

REPORT TO ABERDEENSHIRE COUNCIL – 19 MAY 2022

REMUNERATION OF COUNCILLORS

1 Executive Summary/Recommendations

1.1 This report informs Full Council of the legislative framework that controls the payment of remuneration to Councillors in Aberdeenshire and seeks agreement as to the current scheme of remuneration.

1.2 The Council is recommended to:

1.2.1 note the legislative framework that controls the payment of remuneration to Councillors in Aberdeenshire;

1.2.2 agree the current scheme of remuneration;

1.2.3 agree that payments apply from the date of taking up appointment to the relevant positions.

2 Decision Making Route

2.1 This report is submitted to the first meeting of each new Full Council and, as such, has not been previously considered by another committee.

3 Discussion

3.1 The Local Government (Scotland) Act 2004 (Remuneration) Regulations 2007 (as amended by the Local Government (Scotland) Act 2004 (Remuneration) Amendment Regulations 2008) detail the arrangements for the payment of remuneration by each Local Authority to its Councillors who are elected at an ordinary election or an election to fill a casual vacancy. In addition, [Scottish Government Guidance on Councillors' Remuneration](#) was issued in April 2010.

3.2 Scottish Local Authorities are categorised into four bands for the purposes of payment of remuneration to councillors. Aberdeenshire Council is a Band C. As a Band C Council, Aberdeenshire Council has an annual limit to the total remuneration of Senior Councillors and a maximum number of Senior Councillors.

3.3 The total annual remuneration limit for Senior Councillors is £511,316 with a maximum number of Senior Councillors being set at 19.

3.4 For the purposes of the payment of remuneration, Councillors are classified into the following:

1. the Leader of the Council;
2. the Civic Head

3. Senior Councillors; and
4. Councillors

In terms of payment of remuneration, the Leader and Civic Head cannot be the same person.

- 3.5 The following table sets out the level of remuneration which may be paid to each of the four categories of Councillors:

Category of Councillor	Total Annual Amount
Leader	£45,669
Civic Head	Not more than £34,254
Senior Councillor	To be determined by Local Authority – see explanation below.
Councillor	£19,571

- 3.6 The above figures include a remuneration increase of 5.2% from 1 April 2022 as advised by the Scottish Government.
- 3.7 Senior Councillors are those Councillors who hold significant positions of responsibility in the Council's political management structure i.e. Chair of a major Committee, the Leader of a significant opposition group.
- 3.8 Senior Councillors are in addition to the position of Leader, Civic Head and any Convener or Vice-Conveners of Joint Boards.
- 3.9 During the term of the last Council the following appointments were defined as Senior Councillors in Aberdeenshire:
1. Deputy Provost
 2. Deputy Leader
 3. Chair of Central Policy Committees and Audit Committee
 4. Vice Chair of Central Policy Committees and Audit Committee
 5. Chair of Area Committees
 6. Leader of Main Opposition
- 3.10 During the term of the last Council, the remuneration arrangements were as follows :-

Senior Councillor	No. of Positions	Annual Amount	Total
Deputy Provost	1	£29,970	£29,970
Deputy Leader	1	£34,252	£34,252
Chair of Central Policy Committees and Audit Committee	3	£34,252	£102,756
Vice Chair of Central Policy Committees and Audit Committee	5	£25,689	£128,444
Chair of Area Committees	6	£29,970	£179,822
Leader of Main Opposition	1	£25,689	£25,689
	17		£500,933

- 3.11 Under the previous Scheme of Remuneration the Leader of the Council was also appointed to the Chair of Business Services Committee and the Deputy Leader was appointed to the Chair of Infrastructure Services Committee. Additional remuneration was not payable for these posts, therefore the actual costs did not exceed the statutory annual remuneration limit of £511,316.
- 3.12 The 2007 Regulations also provide that payment of remuneration may be made to Councillors who hold the offices of Convener or Vice-Convener of a Joint Board. The remuneration must be paid by the local authority of which the Convener or Vice-Convener is a member – up to a maximum of one Convener and not more than two Vice-Conveners of each Joint Board. The difference between any remuneration that a Councillor would have been in receipt of in their own authority and the payment to be made to them as a result of their appointment as a Convenor or Vice Convenor of a Joint Board is met from the Joint Board budget.
- 3.13 The Aberdeenshire Integration Joint Board (IJB) is a partnership between Aberdeenshire Council and NHS Grampian rather than defined as a Joint Board in the way that the Grampian Valuation Joint Board is defined. As such, the Chair of the IJB is not defined as a senior councillor and therefore does not attract a specific remuneration under the current scheme.

4 Council Priorities, Implications and Risk

- 4.1 The report helps deliver all six Strategic Priorities by ensuring the underlying key principle of “right people, right place, right time”.

Pillar	Priority
Our People	Education Health & Wellbeing
Our Environment	Infrastructure Resilient Communities
Our Economy	Economy & Enterprise Estate Modernisation

- 4.2 The table below shows whether risks and implications apply if the recommendations are agreed.

Subject	Yes	No	N/A
Financial	x		
Staffing		x	
Equalities and Fairer Duty Scotland		x	
Children and Young People’s Rights and Wellbeing		x	
Climate Change and Sustainability		x	
Health and Wellbeing		x	
Town Centre First		x	

- 4.3 The financial implications of the scheme are as outlined at paragraph 3.10 above and will be met from the Councillors budget as set at Council on 9 March 2022.
- 4.4 The screening section as part of Stage One of the Integrated Impact Assessment process has not identified the requirement for any further detailed assessments to be undertaken because the scheme of remuneration for Councillors does not have a differential impact on any of the protected characteristics.
- 4.5 The following risk has been identified as relevant to this matter on a Corporate Level. There are no risks identified on a Directorate level.

[Aberdeenshire Corporate Risks](#)

ACORP001 – Budget Pressures

ACORP002 - Changes in government policy, legislation and regulation

5 Scheme of Governance

- 5.1 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are incorporated within the report and are satisfied that the report complies with the Scheme of Governance and relevant legislation.
- 5.2 The Council is able to consider and take a decision on this item in terms of the General Provisions in the List of Committee Powers in Part 2A of the Scheme of Governance.

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