



The Scottish Parliament  
Pàrlamaid na h-Alba

# Officeholders – 2020/21 Pay Award

## 18 February 2021

### Reference: SPCB(2021)Paper 11

#### Executive summary

1. The SPCB is invited to note that the proposed pay increase for the officeholders, in line with the award made to the Scottish Senior Civil Service for this financial year (2020/21), is 3%.

#### Background

2. The SPCB has a statutory duty to set the terms and conditions of appointment for the independent officeholders it supports. The officeholders are all on spot salaries.

3. The current uprating mechanism, 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 uplift is 3%.

4. For 2020/21, the officeholders will receive the following increase to their spot salaries. The one exception is the Scottish Public Services Ombudsman whose salary was reviewed by the SPCB on 4 February and in light of the significant additional statutory duties that have been added to this post, has had her salary increased from £85,939 to £93,800 with immediate effect.

	Current salary/daily rate £	3% increase £	Salary/daily rate with effect from 1 April 2020 £
Auditor General*	142,000	4,260	146,260
Information Commissioner	75,585	2,268	77,853
Children's Commissioner	72,479	2,175	74,654
Ethical Standards Commissioner	74,468	2,235	76,703
Chair, SHRC	73,204	2,197	75,401
P/T Member, SHRC 30 days	272.04	8.16	280.20
P/T Convener, Standards Commission 36 days	305.56	9.17	314.73
P/T Member, Standards Commission 24 days	255.17	7.66	262.83

\* Audit Scotland pays the AGS's salary

## **Governance**

5. This arrangement forms part of the officeholders' terms and conditions of appointment. This pay award is effective from 1 April last year.

## **Resource implications**

6. The costs will be met from the officeholders' approved 2020/21 budgets. Audit Scotland will meet the additional costs for the Auditor General.

## **Publication Scheme**

7. This paper should not be published at this time.

## **Next steps**

8. Arrangements will be made for backdated pay to be made in the next available pay run.

9. Officials will, in due course, be writing out to the officeholders informing them of the decision taken by the SPCB at its meeting on 4 February 2021 to introduce officeholder pay scales in line with SPCB Staff Grades, 7, 8 and 9 from 1 April 2022. We will also inform the officeholders that the pay award mechanism will in future be linked to the percentage uplift used to revalorise the SPCB staff pay grades.

## **Decision**

10. The SPCB is invited to note the 2020/21 pay award for the officeholders.

## **Officeholder Services**

February 2021