

Simon Pannell
Management Side Secretary,
Local Government House, Smith Square,
London, SW1P 3HZ
Telephone 020 7187 7373
e-mail: coroners.queries@local.gov.uk

**JOINT NEGOTIATING COMMITTEE
FOR CORONERS
MANAGEMENT SIDE**

**To: Chief Executives (London Boroughs, Metropolitan Districts, County Councils
and Unitary Councils in England and Wales)
Heads of Human Resources
(copy to Treasurer)**

2 December 2016

Dear colleague

**LGA PAY & NUMBERS SURVEY 2016
CORONERS' PAY**

Please find attached a copy of the LGA Pay & Numbers Survey 2016 for coroners (England & Wales).

This survey was conducted in summer 2016 on behalf of the management side of the Joint Negotiating Committee for Coroners. The aim of the survey was to produce an illustration of all elements of coroners' pay which could be used as part of any national negotiations or by councils locally. The survey gathered information on an individual basis for senior coroners, assistant coroners and area coroners. The survey covers three financial years from 2012/13 to 2014/15.

A copy of the survey form and notes of guidance is available in Annex B of the survey report.

You will be aware from recent joint circulars that discussion in respect of pay arrangements is now making some progress. The issuing of this management side report should therefore not be interpreted as indicating movement backwards. Authorities were keen to have this information and we therefore feel it still appropriate, having undertaken such a survey for the first time, to report the outcomes to authorities.

Yours faithfully,



**Simon Pannell
Management Side Secretary
JNC for Coroners**

Coroners Pay and Numbers Survey 2016



To view more research from the Local Government Association's Research and Information team please visit: <http://www.local.gov.uk/local-government-research>

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Summary

Background

This survey was conducted in summer 2016 on behalf of the management side of the Joint Negotiating Committee for Coroners. The aim of the survey was to produce an illustration of all elements of coroners' pay which could be used as part of any national negotiations or by councils locally. The survey gathered information on an individual basis for senior coroners, assistant coroners and area coroners. As no previous data is available the survey covered three financial years from 2012/13 to 2014/15. Responses relating to 78 of the 93 coroner areas were received giving a response rate of 84 per cent.

A copy of the survey form and notes of guidance is available in Annex B.

Key findings

- In 2012/13 full-time senior coroners were paid £93,731 in basic pay and gross pay of £105,919 on average, in 2013/14 their average basic pay was £92,771 and their gross pay was £104,459 and in 2014/15 they received average basic pay of £93,297 and average gross pay of £103,128.
- For part-time senior coroners average basic pay in 2012/13 was £39,122 and gross pay was £60,405, in 2013/14 they received average basic pay of £42,113 and average gross pay of £63,276 and in 2014/15 they were paid £36,891 in average basic pay and £55,402 in average gross pay.
- Salaried part-time assistant coroners had basic pay of £8,258 and gross pay of £8,410 on average in 2012/13, they received average basic pay of £10,150 and average gross pay of £10,676 in 2013/14 and in 2014/15 their average basic pay was £11,413 and their average gross pay was £11,832.
- The average basic pay of sessional assistant coroners in receiving a salary was £12,124 in 2012/13 and their average gross pay was £12,660, in 2013/14 their average basic pay was £14,152 and their average gross pay was £14,217 and in 2014/15 they were paid £13,295 in average basic pay and £13,487 in average gross pay.
- Part-time assistant coroners not paid a salary earned an average of £2,687 in 2012/13, £3,380 in 2013/14 and £6,371 in 2014/15 while non salaried sessional assistant coroners earned £10,514 in 2012/13, £7,968 in 2013/14 and £7,660 in 2014/15 on average.
- Average county loadings for part-time senior coroners were £7,025 in 2012/13, £6,608 in 2013/14 and £6,544 in 2014/15. This group also earned average long inquest pay of £15,653 in 2012/13, £16,600 in 2013/14 and £23,075 in 2014/15.

- The average pension contributions to full-time senior coroners was £5,167 in 2012/13, £5,209 in 2013/14 and £5,166 in 2014/15. For part-time senior coroners the average contributions were £2,253 in 2012/13, £2,297 in 2013/14 and £2,044 in 2014/15.
- On average full-time senior coroners received other additional pay of £16,997 in 2012/13, £15,498 in 2013/14 and £13,163 in 2014/15 while part-time senior coroners were paid an average of £12,179 in 2012/13, £12,108 in 2013/14 and £7,646 in 2014/15.
- Part-time assistant coroners received court fees averaging £2,056 in 2012/13, £3,263 in 2013/14 and £4,466 in 2014/15. Their average training fees were £2,056 in 2012/13, £486 in 2013/14 and £757 in 2014/15. They were also paid an average of £2,574 in 2012/13, £2,418 in 2013/14 and £2,929 in 2014/15 in other additional pay. However, these figures are based on a very small sample so they should be treated with caution.
- For sessional assistant coroners average court fees were £10,276 in 2012/13, £8,307 in 2013/14 and £7,898 in 2014/15 while their average other additional pay was £4,110 in 2013/14 and £6,013 in 2014/15, no average is available for 2012/13 due to the size of the sample. As these figures are based on a very small sample they should be treated with caution.

Methodology

Survey Response

The survey was conducted via email, a copy of the form in an excel spreadsheet was sent to named contacts within each lead authority for coroner areas in May 2016, this was followed up with a reminder in late May and a further reminder was sent in June. Responses relating to 78 of the 93 coroner areas were received giving a response of 84 per cent.

Presentation of the findings

The findings shown in this report represent the information provided on the responses received and no attempt has been made to gross them up to represent all coroners as no baseline data exists to allow accurate estimates of the total numbers. Therefore no estimates have been made in relation to the overall numbers of coroners in this report.

The findings have been grouped into population bands which align with those used for JNC for Coroners salary purposes, along with a lower band for areas with populations below 400,000. A list of the population bands is shown below:

Population	Band
Up to 400,000	1
400,001 to 700,000	2
700,001 to 1,000,000	3
Over 1,000,000	4

Sample size figures are shown in tables to allow readers to see the basis on which the figures have been calculated. Where the sample size is less than 50, figures can be skewed and care should be taken when interpreting percentages, as small differences can seem magnified. Where the sample size is less than three the figures have been suppressed to maintain individual's confidentiality. Throughout the report percentages in figures and tables may add to more than 100 per cent due to rounding.

Survey Findings

Senior Coroners Pay

In 2012/13 the average basic pay for full-time senior coroners in the survey sample was £93,731 and their average gross pay was £105,919. In 2013/14 these figures had dipped slightly to £92,771 for basic pay and £104,459 gross total pay, this decrease is due to changes in the makeup of the sample. The figures increased slightly in 2014/15 to £93,297 average basic pay and average gross pay of £103,128. A full breakdown of these figures is shown in Table 1.

	2012/13			2013/14			2014/15		
Population Band	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size
1	58,328	61,189	3	57,784	60,641	3	67,075	70,523	4
2	93,187	107,312	18	90,446	103,221	20	93,445	102,705	22
3	92,318	104,351	10	91,801	106,323	10	88,529	103,275	10
4	103,740	115,517	13	104,284	114,285	14	103,962	113,005	14
Total	93,731	105,919	44	92,771	104,459	47	93,297	103,128	50

Part-time senior coroners in the survey sample had average basic pay of £39,122 and gross pay of £60,405 in 2012/13, this rose to £42,113 for basic pay and £63,276 for gross pay in 2013/14. However, in 2014/15 the average basic pay found in the sample decreased to £36,891 and the gross total pay was £55,402. These decreases are due to changes in the makeup of the small sample. It should also be borne in mind that figures used to create these averages are based on different working hours which will affect the levels of pay. There is a full breakdown of these findings in Table 2.

	2012/13			2013/14			2014/15		
Population Band	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size
1	25,943	39,126	18	29,243	44,287	17	28,890	46,130	16
2	54,539	89,154	13	57,764	89,227	12	52,150	71,668	8
3	*	*	1	*	*	1	*	*	1
4	*	*	1	*	*	1	*	*	1
Total	39,122	60,405	33	42,113	63,276	31	36,891	55,402	26

* Figures have been suppressed due to sample size of less than three

The average gross county loadings payment to part-time senior coroners was £7,025 in 2012/13, £6,608 in 2013/14 and £6,544 in 2014/15. As this is based on a very small sample the decreases in the figures is due to differences in the make-up of the sample group. Due to the size of the sample the figures should be viewed as indicative rather than representative. A full breakdown of these findings is shown in Table 3.

Table 3: Average County Loadings Payments for Senior Coroners

Part-time						
Population Band	2012/13		2013/14		2014/15	
	£ per annum	Sample Size	£ per annum	Sample Size	£ per annum	Sample Size
1	6,465	7	6,180	9	6,355	7
2	8,843	5	8,755	4	7,845	4
3	*	1	*	1	*	1
4	0	0	0	0	0	0
Total	7,025	13	6,608	14	6,544	12

* Figures have been suppressed due to sample size of less than three

Pension contributions to full-time senior coroners in 2012/13 were £5,167 on average, in 2013/14 they were £5,209 and in 2014/15 they were £5,166. As elsewhere, the year on year changes are affected by changes in the make-up of the sample. Part-time senior coroners received average pension contributions of £2,253 in 2012/13, £2,297 in 2013/14 and £2,044 in 2014/15. These findings are shown in Table 4.

Table 4: Average Pension Contributions for Senior Coroners

Full-time						
Population Band	2012/13		2013/14		2014/15	
	£ per annum	Sample Size	£ per annum	Sample Size	£ per annum	Sample Size
1	*	2	*	2	4,597	3
2	5,088	16	5,123	18	5,140	19
3	4,992	9	5,049	10	4,869	10
4	5,584	11	5,707	10	5,682	10
Total	5,167	38	5,209	40	5,166	42
Part-time						
Population Band	2012/13		2013/14		2014/15	
	£ per annum	Sample Size	£ per annum	Sample Size	£ per annum	Sample Size
1	1,591	14	1,626	15	1,598	14
2	2,895	12	3,130	10	3,034	6
3	*	1	*	1	*	1
4	*	1	*	1	*	1
Total	2,253	28	2,297	27	2,044	22

* Figures have been suppressed due to sample size of less than three

On average part-time senior coroners earned £15,653 in long inquest pay in 2012/13, this rose to £16,600 in 2013/14 and £23,075 in 2014/15. However, it should be noted that the year on year changes are affected by the number of long inquests during the year as well as changes in the makeup of the sample group, therefore, the figures should be treated with caution. A breakdown of these findings is shown in Table 5.

Table 5: Average Long Inquest Pay for Senior Coroners

Part-time						
Population Band	2012/13		2013/14		2014/15	
	£ per annum	Sample Size	£ per annum	Sample Size	£ per annum	Sample Size
1	7,673	10	8,827	11	12,849	10
2	25,070	10	28,267	8	47,358	5
3	*	1	*	1	*	1
4	0	0	0	0	0	0
Total	15,653	21	16,600	20	23,075	16

* Figures have been suppressed due to sample size of less than three

Full-time senior coroners received average other additional pay of £16,997 in 2012/13, £15,498 in 2013/14 and £13,163 in 2014/15. Other additional pay for part-time senior coroners in 2012/13 was £12,179 on average, in 2013/14 it went down slightly to £12,108 and in 2014/15 it decreased again to £7,646. The year on year changes are affected by changes in the make-up of the small sample and these figures should be treated with caution. These findings are shown in Table 6 and a full list of what the payments related to is shown in Table A1 in Annex A.

Table 6: Average Other Additional Pay for Senior Coroners

Full-time						
Population Band	2012/13		2013/14		2014/15	
	£ per annum	Sample Size	£ per annum	Sample Size	£ per annum	Sample Size
1	0	0	0	0	0	0
2	24,693	7	20,410	8	13,449	9
3	15,081	5	15,788	6	16,461	6
4	11,460	8	10,369	8	9,969	7
Total	16,997	20	15,498	22	13,163	22
Part-time						
Population Band	2012/13		2013/14		2014/15	
	£ per annum	Sample Size	£ per annum	Sample Size	£ per annum	Sample Size
1	8,459	11	9,830	8	8,942	9
2	20,058	6	17,017	5	4,370	3
3	*	1	*	1	*	1
4	0	0	0	0	0	0
Total	12,179	18	12,108	14	7,646	13

* Figures have been suppressed due to sample size of less than three

Area Coroners Pay

The number of area coroners reported in the survey was too small to enable average pay figures to be produced for 2012/13 when the sample size was just two or 2013/14 when the sample size was three. In 2014/15 there was a sample of five full-time area coroners with average basic pay of £82,552 and average gross pay of £86,375. It has not been possible to produce average figures any additional payments as the sample sizes were all too small.

Assistant Coroners Pay

The way that assistant coroners are paid has made it difficult to produce comparable basic and gross pay estimates. This is because of the different modes of pay used by councils which means that in some cases a basic salary is paid rather than fees so the average basic and gross pay figures are based on different sample groups. In order to make some comparable estimates of average pay it has been necessary to produce two sets of figures, one using only those who are paid fees and another for those with a basic salary.

The sample size for full-time assistant coroners was just six in 2012/13, in that sample the average basic pay was £5,041 and average gross pay was £10,179. In 2013/14 the sample size went down to four and their average basic pay was £4,305 while their average gross total pay was £8,541. The sample size was five in 2014/15 and the average basic pay remained at £4,305 while the average gross pay rose to £15,298. It has not been possible to produce breakdowns of these findings by either population band or mode of pay due to the size of the sample. These figures should be treated with caution and should not be treated as representative or indicative because of the small size of the sample. A breakdown of these findings is shown in Table 7.

Table 7: Full-time Assistant Coroner's average basic and gross total pay per annum

	Basic Pay	Gross Pay	Sample Size
2012/13	5,041	10,179	6
2013/14	4,305	8,541	4
2014/15	4,305	15,298	5

Of the part-time assistant coroners receiving basic pay the average amount received was £8,258 in 2012/13 and their average gross pay was £8,410. In 2013/14 the basic pay was £10,150 and gross pay was £10,676 on average and in 2014/15 basic pay was an average of £11,413 and gross pay was £11,832. Part-time assistant coroners not in receipt of basic pay earned average gross total pay of £2,687 in 2012/13, this rose to an average of £3,380 in 2013/14 and the average almost doubled to £6,371 in 2014/15. However, these figures should be treated with caution as they are based on a very small sample which will have been affected by changes in the makeup of the

sample. It should also be borne in mind that the figures used to create these averages are based on different working hours which will affect the levels of pay. Table 8 shows a full breakdown of these findings by population band.

Table 8: Part-time Assistant Coroner's average basic and gross total pay per annum									
Fee paid Assistant Coroners									
Population Band	2012/13			2013/14			2014/15		
	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size
1	-	0	0	-	0	0	-	*	3
2	-	2,769	11	-	3,647	11	-	6,896	13
3	-	*	1	-	*	1	-	*	2
4	-	0	0	-	0	0	-	0	0
Total	-	2,687	12	-	3,380	12	-	6,371	18
Assistant Coroners in receipt of basic pay									
Population Band	2012/13			2013/14			2014/15		
	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size
1	2,543	2,832	13	2,411	4,005	16	3,460	4,860	17
2	5,064	5,481	12	5,507	5,947	15	9,749	10,017	19
3	10,206	10,206	13	17,189	17,189	13	9,803	9,803	17
4	13,392	13,392	17	16,146	16,146	17	23,549	23,549	16
Total	8,258	8,410	55	10,150	10,676	61	11,413	11,832	69

* Figures have been suppressed due to sample size of less than three

As well as working full or part-time some assistant coroners work on a sessional basis, of these, some receive basic pay while others do not. Salaried sessional assistant coroners were paid an average of £12,124 and gross pay of £12,660 in 2012/13, this rose to £14,152 for basic pay and £14,217 for gross pay in 2013/14, but in 2014/15 the average basic decreased slightly to £13,295 and the gross to total pay was £13,487. For this group the year on year changes will be affected by the number of sessions worked as well as changes in the makeup of the sample. Sessional assistant coroners not receiving basic pay earned £10,514 in gross pay in 2012/12, £7,968 in 2013/14 and £7,660 in 2014/15 on average. These figures are based on a very small sample that is affected by changes in the makeup of the sample and the number of sessions worked so should not be treated as either representative or indicative. There is a full breakdown of these findings shown in Table 9.

Table 9: Sessional Assistant Coroner's average basic and gross total pay per annum									
Fee Paid Sessional Assistant Coroners									
Population Band	2012/13			2013/14			2014/15		
	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size
1	-	0	0	-	0	0	-	0	0
2	-	10,514	7	-	10,573	6	-	8,959	4
3	-	0	0	-	*	2	-	6,484	3
4	-	0	0	-	*	1	-	*	2
Total	-	10,514	7	-	7,968	9	-	7,660	9

Sessional Assistant Coroners in receipt of basic pay									
Population Band	2012/13			2013/14			2014/15		
	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size	Basic Pay	Gross Pay	Sample Size
1	*	*	1	*	*	1	*	*	1
2	14,293	15,656	13	12,539	12,539	17	11,708	11,708	20
3	4,754	4,754	6	4,177	4,177	6	4,198	4,198	7
4	13,701	13,701	13	19,072	19,216	20	17,360	17,760	26
Total	12,124	12,660	33	14,152	14,217	44	13,295	13,487	54

* Figures have been suppressed due to sample size of less than three

The samples were too small to produce usable average pension contribution figures for part-time assistant coroners in 2012/13 and 2013/14, but in 2014/15 it was £256. The samples were again too small to produce usable average figures for preparation fees for 2012/13 or 2013/14, though in 2014/15 the average paid was £2,798. Average court fees were £2,056 in 2012/13, £3,263 in 2013/14 and £4,466 in 2014/15. Training fees were, on average, £2,056 in 2012/13, £486 in 2013/14 and £757 in 2014/15. Other additional pay was an average of £2,574 in 2012/13, £2,418 in 2013/14 and £2,929 in 2014/15. Due to the small sample size it has not been possible to produce average figures by population band. However, as these figures are based on a very small sample they should be treated with caution and where there is less than ten in the sample group the figures should not be treated as representative or indicative.

For sessional assistant coroners average court fees were £10,276 in 2012/13, £8,307 in 2013/14 and £7,898 in 2014/15. It was not possible to produce an average for other additional pay for 2012/13 due to the size of the sample, in 2013/14 the average was £4,110 and in 2014/15 it was £6,013. As with part-time assistant coroners it has not been possible to produce average figures by population band due to the sample size. These figures are based on a very small sample and therefore should be treated with caution and should not be treated as either representative or indicative. Table 10 contains a breakdown of all additional payments to assistant coroners and a full list of the other additional payments is shown in Table A2 in Annex A.

Table 10: Average additional pay for Assistant Coroners						
Part-time						
Population Band	2012/13		2013/14		2014/15	
	£ per annum	Sample Size	£ per annum	Sample Size	£ per annum	Sample Size
Pension Contribution	*	2	130	3	256	4
Preparation fees	989	3	2,970	3	2,798	8
Court fees	2,056	10	3,263	12	4,466	16
Training fees	1,746	5	486	5	757	11
Other Additional Pay	2,574	4	2,418	9	2,929	14

Sessional						
Population Band	2012/13		2013/14		2014/15	
	£ per annum	Sample Size	£ per annum	Sample Size	£ per annum	Sample Size
Court fees	10,276	6	8,307	7	7,898	7
Other Additional Pay	*	2	4,110	4	6,013	4

* Figures have been suppressed due to sample size of less than three

Workforce characteristics

In the respondent coroner areas 14 of 77 senior coroners were female in 2012/13, in 2013/14 this number was 14 of 78 and in 2014/15 there were 16 females of a total of 78. Among area coroners of a total of four, one was female in both 2012/13 and 2013/14, in 2014/15 there were a total of seven area coroners of whom three were women. The number of female assistant coroners was 56 out of a total of 158 in 2012/13, 69 of 182 in 2013/14 and 71 of 195 in 2014/15. These figures are shown in Table 11.

Table 11: Coroners by gender			
Senior Coroners	2012/13	2013/14	2014/15
Male	60	61	60
Female	14	14	16
Not Known	3	3	2
Total	77	78	78
Area Coroners	2012/13	2013/14	2014/15
Male	3	3	4
Female	1	1	3
Not Known	0	0	0
Total	4	4	7
Assistant Coroners	2012/13	2013/14	2014/15
Male	91	101	111
Female	56	69	71
Not Known	11	12	13
Total	158	182	195

There was one senior coroner from a black, Asian and minority ethnic (BAME) group in 2012/13, this increased to two in 2013/14 and to three in 2014/15. In all three years there were 14 senior coroners for whom the ethnic background was not known. There were no area coroners from BAME backgrounds found by the survey but this is a very small group and the ethnicity was not known for one in 2012/13 and 2013/14, and for two in 2014/15. Among assistant coroners seven were from a BAME background in all three years. The ethnic background of 115 was not known in 2012/13, this rose to 134 in 2013/14 and 137 in 2014/15. A full breakdown of these figures is shown in Table 12.

Table 12: Coroners by ethnic background			
Senior Coroners	2012/13	2013/14	2014/15
BAME	1	2	3
White	62	62	61
Not known	14	14	14
Total	77	78	78
Area Coroners	2012/13	2013/14	2014/15
BAME	0	0	0
White	3	3	5
Not known	1	1	2

Total	4	4	7
Assistant Coroners	2012/13	2013/14	2014/15
BAME	7	7	7
White	36	41	51
Not known	115	134	137
Total	158	182	195

Most senior coroners were aged between 60-69 in all three years covered by the survey with 33 in 2012/13, 36 in 2013/14 and 33 in 2014/15 falling into that age group. The other main age groups for senior coroners were 50-59 years with 15 in 2012/13, 13 in 2013/14 and 17 in 2014/15, and the 40-49 age group which had nine in 2012/13, 11 in 2013/14 and nine in 2014/15. The average age of senior coroners over the years covered by the survey were 59 in 2012/13 and 60 in both 2013/14 and 2014/15. A full breakdown of these findings is shown in Table 13.

Table 13: Senior Coroners by age group and average age

Age Group	2012/13	2013/14	2014/15
up to 39	1	1	1
40-49	9	11	9
50-59	15	13	17
60-69	33	36	33
70 and above	5	4	7
Not known	14	13	11
Total	77	78	78
Average Age	59	60	60

Among area coroners the most common age group was also 60-69 years with three in both 2012/13 and 2014/15, and two in 2013/14. The other age groups only had up to one person in each for all three years covered by the survey. The average age of area coroners was 59 in 2012/13, 60 in 2013/14 and 61 in 2014/15. Table 14 shows a full breakdown of these findings.

Table 14: Area Coroners by age group and average age

Age Group	2012/13	2013/14	2014/15
up to 39	1	0	0
40-49	0	1	1
50-59	0	0	1
60-69	3	2	3
70 and above	0	1	1
Not known	0	0	1
Total	4	4	7
Average Age	59	60	61

In 2012/13 the age group that most assistant coroners were in was 40-49 years, this was closely followed by the 50-59 and 60-69 age groups which both had 12, while the overall average age was 52. In 2013/14 there were 16 assistant coroners in the 50-59 age group making it the most common age group, this was followed by 40-49 with 14 and 60-69 with 13, and the average age in this year was 53. In 2014/15 there were 16 assistant coroners aged between 50-59 years old, 13 were aged 60-69 and 12 were in the 40-49 age group, and the average age was 54. A full breakdown of these findings is shown in Table 15.

Table 15: Senior Coroners by age group and average age			
Age Group	2012/13	2013/14	2014/15
up to 39	3	2	3
40-49	13	14	12
50-59	12	16	16
60-69	12	13	13
70 and above	1	2	2
Not known	117	135	149
Total	158	182	195
Average Age	52	53	54

Other information

As well as pay data the survey gathered some additional information including the pay scheme used to pay coroners, the level of pension contributions, descriptions of office allowance and deputising pay and details of long inquest pay.

In relation to pay schemes, of the councils who provided this information a total of 49 were using the JNC for Coroners scheme, two were using the JNC for Chief Officers and 23 were using locally agreed schemes. These findings are shown in Table 16.

Table 16: Pay schemes in use for coroners	
Scheme	Number
JNC for Coroners	49
JNC for Chief Officers	2
Locally agreed	23
Other	0
Total	74

Of the 50 councils who answered the question, 49 paid their pension contributions at a rate of 5.5 per cent and one paid 5.8 per cent. The contributions were paid as a salary supplement in 36 councils, it was incorporated into basic pay in seven and paid directly into the pension fund in three. These findings are shown in Table 17 and Table 18.

Table 17: Pension contribution rates	
Rate	Number
5.5	49
5.8	1
Total	50

Table 18: How pension contributions are paid	
Rate	Number
As a salary supplement	36
As part of salary	7
Directly to pension fund	3
Total	46

Deputising pay was paid directly to those deputising in the majority of councils, either as a daily or sessional fee, which is how it was paid in 21 councils, or as an allowance which was paid in 11 councils. The allowance was paid to the senior coroner in four cases while five respondents indicated that deputising pay was not paid. These figures are shown in Table 19 and all of the descriptions provided are shown in Table A3 in Annex A.

Table 19: How deputising pay is paid	
Rate	Number
As a daily/sessional fee	21
As an allowance	11
To the senior coroner	4
Not paid	5
Total	41

Due to the small sample size and other issues with the data it has not been possible to produce hourly rates for long inquest pay. Of the councils who answered the question, 14 paid long inquest pay on an hourly basis, 16 paid it at a daily rate and one paid it at a half day rate, one further council paid it on an unspecified other basis. None of the respondents reported that they used full-time pay in lieu of long inquest pay. A breakdown of these figures is shown in Table 20.

Table 20: How long inquest pay is paid	
Rate	Number
Hourly rate	14
Daily rate	16
Half day rate	1
Full-time pay in lieu	0
Other	1
Total	32

Respondents were asked to provide further information on long inquest pay, six paid it in accordance with the JNC for Coroners and seven reported using various daily, half day or hourly rates. In six councils long inquest pay was included in salary while in five it was not paid. These findings are shown in Table 21 and the full text of the answers provided is shown in Table A4 in Annex A.

Table 21: Long inquest pay details	
Rate	Number
JNC for Coroners rates	6
Daily/half day/hourly rates	8
Included in salary	6
Not paid	5
Total	25

Only 15 respondents reported that they paid office allowance to their coroners, the rates ranged from £530 a year to £33,378.87 due to difference in what it covered. A full list of all the answers provided is shown in Table A5 in Annex A.

Annex A

Answers provided to open text questions

Table A1 : Description of other additional pay to senior coroners
Additional Responsibilities
Administrative/clerical allowance (x 4)
Allowances - 70% Expenses
Allowances - Miscellaneous
Area allowance
Assistant coroner allowance (x 3)
Basic Pay Adjustment
Care re 2 jurisdictions
Caseload Allowance
Contractual Expenses Non Travel & Subsistence
Coroners Car Allowance
Deputy Allowance (x 2)
Enhancement Other
Essential Car User Lump Sum
Extra duty
Further weekend cover
London Weighting
Market supplement (x 2)
Office Accommodation (x 2)
Office Allowance (x 4)
On Call 24/7
Out of hours payment (x 3)
Pay for covering additional areas (x 2)
Pay Supplement (x 3)
Payment for providing 'Out of England' at weekends
PRP
Reimbursement of phone rental
Rent Subsidy
Responsibility Allowance
Retention Payment
Special allowance

Special Responsibility Allowance
Unconsolidated Payment

Table A2: Description of other additional pay for assistant coroners

Cover for Senior Coroner (x 3)
Extra days in office or holding inquests
Long Inquest Pay (x 3)
Misc. work
Office cover (x 2)
Responsibility Allowance
Review of cases for HMC (x 2)
Review of cases for HMC and office cover
Travel (x 2)

Table A3: Description of deputising pay

An allowance is paid to the coroner and the coroner has his own local arrangement in place and pays for 'deputising' from his allowance payment.
Annual sum paid in one month of the year, usually between June & August each year.
Assistant Coroners are now fee based and paid net of tax and NI
Assistant Coroners are paid a daily rate (x 4)
Assistant Coroners are paid a daily rate or hourly if less than a day
Assistant Coroners are paid flat rates for a day, half day and hour and they are responsible for any tax, NI, etc, and only get paid when they work.
Assistant Coroner's are paid in line with Circular 53 (11.5% of Coroner's salary plus County Loading). If there is more than one Assistant Coroner, then the amount will be shared between them. The Assistant Coroner will submit an invoice to the local authority for the amount that they are entitled to.
Assistants are paid on a sessional basis. A set amount is paid depending upon the session. i.e. full day/half day/ court/office
Deputy Coroner is paid at the rate of 11.5% of the Coroner Basic Salary
By sessional fees £400 full day in court, £300 office duties/training, £100 daily signing
Contractually, we say we will reimburse the Coroner for their actual costs of employing a Deputy, up to a maximum in any calendar year of 11.5% of the Coroner's salary (excluding pension supplement and allowances for office expenditure) on receipt of an itemised claim and evidenced expenditure. In practice (and in light of the 2013 changes), this may be different.

Deputies and assistants are paid when they present an invoice for their work. They attach a self-assessment form from HMRC to prove that they are self-employed.
Deputy Coroner 11.5% of the Coroner's salary, to cover Coroner's 30 days a/ training etc. extra days @£400 per day
Deputy is reimbursed directly, on a daily rate of £275.00 for conducting inquests, and £97.38 per day for non-inquest cover
Deputy paid 9% of Coroner annual salary, in January of each year.
Each Assistant Coroner invoices the Authority on a monthly basis as and when appropriate
Fee paid at daily/half day rate.
For our two part time senior coroners we pay 11.5% deputy allowance as per JNC. This is paid monthly as an allowance through payroll. For our full time senior coroner we have a notional deputy allowance budget of 11.5% of salary but this held by the council not the senior coroner.
Full week of basic cover rate. Discretionary additional payment to reflect actual time spent and the complexity of the problems / decisions made during HM Coroner absence - no more than £950 for 7 working days
It was previously paid via a monthly allowance to the Assistant Coroner from the Coroner. 1.4.16 onwards all will be claims for time worked.
Paid by way of an annual payment of £13,000 to one of the Assistant Coroner's who is the nominated deputy. This is included on page 5
Paid directly to Assistant Coroner (monthly payments of Maximum Deputy Allowance)
Paid to coroner
Salary for the Deputy is calculated in line with JNC guidelines.
Senior Coroner takes on all duties even when on leave it is very rare for her to delegate. When she does an assistant coroner is paid at the appropriate rate
Sitting (including long inquests) and preparation based on Circular 51. Holiday and occasional out of hours cover rates agreed locally.
The Area Coroner is salaried. Out of hours payments are made to the Senior Coroner who is expected to make local arrangements if he requires cover
The nominated Deputy Coroner is paid a minimum number of days per year
We have CPS lawyers who sit with no charge other than expenses. The other Assistants charge on a daily basis and submit invoices
Where an Assistant coroner is paid a basic salary, it is based on 11.5% of the Senior Coroner's salary (excluding Pension contribution)

Table A4: Description of long inquest pay

A day is a minimum 5 hours sitting. If sitting is for less than 5 hours in a day then the pro rata hourly rate will apply
All Assistant Coroners paid at half day or daily rate.
Deputy carries out long inquests on daily rate with no. of days for preparation agreed with coroner.

From June 2013 included in base salary. Prior to that hourly rate as per JNC 51.
If our Assistant Coroners conduct long inquests they are paid a daily rate, otherwise the Senior coroner conducts the Long Inquests for no additional payment
Hourly rates
In accordance with Coroners' circular 51 (x 6)
Included in salary payment
Part time Assistant Coroner is paid daily/half day rate for court work and hourly rate for preparation

Table A5: Description of office allowance
An office allowance is paid to one of our Coroners to cover accommodation and secretarial costs. Office costs for others are covered by the relevant councils.
Annual rental per year plus monthly running expenses
Coroner housed within Council building
Daily rate for Assistant Coroners
From February 2016 our coroner has a desk in the council offices, and is provided with an administrator. Previously he had a desk in a private firm of solicitors, and they provided him with an administrator, and we paid the firm an allowance.
Monthly allowance paid with salary (x 4)
One Coroner is paid an office allowance and this is calculated as 75% of the basic salary (excluding county weighting and pension contribution).
Ongoing negotiation with neighbouring authority
Our Coroners offices are funded by the local authority and we just have to pay whatever is to pay and have no choice or scope to argue
Our two part time senior coroners are based at home. We pay them a 'clerical and accommodation' allowance. This is to cover the costs of providing an office from which to work and for a personal assistant. In both cases it is paid monthly as an allowance through payroll.
Paid to the Coroner as a monthly advance expenses payment, alongside normal salary. Receipts and other appropriate evidence of payment of actual expenditure to be submitted at the start of the following month and any under/over payment of expenses will be corrected in that month.
Reimbursement of telephone rental paid quarterly as claimed
The Senior Coroner is paid an accommodation allowance that is 58% of his salary to cover the accommodation costs, the Clerk's salary and office running costs.
The Senior Coroner was paid this way until 2014/2015, when the Service was re-located into local authority accommodation. Therefore, all accommodation costs apart from the Clerks salary, are paid directly by the local authority.

Annex B

Survey form and notes of guidance

JOINT NEGOTIATING COMMITTEE FOR CORONERS PAY & NUMBERS SURVEY 2016

Before completing the form please ensure the file is saved on to your own hard disk by using the "File" and "Save As ..." commands in your menu bar. This will avoid loss of data should the submission of the form via the internet fail for any reason.

The closing date for receipt of completed survey forms is **Friday 27 May 2016**

If you have any questions or problems do not hesitate to contact Helen Wilkinson (contact details below). Once you have completed this form please email it back to the address below.

Email: helen.wilkinson@local.gov.uk
Telephone (direct): 020 7664 3181
Telephone (switchboard): 020 7664 3131
Fax: 020 7664 3030

TIMING

The data should relate to the financial years 2012/13, 2013/14 and 2014/15

SCOPE

The survey covers all senior, area and assistant coroners

COMPLETION OF THE FORMS

On each form please enter the information relating to any posts that undertake the role covered by that form. Information for each post should be entered individually, using one line for each post for each of the years listed. **If a particular piece of information is not available for any posts please leave the relevant field blank.**

USING THE FORM

Submissions must use the codings provided below, for each data item and should ensure that the data is ordered correctly (relating to the column headings in the survey form). One row should relate to one post.

REFERENCE

Please enter a reference of your own choosing, e.g. payroll number, that will allow the postholder to be identified in each of the years for which you are providing information. Please do not use the postholder's name for the reference.

GENDER

Please enter M if the current post-holder is male and F if the current post-holder is female, if the gender of the current postholder is not known please enter NK.

ETHNIC ORIGIN

The ethnic group codes to be used in this survey are a condensed version of the 2011 census classifications (the groups shown in bold below). Please refer to the list below to see which ethnic categories fall within each of the headings shown on the form.

White

English/Welsh/Scottish/Northern Irish/British
Irish
Gypsy or Irish Traveller
Any other White background

Mixed / Multiple ethnic groups

White and Black Caribbean
White and Black African
White and Asian
Any other Mixed / Multiple ethnic background

Asian or Asian British

Indian
Pakistani
Bangladeshi
Chinese
Any other Asian background

Black / African / Caribbean / Black British

Black Caribbean
Black African
Any other Black / African / Caribbean background

Other ethnic group

Arab
Other ethnic group

If you are unable to provide ethnicity information for any of your postholders please record them as "Not Available". Please use the following codes for ethnic origin:

W - WHITE

M - MIXED

A - ASIAN

B - BLACK

O - OTHER

NA - NOT AVAILABLE

AGE

Please provide the postholder's age as at 31 March in each of the years listed. If you only have the postholder's date of birth then please enter it in the format dd/mm/yy.

WORKING STATUS

Please indicate the postholder's working status by using the codes below:

FT - Full-time
PT - Part-time
S - Sessional

MODE OF PAY (ASSISTANT CORONERS ONLY)

Please indicate how the postholder is paid by using the codes below. Please use all applicable codes.

- 1 - Salary
- 2 - Sessional fees
- 3 - Daily fees
- 4 - Hourly fees
- 5 - Other (you will be asked to provide a brief description)

BASIC PAY

The basic annual salary for the postholder should be entered here for each of the three years listed, see below for a list of what should or should not be included.

Include: pay before deductions for PAYE, National Insurance, pension schemes and voluntary deductions. All basic pay relating to the financial year. London and other area or fringe allowances.

Exclude: all pay that relates to a different financial year, travel and subsistence expenses, and additional payments such as pension contributions, county loadings or long inquest pay. Please also exclude any payments made for the provision of a deputy.

If the information requested in relation to pay elements is not held in the requested format please include whatever information is held under additional pay.

COUNTY LOADINGS (PART-TIME POSTHOLDERS ONLY)

Please enter the amount paid to the postholder in relation to county loadings for each of the years listed.

PENSION CONTRIBUTION

Please enter the amount paid to the postholder in relation to the pension contribution salary supplement for each of the years listed. Please provide further details about how this is paid in the 'Additional Questions' section of the form.

LONG INQUEST PAY (PART-TIME/SESSIONALLY PAID POSTHOLDERS ONLY)

Please enter the amount paid to the postholder in relation to long inquests for each of the years listed.

TRAINING FEES (ASSISTANT CORONERS ONLY)

Please enter the amount paid to the postholder in relation to training fees for each of the years listed.

PREPARATION FEES (ASSISTANT CORONERS ONLY)

Please enter the amount paid to the postholder in relation to preparation fees for each of the years listed.

COURT FEES (ASSISTANT CORONERS ONLY)

Please enter the amount paid to the postholder in relation to court fees for each of the years listed.

ADDITIONAL PAY

Please enter the total amount of additional pay received by the postholder for each of the years listed. Please exclude any reimbursements for travel of subsistence and any payments made for the provision of a deputy.

GROSS PAY IN PAY PERIOD

The total annual gross pay for the postholder for each of the years listed should be entered here, this should be the total of the preceding columns. Please see below for inclusions and exclusions.

Include: pay before deductions for PAYE, National Insurance, pension schemes and voluntary deductions. All basic pay relating to the pay period. London and other area or fringe allowances. All of the additional payments listed on the form.

Exclude: any payments for travel or subsistence expenses, payments for the provision of a deputy and all pay that relates to a different financial year.

BREAKDOWN OF ADDITIONAL PAY

If possible, please provide a full breakdown of what has been included in the 'Additional Pay' column in this section of the form by entering the description/name and amount paid for each element of additional pay received in each year. The form allows for up to five elements to be entered if you require more please add more columns to the form.

JOINERS/LEAVERS

If the postholder changed at any point over the periods covered by the survey please indicate their starting or leaving date as part of their reference information in the first column.

**JOINT NEGOTIATING COMMITTEE FOR CORONERS
PAY & NUMBERS SURVEY 2016**

Senior Coroners

2014/15

Reference	Gender	Ethnic Origin	Age	FT/PT	Basic Pay	County Loadings	Pension Contribution	Long Inquest Pay	Additional Pay	Gross Total Pay

2013/14

Reference	Gender	Ethnic Origin	Age	FT/PT	Basic Pay	County Loadings	Pension Contribution	Long Inquest Pay	Additional Pay	Gross Total Pay

2012/13

Reference	Gender	Ethnic Origin	Age	FT/PT	Basic Pay	County Loadings	Pension Contribution	Long Inquest Pay	Additional Pay	Gross Total Pay

Breakdown of Additional Pay (if available)

2014/15

Description	Amount	Description	Amount	Description	Amount	Description	Amount

2013/14

Description	Amount	Description	Amount	Description	Amount	Description	Amount

2012/13

Description	Amount	Description	Amount	Description	Amount	Description	Amount

**JOINT NEGOTIATING COMMITTEE FOR CORONERS
PAY & NUMBERS SURVEY 2016**

Area Coroners

2014/15

Reference	Gender	Ethnic Origin	Age	FT/PT	Basic Pay	County Loadings	Pension Contribution	Long Inquest Pay	Additional Pay	Gross Total Pay

2013/14

Reference	Gender	Ethnic Origin	Age	FT/PT	Basic Pay	County Loadings	Pension Contribution	Long Inquest Pay	Additional Pay	Gross Total Pay

2012/13

Reference	Gender	Ethnic Origin	Age	FT/PT	Basic Pay	County Loadings	Pension Contribution	Long Inquest Pay	Additional Pay	Gross Total Pay

Breakdown of Additional Pay (if available)

2014/15

Description	Amount	Description	Amount	Description	Amount	Description	Amount

2013/14

Description	Amount	Description	Amount	Description	Amount	Description	Amount

2012/13

Description	Amount	Description	Amount	Description	Amount	Description	Amount

**JOINT NEGOTIATING COMMITTEE FOR CORONERS
PAY & NUMBERS SURVEY 2016**

**Assistant Coroners
2014/15**

Reference	Gender	Ethnic Origin	Age	FT/PT	Mode of Pay	Basic Pay	Pension Contribution	Preparation fees	Court fees	Training fees	Additional Pay	Gross Total Pay

2013/14

Reference	Gender	Ethnic Origin	Age	FT/PT	Mode of Pay	Basic Pay	Pension Contribution	Preparation fees	Court fees	Training fees	Additional Pay	Gross Total Pay

2012/13

Reference	Gender	Ethnic Origin	Age	FT/PT	Mode of Pay	Basic Pay	Pension Contribution	Preparation fees	Court fees	Training fees	Additional Pay	Gross Total Pay

**Breakdown of Additional Pay (if available)
2014/15**

Description	Amount	Description	Amount	Description	Amount	Description	Amount

2013/14

Description	Amount	Description	Amount	Description	Amount	Description	Amount

2012/13

Description	Amount	Description	Amount	Description	Amount	Description	Amount

If the mode of pay used is **5** (other) please provide a brief description

--

**JOINT NEGOTIATING COMMITTEE FOR CORONERS
PAY & NUMBERS SURVEY 2016**

Population

Please provide the population for your Coroner Area

Pay scheme

Please indicate which pay scheme(s) is/are used by your council to pay coroners (please include all coroners)

JNC for Coroners

JNC for Chief Officers

Locally agreed

Other (please specify)

You may provide more information about your pay scheme below if you wish

Pension contribution

Please enter the rate paid e.g. 5.5%

Please provide a brief description of how this is paid by your authority

Deputising Pay

Please provide a brief description of how this is paid by your authority

Long Inquests

2014/15
2013/14
2012/13

Number of cases	Total Hours	
	Preparation	Court

Pay for long inquests

Please indicate how part-time coroners are paid for long inquests (please tick all that apply)

Hourly		<input type="checkbox"/>
Daily		<input type="checkbox"/>
Full-time pay in lieu		<input type="checkbox"/>
Other (please specify)	<input type="text"/>	<input type="checkbox"/>

You may provide more information about pay for long inquests below if you wish

Office Allowance

If this allowance is paid please provide details of the amount and how it is paid in the space below



Local Government Association

Local Government House
Smith Square
London SW1P 3HZ

Telephone 020 7664 3000
Fax 020 7664 3030
Email info@local.gov.uk
www.local.gov.uk

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For a copy in Braille, larger print or audio,
please contact us on 020 7664 3000.
We consider requests on an individual basis.