

## **POLICY NOTE**

### **THE LOCAL GOVERNANCE (SCOTLAND) ACT 2004 (REMUNERATION) AMENDMENT REGULATIONS 2020**

#### **SSI 2020/26**

The above instrument is made by the Scottish Ministers in exercise of the powers conferred by sections 11 and 16(2) of the Local Governance (Scotland) Act 2004 and all other powers enabling them to do so. It is subject to the negative procedure.

<p>These regulations will implement the arrangement introduced in 2017 by increasing councillors' pay by 2.2% with effect from 1 April 2020. It also increases the flexibility available to local authorities when granting councillors paid leave of absence.</p>
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#### **Policy Objectives**

This instrument makes provision in relation to the remuneration of local authority councillors. It amends the Local Governance (Scotland) Act 2004 (Remuneration) Regulations 2007 to increase the level of remuneration payable to local authority councillors by 2.2%. In addition, it increases the flexibility available to local authorities when granting councillors paid leave of absence. The effect will be that councils can continue to remunerate the councillor who has been granted leave, but also pay the same type of remuneration to another councillor for providing interim cover for the duties to which it relates, thereby ensuring equality for councillors in line with other professions. The increase and additional flexibility in granting councillors paid leave will take effect from 1 April 2020.

#### **Consultation**

There is no requirement for the Scottish Ministers to undertake a consultation before implementing an increase on councillors' salaries. Ministers are following the procedure established in 2017, to increase councillors' pay annually in line with the percentage increase in the median annual earnings of public sector workers in Scotland. This information is published by the Office of National Statistics in the *Annual Survey of Hours and Earnings*. COSLA Leaders have considered and supported the provision for local authorities to have increased flexibility when granting councillors paid leave of absence.

#### **Impact Assessments**

An equality impact assessment has not been undertaken as the increase in councillors' remuneration applies to all local authority members. The Scottish Ministers have decided that a Business Regulatory Impact Assessment is not required as there is no impact on business or the third sector and the impact on the public sector (council budgets) is not expected to cause a significant financial pressure.

#### **Financial Effects**

The salary increase would be met from existing council budgets: it is estimated that for 2020-21 the total cost would be around £590,825 across all 32 councils. Any additional costs arising

from the increased flexibility when granting a councillor paid leave of absence will also be met from existing council budgets. These costs are anticipated to be minimal.

Local Government and Analytical Services Division  
The Scottish Government

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