



Metropolitan Police Authority

Scheme for the payment of Members' Allowances – 2004/05

General

1. This scheme is made in accordance with the provisions of Section 107 of the Criminal Justice and Police Act 2001 and was adopted by the Metropolitan Police Authority (MPA) on 24 January 2002 and came into effect on 1 April 2002. It will be reviewed at least annually.
2. In this scheme, 'member' means an Independent or Magistrate member of the Metropolitan Police Authority appointed by virtue of the Greater London Authority Act 1999.
3. Under the Greater London Authority Act 1999, those Greater London Assembly members appointed to the MPA are disbarred from claiming an allowance in respect of their membership of the MPA. They can, however, claim travel and subsistence expenses. Independent and Magistrate members can claim both an allowance and travel and subsistence expenses. The rates for the payment of travel and subsistence expenses are prescribed by the Home Office and do not form part of this scheme.
4. Any amendments to this scheme require the approval of the Authority unless the changes are consequential alterations of amounts or rights enacted by Home Office Circular or an automatic annual uprating of allowance levels in line with the Police Support Staff Council cost of living increases. In these cases the Clerk is authorised to approve the changes.

Basic and Special Responsibility Allowances

5. The basic allowance payable to all Independent and Magistrate members in the financial year 2004/05 is £13,879 per annum

The following Special Responsibility Allowances (SRAs) are payable in addition to the basic allowance:

Chair of the Authority	£12,811
Deputy Chairs of the Authority, Chairs of main committees and members with responsibilities for agreed portfolios	£2,135

6. From 1 April 2004 until the Authority's Annual Meeting in June 2005, the following positions attract an SRA of £2,135 (where an Independent or Magistrate member has been appointed to that position):

The Chairship of the Authority's main committees:

- Co-ordination and Policing Committee
- Consultation Committee
- Equal Opportunities and Diversity Board
- Finance Committee
- Human Resources Committee
- Professional Standards and Complaints Committee
- Planning, Performance and Review Committee
- Standards Committee

The following portfolios:

- Audit (this member will be the Chair of the Audit Panel)
- Estates matters

7. These annual allowances will be paid monthly in equal instalments direct into the members' bank accounts. The payment of any allowance will cease immediately upon any member ceasing to be a member of the MPA or ceasing to hold a position that attracts an SRA. Allowances will be paid on a pro-rata basis up to the date when membership ceases or a member no longer holds a position that attracts an SRA.
8. If a member falls into more than one band of SRA (for instance, if the Authority's Chair also chairs a committee) only one allowance will be paid and the higher of the two rates of payment will apply.

Other allowances

9. The following allowances are also payable:

External members of the Standards Committee

All police authorities are required to appoint people who are independent of the authority to serve on their Standards Committee. The MPA has two such members. These members are entitled to an allowance at a daily rate of £139 (£69 per half day) for meetings of the committee and related duties.

Selection Panel members

Each police authority has a Selection Panel which is responsible for the first stage in the process of selecting independent members to serve on the authority. These members (including the MPA's representative on the

Panel, where this is a magistrate member) are entitled to an allowance of £139 (£69 per half day). The hourly rate for preparation and reading is £20.

Police Appeals Tribunals

Members of the Authority who are appointed to Police Appeals Tribunals shall be paid at the same daily rate as set by the Home Office for other tribunal members – currently £192 per day or £96 per half day. An hourly rate of £13.68 is payable for reading or preparatory work.

Choosing not to claim

10. The MPA's scheme reflects the conclusions and recommendations of an Independent Panel commissioned by the Association of Police Authorities. This Panel based their recommendations for the MPA on an estimate of the time commitment that is required to fulfil a member's responsibilities. For an MPA member they estimated a commitment of up to the equivalent of two days per week and for members entitled to an SRA up to 2.5 days per week.
11. Any member may choose not to claim all or part of their allowance if they feel that they are not in a position to fulfil the full range of duties expected of their position, or for any other reason. Such a decision should be notified by the member in writing to the Clerk of the MPA.

Index linking

12. The allowances referred to in this scheme are indexed to the Police Support Staff Council cost of living increases and will be automatically updated each year in line with this.

In the financial year 2004/05 the PSSC increase applied was 3.25% with effect from 1 April 2004.

Payment of the allowance when a member is unable to carry out his or her duties

13. Situations may occur which mean that a member is unable to carry out his or her duties for a period of time. Set out below are three such situations and the position in terms of the payment of the member's allowance:
 - Absence for a lengthy period due to sickness: under the Greater London Authority Act 1999, a member can be removed by the Authority if he or she fails to attend meetings for more than three consecutive months, without the Authority's consent; or if the Authority is satisfied that the member is incapacitated by physical or

mental illness. In the case of long-term sickness the allowance will continue to be paid until such time as the Authority decides to withdraw membership.

- Maternity and paternity arrangements: where a member is unable fully to carry out their duties for a short period due to the arrival of a new child (including an adopted child) the allowance will continue to be paid for a period of three months.
- Suspension: where a member has been suspended following a breach of the Authority's code of conduct, the member will not receive any allowances during the period of suspension. However, if the member is subsequently exonerated the member should be paid the allowances that he or she would have received during the period of suspension.

Any questions about this scheme should be addressed to:

Simon Vile
Head of Secretariat
Metropolitan Police Authority
10 Dean Farrar Street
London SW1h 0NY

Telephone: 020 7202 0180

Email: simon.vile@mpa.gov.uk