
Report to Clackmannanshire Council

Date of Meeting: 20 March 2025

Subject: Council Champions and Outside Bodies and Implementation of the Scottish Local Authorities Remuneration Committee (SLARC) Recommendations

Report by: Strategic Director, Partnership and Performance

1.0 Purpose

- 1.1. At the Meeting of Clackmannanshire Council held on 30 January 2025, as part of the Mid-term Review of the Council's Decision-making Framework, and Councillor Responsibilities, the Council agreed changes to political responsibilities including the roles of Spokespersons.
- 1.2. As Council Spokesperson roles are directly linked to some Champion roles, the purpose of this report is to seek Council's approval of consequential changes to the nominations for specific Champions. It seeks Council's view on whether it wishes to be represented on these bodies and, if so, asks Council to appoint members to relevant organisations
- 1.3. At the statutory meeting of Clackmannanshire Council held on 25 May 2022 the Council appointed elected members to represent the Council to certain outside bodies.
- 1.4. As a result of the resignations of the elected members to some of the outside bodies the Council is being asked to nominate elected members to these positions as appropriate.
- 1.5. The paper also invites the Council to consider the number of Senior Councillors and approve revised remuneration, in accordance with regulations set by Scottish Government Ministers, effective from 1 April 2025.

2.0 Recommendations

Council is asked to:

Champions and Outside Bodies

- 2.1. Agree to the consequential changes to the specific champions set out in the table at paragraph 3.3; and
- 2.2. Note that where there has been no change to the political responsibilities, the Champions will remain the same as set out in the table at paragraph 3.4.

- 2.3. Note the resignation of the elected members to the roles of outside bodies as at 19 March 2025 detailed in paragraph 3.6;
- 2.4. Nominate elected members to the roles of the outside bodies again detailed in paragraph 3.6;

Number of Appointed Senior Councillors

- 2.5. Council is further asked to agree to either:
- Maintaining the number of Senior Councillors as 8.
- or**
- Appointing to the 2 additional Senior Councillor roles that have been introduced as a result of Band changes (**Appendix 2**) and identifying which roles these should be.

Remuneration of Senior Councillors

- 2.6. Depending on the decision reached at paragraph 2.5, Council is asked to agree to either:
- Maintaining the Councils approach of paying Senior Councillors an equal amount of the total yearly amount payable by each local authority for remuneration of all of its Senior Councillors (**See Paragraph 3.27 and 3.28**), whether or not 10 Senior Councillors are appointed. This would result in an annual salary of £31,765 for each Senior Councillor role,
- or**
- Allocating the total yearly amount payable by Clackmannanshire Council for remuneration of all of its Senior Councillors across all 8 Senior Councillors noting that the maximum amount payable, under the legislation, is capped at £37,458 (note updated legislation will be laid before Parliament to correct this value to become £37,548)

3.0 Considerations

Champions and Outside Bodies

- 3.1. At it's meeting on 23 March 2023, the Council agreed that the approach taken to deciding champions for various issues would be to nominate the most relevant political post holder.
- 3.2. At it's meeting on 30 January 2025, , as part of the Mid-term Review of the Council's Decision-making Framework, the Council agreed changes to political responsibilities, with the undernoted roles of Spokespersons and Deputy Spokespersons established:

Spokesperson for People (Children's Services – incorporating Education and Children's Social Work; and Sport and Active Living)
Depute Spokesperson for People (Health and Adult Social Care; Community; and Criminal Justice)
Spokesperson for Place (Environment, Planning and Climate Change)
Depute Spokesperson for Place (Housing and Property)
Spokesperson for Partnership and Performance (Finance, Performance and Digital)
Depute Spokesperson for Partnership and Performance (Partnerships)

- 3.3. It is therefore recommended that the political postholder listed is appointed champion:

Champion	Original	Consequential Change
Champion for Carers	Spokesperson for Health and Social Care	Depute Spokesperson for People
Champion for Older People	Spokesperson for Housing & Property	Depute Spokesperson for Place
Champion for Climate Change	Spokesperson for Environment and Net Zero	Spokesperson for Place
Champion for Children & Young People	Spokesperson for Education	Spokesperson for People

- 3.4. As there have been no changes to the political responsibilities of the Council Leader and Provost, Council are asked to note that the undernoted Champions will remain the same:

Champion	
Champion for Veterans	Provost
Champion for Armed Forces	Provost
Champion for Equalities	Council Leader
Champion for The Promise	Council Leader

- 3.5. As a result of the spokesperson appointments agreed at the previous Council meeting, a number of members have chosen to resign from their roles on outside bodies, as outlined in paragraph 3.6.
- 3.6. Nominations are now sought to fill the vacant positions as outlined below.

Outside Body	Current Council Appointment	Vacancy Arising	Substitute Member	Vacancy Arising
Children's Hearing Scotland	Councillor Wendy Hamilton	Yes	n/a	n/a
Clackmannanshire and Stirling Environmental Trust	Councillor Fiona Law	Yes	Councillor Bryan Quinn	No
CoSLA Policy Board - Health and Social Care Member	Councillor Wendy Hamilton	Yes	Councillor Janine Rennie	No
CoSLA Policy Board - Community Wellbeing Member	Councillor Scott Harrison	Yes	Councillor Janine Rennie	No
CoSLA Policy Board - Environment and Economy Member	Councillor Fiona Law	Yes	Councillor William Keoch	No
Integrated Joint Board (Health and Social Care)	Councillor Wendy Hamilton	Yes	Councillor Janine Rennie Councillor Martha Benny	No
NHS Forth Valley Board (remunerated position)	Councillor Wendy Hamilton	Yes	n/a	n/a
SEStran (South East Scotland Transport Partnership) Board	Councillor Fiona Law	Yes	Councillor Denis Coyne	No

- 3.7. Upon the decision of Council in respect of the new appointments to these outside body roles formal notification will be sent to confirm the appointment.
- 3.8. Elected Members nominated to fill some positions may be required to undertake training on their duties. Such training will normally be provided in-house and appointed members should be prepared to attend.

- 3.9. In accordance with Section 4 of the Councillors' Code of Conduct, every elected member has a personal responsibility to register interests, financial or otherwise. The Code advises that Councillors must register all directorships and positions of office in public bodies, clubs, organisations and societies. Guidance notes on the registration of interests have been issued to every Clackmannanshire Councillor.

Implementation of the Scottish Local Authorities Remuneration Committee (SLARC) recommendations

- 3.10. The Scottish Local Authorities Remuneration Committee (SLARC) was re-convened by the Scottish Government in April 2023 to undertake an independent review of Councillor remuneration.
- 3.11. SLARC are a fully independent publicly appointed committee.
- 3.12. SLARC conducted a job evaluation style reassessment of the councillor role, assessing the legislative changes that have significantly impact on the workload and expectations of their role.
- 3.13. There are several factors that have led to changes in the workload of councillors, including a decade of financial challenges, national policy and legislative changes, increased public expectations and the growth in social media and electronic communications.
- 3.14. The last implemented review of elected member remuneration was in 2007 and a subsequent review in 2011 was not taken forward. SLARC's research demonstrated that in some local authorities' senior councillors were required to lead on several policy areas. Recommendation 3 of the SLARC report allows the number of senior councillors to be increased from 8 or 9 to 10 to help address this pressure
- 3.15. Scottish councillors do not reflect the demographic make-up of the general population, only 36% of councillors are female, with 56% of councillors over 55, and councillors far less likely to have a disability compared to the public.
- 3.16. Evidence gathered by SLARC showed that the current level of Remuneration Councillors receives was one of the biggest barriers to elected office for these groups. This means parents, particularly lone parents, people with childcare responsibilities or those facing economic hardships face greater barriers to elected office.
- 3.17. The SLARC report aims to tackle the under-representation and diversity of elected members and ensure that a role with significant responsibility is both attractive and viable for those without independent wealth.
- 3.18. The findings of the SLARC review were published in February 2024.
- 3.19. The Scottish Government accepted the pay and banding related changes recommended by SLARC.
- 3.20. On 23 January 2025 Scottish Government Ministers laid regulations before Parliament in relation to the recommendations.

- 3.21. As a negative instrument these will automatically be approved after 40 days and come into force on 1 April 2025
- 3.22. Beyond appointment of senior councillors, councils have no remit to influence the remuneration.
- 3.23. Scottish Government as set out in the budget agreed by parliament has fully funded the uplift set out in the SLARC regulations.
- 3.24. Councils are legally bound to implement the regulations as set out by the Scottish Parliament.
- 3.25. The Local Governance (Scotland) Act 2004 (Remuneration) Regulations 2007 regulation 9 paragraph (3) previously outlined that “The maximum yearly amount that may be paid to a Senior Councillor is 75 per cent of the total yearly amount payable to the Leader of the Council of the local authority as provided in regulation 6.” www.legislation.gov.uk/ssi/2007/183/contents/made
- 3.26. The new provisions outline for regulation 9 paragraph (3) substitute— “(3) The maximum yearly amount that may be paid to a Senior Councillor is as follows, depending on the banding of a local authority— (a) Band B – £37,458 (b) Band C – £45,594 (c) Band D – £53,640.”. (6) In regulation 10 (Councillors’ remuneration) for “£21,345” substitute “£25,982” www.legislation.gov.uk/ssi/2025/8/regulation/2/made
- 3.27. The total yearly amount payable by each local authority for remuneration of all of its Senior Councillors is laid out in paragraph 4, section 9, of The Local Governance (Scotland) Act 2004 (Remuneration) Regulations 2007. www.legislation.gov.uk/ssi/2007/183/regulation/9/made
- 3.28. The total allocated budget for Clackmannanshire Council Senior Councillors, based on the changes to the number of Senior Councillors, is £317,646

4.0 Sustainability Implications

- 4.1. None

5.0 Resource Implications

5.1. Financial Details

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes ☒
- 5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes ☒

5.4. Staffing

There are no staffing implications arising from this report.

6.0 Exempt Reports

6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box ☒)

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all	<input type="checkbox"/>
Our families; children and young people will have the best possible start in life	<input checked="" type="checkbox"/>
Women and girls will be confident and aspirational, and achieve their full potential	<input type="checkbox"/>
Our communities will be resilient and empowered so that they can thrive and flourish	<input checked="" type="checkbox"/>

(2) **Council Policies**

Complies with relevant Council Policies	<input checked="" type="checkbox"/>
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8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes ☐ No ☒

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1 – Roles and Remits of Council Champions

Appendix 2 - The Local Governance (Scotland) Act 2004 (Remuneration)
Amendment Regulations 2025 (Extract)

11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☒ (please list the documents below) No ☐

Report to Council 23/03/23 "Council Champions"

Report to Council 30/01/25 "Mid-term Review of the Council's Decision-making Framework, and Councillor Responsibilities"

Report to Council 25/5/2022 "Elected Member Representation on Outside Bodies"

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Lee Robertson	Senior Manager, Legal and Governance	2087
Chris Allisotn	Strategic Director, Partnership and Performance	2184

Approved by

NAME	DESIGNATION	SIGNATURE
Chris Alliston	Strategic Director, Partnership and Performance	

Roles and Remits of Council Champions

Champion for Carers

The role and remit for the Champion for Carers is as follows:

- To act as a link between the Council and Carers in the local area.
- To recognise and value the contributions that Carers play
- To listen and reflect the views of Carers, standing up for their interests and finding out what they expect from local decision-makers.
- To be part of a network of Carers Champions within Councils from across Scotland in supporting ongoing implementation of the Carer's Act and wider policy for unpaid carers.

Champion for Veterans and Armed Forces

The role and remit for the Champion for Veterans and Armed Forces is as follows:

- To be an advocate in upholding the principles of Clackmannanshire's Armed Forces Covenant, which are:
 - no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen
 - in some circumstances special treatment may be appropriate especially for the injured or bereaved.
- Promote the Council as an Armed Forces-friendly organisation;
- Strive to support the employment of veterans young and old in order to establish a tailored employment pathways for Service Leavers;
- Strive to support the employment of Service spouses and partners;
- Raise awareness to help understanding and application of the principles of the Armed Forces Covenant.
- Advocate and promote our local cadet units, either in our local community or in local schools, where possible;
- Provide community leadership in Armed Forces Day and Remembrance Day events

Champion for Older People

The role and remit for the Champion for Older People is as follows:

- To act as a link between the Council and older people in the local area.
- To recognise and value the contributions that older people play in our society.
- To listen and reflect the views of our older community, standing up for the interests of older people; and finding out what they expect from local decision-makers.
- With a growing older population, it is vital that local decision-making meets the needs and aspirations of older people and that Council better understands those needs and aspirations.
- To be part of a network of Older People's Champions within Councils from across Scotland formed by the Age Scotland and the Scottish Older People's Assembly's (SOPA) campaign, which will be a voice for older people at local and national level, who will work together on shared challenges and will collectively influence for change.

Champion for Equalities

The role and remit for the Champion for Equalities is as follows:

- To act as a link between the Council, disadvantaged communities and groups with protected characteristics in the local area.
- To recognise and value the contributions of all community voices in our society.
- To listen to and reflect the views of disadvantaged communities and groups with protected characteristics, standing up for their interests; and finding out what they expect from local decision-makers.
- To engage with any networks representing disadvantaged communities and groups with protected characteristics at a local and national level, working together on shared challenges and will collectively influence for change
- To highlight issues and promote action to prevent and eradicate violence against women and girls
- To promote trauma-informed practice across our workforce, our services, and with our partners, valuing the contribution of people with lived experience

Champion for Climate Change

The role and remit for the Champion for Climate Change is as follows:

- To support and advocate progress towards annual greenhouse gas emission reduction targets for Clackmannanshire Council's operations with a view to net zero being reached by 2040 at the latest
- To advocate and encourage progress towards greenhouse gas emission reduction targets for the Clackmannanshire area with net zero being reached by 2045 at the latest
- To act as a link between the Council and community groups improving Clackmannanshire's preparation for and resilience to the impacts of Climate Change.

Champion for Children and Young People

The role and remit for the Champion for Children and Young People is as follows:

- To recognise and promote the United Nations Convention on the Rights of the Child
- To act as a link between the Council and Children and Young People in the local area.
- To recognise and value the contributions of Children and Young People in our society.
- To listen and reflect the views of Children and Young People, standing up for their interests; and finding out what they expect from local decision-makers.
- To engage with Children and Young Peoples' groups and networks at a local and national level, working together on shared challenges to collectively influence change.
- To act on behalf of children and young people with additional support needs/disabilities

Champion for The Promise

The role and remit for the Champion for The Promise is as follows:

- To champion the Council's pledge to keep The Promise: by advocating that children and their families are at the heart of what we do; so that every child growing up in Clackmannanshire is loved, safe and respected, and able to meet their full potential
- To raise awareness of The Promise and promote the Council as an organisation who is striving to keep The Promise

- To recognise and promote the role of the Council and its partners as corporate parents to our care experienced children and young people, and strive to reduce inequalities and stigma faced by young people with care experience
- To recognise that children, young people and their families must be involved in the design of services and be a part of the decision making about how services work
- To raise awareness of the importance of local care provision for children and young people who require it. This includes promoting the recruitment of local carers, as well as increasing support and training for kinship carers.
- Adopt the Corporate Sponsor Pledge to demonstrate their commitment to The Promise and reframing the language used within care.
- Demonstrate community leadership during key national celebrations within the calendar year which raise awareness of The Promise, e.g. national care day, kinship week, fostering fortnight.

Appendix 2 - Extract

SCOTTISH STATUTORY INSTRUMENTS

2025 No. 8

LOCAL GOVERNMENT

The Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2025

Made - - - 21st January 2025

Laid before the Scottish Parliament - - - 23rd January 2025

Coming into force - - 1st April 2025

(4) In regulation 8(2) (remuneration and number of Senior Councillors)—

(a) for sub-paragraph (a) substitute—

“(a) 10, for each of the following—

Clackmannanshire Council

Comhairle nan Eilean Siar

East Lothian Council

East Renfrewshire Council

Inverclyde Council

Midlothian Council

Moray Council

Orkney Islands Council

Shetland Islands Council

Stirling Council

West Dunbartonshire Council;”

(5) In regulation 9 (amount of remuneration of Senior Councillors) for paragraph (3) substitute—

“(3) The maximum yearly amount that may be paid to a Senior Councillor is as follows, depending on the banding of a local authority—

(a) Band B – £37,458

(b) Band C – £45,594

(c) Band D – £53,640.”