

251204 (209) FOI Staff Base

From: Freedom of Information <foi@sose.scot>

Sent: 04 December 2025 15:21

To: [REDACTED]

Cc: Freedom of Information <foi@sose.scot>

Subject: FOI on staff based outside of Scotland

Dear [REDACTED],

Thank you for your Freedom of Information request of 10 November 2025. We are responding to you under the Freedom of Information (Scotland) Act 2002 [FOISA].

FOI REQUEST (10 November 2025)

1. In each year since 2020-21, including the current year to date, how many staff at this organisation have a home address based in England?
2. Please break this down by pay banding if possible.

RESPONSE

Q1. and Q2. Please see our response in the table below. Figures for each financial year are based on the March payroll with the current year taken from the November payroll.

Financial Year	Q1. Number of employees with home address in England	Q2. Breakdown by employee pay grade *
2020/21	0	n/a
2021/22	3	3 x grade E
2022/23	2	1 x grade E, 1 x grade F
2023/24	2	1x grade D, 1 x grade E
2024/25	3	1 x grade A, 1 x grade D, 1 x grade E
2025 – to date	3	1 x grade A, 1 x grade D, 1 grade F

* SOSE current salary ranges:-

SOSE Grade	Salary Range
A	£24,773
D	£34,845 to £40,634
E	£43,643 to £50,417
F	£52,817 to £62,421

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,
SOSE Corporate Relations
FOI@sose.scot



www.southofscotlandenterprise.com