
Report To:	Inverclyde Council	Date:	19 May 2022
Report By:	Head of Legal & Democratic Services	Report No:	LS/046/22
Contact Officer:	Iain Strachan	Contact No:	01475 712710
Subject:	Councillors' Remuneration		

1.0 PURPOSE

- 1.1 This report invites the Council to consider the remuneration payable to Councillors undertaking additional responsibilities.

2.0 SUMMARY

- 2.1 This Council's Standing Orders and Scheme of Administration provides that the consideration of Councillors' remuneration is reserved to full Council.
- 2.2 After taking into account the Local Government (Scotland) Act 2004 (Remuneration) Amendment Regulations 2022 and the Local Government (Allowances and Expenses) (Scotland) Regulations 2007 as amended, the Council is invited to consider the remuneration payable to those Councillors undertaking additional responsibilities.

3.0 RECOMMENDATION

The Council is invited:

- 3.1 to confirm that the remuneration payable to the Leader of the Council in terms of the regulations (£32,622 per annum) will be paid to the Councillor who has been appointed by the Council as Leader of the Council;
- 3.2 to confirm the level of remuneration payable to the Civic Head of the Council in terms of regulations (up to a maximum of £24,467 per annum), and that the same will be paid to the councillor who has been appointed Provost of the Council; and
- 3.3 to consider how many and which Councillors will be designated Senior Councillors in terms of the regulations and how much remuneration will be payable to each Senior Councillor.

Iain Strachan
Head of Legal & Democratic Services

4.0 CONSIDERATIONS

- 4.1 Councillors' remuneration is set by the Scottish Government.
- 4.2 The Local Government (Scotland) Act 2004 (Remuneration) Amendment Regulations 2022 and the Local Government (Allowances and Expenses) (Scotland) Regulations 2007 as amended, specify the levels of salary, allowances and expenses which may be paid or reimbursed to Councillors.
- 4.3 The regulations specify four grades of Councillors for the purposes of remuneration:-

Leader of the Council – defined as the Convener where councils use that term instead of Leader or such other Councillor as the Council decides should be termed as 'Leader of the Council' for remuneration purposes.

Civic Head – at the Council's discretion but is often the Provost, or in some authorities the Depute Convener or Convener.

Senior Councillor – a Councillor who holds a significant position in the Council's political management structure, for example the Chair of a major Committee, the leader of a significant opposition group and the like.

Councillor – all other Councillors.

- 4.4 An increase in Councillors' remuneration was implemented on 1 April 2022 with the annual amount payable to each Councillor increasing to £19,571 per annum, unless the Councillor is entitled to one of the higher amounts payable to the Leader of the Council (£32,622 per annum), the Civic Head (£24,467 per annum) and Senior Councillors (maximum of £24,467 per annum).
- 4.5 Each local authority may have up to one Civic Head post, and can determine the level of remuneration paid to the Civic Head, up to a maximum of 75% of the remuneration set in the regulations for the Council Leader. As such, the maximum amount that can be paid to the Civic Head is £24,467.
- 4.6 The regulations specify that the maximum number of Senior Councillors for Inverclyde Council is 9 and the maximum total amount available for all Senior Councillors remuneration is £198,168.
- 4.7 This Council's Standing Orders and Scheme of Administration provides that the consideration of Councillors' remuneration is reserved to full Council. The previous Council determined that the following 8 positions be designated as 'Senior Councillors':-

Leader of the Largest Non-Administration Group
Convener – Audit Committee
Depute Leader/Convener – Education & Communities Committee
Convener – Environment & Regeneration Committee
Convener – Health & Social Care Committee
Chair – Inverclyde Licensing Board
Chair – General Purposes Board
Chair – Planning Board

The salary level paid to Senior Councillors by the previous Council was £22,019, meaning a full year cost of £176,152.

- 4.8 The Council is invited to determine the number of Senior Councillors positions it wishes to designate and the amount payable to each (up to a maximum of £24,467 per annum), subject to the fixed parameters noted at paragraph 4.6.
- 4.9 Remuneration will be paid directly into Members' bank accounts on a 4 weekly basis. The regulations also provide for Members to be admitted to the Local Government Pension

Scheme.

Joint Boards

- 4.10 The Scottish Local Authorities Remuneration Committee (which was stood down in February 2013) had recommended that joint boards should be able to determine the level of salaries paid to their Conveners and Vice Conveners. Each joint board can pay remuneration to one Convener and up to two Vice Conveners.
- 4.11 For joint boards, Conveners should receive a remuneration, which, when added to their existing remuneration as a Councillor or Senior Councillor, equals 75 per cent of the leader of a Band A council (such as Inverclyde Council) i.e. £24,467 per annum. Vice Conveners should receive a lower amount, calculated on the basis of the basic remuneration plus 75 percent of the difference between the basic remuneration and the Convener's remuneration.
- 4.12 Any joint board Convener or Vice Convener, who is already a Senior Councillor in his/her own authority and would receive a higher remuneration, will continue to be paid the higher remuneration.

Allowances, Expenses and Approved Duties

- 4.13 The arrangements for the payment of allowances and expenses are likewise the subject of Scottish Government guidance, which has been shared with members and included within the Members' Handbook.

5.0 IMPLICATIONS

Finance

- 5.1 The Senior Councillor remuneration budget for 2022/23 approved by the previous Council was £176,152 which funded 8 Senior Councillors at £22,019. This is £22,016 less than the limit set by the above-mentioned regulations. Were the Council to either increase the number of Senior Councillors to 9 or increase the level of remuneration above £22,019 then this would be funded from the pay inflation contingency. It is to be noted that some figures have been rounded for the purposes of this report, which explains the apparent small discrepancy noted above, between the limit on the aggregate cost of Senior Councillor salaries and the £22,019 currently paid.

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
Services to Members	Councillor Remuneration	May 2022	TBC		The 2022/23 Budget for Senior Councillors is £176,152 before on costs

Legal

- 5.2 The legal considerations are contained within this report.

Human Resources

- 5.3 There are no HR implications arising as a result of this report.

Equalities

- 5.4 Equalities

Has an Equality Impact Assessment been carried out?

<input type="checkbox"/>	YES
<input checked="" type="checkbox"/>	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

Fairer Scotland Duty

- 5.5 If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

<input type="checkbox"/>	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
<input checked="" type="checkbox"/>	NO – This report does not affect or propose any major strategic decision

Data Protection

- 5.6 Has a Data Protection Impact Assessment (DPIA) been carried out?

<input type="checkbox"/>	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
<input checked="" type="checkbox"/>	NO – This report does not involve data processing that would necessitate a DPIA

Repopulation

- 5.7 There are no repopulation implications arising from this report.

6.0 CONSULTATIONS

- 6.1 None.

7.0 LIST OF BACK GROUND PAPERS

- 7.1 None.