

250109 (150) FOI Salaries and Benefits

From: [Freedom of Information](#)
To: [REDACTED]
Cc: [Freedom of Information](#)
Subject: Freedom of Information Request
Date: 09 January 2025 08:56:39
Attachments: [REDACTED]

Dear [REDACTED]

Thank you for your freedom of information request and clarification of 10 December 2024. We are responding to you under the Freedom of Information (Scotland) Act 2002.

FOI REQUEST (10 December 2024)

If you are a public body which provides frontline medical services, please break down your answers to the following by frontline medical staff and all other employees.

1. By financial year*, from 2014-15 to present, number of employees whose salary was, at current prices**:
 - a. £100k-£125k
 - b. £125k-£150k
 - c. £150k-£175k
 - d. £175k-£200k
 - e. £200k-£225k
 - f. £225k-£250k
 - g. £250k+
2. By financial year, from 2014-15 to present, number of employees whose total compensation*** was, at current prices, in each of the bands listed from 1(a) to 1(g).
3. By financial year, from 2014-15 to present, number of employees whose salary was, at constant 2024-25 prices****, in each of the bands listed from 1(a) to 1(g).
4. By financial year, from 2014-15 to present, number of employees whose total compensation was, at constant 2024-25 prices, in each of the bands listed from 1(a) to 1(g).
5. By financial year, from 2014-15 to present, total value of bonuses handed out to employees at current prices.
6. By financial year, from 2014-15 to present, the value of the ten largest bonuses handed out to individual employees. Please also list job title with this if possible.

*If you do not have information that generally covers the whole financial year, information as of the start of the financial year (1 April) as a snapshot will work.

**'Current prices' meaning value as of time of measurement of the relevant metric, not adjusted for inflation.

***'Total Compensation' means to refer to the value of all tangible and intangible benefits the employee receives from you in exchange for work, including but not limited to base salary, bonuses, benefits (health insurance, pension contributions, paid time off and so forth), perks etc.

****The measure of inflation adjustment I mean to invoke by saying 'constant 2024-25

prices' is the official GDP deflator, as per the UK Government publication of this. The following table demonstrates the adjustment of the pay bands from 1(a) to 1(g) to constant 2024-25 prices.

CLARIFICATION (10 December 2024)

Please consider this a pre-emptive clarification for my FOI request entitled 'High-earning employees count and compensation' sent at 10:01am this morning.

1. If you received that request, it is intended for you, regardless of whether you provide frontline medical services or not. The opening clarifying if-statement is just that – an if-statement. If you do not provide frontline medical services, I am not asking you to break down the answers to 1-5 from the original request by frontline medical staff and all other employees, and I am simply asking for the information from 1-5 as regards all employees of your public body.
2. For a definition of frontline medical staff, if applicable, please use the definition here for 'Frontline health care workers': <https://southerntrust.hscni.net/wp-content/uploads/2020/10/PHA-Definitions-of-frontline-workers.pdf>
3. If you employ frontline medical staff as per the above definition, then please consider yourself to fulfil the condition of providing frontline medical services as per the original request and break down answers to request points 1-5 by frontline health care workers and all other staff. If you do not employ frontline health care workers as per that above definition, there is no need to break down answers to 1-5 by frontline health care workers and all other staff, and you can simply provide the information from 1-5 regarding all employees of your public body.

FOI RESPONSE

South of Scotland Enterprise (SOSE) was formed on 1 April 2020, so we have provided information from this date.

Response to questions 1, 2, 3 and 4: -

SOSE's Senior Leadership Team fall into the salary bands listed. Information on our Senior Leadership Team remuneration and compensation (salary and pension) is available in SOSE's Annual Report and Accounts which are published on our [website](#).

- SOSE Annual Report 20/21 – Page 70
https://www.southofscotlandenterprise.com/media/wmyaggxp/sose_annualreport_21.pdf
- SOSE Annual Report 21/22 – Page 63
https://www.southofscotlandenterprise.com/media/rfmhepvu/sose-2122-annual_report_and_accounts_-_final_230822_signed.pdf
- SOSE Annual Report 22/23 – Page 64

https://www.southofscotlandenterprise.com/media/rj0l10in/sose_annual_report_and_accounts_22-23.pdf

- SOSE Annual Report 23/24 – Page 65

<https://www.southofscotlandenterprise.com/media/farcqmon/sose-annual-report-and-accounts-23-24.pdf>

Response to questions 5 and 6: -

Nil return. South of Scotland Enterprise do not give bonuses to employees.

You have the right to request a review of the way in which this request has been processed. Should you wish to exercise this right, you will need to contact us within 40 working days of receipt of this email.

If you remain dissatisfied on completion of the review, you have the right to appeal to the Office of the Scottish Information Commissioner and thereafter to the Court of Session on a point of law only:

Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Telephone: 01334 464610

www.foi.scot

or for online appeals:

www.foi.scot/appeal

Regards,
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