

## **Scheme of Councillors' Remuneration**

### **Report by Gary Fairley, Chief Officer Corporate Solutions**

#### **Report for Decision**

#### **1 Recommendations**

- a) To note annual remuneration payable to the Leader of the Council and the Civic Head;
- b) To determine payments to Senior Councillors in line with the regulations as detailed in the report
- c) To note the remuneration payable to remaining Councillors; and
- d) To agree that remuneration continues to be paid monthly in arrears on the 28th of each month.

#### **2 Purpose of Report**

To advise members of the Scheme of Councillors' remuneration and specifically to determine the remuneration arrangements for Senior Councillors.

The remuneration payable to the Leader of the Council, the Civic Head and Councillors is stipulated in the Regulations. The Council has some discretion over the level of payments to Senior Councillors as described in section 3.2 of this report.

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### 3 Background

- 3.1** The Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2022 apply to all Councillors. The regulations place responsibility for determining Councillors' remuneration with Scottish Ministers with current levels of remuneration effective from 1 April 2022.

Any Councillor may renounce the receipt of any remuneration payable in terms of the regulations, in whole or in part, in which case the remuneration is not payable by the Council.

For those Councillors who elect to become members of the pension scheme the Council will pay contributions as required of an employing authority under the Local Government Pension Scheme (Scotland) Regulations 1998 (d).

- 3.2** In terms of the regulations, Midlothian is a Band A Council. There are four grades of Councillor in each local authority for the purpose of payment of remuneration:

- a) the Leader of the Council;
- b) the Civic Head;
- c) Senior Councillors; and
- d) Councillors.

The Leader of the Council and the Civic Head cannot be the same person, for the purposes of payment of remuneration.

The payment stipulated for each grade is as follows

- a) For the Leader of the Council it is £32,622.
- b) For the Civic Head it is £24,467.
- c) For Councillors it is £19,571.

In respect of Senior Councillors the maximum number stipulated for Midlothian is eight. The maximum yearly amount that may be paid to a Senior Councillor is 75% of the total yearly amount payable to the Leader of the Council i.e. £24,467 with the minimum payment greater than the amount payable to a Councillor.

The total yearly amount the Council can pay to all its Senior Councillors is £176,152 which equates to eight times £22,019 (the mid-point between £19,571 and £24,467).

The Council therefore has the option of paying all Senior Councillors the same amount (£22,019) or paying some at the maximum (£24,467) and some at a lower level (but higher than £19,571) as long as the combined payments are constrained to £176,152.

It should be noted that The Council cannot pay its Leader or Civic Head any remuneration as a Senior Councillor or a Councillor nor pay a Senior Councillor remuneration as a Councillor.

In terms of the Regulations, the remuneration can be paid either calendar monthly or every four weeks. It is recommended it continue to be paid monthly in arrears on the 28th of each month so maintaining the existing payroll arrangements. Therefore, the first payment on 28th May 2022 will be for a part month.

#### **4 Report Implications (Resource, Digital and Risk)**

##### **4.1 Resource**

There are no resource implications. The revenue budget includes provision for Councillors remuneration in accordance with the regulations.

##### **4.2 Digital**

None

##### **4.3 Risk**

There are no risks associated with the report as the remuneration arrangements as set by regulations.

##### **4.4 Ensuring Equalities**

The report is not proposing any new services, strategies or plans so no equalities impact assessment has been carried out.

## **Appendices**

### **Appendix A – Additional Report Implications**

## **APPENDIX A – Report Implications**

### **A.1 Key Priorities within the Single Midlothian Plan**

### **A.2 Key Drivers for Change**

Key drivers addressed in this report:

- ☐ Holistic Working
- ☐ Hub and Spoke
- ☐ Modern
- ☐ Sustainable
- ☐ Transformational
- ☐ Preventative
- ☐ Asset-based
- ☐ Continuous Improvement
- ☐ One size fits one
- ☒ None of the above

### **A.3 Key Delivery Streams**

Key delivery streams addressed in this report:

- ☐ One Council Working with you, for you
- ☐ Preventative and Sustainable
- ☐ Efficient and Modern
- ☐ Innovative and Ambitious
- ☒ None of the above

### **A.4 Delivering Best Value**

The report does not directly impact on Delivering Best Value

### **A.5 Involving Communities and Other Stakeholders**

The Regulations were produced following an extensive consultation exercise. Therefore, no local consultation is deemed necessary.

### **A.6 Impact on Performance and Outcomes**

The report does not directly impact on Midlothian Council's performance and outcomes.

### **A.7 Adopting a Preventative Approach**

Not applicable.

### **A.8 Supporting Sustainable Development**

Not applicable.