

A Review of Remuneration

For the

Elected Mayor

Of the

**South Yorkshire Mayoral
Combined Authority (SYMCA)**

By the

Independent Remuneration Panel

Dr Declan Hall (Chair)

Rachel Hannan

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May 2024

Introduction: The Regulatory Context – the SYMCA

1. This report contains the recommendations made by the statutory independent remuneration panel (Panel or IRP) appointed by the South Yorkshire Mayoral Combined Authority (SYMCA) to make recommendations to SYMCA on the remuneration of the elected Mayor (the Mayor) of South Yorkshire Mayoral Combined Authority.
2. The South Yorkshire Mayoral Combined Authority was established under the *Barnsley, Doncaster, Rotherham and Sheffield Combined Authority Order 2014* (S.I. 2014/863). SYMCA covers the four metropolitan boroughs that make up South Yorkshire. The Order provided for each constituent council to appoint one formal member of the SYMCA. These are the Leaders (or elected Mayor in the case of Doncaster) of the four South Yorkshire Metropolitan Councils and also constitute the SYMCA 'cabinet' in that they each hold a thematic policy portfolio.
3. The office of the elected Mayor of South Yorkshire Mayoral Combined Authority was established by the *Barnsley, Doncaster, Rotherham and Sheffield Combined Authority (Election of Mayor) Order 2016* (S.I. 2016/800). This provided for the election of a Mayor for SYMCA on 4th May 2017 but was subsequently amended by the *Barnsley, Doncaster, Rotherham and Sheffield Combined Authority (Election of Mayor) (Amendment) Order 2017* (S.I. 2017/432) which put back the election of the SYMCA Mayor to 3rd May 2018. The office of elected Mayor of SYMCA was established from this date.

The SYMCA Independent Remuneration Panel

4. The *Barnsley, Doncaster, Rotherham and Sheffield Combined Authority (Functions and Amendment) Order 2020* (S.I. 2020/806) provides the statutory basis to remunerate the elected Mayor of the SYMCA, prior to the implementation of this Order (28th July 2020) the post could not be remunerated. The same Order provides authority for the SYMCA to establish an Independent Remuneration Panel (or IRP) to make recommendations for the remuneration of the SYMCA elected Mayor and Deputy Mayor. The SYMCA cannot pay more than the IRP recommends although it may pay less.

The Terms of Reference for the Review

5. In accordance with the provisions of the *Barnsley, Doncaster, Rotherham and Sheffield Combined Authority (Functions and Amendment) Order 2020* (S.I. 2020/806) (Part 8, paragraph 7B) the IRP has been established and tasked with making a recommendation to the SYMCA on the appropriate remuneration of the elected Mayor of the SYMCA. It has not been asked to consider remuneration for the Deputy Mayor.

The Independent Remuneration Panel (IRP)

6. SYMCA appointed the following members of the IRP:

- Dr Declan Hall (Chair): a former lecturer at the Institute of Local Government, the University of Birmingham, currently an independent consultant who specialises in Members Allowances and support
 - Rachel Hannan: Holds a number of Chair and Non-Executive Director posts across the private and not for profit sectors. Including on a University Board where she chairs the Remuneration Committee. Previously Founder and Board Director of executive search & leadership specialists GatenbySanderson.
 - Lisa Pogson: Chair of Rotherham Business Growth Board, past President of Barnsley and Rotherham Chamber of Commerce, Managing Director of Air Con business amongst other businesses, Chair of a literacy charity and Member of the Town Board
7. Administrative support to the IRP was provided by Claire James, Head of Corporate Governance SYMCA.

How the Panel approached the review

8. The IRP met virtually via MS Teams on the following occasions:
- 13th May 2024
 - 14th May 2024
 - 16th May 2024
9. It was at these meetings that the IRP:
- Received factual briefings with relevant Officers on SYMCA and the powers of the elected Mayor.
 - Conducted interviews with Mayor and a Council Leader.
 - Considered written data
 - Considered benchmarking data
 - Arriving at recommendations and signing off on final report
10. For further details on the range of evidence the IRP considered in its deliberations and in arriving at its recommendations see:
- Appendix 1: Declarations of Interest
 - Appendix 2: Sets out the list of range of information that was formally presented to and considered by the IRP
 - Appendix 3: Members who made representations to the IRP
 - Appendix 4: the Officers who provided factual briefings to the IRP

- Appendix 5: Benchmarking data (BM1-2) reviewed by the IRP

The evolving role of the SYMCA and Elected Mayor

11. The SYMCA was established in April 2014. Its functions were related to Transport and Economic Development including replacing the South Yorkshire Integrated Transport Authority. In 2015 the government agreed a devolution deal with the SYMCA. This was implemented by the 2020 Order and included additional funding of £30 million per annum for 30 years and the conferral of the following additional functions:
 - Spatial planning
 - Housing/Infrastructure
 - Transport
 - Skills and Education, including devolution of the annual £35 million Adult Education budget.
 - Tourism/Culture
 - Power to create Mayoral Development Corporations
 - Employment e.g., Health led employment trial
12. All are SYMCA functions, but some functions are exercisable only by the SYMCA Mayor. The default position is that functions are non-Mayoral unless specified as Mayoral in an order or other enactment. The main Mayoral functions include
 - Chairing the SYMCA
 - Preparation of spatial development strategy (but needs approval of all SYMCA members)
 - Powers to propose the Mayoral budget, subject to full SYMCA approval
 - Bus franchising
 - Powers to designate areas of land as Mayoral development areas leading to the establishment of Mayoral development corporations (MDCs) (but needs consent of SYMCA member(s) for area concerned)
 - Lead on Local Industrial Strategy
13. The SYMCA is now a fully functioning Combined Authority that operates on a par with other longer established Combined Authorities. Similarly, the formal powers of the elected Mayor now exceed the powers of most other Combined Authority elected Mayors. Both the Authority and role of elected Mayor has evolved significantly since 2020.
14. The key issue for the IRP was the extent to which the powers of the Mayor have changed since the last review in 2020. For the IRP there are two key points to note here:
 - I. Mayor is now Police and Crime Commissioner
15. Since the local elections on 2nd May 2024 the separately elected post of South Yorkshire Police and Crime Commissioner was discontinued. The functions

have been transferred to the SYMCA Mayor. This is a significant additional responsibility for the SYMCA Mayor, with an additional annual budget for policing of about £350 million which in the main will go direct to the police for the operation of services.

16. All South Yorkshire PCC functions and powers now rest with the Mayor and the Mayor alone. The Mayor may appoint a Deputy Mayor for Police and Crime (who will be appointed as an Officer) and certain PCC functions may be delegated to a PCC Deputy Mayor. Even though a Deputy Mayor may be appointed it can reasonably be expected that the Mayor will retain responsibility over certain areas that have a particular resonance such as sensitive legacy issues.
17. Nonetheless, the Mayor cannot delegate responsibility for appointing the Chief Constable and is solely responsible for working with and holding the Chief Constable to account. The Mayor is now also responsible for developing the South Yorkshire Police and Crime Plan and setting the budget.
18. The role profile for the SYMCA Mayor also lays out the other roles the Mayor will be expected to undertake through being the PCC, namely:

To work with the public, the police, and local partners to ensure effective policing, as well as contributing to national requirements including:

- Setting the strategic direction and accountability for policing.
- Working with partners to prevent and tackle crime.
- Invoking the voice of the public, the vulnerable and victims.
- Contributing to resourcing of policing response to regional and national threats.
- Ensuring value for money.

19. The key point for the IRP is that the Mayor will now be held directly accountable for policing and crime and victim support in South Yorkshire with all the public scrutiny that entails. This is a big step up in powers and responsibilities for the Mayor that the IRP has concluded needs a degree of recognition in the Mayor's remuneration.

II. Level 4 Devolution

20. On 23rd November 2023, the Government published a technical paper detailing the Level 4 Devolution Framework and the requirements any MCA seeking to secure new powers would need to meet, including scrutiny and accountability arrangements.
21. In January this year the region set out its ambition to have more powers and resources devolved from national government to give more local control over the things that matter most to the people of South Yorkshire.
22. In March, the Secretary of State for Levelling Up announced that the ambition will be met with the devolution of new powers, freedoms and flexibilities. These will be implemented over the coming year or years, as stated in the Framework.

23. As part of the eligibility criteria to access Level 4, the organisation has committed to implementing the Scrutiny Protocol as set out in the [English Devolution Accountability Framework](#) within one year from confirmation that Government is content for the MCA to proceed with Level 4. At present, the SYMCA meets much of these requirements e.g. hosting regular public Mayoral Question Time sessions, however it will develop an action plan to ensure the Protocol is robustly met. This will include work on the support and status of committee members.
24. Attaining Level 4 Devolution will give SYMCA a new deal that can be summarized as follows:
- a. Access to a consolidated long-term settlement for transport funding – with an end to competitive bidding rounds and ring fenced funding pots that stifle creativity and long-term thinking.
 - b. Control of single housing & regeneration and local growth & place budgets that will bring together disparate funding streams and will be devolved to the region.
 - c. Greater control over skills and careers education funding.
 - d. Much stronger formal commitments to establishing new ways of working with national government at a regional level, for example the co-design of employment projects and new partnership arrangements with bodies responsible for cultural and heritage investments.
 - e. A commitment to unlock a single financial settlement for the South Yorkshire MCA - whereby the Government will agree with the region a single funding pot through direct engagement with the Treasury, rather than individual departments.
 - f. Ability to take on a formal health improvement duty, concurrent with the constituent councils, that will enable SYMCA to progress its ambitions to tackle health inequalities, in line with the Mayor's role as Integrated Care Partnership (ICP) Chair.
25. A major change will be the discontinuation of disparate funding pots where funding is allocated by government departments for specific programmes and conditions attached to a single funding settlement. This will enable the SYMCA and Mayor to set priorities and allocate funding accordingly rather than having funding ring fenced.
26. Level 4 Devolution will also mean the Mayor will be more accountable as it requires enhanced scrutiny arrangements, they will be mandatory for Level 4 Devolution to be granted.
27. These new powers and financial funding arrangements will not come into play for at least another 12 months and even then will need to be further implemented on a rolling basis. The IRP was informed that for Level 4 Devolution it is not a question of if it is coming; it is coming in the near future. However, for the purposes of recommending the Mayoral remuneration the IRP has not taken Level 4 Devolution into account. It will review the impact of Level 4 Devolution on Mayoral powers at a future review when experience of that impact can be ascertained.

Other Changes in Mayoral powers

28. The Mayor has obtained other additional powers since 2020, in particular relating to skills and transport in South Yorkshire. The functions of the former SYPTE have transferred to the SYMCA/Mayor and the SYMCA/Mayor now also have bus franchising functions, with the decision to proceed to franchising resting with the Mayor, as well as continuing to be responsible for the Local Transport Plan. In addition, the Mayor chairs the Enhanced Partnership Board which oversees the delivery of the South Yorkshire Enhanced Partnership Plan and the South Yorkshire Enhanced Partnership Scheme for Buses. There is also a particularly significant role in relation to the tram network in South Yorkshire and its proposed extension. The control of the operation of the tram is now the responsibility of SYMCA following the end of the operating concession in March 2024.
29. Another indication of how devolution has continued apace since 2020 is increased budget of SYMCA. In 2019/20 the revenue budget was £85m and capital budget was £64m. For 2024/25 the revenue budget is £210m and capital budget is £187m. This is significant increase in the responsibility of both the Mayor and SYMCA. A factor that needs to be recognised in the Mayor's remuneration.

Mayoral 'Soft' Powers and Leadership Skills

30. In addition to the (evolving) responsibilities of the SYMCA and the 'hard' powers exercisable by the Mayor, there is also the more ill-defined or 'soft' powers that the Mayor exercises. The mandate arising from being directly elected on a South Yorkshire-wide basis provides the Mayor with a unique platform to represent the SYMCA to the rest of the world and be the public face of the Authority on a regional, national and international level.
31. The elected Mayor is appointed to a number of external bodies that involve key stakeholders across the region and beyond, for example:
- Transport for the North and Rail North
 - Convenes South Yorkshire Leaders
 - Meets with South Yorkshire University Vice Chancellors and Chief Executives of Colleges of Further Education
32. The roles listed above were roles the Mayor undertook at the time of the 2020 review. However, these types of roles continue to be undertaken further by the Mayor. By virtue of being the elected Mayor it gives the post holder a unique platform that allows the Mayor to engage with other stakeholders and exercise influence in areas where there are no formal powers to do so. For instance, the Mayor now chairs the Integrated Care Partnership (ICP). This is a broad alliance of partners who all have a role in improving local health, care and wellbeing. They may also include social care providers, the voluntary, community and social enterprise sector and others with a role in improving health and wellbeing for local people such as education, housing, employment or police and fire services. Each ICP must develop a long-term strategy to improve health and social care services and people's health and wellbeing in the area. They may also take on additional responsibilities, as agreed locally between the members.

33. The Mayor is not required to chair the ICP but the Mayor has used the Mayoral platform to place himself at the head of a partnership to work with health partners and stakeholders to improve health and wellbeing for local people such as education, housing, employment or police and fire services.
34. The soft powers side of the role of SYMCA Mayor have become more important since 2020. The Mayor has been called upon to take on a wider regional (i.e. Northern) role and has become the public face of the SYMCA. The SYMCA Mayor has become the main point of public accountability for SYMCA and the region. This can be in response to major events of public interest or simply seen as the 'go to' office holder for the media when they want a South Yorkshire response on topics of regional interest or a whole plethora of issues that are seen as having a regional impact, even where the SYMCA Mayor is not directly responsible for such issues.
35. An element of enhanced regional role and sharpened accountability may be down to having an active SYMCA Mayor, but irrespective of the individual who may hold the post the nature of the SYMCA is such that the profile of the SYMCA Mayor would be significant regardless. It produces a whole place and people approach and partnership style of working. The SYMCA Mayor has become the principal champion and spokesperson for the region on both the national and international stage. Evidence of this high profile is backed up a poll undertaken by the Centre for Cities on Metro Mayors and devolution ahead of the local elections in March and published in April 2024 which shows that on average 74 per cent of people were able to name their directly-elected mayor compared to 43 per cent who could identify their MP.¹
36. Overall, there was a perception that the role of Mayor had changed exponentially since 2020. With devolution continuing apace the role of Mayor has become all-consuming and relentless, with a sense that the Mayor is on duty if not all of the time then most of the time.

Benchmarking - other comparable roles MPs, the South Yorkshire PCC and other Metro Mayors

37. The current remuneration (£79,000) of the Mayor was arrived at in 2020 by taking the median remuneration paid to English Metro Mayors (£75,000) and applying an uplift of £4,000 to bring it more in line with comparable Combined Authorities. The IRP has again adopted a benchmarking approach to arrive at the recommended SYMCA Mayoral remuneration.

Comparing SYMCA Mayor to MPs and the South Yorkshire PCC

38. The IRP noted that these posts are currently (or was in the case of the South Yorkshire PCC) paid as follows:

¹ <https://www.centreforcities.org/press/metro-mayors-are-the-most-recognisable-local-political-figures-in-their-area-polling-finds/>

• UK MP	£91,346
• South Yorkshire Police & Crime Commissioner	£88,600
• South Yorkshire PCC with 20% pension uplift (£17,720) applied	£106,320

39. As indicated above in the discussion of public profiles the IRP concluded that a MP is not particularly relevant for benchmarking purposes. Not only do Metro Mayors have a higher public profile than MPs, the latter does not have the executive functions that the SYMCA Mayor does.
40. In the 2020 review the IRP discounted the salary of the South Yorkshire PCC for benchmarking purposes. The remuneration of Police and Crime Commissioners was determined nationally, by the Home Secretary on advice from the Senior Salaries Review Body (SSRB). As such, national determination has traditionally paid higher remuneration than when the matter is a locally devolved responsibility. However, now that the SYMCA Mayor has PCC powers the comparison becomes more applicable.
41. It is noted that the South Yorkshire PCC salary (£88,600) was pensionable, which taking an average employers contribution lifted their remuneration package by £17,720 to £106,320. The SYMCA Mayor is not eligible to join the Local Government Pension Scheme (LGPS) even though the Mayor now has PCC functions. This situation does not appear to make a lot of sense to the IRP – when the South Yorkshire PCC was a separately elected post their salary was pensionable, but now the SYMCA Mayor has PCC functions their remuneration is not. However, there is not anything the IRP can do about this situation. Furthermore, while the IRP is not permitted to specifically uplift the SYMCA Mayoral remuneration to take into account the Mayor has to make their own pension contribution in the absence of an employer's contribution it can take into account the total remuneration package (£106,320) of the previous South Yorkshire PCC for benchmarking purposes. Thus, the total remuneration of the previous South Yorkshire PCC provided a starting point for the IRP.

Elected Mayors of other English Combined Authorities

42. There is now a meaningful number of elected Mayors of the other Combined Authorities to benchmark against. The current remuneration of other Metro Mayors are as follows
- | | |
|-------------------------------------|----------|
| • Cambridgeshire & Peterborough | £86,121 |
| • Greater Manchester (also PCC) | £118,267 |
| • Liverpool City Region | £84,298 |
| • North East | £68,499 |
| • Tees Valley | £65,000 |
| • West of England | £87,000 |
| • West Midlands | £95,000 |
| • West Yorkshire (also PCC) | £111,218 |
| • York & North Yorkshire (also PCC) | £81,300 |
| • South Yorkshire (also PCC) | £79,000 |
| • Mean | £87,570 |

43. The IRP has not been driven by the average SRA paid to Mayors across the English Combined Authorities as most of them do not, unlike at SYMCA, have the PCC function.
44. It is noted that in the three other Combined Authorities where the Mayor also has PCC functions (GMCA, WYCA and York and North Yorkshire) the average Mayoral remuneration is £103,546. However, York and North Yorkshire Combined Authority cannot be compared to SYMCA as their Mayor has fewer powers, a lower budget and population. The IRP has concluded that the Mayoral remuneration at WYCA, while not a strictly comparable is more so than York and North Yorkshire. Moreover, the IRP has already established that the total remuneration package of the previous South Yorkshire PCC is a baseline. This leaves the IRP to consider a remuneration of the SYMCA Mayor should be between £106,320 (former South Yorkshire PCC remuneration package) and £111,218 (WYCA Mayoral remuneration).
45. The IRP concluded that the remuneration for the SYMCA Mayor should be no less than the total remuneration package (£106,320) paid to the previous South Yorkshire PCC and as such has simply rounded up the sum of £106,320 to £107,000. Thus, while on the face of it a remuneration of £107,000 represents a substantial increase the SYMCA Mayors current remuneration (£79,000) it does in fact represent value for money when compared to the cost of the two previously separately elected posts and when compared to other comparable Metro Mayors who also have PCC functions.

The IRPs recommendation

46. **The IRP recommends that the remuneration of the SYMCA Mayor is set at £107,000.**

Recommending indexation of the Mayoral remuneration

47. The IRP noted that the remuneration of the Mayors of the GMCA and WYCA is indexed. It is also a near universal practice in English local authorities, where their allowances are indexed for a maximum of four years before they are required to seek fresh authority from their IRP to continue indexation. More specifically the IRP notes that there is provision for the indexation of allowances in all four of the South Yorkshire constituent councils. In other words, their remuneration and allowances are automatically uplifted each year without reference to their IRP in line with an appropriate index. An annual uprating of allowances by an appropriate index ensures they do not lose value over time and avoids the need for sizeable increases on a periodic basis simply to stand still. The IRP concluded that it was appropriate for the SYMCA Mayor remuneration to also be indexed.
48. The IRP considered a number of different indexation mechanisms, such as CPI, RPI, average percentage increase in regional earnings and average increase in public sector earnings. It also noted that at the South Yorkshire constituent councils and at GMCA and WYCA the allowances and Mayoral remuneration is uprated each year by what is known as the 'NJC' index. This is the percentage annual cost of living increase for local government staff as agreed and

published each year by the National Joint Council (thus NJC) for Local Government Services, the employers/employee joint negotiating body, and is known as the 'NJC' (or Green Book) index. The reason why this is the almost universal index mechanism utilised in English local government is that it treats Members and Officers equally in their annual uplift in salaries/allowances, it is nationally agreed and simple to understand and administer.

49. The IRP concluded that the NJC index was most appropriate for the recommended remuneration for the SYMCA Mayor. There is however some years, including the past two years and it appears to be the case for 2024/25, that rather than uplifting staff salaries by across the board percentage that is the same for all salary grades they are uplifted by an across the board flat rate sum, i.e., it was £1,925 last year for all Officer salary grades. This leads to differential percentage uplifts depending on what salary grade an Officer may be on. In 2023/24, it meant a percentage uplift around 10 per cent at the lower grades and 3.88 per cent at the highest grade.
50. In response to the way that Officers pay has been awarded a flat rate increase in recent years IRPs at principal councils have linked it to a particular Spinal Column Point (SCP). This ensures clarity the annual uplift in allowances. In determining the appropriate SCP uplift to apply in this situation most IRPs opt for the highest SCP, which is SCP 43. By applying an annual uplift at SCP 43, where there is a flat across the board increase in Officers salary, SCP 43 will always be the lowest percentage increase, thus being the most defensible and cannot be seen as excessive. It is noted that the Mayoral remuneration at GMCA and WYCA is indexed to the annual percentage uplift in local government Officers salary at SCP 43. The IRP concluded that the most appropriate index for the recommended SYMCA Mayoral remuneration should be the same.
51. **The IRP recommends that the recommended SYMCA Mayoral remuneration should be indexed to the annual percentage uplift in local government salaries at SCP 43. It should also apply in the same year it applies to Officers but beginning at the start of annual meeting of the SYMCA rather than the start of the financial year.**

Implementation of Recommendations

52. **The IRP recommends that the recommended remuneration for the SYMCA Mayor of £107,000 and the application of the indexation is backdated to the date when the Mayor took office on 2nd May 2024.**

Appendix One: Declaration of Interest by IRP Members

Rachel Hannan made a declaration of interest. She is non-executive Chair of executive search & leadership specialists Faerfield who are presently engaged in assisting SYMCA to recruit two Senior Officers. She does not have any day to day involvement in the business or its delivery of recruitment projects, and the tender for this work was awarded prior to her being appointment to the IRP.

On advice from the Monitoring Officer it was deemed to be a non-fiduciary declaration of interest and presented no conflict of interest to Rachel's independent role on the IRP

Appendix Two: List of Information considered by the IRP

Information the IRP has received

1. *Barnsley, Doncaster, Rotherham and Sheffield Combined Authority Order 2014* (S.I. 2014/863).
2. *Barnsley, Doncaster, Rotherham and Sheffield Combined Authority (Functions and Amendment) Order 2020* (S.I. 2020/806), which also provides legal authority for the IRP and sets out the IRP's terms of reference
3. *The South Yorkshire Mayoral Combined Authority (Election of Mayor and Transfer of Police and Crime Commissioner Functions) Order 2024* (S.I. 2024/414)
4. IRP Member Brief 2024
5. SYMCA – Background Information Note – Role of Mayor, including Mayoral Role/Job Description
6. Short IRP discussion note by IRP Chair, Dr Declan Hall
7. IRP Report, Review of Remuneration for Elected Mayor of the Sheffield City Region, December 2020
8. SYMCA – Level 4 Framework, PowerPoint presentation + accompanying Level 4 Devolution Note
9. Centre for Cities, Everything you need to know about Metro Mayors, 29 February 2024
10. Benchmarking data (see appendix four for summary data)
 - a. BM1 – Remuneration of other CA elected Mayors
 - b. BM2 – Remuneration of other Public Post holders, including
 - i. S. Yorks Police and Crime Commissioner
 - ii. MPS and Government Ministers
 - iii. GLA and Other London-wide Public Bodies

Appendix Three: Member Representations to IRP

Oliver Coppard	SYMCA elected Mayor (Labour)
Cllr C. Read	Leader of Rotherham Council and SYMCA Board Member and Thematic Portfolio Holder for Policy & Performance (Labour)

Appendix Four – Officers who provided a factual briefing to the IRP

Martin Swales	Chief Executive, and Head of Paid Service, SYMCA
Steve Davenport	Director of Legal & Governance and SYMCA Monitoring Officer
Claire Monaghan	Executive Director of Policy & Strategic Develop, SYMCA
Gareth Sutton	Executive Director Resources & Investment, Chief Finance Officer and SYMCA Section 73 Officer

Appendix Five: Benchmarking Data

BM1 Remuneration English Combined Authority Mayors (2023/24 unless indicated)	
Comparator Combined Authority	Elected Metro Mayor Remuneration
Cambridgeshire & Peterborough (22/23)	£86,121
GMCA (also PCC)	£118,267
Liverpool (22/23)	£84,298
North East	£68,499
Tees Valley	£65,000
West of England	£87,000
West Midlands	£95,000
West Yorkshire (also PCC)	£111,218
York & North Yorkshire (also PCC)	£81,300
South Yorkshire (also PCC)	£79,000
Mean	£87,570
Median	£85,210
Lowest	£65,000
Highest	£118,267

SYMCA BM2: Salaries other public posts benchmarked – April 2024 (unless indicated otherwise)

UK – elected representatives

- UK MPs: £91,346
- Cabinet Minister £158,851²
- Minister of State (UK) £123,026³
- Under-Secretary of State £113,721⁴

GLA/Other London Public Bodies

- Mayor of London: £154,963
- Statutory Deputy Mayor £107,498

Police and Crime Commissioners

- Police & Crime Commissioner - South Yorkshire £88,600
- When pension provision of about 20% included £17,720 (circa)
- Total remuneration package South Yorkshire PCC £106,320 (circa)

- Where a PCC also has responsibility for fire £3,000 extra

² MPs salary £91,346 + Cabinet Salary £67,505

³ MPs Salary £91,346 + Minister of State Salary £31,680

⁴ MPs Salary £91,346 + Under-Secretary of State Salary £22,375