

250508 (160) FOI Remuneration, Spending etc

From: [Freedom of Information](#)
To: [REDACTED]
Cc: [Freedom of Information](#)
Subject: FOI - Senior Remuneration, EDI Expenditure, Organisational Spending and Budgetary Pressures
Date: 08 May 2025 15:39:56
Attachments: [REDACTED]

Dear [REDACTED],

Thank you for your Freedom of Information request of 1 April 2025. We are responding to you under the Freedom of Information (Scotland) Act 2002.

FOI REQUEST (1 April 2025)

I am writing to request the disclosure of information under the Freedom of Information (Scotland) Act 2002 ("FOISA") relating to remuneration, equality-related expenditure, and budgetary context for the most recent full financial year (e.g. 2022/23 or 2023/24, if concluded).

I appreciate that some of the information requested may be recorded across multiple departments or formats. If any clarification or prioritisation is necessary to assist in responding within the statutory cost limits, I would be grateful for early notice in accordance with your duty under section 15 of FOISA ("Duty to Advise and Assist").

I respectfully request the following:

1. Top Remuneration

Please provide a list of the 10 highest remunerated individuals employed by your organisation. For each individual, please include:

Job title or position (not personal names) Gross annual salary Employer pension contributions Any additional benefits or allowances (e.g. car, housing, relocation) Performance-related pay or bonus (if applicable) Total cost to the organisation for that employee (salary + pension + benefits) If this information is already published (e.g. in annual accounts or a remuneration report), a link or reference to the specific section would be appreciated.

2. Equality, Diversity & Inclusion (EDI) Expenditure

For the same period, please provide the total expenditure incurred for EDI-related activity, including (where available):

Staffing costs for roles wholly or primarily related to EDI (please include job titles and FTE headcount) External consultants, trainers, or facilitators engaged to deliver EDI programmes Costs of internal EDI communications, campaigns, or events Memberships, subscriptions, or benchmarking schemes related to EDI (e.g. Stonewall Diversity Champions) If figures are not held centrally or itemised in this way, please provide what is reasonably available and explain any limitations.

3. Ancillary Expenditure

Please provide total organisational spending in the following non-core or ancillary categories (if applicable):

Staff engagement activities, including away days, retreats, or team-building events
Payments to external PR, communications, or "reputation management" firms
Costs associated with corporate rebranding (logos, signage, visual identity updates)
Spending on aesthetic or non-essential enhancements to office/premises (e.g. artwork, décor)
Expenditure on environmental/climate sustainability programmes, staff or projects
This information is requested for transparency around wider organisational resource allocation. If estimates or summarised totals are more practical, please indicate accordingly.

4. Budget Pressures and Funding Gaps

Please disclose any formally identified or publicly reported:

Budget deficits, "black holes", or forecast funding gaps during the financial year
Actions taken or proposed to address shortfalls (e.g. recruitment freezes, service reductions, efficiency savings)
Any overspends, with amounts, departments affected, and mitigation measures
Any additional financial support requested or received from central government or other funding bodies due to budgetary pressures
If this information has been presented in board papers, audit committee minutes, or budget reports, links or attachments to those documents would be acceptable.

FOI RESPONSE

Information is provided for all questions on the most recent full financial year 2023/24.

Please see Appendix A for responses to questions 1, 2, 3 and 4.

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 Team

FOI@sose.scot



www.southofscotlandenterprise.com

Appendix A

Q1. Top 10 Remuneration					
Job Title	Gross Annual Salary	Employer Pension Contributions	Additional Benefits or allowances	Perf related pay or bonus	Total cost for EE (Salary/ Pension/ benefits)
Chief Executive	£116,934	£25,870	-	n/a	£160,913
Director of Net Zero, Nature and Entrepreneurship	£99,628	£21,411	Salary Sacrifice Car	n/a	£132,958
Acting Director of Place & Enterprise	£99,628	£21,133	Salary Sacrifice Car	n/a	£131,215
Director of Strategy, Partner and Engagements	£99,628	£22,253	-	n/a	£138,239
Director of Place & Enterprise	£94,873	£21,226			£167,295
Interim Director of Finance and Corporate Resources	£73,417	£16,636	-	n/a	£103,029
Head of Innovation & Entrepreneurship	£69,631	£15,885	-	n/a	£98,320
Head of Marketing	£66,862	£14,413	Salary Sacrifice Car	n/a	£88,959
Head of Enterprise and Business	£66,862	£15,265	-	n/a	£92,505
Head of Governance and Assurance	£66,862	£15,265	-	n/a	£94,430

2. Equality, Diversity & Inclusion (EDI) Expenditure	Response		
Staffing costs for roles wholly or primarily related to EDI (please include job titles and FTE headcount)	£85,810	FTE 1	Job title - Fair Work and Equalities Manager
External consultants	None		
Trainers or facilitators engaged to deliver EDI programmes	None		
Costs of internal EDI communications, campaigns, or events Memberships, subscriptions, or benchmarking schemes related to EDI	4,351		

3. Ancillary Expenditure	Response
Total organisational spending in the following non-core or ancillary categories	
Staff engagement activities, including away days, retreats, or team-building events	9,512
Payments to external PR, communications, or “reputation management” firms	17,974
Costs associated with corporate rebranding (logos, signage, visual identity updates)	1,270
Spending on aesthetic or non-essential enhancements to office/premises (e.g. artwork, décor)	-
Expenditure on environmental/climate sustainability programmes, staff or projects	6,165,995

4. Budget Pressures and Funding Gaps	Response
Budget deficits, “black holes”, or forecast funding gaps during the financial year	Information is available in our SOSE Board Minutes and Annual Report and Accounts -
Actions taken or proposed to address shortfalls (e.g. recruitment freezes, service reductions, efficiency savings)	SOSE Board Minutes
Any overspends, with amounts, departments affected, and mitigation measures	https://www.southofscotlandenterprise.com/resources/sose-docs-resources
Any additional financial support requested or received from central government or other funding bodies due to budgetary pressures	SOSE Annual Report 23/24 (1 April 2023 to 31 March 2024)
	https://www.southofscotlandenterprise.com/media/farcqmon/sose-annual-report-and-accounts-23-24.pdf