



The Scottish Parliament
Pàrlamaid na h-Alba

Scottish Parliamentary Corporate Body
Thursday 11 December 2025 (Session 6)

Officeholders – 35-hour working week

Executive summary

1. The founding legislation for each of the SPCB funded officeholders allows for the appointment of staff on such terms and conditions as the relevant officeholder determines.
2. The exercise of this power in the relevant legislation is subject to the approval of the SPCB.
3. The Ethical Standards Commissioner (ESC), the Standards Commission for Scotland (SCS) and the Children and Young People's Commissioner Scotland (CYPCS) are seeking approval to move their staff to a 35-hour working week.

Issues and options

4. While officeholders can request SPCB approval to set the terms and conditions for their staff as they choose, they tend to remain analogous with those of Scottish Parliamentary Service staff. The Parliament has committed to introduce a 35-hour working week for staff no later than 1 March 2026.
5. The ESC, SCS and CYPCS are now seeking approval to move their staff to a 35-hour working week from 1 March 2026.
6. SPSO staff have been on a 35-hour working week for many years. The Scottish Biometrics Commissioner and Patient Safety Commissioner for Scotland receive shared services via the SPSO, and as such their staff are employed on SPSO terms and conditions, and therefore are also already on a 35-hour working week.
7. The Scottish Information Commissioner is still considering his options and discussing with staff and may seek approval to move to a 35-hour working week at a later date.

Governance

8. Under the [Scottish Parliamentary Commissions and Commissioners etc. Act 2010](#), the [Ethical Standards in Public Life etc. \(Scotland\) Act 2000](#), and the [Commissioner for Children and Young People \(Scotland\) Act 2003](#), the terms and conditions of officeholder staff must be approved by the SPCB.

Publication Scheme

9. This paper can be published in line with the SPCB publication scheme.

Decision

10. The SPCB is invited to approve the requests from the ESC, SCS and CYPCS to update the terms and conditions for their staff to a 35-hour working week.

Officeholder Services
December 2025