

Agenda Item	3.b
Report No	HC/8/22

THE HIGHLAND COUNCIL

Committee: The Highland Council

Date: 9th June 2022

Report Title: Remuneration of Senior Councillors

Report By: Chief Executive

1. Executive Summary

- 1.1 This report presents to Members the Administration's proposals for the senior Member structure for the forthcoming Council term and the associated remuneration for those roles.
- 1.2 It is intended that the previous structure of six strategic committees will be continued and the senior Member structure reflects that committee structure.
- 1.3 The maximum number of senior Member posts and associated remuneration is governed by legislation and the proposals presented today meet the legislative requirements.

2. Recommendations

- 2.1 Members are asked to:
 - i. Approve the proposed senior councillor structure and associated remuneration as detailed in **Appendix 1**.

3. Implications

- 3.1 Resource- the proposed structure is allowable within the budget quantum as defined by legislation. The overall salary budget for all Members will need to be reviewed during financial year 2022-23 as the turnover of Members at the recent election may result in budget pressures on the national insurance or employer pension contribution elements of the budget.

- 3.2 Legal- the proposed structure meets the legislative requirements as outlined in section 4 of this report.
- 3.3 There are no specific Community (Equality, Poverty and Rural), Climate Change / Carbon Clever, Risk or Gaelic implications arising as a direct result of this report.

4. Legislative Requirements

- 4.1 The structure and remuneration of Senior Councillors is regulated by The Local Governance (Scotland) Act 2004 (Remuneration) Regulations 2007 and subsequent updates.
- 4.2 The legislation provides that all Scottish Councils are placed in one of four bands and the number of allowable Senior Councillors and the financial quantum for individual Councils is determined by their Band.
- 4.3 Highland Council is in Band C and can have a Leader, Civic Head and up to 19 further Senior Councillors. Under the legislation the maximum total amount payable (or 'financial quantum') to the Senior Councillors (excluding Leader and Civic Head) is £511,316.
- 4.4 The levels of salary paid to Senior Councillors can be determined locally with only salaries for the Council Leader, Civic Head, and non-senior Councillor determined by legislation. The maximum payment to a Senior Councillor is set at 75% of the Leader's salary.
- 4.5 For 2022/23 the salaries set by legislation are as follows:
- Council Leader (band C)- £45,669
 - Civic Head (band C)- £34,254
 - Councillor- £19,571

5. Summary of proposals

The payments largely follow the approach adopted previously apart from the establishment of two senior strategic chairs, whose roles will include cross cutting/council wide requirements in addition to their strategic committee remit.

Designation: Chief Executive

Date: 2nd June 2022

Author: Edward Foster, Head of Corporate Finance

Proposed Senior Member structure and remuneration- June 2022

Appendix 1

Post		Remuneration	Total cost
Leader	1	£45,669	£45,669
Convener (Civic Head)	1	£34,254	£34,254
Sub Total for Leader and Civic Head	2		£79,923
Senior Strategic Chair	2	£30,000	£60,000
Strategic Chair	4	£28,000	£112,000
Leader of the Opposition	1	£30,000	£30,000
Chair Audit & Scrutiny	1	£25,000	£25,000
Chair Inverness City Area Committee	1	£25,000	£25,000
Strategic Vice-Chair	6	£21,500	£129,000
Sub Total Senior Councillors	15		£381,000
All other members	57	£19,571	£1,115,547
TOTAL SALARY COST- All members	74		£1,576,470