



The Scottish Parliament
Pàrlamaid na h-Alba

Officeholders – 2021/22 Pay Award

By correspondence

Reference: SPCB (2021) Paper 68

Executive summary

1. The current uprating mechanism for the officeholder spot salaries, which was agreed by the SPCB in 2004, is to use the percentage uplift awarded to the Scottish Senior Civil Service. For 2020/21 the Senior Civil Service is subject to a pay pause and as a result, they will not receive a pay award.
2. The SPCB is invited to agree that the officeholders be subject to a pay pause this year but that the full-time officeholders be awarded a small financial incentive of £500 in recognition of fulfilling their statutory functions and ensuring the welfare of their staff during the COVID-19 pandemic.

Background

3. The SPCB has a statutory duty to set the terms and conditions of appointment for the independent officeholders it supports. The officeholders are all currently on spot salaries however, this will change on 1 April 2022 when the full-time officeholders will move to SPCB salary scales 7, 8 and 9 in line with their spot salary.
4. In addition, and also with effect from 1 April 2022, the pay award mechanism will cease to be linked to the Senior Civil Service and will instead be linked to any pay award awarded to SPCB staff.
5. This financial year, there is a pay pause for the Senior Civil Service, and as such, officeholders would not receive an increase. In any other year, we would consider that this should be adhered to. However, with the pandemic, there has been pressure on officeholders to ensure their offices continue to operate and provide services to the public. In addition, as employers, they are responsible for the well-being of their staff. This has been achieved to great affect and we would invite the SPCB to consider a non-consolidated award of £500 in recognition of this which would be met from the officeholder budgets. **Does the SPCB agree?**

Governance

6. The SPCB has a statutory duty to set the officeholders' terms and conditions of appointment.

Resource implications

7. If the SPCB agrees to award a £500 non-consolidated payment to the full-time officeholders then we would expect the officeholders to fund this from their approved 2021/22 budgets.

Publication Scheme

8. This paper may be published once officials have written to the officeholders.

Decision

9. The SPCB is invited to agree that the officeholders be subject to a pay pause but in recognition of fulfilling their statutory functions and ensuring the welfare of their staff during the COVID-19 pandemic, that the full-time officeholders be awarded a non-consolidated payment of £500.

Officeholder Services
November 2021