POLICY NOTE

THE LOCAL GOVERNANCE (SCOTLAND) ACT 2004 (REMUNERATION) AMENDMENT REGULATIONS 2026

SSI 2026/1

The above instrument was made in exercise of the powers conferred by sections 11(1) and 16(2)(b) of the Local Governance (Scotland) Act. It is subject to the negative procedure.

These Regulations will implement the arrangement introduced in 2017, created in response to COSLA's request for an objective mechanism to determine councillors' remuneration, which took effect following the 2017 local government elections. From 1 April 2026, these Regulations will increase the salary for all levels of councillors across all local authority bands by 3.3%, in line with the median annual earnings of public sector workers in Scotland.

Policy Objective

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 all local authority councillors by 3.3%.

UN Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 Compatibility

The Scottish Ministers have made the following statement regarding children's rights.

In accordance with section 23(2) of the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 (the Act), the Scottish Ministers certify that, in their view, the Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2026 is compatible with the UNCRC requirements as defined by section 1(2) of the Act.

EU Alignment Consideration

This instrument is not relevant to the Scottish Government's policy to maintain alignment with the EU.

Consultation

There is no statutory 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*.

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 and 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 2026/27 the total cost would be around £1,322,145 across all 32 councils.

Local Government and Analytical Services Division
The Scottish Government

6 January 2026