

To: Council

On: 9 May 2019

Report by: Director of Finance and Resources

Heading: Remuneration of Elected Members

1. **Summary**

1.1 Renfrewshire Council's remuneration arrangements for elected members are in accordance with prevailing Scottish Government regulations, and the current arrangements were approved by Council on 18 May 2017. Amendments to the regulations were laid before the Scottish Parliament on 1 February 2019 and come into force from 1 April 2019. The regulation outlines an increase in Elected Member remuneration. Increases in local government Elected Member salaries are linked to the movement in the median annual earnings of public sector workers in Scotland.

2. **Recommendations**

2.1 It is recommended that Council notes the 2.8% increase in remuneration levels mandated by The Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2019 for the Leader of the Council, for the Provost and for Councillors with effect from 1 April 2019; their salaries therefore being £34,944, £26,208 and £17,470 respectively.

2.2 It is recommended that Council agrees to apply a 2.8% increase in the pay of Senior Councillors with effect from 1 April 2019. Senior

Councillors comprise (i) Policy Board Conveners, (ii) the Council representative nominated as, on rotation, the chair or the depute chair of Renfrewshire Health and Social Care Partnership's Integration Joint Board, (iii) the Council representative nominated as the chair of Renfrewshire Leisure Limited's Board of Directors, (iv) Regulatory Board Conveners and (v) the Leaders of the largest and second largest Opposition groups. The salaries of Senior Councillors in classifications (i), (ii) and (iii) above will therefore be £25,906 from 1 April 2019; and the salaries of Senior Councillors in classifications (iv) and (v) above will therefore be £21,365 from 1 April 2019.

- 2.3 It is also recommended that for future changes in remuneration for Councillors, the Director of Finance and Resources is authorised to apply the same percentage increase in remuneration for Senior Councillors as that applied by Regulations to the basic rate of Councillors' remuneration.

Implications of the Report

1. **Financial** – The financial implications of the recommendations in the report have been incorporated into proposed budgets and provisions for the 2019/20 financial year.
2. **HR & Organisational Development** – none
3. **Community/Council Planning** – none
4. **Legal** – The Council is statutorily required to put in place appropriate arrangements for the remuneration of its elected members. This includes complying with all relevant legislation and regulations and, in the case of the Provost and Senior Councillors, deciding on appropriate levels of remuneration consistent with the remuneration limits set by regulations.
5. **Property/Assets** – none
6. **Information Technology** – none
7. **Equality & Human Rights** – The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required

following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. **Health & Safety** – none
9. **Procurement** – none
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – the pay awards outlined are consistent with the COSLA position.

List of Background Papers

None

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