

## Members' Library Service Request Form

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Document Title	Scottish Local Authorities Remuneration Committee and Councillors Remuneration

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**REPORT TO:** Members' Library Service

**MEETING DATE:** March 2025

**BY:** Executive Director of Council Resources

**SUBJECT:** Scottish Local Authorities Remuneration Committee and Councillors' Remuneration

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## **1 PURPOSE**

- 1.1 To notify members of the outcome of the Scottish Local Authorities Remuneration Committee (SLARC) independent review of Councillor remuneration.

## **2 RECOMMENDATIONS**

- 2.1 Members are recommended to:
- 2.2 Note the revised provisions available to the Council following the introduction of the Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2025 and the statutory Councillor remuneration levels, effective from 1 April 2025; and,
- 2.3 Note any changes to the number or level of Senior Councillor Responsibility Allowances (SRAs) would require a determination at a future Council meeting.

## **3 BACKGROUND**

- 3.1 The Scottish Local Authorities Remuneration Committee (SLARC) was reconvened in April 2023 to undertake an independent review of Councillor remuneration, having last reported in 2011.
- 3.2 SLARC reported to the Scottish Government in February 2024. Their report made a number of recommendations regarding the roles of Councillors, the remuneration they should receive, and how many Senior Councillors councils should have.
- 3.3 The Scottish Government accepted the majority of the recommendations made, including all of those relating to remuneration levels, and advised they would bring forward regulations implementing those recommendations.

- 3.4 The Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2025 were published in January 2025.
- 3.5 The level of remuneration a Councillor receives depends on the role of the Councillor and the banding of the Council, as set out in the Regulations. The Regulations also set out the number of Councillors and roles within the Council, and any areas where the Council can exercise discretion.
- 3.6 The banding of the Council is based on various factors, including the size of the Council's budget. The band determines the level of pay for senior posts within the council, namely the Leader of the Council, Civic Head and Senior Councillors (those with additional responsibilities, such as a cabinet spokesperson). The band also determines the maximum number of Senior Councillors which can be appointed by each council.
- 3.7 The Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2025 moved East Lothian to a Band B Council, previously a Band A Council. They also permitted the Council to appoint up to 10 Senior Councillors who would receive a Senior Councillor Responsibility Allowance. This was an increase from a maximum of nine. Councillors should note that the Council appointed five Senior Councillors in May 2022.
- 3.8 As noted above, East Lothian will move to a Band B Council and the salary details below will apply from 1 April 2025. The Council does not have the ability to change these levels as they are set in statute and will be automatically made on 1 April 2025.
- 3.9 Council Leader - £50,063  
Civic Head (Provost) - £37,548  
Councillor - £25,982
- 3.10 The Regulations do not specify the pay level for Senior Councillors (SRAs) but set a maximum amount of the Leader's salary (£50, 063) and a minimum amount of a Councillor's salary (£25, 982). In May 2022, the Council made a determination to pay Senior Councillors 75% of the Leader's salary, and this percentage uplift will be automatically applied from 1 April 2025.
- 3.11 The Regulations also specify the maximum amount of money that can be spent on Senior Councillor remuneration. In accordance with these regulations, the total amount payable on Senior Councillor remuneration for East Lothian Council in 2025/26 is £317, 646 and provision was included within the Council budget set in February 2025.
- 3.12 The Council does have the discretion to change the number of Senior Councillors receiving the SRA up to a maximum of 10, and the amount paid within the limits detailed in paragraph 3.10, not exceeding the total budget of £317, 646. This would require a determination by Council.

3.13 It should be noted that there were minor errors within the Regulations which Scottish Government have now taken steps to rectify. Specifically, the Civic Head salary was stated as £37,458 rather than £37,548 and there was an omission regarding the salary of Conveners and Vice-Conveners of joint boards.

#### **4 POLICY IMPLICATIONS**

4.1 There are no direct policy implications arising from this report.

#### **5 INTEGRATED IMPACT ASSESSMENT**

5.1 The need for an integrated impact assessment has been considered. Given that the recommendations in this report will not give rise to any changes in existing policy, no further assessment will be necessary.

#### **6 RESOURCE IMPLICATIONS**

6.1 Financial – The financial consequences of The Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2025 were reflected within the budget set by Council on 18 February 2025.

6.2 Personnel – There are no direct implications.

6.3 Other – There are no further implications.

#### **7 BACKGROUND PAPERS**

7.1 [Local Governance \(Scotland\) Act 2004 \(Remuneration\) Amendment Regulations 2025](#)

7.2 [Councillors' Remuneration and Expenses, East Lothian Council. 24 May 2022](#)

<b>AUTHOR'S NAME</b>	Hayley Barnett
<b>DESIGNATION</b>	Head of Corporate Support
<b>CONTACT INFO</b>	hbarnett@eastlothian.gov.uk
<b>DATE</b>	27 March 2025