

	Compensation for loss of Office (Audited)	Comments
2020 – 2021	None to date	None to date (will be published in Annual report and accounts at a later date).
2019 - 2020	None	<p>FSS had no redundancy and other departure costs in 2019/20 related to active staff members. Exit costs are accounted for in full in the year of departure. Ill health retirement costs were met by the pension scheme and are not included. There was one retirement on ill health grounds in 2019/20.</p> <p>There was a lump sum payment of £13k made to a member of staff whose employment came to an end during the financial year 2019/20 due to a long period of sickness absence. This payment was made up of £4k for 5 weeks' pay in lieu of notice and £9k in respect of efficiency dismissal notification as advised by My Civil Service Pension Scheme (MCSPS).</p>
2018 - 2019	None	FSS had no redundancy and other departure costs in 2018/19 related to active staff members. Exit costs are accounted for in full in the year of departure. Ill health retirement costs were met by the pension scheme and are not included. There was one retirement on ill health grounds in 2018/19.
2017 - 2018	None	FSS had no redundancy and other departure costs in 2017/18 related to active staff members. Exit costs are accounted for in full in the year of departure. Ill health retirement costs were met by the pension scheme and are not included. There were no early retirements on ill health grounds in 2017/18.
2016 - 2017	None	<p>FSS had no redundancy or other departure costs in 2016/17 related to active members of staff.</p> <p>A final lump sum capital payment of £101k was made in respect of a former FSA in Scotland member of staff's exit from the early departure scheme in 2016/2017. When the provision for early departure was re-valued at the end of 2015/16 this lump sum was not included, as a result the additional cost was fully accounted for in 2016/17.</p>
2015 - 2016	None	FSS had no redundancy or other departure costs in 2015/2016. Ill health retirement costs were met by the pension scheme and are not included. There were no early retirements on ill health grounds in 2015/16.

The information in this table was taken from [FSS Annual Report and Accounts available on our website](#)

Recruitment/Advertising - we do not track recruitment/advertising costs as this is delivered centrally from Scottish Government Resourcing as part of our Shared Service complement.