

Cost of Living Payment to SPCB Staff

By correspondence

Reference: SPCB (2022) Paper 73

Executive summary

1. The Scottish Parliamentary Corporate Body (SPCB) is invited to consider whether the costs of the following cost-of-living payments may be met from the SPCB's contingency budget:
 - £600 to SPCB staff earning £32,000 or less (ONS figure says this is the average UK FTE salary and the point of most impact); and
 - £300 to SPCB staff earning above this up to £43,662 (below the Scottish Higher Rate of Tax)

Issues and options

2. For background, the overall inflation rate jumped to 11.1% in October, which was the highest rate in 41 years.
3. Many employers are responding by stepping in to support their staff during this time, recognising that the cost-of-living crisis is affecting their staff in different ways. Some employers are increasing the wage rates of staff while others are offering a one-off payment. Others are making difficult choices to target their available resources to those people who need it most.
4. The SPCB is mindful of the cost-of-living pressures being experienced by its staff. As a result, the SPCB has been considering how it can provide some extra help and support to staff at this time.
5. It is recommended that the cost-of-living payment outlined in paragraph 1 of this paper form part of a package of additional support offered to staff. The aim of which is to provide some financial assistance through the months ahead to those who need it most.
6. If the SPCB is content to provide this payment to its staff, the Pay and Pensions Office will arrange payment to eligible staff. To ensure this payment does not interfere with a staff member's entitlement to Universal Credit, this payment will be paid to staff in instalments from December through to the end of March 2023.

Governance

7. In setting its policy to support staff during the cost-of-living crisis, the SPCB should consider its duties under the Scottish Public Sector Duties under the Equality Act 2010. Specifically, the SPCB's duty to advance equality of opportunities between people of different groups. Applied equally to all groups of staff will improve the financial circumstances including those working part time with caring responsibilities and people with a disability. Financial support to those with lower levels of income also signals inclusivity, promoting Parliament as a good place to work.

Resource implications

8. It is confirmed that there are sufficient funds in the SPCB's contingency budget to meet these costs.

Publication Scheme

9. This paper will be published in accordance with the SPCB's publication scheme.

Decision

10. The SPCB is invited to agree that the costs of making the cost-of-living payment as set out in paragraph 1 of this paper may be met from the SPCB's contingency budget.

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