

250430 (161) FOI Workplace Details

From: [Freedom of Information](#)
To: [REDACTED]
Cc: [Freedom of Information](#)
Subject: Workplace Basic Details FOI
Date: 30 April 2025 09:39:33
Attachments: [REDACTED]

Good morning,

Thank you for your Freedom of Information request of 3 April 2025. We are responding to you under the Freedom of Information (Scotland) Act 2002.

FOI REQUEST (3 April 2025)

1. What is the primary SIC 2007 code for your organisation's activities?
2. How many workers are directly employed by your organisation?
3. How would you classify your organisation: Private, Public, or Voluntary?
4. In which region is your workplace located?
5. Do you recognise any trade unions in your workplace? If so, please name them.
6. What was the date your latest pay settlement/agreement, came into effect?
7. what date will your next pay settlement/agreement begin?
8. In this latest settlement/agreement, what was the percentage pay increase for your lowest-paid employee?
9. In this latest settlement/agreement, what was the standard percentage pay increase?
10. What is the job title(s) and hourly rate of your lowest-paid employees?
11. Are you a living wage foundation Accredited Living Wage Employer?

FOI RESPONSE

1. Our SIC 2007 code is SIC 84110 (General public administration activities)
2. SOSE have 145 employees (as of 21 April 2025)
3. Public - SOSE is a Non-Departmental Public Body (NDPB)
4. We cover the South of Scotland - Dumfries and Galloway and Scottish Borders Regions
5. We work with the Public and Commercial Services Union (PCS)
6. Our last pay settlement came into effect on 1 April 2024
7. The next pay settlement is currently under negotiation
8. The £1,500 consolidated pay increase equates to 6.45% increase, this is based on lowest paid employee.
9. The 2024/25 settlement was a tiered uplift and not standard across all grades and front loaded for lower paid staff. Grade A - £1,500 consolidated uplift, Grade C to G - 3%, Grade H - 2.5%.
10. Our lowest paid employees are Modern Apprentices with an hourly spot rate of £14.88 per hour. Our Support Staff hourly rate range is £16.19 to £17.87.
11. SOSE is a living wage employer

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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