

**REMUNERATION REPORT****STATEMENT 3**

The salaries of the Depute Chief Executives are based on the nearest point on the national spinal column for Chief Officers, which equates to 87 per cent of the Chief Executive's salary in three spinal column points. Heads of Service are paid across two pay grades of three spinal column points. These pay grades are based on the nearest point on the national spinal column for Chief Officers which equates to one pay grade of 65 per cent and one of 72 per cent of the Chief Executives salary. Placing on the pay grade for Heads of Service is based on the outcome of a job evaluation exercise.

These pay arrangements were agreed through approval of the Organisational Review Report at a meeting of the Policy, Partnership and Resources Committee on 6 February 2002.

The West Lothian Integration Joint Board was legally established on 21 September 2015. The Depute Chief Executive / Chief Officer West Lothian Integration Joint Board is a joint appointment and the terms and conditions, including pay for the post, are set by the body, which employs the post holder directly.

**32 Senior Employees Remuneration**

The senior employees included in the table are any council employee:

- Who has responsibility for management of the council to the extent that the person has power to direct or control the major activities of the council,
- Who holds a post that is politically restricted by reason of section 2(1)(a), (b) or (c) of the Local Government and Housing Act 1989, or
- Whose annual remuneration is £150,000 or more.

The full year equivalent salary has been provided for senior employees who have been in post for part year during 2023/24.

<b>Name and Post Title</b>	<b>Full Year Equivalent Salary £</b>	<b>Total Remuneration<sup>1</sup> 2023/24 £</b>	<b>Restated Total Remuneration 2022/23 £</b>
<b>G Hope</b> Chief Executive		162,270	153,013
<b>A White</b> Depute Chief Executive / Chief Officer West Lothian Integration Joint Board (NHS) contributes 50% of the total cost of employment		141,934	129,793
<b>R G Struthers</b> Depute Chief Executive		141,934	133,837
<b>E Cook</b> Depute Chief Executive		141,934	133,837
<b>D Forrest</b> Head of Finance and Property Services (until 25 August 2023)	116,223	46,552	109,593
<b>P Welsh</b> Interim Head of Finance and Property Services (from 25 August 2023)	111,929	67,097	-
<b>J Jack</b> Head of Operational Services		107,647	101,506
<b>C McCorriston</b> Head of Planning, Economic Development and Regeneration (part time from 17 October 2022)	107,647	65,784	83,467
<b>J Whitelaw</b> Interim Head of Housing, Customer and Building Services		116,223	107,006
<b>L Henderson</b> Interim Head of Corporate Services		107,647	98,918
<b>S McGarty</b> Head of Education (Secondary Schools) from 16 May 2022		114,065	92,593
<b>G Welsh</b> Head of Service (Primary Schools) from 1 April 2022		114,065	105,644
<b>J MacPherson</b> Head of Social Policy		116,223	109,593
<b>J Cameron<sup>2</sup></b> Head of Education (Learning, Policy and Resources) until 11 May 2022		-	12,373
<b>C Hatch</b> Acting Joint Head of Education (Secondary Schools) until 15 May 2022		-	13,852
<b>Total</b>		<b>1,443,375</b>	<b>1,385,025</b>