



## Public Services Reform (Scotland) Act 2010 Reporting Requirements 2020-21

### Overview

The Public Services Reform (Scotland) Act 2010 requires public bodies, including the General Teaching Council for Scotland, to publish certain information relating to our expenditure.

We publish disclosures annually as part of our commitment to openness and transparency.

### Disclosures

Our financial year runs from 1 April to 31 March.

#### **Statement of expenditure 2020-21**

<b>Public relations</b> Public relations costs relate to spend on all external communications, including the cost of in-house and contracted staff and consultants.  Areas of expenditure include salaried staff, Teaching Scotland magazine, marketing, PR campaigns and media relations, marketing research and evaluation, branding and design, promotional events, external events, conferences and exhibitions, corporate communications, sponsorship, publications and printing, website development and updating our customer service activities.  GTCS contracts one communications consultancy which supports the publication of Teaching Scotland magazine and other professional publications produced by the organisation.	£462,786
<b>Overseas travel</b>	£Nil
<b>Hospitality and entertainment</b>	£26
<b>External consultancy</b>	£167,465
<b>Remuneration received in excess of £150,000</b>	£Nil

## Payments over £25,000

Payee	Payment Date	Subject Matter	Amount (£)
C2 Software Ltd	15/04/2020	IT Services	40,281.44
C2 Software Ltd	13/05/2020	IT Services	39,056.02
C2 Software Ltd	15/07/2020	IT Services	31,866.00
C2 Software Ltd	16/09/2020	IT Services	29,823.60
C2 Software Ltd	16/12/2020	IT Services	31,268.40
Connect Publications (Scotland) Ltd	27/05/2020	Teaching Scotland Magazine Issue 84	50,852.55
Connect Publications (Scotland) Ltd	19/08/2020	Teaching Scotland Magazine Issue 85	51,675.85
Connect Publications (Scotland) Ltd	25/11/2020	Teaching Scotland Magazine Issue 86	50,837.26
Connect Publications (Scotland) Ltd	20/01/2021	Teaching Scotland Magazine Issue 87	52,126.50
Crummock Surfacing Ltd	08/04/2020	Construction Services (car park upgrade at Clerwood House)	53,992.80
Crummock Surfacing Ltd	02/09/2020	Construction Services (car park upgrade at Clerwood House)	66,521.09
Crummock Surfacing Ltd	22/12/2020	Construction Services (car park upgrade at Clerwood House)	37,756.99
EBSCO International Inc	06/05/2020	Online information services and research database	36,278.40
Legal & General Assurance Society	28/10/2020	Ill Health Liability Insurance	55,776.67
The University of Edinburgh	10/02/2021	Research Services (MQulTE project)	58,540.69
Strathclyde Pension Fund	01/04/2020	Pension contributions Mar 20	40,293.42
Strathclyde Pension Fund	29/04/2020	Pension contributions Apr 20	40,395.73
Strathclyde Pension Fund	03/06/2020	Pension contributions May 20	40,353.26
Strathclyde Pension Fund	01/07/2020	Pension contributions Jun 20	42,635.79
Strathclyde Pension Fund	05/08/2020	Pension contributions Jul 20	42,423.93
Strathclyde Pension Fund	02/09/2020	Pension contributions Aug 20	42,466.91
Strathclyde Pension Fund	30/09/2020	Pension contributions Sept 20	41,305.56
Strathclyde Pension Fund	04/11/2020	Pension contributions Oct 20	41,305.56
Strathclyde Pension Fund	02/12/2020	Pension contributions Nov 20	41,177.09
Strathclyde Pension Fund	22/12/2020	Pension contributions Dec 20	47,391.72
Strathclyde Pension Fund	03/02/2021	Pension contributions Jan 21	38,979.31
Strathclyde Pension Fund	03/03/2021	Pension contributions Feb 21	42,657.27
Strathclyde Pension Fund	30/03/2021	Pension contributions Mar 21	39,403.18
HMRC	01/04/2020	PAYE/NI Mar 20	67,344.57
HMRC	29/04/2020	PAYE/NI Apr 20	69,561.35
HMRC	03/06/2020	PAYE/NI May 20	68,595.02
HMRC	01/07/2020	PAYE/NI Jun 20	69,509.21
HMRC	05/08/2020	PAYE/NI Jul 20	69,945.82
HMRC	02/09/2020	PAYE/NI Aug 20	71,469.79
HMRC	30/09/2020	PAYE/NI Sept 20	69,499.53
HMRC	04/11/2020	PAYE/NI Oct 20	69,049.56
HMRC	02/12/2020	PAYE/NI Nov 20	66,947.38
HMRC	22/12/2020	PAYE/NI Dec 20	81,669.22
HMRC	03/02/2021	PAYE/NI Jan 21	64,355.85
HMRC	03/03/2021	PAYE/NI Feb 21	62,550.22
HMRC	30/03/2021	PAYE/NI Mar 21	72,955.14
<b>Total</b>			<b>2,130,895.65</b>

GTC Scotland - Council Member Attendance and Payments Schedule  
1 April 2020 to 31 March 2021

Council Member	Location	Eligible for Registration	Committees	Meetings Attended (Total Possible in Brackets)	Other	Number Attended	Compensation Payments		Expenses		Total Expenses	Total Payments
							To Member	To Employer	Travel / Subsistence	Other		
David Alexander	Glasgow		C, E	6(9)							£0.00	£0.00
Coral Bain	Edinburgh		C, P	4(9)							£0.00	£0.00
John Bell	Ayrshire		C, F	9(9)			£150.00				£0.00	£150.00
Jackie Brock	Edinburgh		C, E	7(9)							£0.00	£0.00
Thomas Britton	Edinburgh	Yes	C, P, X	12(13)							£0.00	£0.00
Elaine Burt	Lanarkshire	Yes	C, F	4(9)							£0.00	£0.00
Lynsey Cleland	Lanarkshire		C, F	6(9)							£0.00	£0.00
Allan Connell	Scottish Borders	Yes	C, E	8(9)							£0.00	£0.00
John Devine	Perth & Kinross	Yes	C, F, A	8(10)							£0.00	£0.00
David Dodds	West Lothian	Yes	C, P	7(9)							£0.00	£0.00
Lilian Field	Aberdeenshire	Yes	C, F, X	13(13)							£0.00	£0.00
Laurence Findlay	Aberdeen	Yes	C, E	9(9)							£0.00	£0.00
Donald Gillies	Ayrshire	Yes	C, P	9(9)							£0.00	£0.00
Nazim Hamid	Glasgow		C, P	7(2)							£0.00	£0.00
Ben Horsburgh	Edinburgh	Yes	C, E	9(9)							£0.00	£0.00
David Innes (CC)	Aberdeen	Yes	C, E, F, P, X	21(21)			£1,575.00		£68.00		£68.00	£1,643.00
Linda Jamieson	West Lothian		C, F, A	10(10)							£0.00	£0.00
John Kelly*	Renfrewshire	Yes	C, F	2(4)							£0.00	£0.00
Omar Kettlewell	Glasgow	Yes	C, E	9(9)							£0.00	£0.00
Mary Lappin	Glasgow	Yes	C, E	6(9)							£0.00	£0.00
Joan Lennon	Lanarkshire	Yes	C, F	4(9)							£0.00	£0.00
Ian Macmillian	Aberdeenshire	Yes	C, E, X	13(13)							£0.00	£0.00
Jane Malcolm	Roxburghshire		C, E, X	13(13)							£0.00	£0.00
Adela Mansur	West Lothian	Yes	C, P	9(9)							£0.00	£0.00
Lorraine McBride	Lanarkshire	Yes	C, P, X	11(13)							£0.00	£0.00
Jane McKeown	Fife	Yes	C, F, A	10(10)							£0.00	£0.00
Khadija Mohammed (VC)	Glasgow	Yes	C, E, F, P, X	18(21)							£0.00	£0.00
Ann Murdoch	Inverness	Yes	C, F, A	8(9)							£0.00	£0.00
Catherin Nicol	Ayrshire	Yes	C, P	9(9)							£0.00	£0.00
Patricia Scott	Renfrewshire	Yes	C, E	8(9)							£0.00	£0.00
Elaine Selly	Edinburgh	Yes	C, E	8(9)							£0.00	£0.00
Barrie Sheppard	Glasgow		C, P	8(9)			£975.00				£0.00	£975.00
Neil Simco	Dornoch	Yes	C, F, X	12(13)							£0.00	£0.00
Charles Smith	Perth & Kinross	Yes	C, P	8(9)							£0.00	£0.00
Adam Sutcliffe	Huntly	Yes	C, P	8(9)							£0.00	£0.00
Carole Wilkinson	Edinburgh		C, P	7(9)							£0.00	£0.00
Lyn Wilson	Orkney	Yes	C, E	9(9)							£0.00	£0.00
<b>TOTALS</b>						<b>0</b>	<b>£2,700.00</b>	<b>£0.00</b>	<b>£68.00</b>	<b>£0.00</b>	<b>£68.00</b>	<b>£2,768.00</b>

It should be noted that although members are sometimes not able to attend in person, detailed written submissions/contributions are often made.

Committees	Total No of Meetings	Abbreviation
Council	5(5)	C
Executive	4(4)	X
Education	4(4)	E
Finance & Corporate Services	4(4)	F
Audit Sub-Committee	1(1)	A
Professional Regulatory Assurance Committee	4(4)	P
	<b>22(22)</b>	
<b>Non-Committees</b>		
*Other GTCS Events, Working Groups and Duties		O

**Notes:**

1 Compensation and expenses payments relate to members' attendance at meetings of Council and its committees (as detailed above) and also their involvement in other GTCS work including working groups and panels on which Council members serve.

2 The Council Convener (CC) and the Council Vice Convener (VC) will be members of the committees and sub-committees established by the Council.

3 Members marked with an asterisk\* either left or joined the Council membership mid-term and therefore will not have been in a position to attend all meetings.



**Senior Staff Salaries  
As at 31 March 2021**

GTC Scotland is almost entirely funded by teacher registration fees.

Below you will find details of the salaries of senior staff at GTC Scotland who were in post as at 31 March 2021

<b>Job Title</b>	<b>Name</b>	<b>Pay Scale</b>	<b>Scale Range (£ 000s)</b>	<b>Pay Band at 31 March 2021 (£ 000s)</b>	<b>Pension Scheme</b>	<b>Employee Contribution</b>	<b>Employer Contribution</b>
Chief Executive and Registrar	Pauline Stephen	5b	95 - 110	95.0 – 104.9	SPF(2)	9.6%	19.3%
Director of Regulation and Legal Services	Jennifer Macdonald	5a	75 - 82	70.0 – 79.9	SPF(2)	9.0%	19.3%

Below you will find details of the salaries of senior staff who were in post during 2020-21 and have either left or been promoted

<b>Job Title</b>	<b>Name</b>	<b>Pay Scale</b>	<b>Scale Range (£ 000s)</b>	<b>Pay Band at Date of Leaving or Promotion (£ 000s)</b>	<b>Pension Scheme</b>	<b>Employee Contribution</b>	<b>Employer Contribution</b>
Chief Executive and Registrar	Kenneth Muir	5b	95 - 110	100.0 – 109.9	SPF(2)	9.8%	19.3%
Director of Corporate Services	Martin Osler	5a	75 - 82	70.0 – 79.9	SPF(2)	9.1%	19.3%
Director of Education, Registration and Professional Learning	Pauline Stephen	5a	75 - 82	70.0 – 79.9	SPF(2)	9.1%	19.3%

- (1) Scottish Teacher Superannuation Scheme
- (2) Strathclyde Pension Fund