

## Freedom of Information Questions 2022

**Question 1.** Please state the effective date (day and month) of your organisation's 2022 pay review.

**Answer** 1st April 2022 to be processed and back-dated in the November 2022 pay run.

**Question 2.** If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.

**Answer** N/A.

**Question 3.** Please state the employee group/s covered by the 2022 pay review.

**Answer** Scottish Government Main (SGM).

**Question 4.** Please state the total number of employees covered by the 2022 pay review.

**Answer** Within Scottish Government Main there are approximately 14,000 employees, and within Food Standards Scotland 316.

**Question 5.** Please provide a copy of your 2022 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.

**Answer** From 1st April 2022, the following pay ranges within Scottish Government Main apply:

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3			28,702	33,120	41,642	32,847	52,355	68,539	
Max-2	22,182	25,713	29,447	34,725	42,855	35,944	54,867	70,923	79,360
Max-1	23,335	26,481	30,440	36,330	44,888	38,016	58,849	74,002	80,255
Max	24,488	27,335	31,541	37,936	49,860	40,603	65,276	79,109	80,434

I can confirm that the key features of Public Sector Pay Policy as listed above applied to both Scottish Government Main and Food Standard Scotland:

a. Setting a guaranteed wage floor of £10.50 per hour, going beyond the current real Living Wage rate of £9.90;

a. Providing a guaranteed cash underpin of £775 for public sector workers who earn £25,000 or less;

b. Providing a basic pay increase of up to £700 for those public sector workers earning between £25,000 to £40,000;

c. Provide a cash uplift of £500 for public sector workers earning above £40,000; and

d. Allowing flexibilities for employers to use up to 0.5 per cent of pay bill savings on baseline salaries in 2022 to address clearly evidenced equality or pay coherence issues.

**Question 6.** Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.

**Answer** In Scottish Government Main consolidated increases of 5.4% apply to the lowest rate of pay.

**Question 7.** If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rise (where all employees generally receive the same increase irrespective of their individual performance) please state the average percentage increase and whether or not the awards are consolidated.

**Answer** N/A

**Question 8.** Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.

**Answer** The estimated increase in pay cost, as a result of the latest pay review, represents 8% of FSS full year 2022/23 salary costs.

**Question 9.** Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.

**Answer** The 5 recognised trade unions are:

- The Public Commercial Services Union (PCS)
- Prospect
- FDA
- Nautilus
- Unite the Union

## SCOTTISH GOVERNMENT MAIN (SGM) BARGAINING UNIT

Core Directorates covered by the following DG areas	Agencies	Non Ministerial Departments (NMDs) and NDPBs
Communities	Accountancy in Bankruptcy	National Records of Scotland
Constitution and External Affairs	Disclosure Scotland	Office of the Scottish Charity Regulator
Corporate	Education Scotland	Scottish Housing Regulator
Economy	Scottish Public Pensions Agency	Revenue Scotland
Education and Justice	Student Awards Agency for Scotland	Food Standards Scotland
Health and Social Care	Transport Scotland	Scottish Fiscal Commission
Scottish Exchequer	Social Security Scotland	Community Justice Scotland

Food Standards Scotland is covered by the Scottish Government Main agreement as part of the Scottish Government Main bargaining unit in the table above.

**Question 10.** Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.

**Answer** Scottish Government Main is responsible for the pay awards for various Agencies and NMOs so requests for further information can be directed to ceu@gov.scot.

Further contacts at Scottish Government Main Payroll are:  
Carra.Groom@gov.scot and Emma.Stephenson2@gov.scot