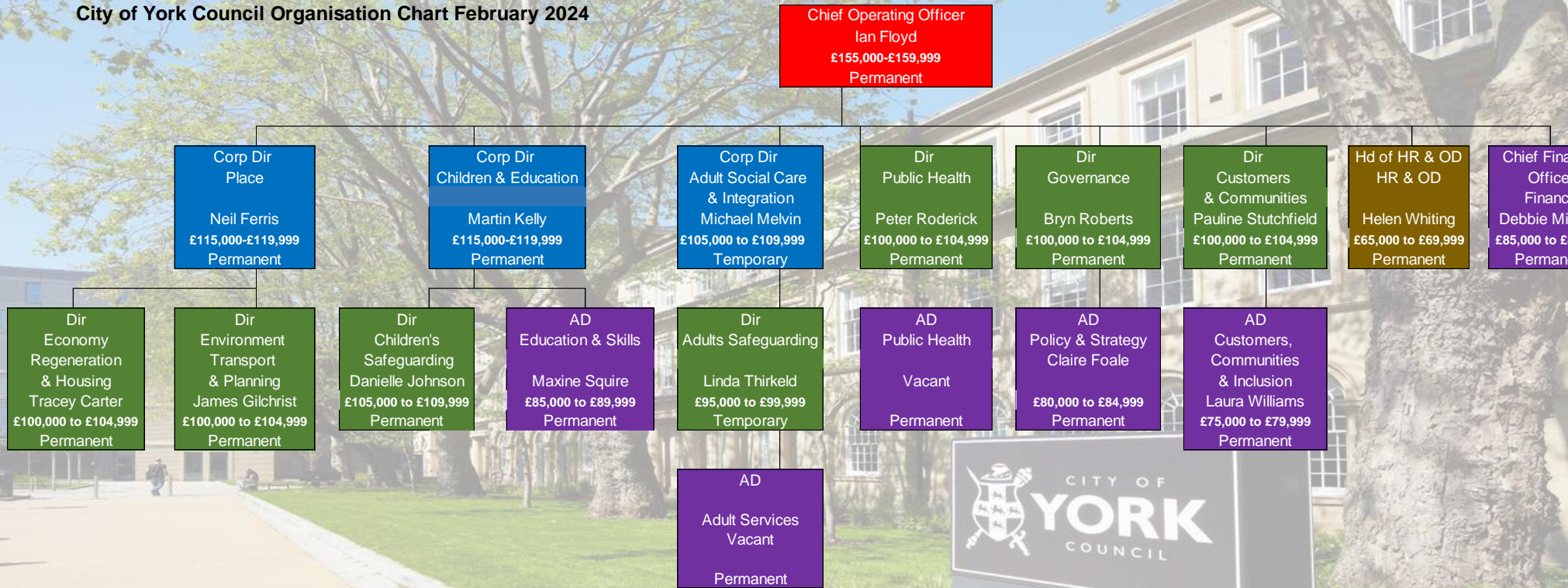
The following section provides information as required under the Local Authorities (Data Transparency) Code 2015.

The Council is currently undertaking a review of the senior management structure which may result in changes to structure, roles and the job holders currently reported on in the following section. An update to this report will be made following agreement of any changes made as a result of the review.



Organisation Chart (See further notes below)

City of York Council Organisation Chart February 2024



## Notes for the Organisation Chart

The chart shows the council's senior staff. The information shown is in the order of:

Job Title  
Department  
Name of job holder  
Salary in £5,000 brackets  
Contract status

The grades are colour coded within the above organisation chart, and the salary ceilings for these grades are as follows:

COO	up to £159,511
Corp Dir	up to £119,721
Dir	up to £106,857
AD	up to £87,761
G13	up to £72,736

The senior staff can be contacted by:

📧 Email using: [firstname.lastname@york.gov.uk](mailto:firstname.lastname@york.gov.uk)

☎ Telephone: 01904 551550

More information on service responsibilities can be found at: [Council Management Team – City of York Council](#)

### Employees with remuneration over £50,000.

The Council has 212 employees with remuneration over £50,000. This includes the roles reported in the organisation chart. These employees are covered by the national pay arrangements for Chief Operating Officers, Chief Officers, Soulbury Officers, Educational Psychologists, Teachers (non-school based) and Local Government Service Employees.

The following list shows the job titles of roles with remuneration over £50,000 in £5,000 brackets:

£50,000 to £54,999	115
Approved Mental Health Professional (AMHP)	
Approved Mental Health Professional (AMHP)	
Approved Mental Health Professional (AMHP)	
Approved Mental Health Professional (AMHP)	
Asset Manager	
Assistant Service Manager - Mental Health	
Bereavement Services Manager (Gd 11)	
Business Change Manager	
Category Manager G11 (Career Grade)	
Category Manager G11 (Career Grade)	
Communities Team Manager	
Community Safety Manager (Neighbourhood Safety)	
Community Safety Manager Crime & Night Time Economy	
Community Sports Development Manager	
Customer & Resident Services Manager	
Democratic Services Manager	
Design and Sustainability Manager	
DM Team Leader	
Education Psychologist	
Facilities Manager (TFM) West Offices	
Flood Risk Manager	
General Licensing Manager	
Healthy Child Service Manager (G11)	
Healthy Child Service Manager (G11)	
Highways Asset Manager	
Highways Engineering Design Manager	
Housing ICT Programme Business Change Manager (Secondment)	
Housing Management Services Manager	
Housing Options and Support Services Manager	
HR Performance and Change Manager	
HR Performance and Change Manager	
HR Performance and Change Manager	
Improvement and Transformation Service Manager	
Independent Reviewing Officer - Carers & Placements (G11)	
Independent Reviewing Officer (G11)	
Independent Reviewing Officer (G11)	
Independent Reviewing Officer (G11)	
Independent Reviewing Officer (G11)	
Independent Reviewing Officer (G11)	
Information and Social Action Manager (G11)	

Information, Governance and Feedback Team Manager
Investment Manager - Housing Maintenance
Lead Nurse for Safeguarding
Learning Disability Service Manager
M and E Engineering Services Manager
Parking Services Manager
Practice Manager - Specialist Learning and Employment Adviser
Principal Accountant
Principal Accountant
Principal Building Control Surveyor
Programme Manager
Programme Manager
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced (Family Hub)
Public Health Specialist Practitioner Advanced (PH003)
Public Protection Manager - Regulatory Advice
Registration Services Manager
Resourcing Manager
Resourcing Manager
Revenues and Benefits Manager
School Business Support Manager
Senior Investigator
Senior Investigator
Senior Investigator - Secondment
Senior Lawyer - Contract Commercial
Senior Lawyer - Contract Commercial
Senior Lawyer - Litigation
Senior Lawyer - Litigation
Senior Lawyer - Planning
Senior Lawyer - Planning
Senior Lawyer - Property
Senior Lawyer - Property
Senior Lawyer - Social
Senior Lawyer - Social
Senior Regeneration Project Delivery Manager
Senior Solicitor - Employment & Education
Senior Transport Project Manager
Senior Transport Project Manager
Senior Transport Project Manager
Service Manager
Service Manager - Assessing Carers
Service Manager - Child Exploitation Lead
Service Manager - CiN 3
Service Manager - CiN Team 4
Service Manager - MASH
Service Manager - MASH
Service Manager - R&A 1
Service Manager - R&A 1
Service Manager - R&A 2
Service Manager - R&A 3

Service Manager - R&A 3	
Service Manager - R&A 3	
Service Manager - Social Work 1	
Service Manager - Social Work 2	
Service Manager Independent Review Service	
Service Manager Independent Review Service	
Strategic Manager - Employability and Work Programmes	
Strategic Planning Policy Manager	
Strategy & Contract Manager	
Supported Housing Service Manager	
Sustainable Transport Manager	
Team Manager - ASC Community Team	
Team Manager - Hospital Team	
Team Manager - Intensive Support Services	
Team Manager - Physical Disability and Sensory Impairment	
Team Manager Adoption	
Team Manager- Learning Disabilities	
Team Manager- Learning Disabilities	
Technical Accountant	
Transport Major Projects Regulatory Coordinator	
YOT Manager	
<b>£55,000 to 59,999</b>	<b>27</b>
Corporate Business Partner - Acting Up	
Court Business Partner (Acting Up)	
Education Psychologist	
Education Psychologist	
Finance Manager	
Head of Active and Sustainable Transport - Acting Up	
Head of Agency - One Adoption North and Humber (Regional Adoption Agency)	
Head of Corporate Parenting	
Head of Fleet and Operations	
Head of Highway Access and Development	
Head of Highway Asset Management - Secondment	
Head of Inward Investment and Business Growth	
Head of Operations and Partnerships COM	
Head of Operations and Partnerships LD PFA	
Head of Operations and Partnerships MH P2R	
Head of Procurement	
Head of Programmes and ITS	
Head of Provider Services All Age Care and Support	
Head of Provider Services All Age Learning Disabilities and Autism	
Head of Safeguarding Interventions	
Head of Strategic Planning & Policy	
Head of Transformation and Improvement	
Healthy and Sustainable Homes Manager	
Housing Delivery Programme Manager	
ICT Digital Portfolio and Change Manager	
ICT Infrastructure and Security Manager	
Service Improvement Manager	
<b>£60,000 to 64,999</b>	<b>33</b>
Corporate Business Partner	
Education Psychologist	
Education Psychologist	
Education Psychologist	

Education Psychologist	
Finance Manager	
Head of Assessment MASH and Targeting Interventions	
Head of Business and Administrative Support Services	
Head of Business Intelligence	
Head of Carbon Reduction	
Head of Communications and Marketing	
Head of Community Safety	
Head of Economy	
Head of Education Support Services	
Head of Facilities Management & Property Services	
Head of Highways and Transport	
Head of Housing Management Services	
Head of Housing Strategy and Performance	
Head of ICT Support	
Head of Innovation and Children's Champion	
Head of Public Health (Healthy Child Service)	
Head of Regeneration	
Head of Service Resources - Fostering and Residential Care	
Head of York Learning	
Major Transports Projects Manager	
Regional Investigations and eCrime Manager	
School Improvement Adviser 0-11	
School Improvement Adviser 11-19	
School Inclusion Advisor	
Senior Education Psychologist	
Service Manager - Strategic Services	
Specialist Senior Educ Psychologist	
<b>£65,000 to £69,999</b>	<b>12</b>
Head of All Age Commissioning	
Head of Communities	
Head of Democratic Governance	
Head of Human Resources & Organisational Development	
Head of Integrated SEND (0 - 25)	
Head of Legal	
Head of Planning & Development Services	
Head of Property	
Head of Public Protection	
Head of Quality Assurance, Safeguarding and Principal Social Worker	
Head of Service - Finance (Deputy s151 Officer)	
Team Leader - Specialist Teaching Team	
<b>£70,000 to £74,999</b>	<b>10</b>
Head of City Development	
Head of Customer, Resident & Exchequer Services	
Head of Environmental Services	
Head of Housing Delivery & Asset Management	
Head of Primary School Improvement	
Nurse Consultant in Public Health	
Principal Educational Psychologist	
Principal Social Worker Safeguarding	
Shared Head of ICT York and Harrogate	
Virtual School Head	
<b>£75,000 to £79,999</b>	<b>1</b>
Assistant Director Communities and Inclusion	
<b>£80,000 to £84,999</b>	<b>1</b>

Assistant Director Policy & Strategy	
<b>£85,000 to £89,999</b>	<b>2</b>
Assistant Director Education & Skills	
Chief Finance Officer	
<b>£95,000 to £99,999</b>	<b>1</b>
Director of Adults Safeguarding - Acting Up	
<b>£100,000 to £104,999</b>	<b>5</b>
Director Customer and Communities	
Director Economy, Regeneration and Housing	
Director Environment, Transport and Planning	
Director of Governance	
Director of Public Health	
<b>£105,000 to £109,999</b>	<b>2</b>
Corporate Director of Adults and Integration - Acting Up	
Director of Childrens Safeguarding	
<b>£115,000 to £119,999</b>	<b>2</b>
Corporate Director Children and Education	
Corporate Director Economy & Place	
<b>£155,000 to £159,999</b>	<b>1</b>
Chief Operating Officer	

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**Full Council****22 February 2024**

Director of Governance and Monitoring Officer  
(Portfolio of the Executive Leader)

**Combined Authority Committee Place Allocations****Introduction**

1. This report seeks nominations for the Combined Authority places available to City of York Councillors, as set out in Annex A to this report.

**General context and Background**

2. Members will recall that, on 19 December 2023 the Order creating the York and North Yorkshire Combined Authority (“the Combined Authority”) was made by Parliament, and on 20 December 2023 the Combined Authority came into being. The inaugural meeting of the Combined Authority was scheduled for 22 January 2024.
3. In accordance with the relevant legislation, political balance for these committees is calculated across the total electorate of the Combined Authority’s area, with places being allocated as 50% to the City of York Council and 50% to North Yorkshire Council. Discussions relating to the final allocation of places have been ongoing and will be the subject of a decision by the Combined Authority on 23 February 2023. In the meantime, Members are asked to submit their preferred nominations, as indicated below.
4. The following appointments are required.

**York and North Yorkshire Combined Authority**

5. On 12 January 2024, the Leader and Deputy Leader were appointed to the York and North Yorkshire Combined Authority as the nominated representatives of City of York Council by the Chief

Operating Officer using his emergency powers. Council is now asked to ratify these appointments.

6. In addition to the appointment of the Leader and Deputy Leader, there is also a need to appoint 2 substitutes for each position.

York and North Yorkshire Combined Authority Overview and Scrutiny Committee

7. There are a total of six places on the committee that need to be appointed to by North Yorkshire Council, subject to political proportionality. There are no substitutes for this committee.

York and North Yorkshire Combined Authority Audit and Governance Committee

8. There are a total of four places on the committee that need to be appointed to by North Yorkshire Council, subject to political proportionality. There are no substitutes for this committee.

York and North Yorkshire Combined Authority Skills and Employability Working Group

9. The relevant portfolio holders for Skills and Business are to be appointed to this working group. For City of York Council, this would mean the appointment of Councillors Pete Kilbane and Robert Webb.

### **Financial Implications**

10. There are no financial implications in relation to this report.

### **Legal Implications**

11. The allocation of places on the committees has been made in accordance with the requirements of the Combined Authorities (Overview and Scrutiny Committees, Access to Information and Audit Committees) Order 2017, and with the Constitution of the York and North Yorkshire Combined Authority.

### **Other Implications**

12. There are no other implications in relation to this report.

**Recommendations**

- 13. That Council nominates members to fill the Combined Authority committee places noted in Annex A to this paper.

Reason: To ensure allocations to the Combined Authority committees are made.

**Annexes:** Annex A – York and North Yorkshire Combined Authority Committee Places

**Contact Details**

**Author:**

Bryn Roberts  
Director of Governance and  
Monitoring Officer

**Chief Officer Responsible for the report:**

Bryn Roberts  
Director of Governance and  
Monitoring Officer

**Report  
Approved**

**Date** 13 February  
2024

**Specialist Implications Officer(s):**

**Financial:**

Name: Debbie Mitchell  
Title: Chief Finance Officer

**Legal:**

Name: Bryn Roberts  
Title: Director of Governance

**Wards Affected:**

All

**For further information please contact the author of the report  
Background Papers:**

- [The Combined Authorities \(Overview and Scrutiny Committees, Access to Information and Audit Committees\) Order 2017](#)
- [YNYCA Constitution January 2024](#)

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## York and North Yorkshire Combined Authority Committee Places

The appointments to the York and North Yorkshire Combined Authority Committees are:

### York and North Yorkshire Combined Authority

<b>Lead Member</b>	<b><i>Substitute Member</i></b>	<b><i>Substitute Member</i></b>
Councillor Claire Douglas		

<b>Member</b>	<b><i>Substitute Member</i></b>	<b><i>Substitute Member</i></b>
Councillor Pete Kilbane		

### York and North Yorkshire Combined Authority Overview & Scrutiny Committee

<b>First Member</b>	<b>Second Member</b>	<b>Third Member</b>

<b>Fourth Member</b>	<b>Fifth Member</b>	<b>Sixth Member</b>

(Restrictions: nominated members may not be Members or Substitute Members of the York and North Yorkshire Combined Authority or Assistant Portfolio Holders.)

**York and North Yorkshire Combined Authority Overview & Scrutiny Committee**

<b>First Member</b>	<b><i>First Substitute Member</i></b>	<b>Second Member</b>	<b><i>Second Substitute Member</i></b>

<b>Third Member</b>	<b><i>Third Substitute Member</i></b>	<b>Fourth Member</b>	<b><i>Fourth Substitute Member</i></b>

(Restrictions: nominated members may not be Members or Substitute Members of the York and North Yorkshire Combined Authority or Assistant Portfolio Holders.)

**York and North Yorkshire Combined Authority Skills and Employability Working Group**

<b>Executive Member for Economy &amp; Transport</b>	<b>Executive Member for Children, Young People, and Education</b>
Councillor Pete Kilbane	Councillor Robert Webb