

FOI 202000103809 - ANNEX A

Information requested under the Freedom of Information (Scotland) Act 2002 (FOISA):

- 1) The total ministerial pay bill from 2010/11 to 2020/21.
- 2) Internal Scottish Government correspondence on ministerial pay in 2018/19, 2019/20 and 2020/21.

Document 1

Sent: Thu 05/04/2018 15:13

From: [redacted]

Subject: RE: FM's pay

To: [redacted]

Cc: Finance Pay Policy FinancePayPolicy@gov.scot; [redacted] [redacted] ; News Desk <Newsdesk@gov.scot>; Communications First Minister <CommunicationsFirstMinister@gov.scot>; Internal Communications <InternalCommunications@gov.scot>; [redacted]; Ingebrigtsen R (Ross) <Ross.Ingebrigtsen@gov.scot>; [redacted]>; Cabinet Secretariat inbox CabinetSecretariat3@gov.scot

[redacted],

Just in case you need it, I have found and updated a one-page briefing note – it is broadly the same as the budget briefing from last December, but updated to take account of the 0.6% Scottish Parliament pay increase which came into force from 1 April (but which Ministers don't take):

Attachment: Public Sector Pay - Ministerial pay freeze - updated lines - 5 April 2018

[redacted]

[redacted] | Cabinet Secretariat | Scottish Government | T [redacted] | M [redacted]

[redacted], St Andrew's House, 1 Regent Road, Edinburgh EH1 3DG

From: Ingebrigtsen R (Ross)

Sent: 05 April 2018 14:53

To: [redacted]; [redacted]; [redacted]

Cc: Finance Pay Policy; [redacted]; [redacted]; News Desk; Communications First Minister; Corporate Communications

Subject: RE: FM's pay

Thanks – if you could just stress to him the point in the article about what her pay entitlement is and what she actually takes.

[redacted]

Any idea why he is wanting this info?

Thanks

Ross

Please note Scottish Ministers, Special advisers and the Permanent Secretary to the Scottish Government are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot for information.

From: [redacted]
Sent: 05 April 2018 14:51
To: [redacted]; [redacted] Ingebrigtsen R (Ross)
Cc: Finance Pay Policy; [redacted]; [redacted]; News Desk; Communications First Minister; Corporate Communications
Subject: RE: FM's pay

Thanks [redacted]. As discussed, I'll go back to Daily Mail with that information.

[redacted]/Ross – for info – Michael Blackley looking to know if pay freeze is still continuing and how much FM is being paid. Am just going to go back with info presented here, which is correct:

<http://www.bbc.co.uk/news/uk-scotland-scotland-politics-42254880>

[redacted]
[redacted]
Newsdesk
The Scottish Government
[redacted]

From: [redacted]
Sent: 05 April 2018 14:45
To: [redacted]
Cc: Finance Pay Policy; [redacted]
Subject: FM's pay

[redacted],

The BBC article you mentioned seems accurate:
<http://www.bbc.co.uk/news/uk-scotland-scotland-politics-42254880>

[redacted]
[redacted] | Cabinet Secretariat | Scottish Government | T [redacted] | M [redacted]
[redacted], St Andrew's House, 1 Regent Road, Edinburgh EH1 3DG

Attachment

MINISTERIAL PAY

- In 2018-19, Scottish Ministers have frozen their pay for the *tenth* year running, recognising the wider economic and fiscal pressures as well as the restraints placed on public sector pay.
- Since 1 April 2009, Scottish Ministers have declined to accept their full salary entitlement, and their take-home pay remains at 2008-09 levels – a difference of **12.2 per cent**.
- From the start of the pay freeze in April 2009, Scottish Ministers have made **over £540,000** available for public spending from their own pay packets (**£543,792 to 30 September 2017**).
- The voluntary pay freeze will remain in force for the duration of this Parliament.

Difference between 2008-09 and 2018-19 gross salary entitlements:

<i>(MSP + Ministerial pay)</i>	Current salary entitlement	2008-09 salary entitlement	Difference £	Difference %
First Minister	£152,631	£135,605	£17,026	12.6%
Cabinet Secretary	£108,853	£96,999	£11,854	12.2%
Minister	£91,406	£81,449	£9,957	12.2%

- Ministerial and MSP salaries are set and paid by the Scottish Parliament and the Scottish Government has no role in this. Salaries are agreed by the whole Parliament in line with proposals put forward by the Scottish Parliament Corporate Body.
- The rules of the Scottish Parliament Salaries Scheme do not give the power to withhold an annual increase from the gross salary entitlement. To achieve the required reduction, the pay increases to which Ministers and Law Officers would have been entitled are deducted from their net salary and paid direct to the Scottish Government to be made available for public spending.

Background

- See SG Consolidated Accounts 2016-17 for a description of the pay freeze commitment – part of the Remuneration Report:
www.gov.scot/Publications/2017/09/1919/345430
- The following table sets out the change in MSP and Ministerial salary entitlements since 2008-09 (for the post of Cabinet Secretary):

Year	Entitlement as an MSP	Entitlement as a Cabinet Secretary	Total salary entitlement	Increase	Ministerial salary after freeze
	£	£	£	%	£
2008-09	55,381	41,618	96,999	n/a	96,999
2009-10	57,521	43,227	100,748	3.9%	96,999
2010-11	57,521	43,227	100,748	0.0%	96,999
2011-12	57,521	43,227	100,748	0.0%	96,999
2012-13	57,521	43,227	100,748	0.0%	96,999
2013-14	58,096	43,660	101,756	1.0%	96,999
2014-15	58,678	44,097	102,775	1.0%	96,999
2015-16	59,089	44,406	103,495	0.7%	96,999
2016-17	60,685	45,605	106,290	2.7%	96,999
2017-18	61,778	46,426	108,204	1.8%	96,999
2018-19	62,149	46,704	108,853	0.6%	96,999

- Details of the salary scheme and salary entitlements are published on the Parliament's website: www.parliament.scot/msps/msp-salaries.aspx

SG Contacts: Cabinet Secretariat: [redacted]x[redacted]
Finance Pay Policy:
[redacted]/ [redacted]/ [redacted],
x[redacted] / [redacted] / x[redacted]

Scottish Parliament contact:
[redacted]
Pay and Pensions Manager
The Scottish Parliament
Human Resources Office
Edinburgh
EH99 1SP
Telephone (Direct Dial): [redacted]
E-mail: [redacted]

Document 2

Sent: Wed 27/06/2018 13:09
From: [redacted]
Subject: Ministerial Pay
To: [redacted]

Attachment as Document 1

[redacted],

As discussed, here's the Ministerial pay briefing note.

[redacted]
X[redacted]

[redacted] Cabinet Secretariat & Parliament and Legislation Unit | The Scottish Government
[redacted] St Andrew's House, Edinburgh, EH1 3DG | Tel: [redacted] | [redacted]

Document 3

Sent: Tue 11/12/2018 17:24

From: [redacted]

Subject: Lines for clearance - Ministerial pay

To: ZZZFirst Minister 2016 to 2021 zzzfirstminister2016to2021@gov.scot

Cc: Minister for Parliamentary Business and Veterans <MinisterPBV@gov.scot>;
zzzCabinet Secretary for Government Business and Constitutional Relations 2018 to
2020 <zzzCabSecGBCR@gov.scot>; ZZZCabinet Secretary for Finance, Economy
and Fair Work 2018 to 2020 <zzzCabSecFEFW@gov.scot>; Lloyd E (Elizabeth)
<Elizabeth.Lloyd@gov.scot>; Nicolson S (Stuart) (Special Adviser)
<Stuart.Nicolson@gov.scot>; Ingebrigtsen R (Ross) <Ross.Ingebrigtsen@gov.scot>;
Hynd JS (James) <James.Hynd@gov.scot>; Rogers D (David) (Constitution and
Cabinet Director) <David.Rogers@gov.scot>; [redacted]; [redacted]; [redacted];
[redacted]; Desk <Newsdesk@gov.scot>; Communications First Minister
<CommunicationsFirstMinister@gov.scot>; [redacted]; [redacted]; [redacted];
Internal Communications InternalCommunications@gov.scot

FMPO,

Copy as above,

We understand that tomorrow the Scottish Parliament Corporate body will inform the Finance and Constitution Committee that MSPs are to receive a 2.3% pay increase with effect from 1 April 2019.

All Ministerial salaries including the First Minister's will be uplifted by the same percentage. In anticipation of media queries about the Ministerial pay freeze, the draft lines below have been agreed with policy colleagues and SpAds.

I'd be grateful if you can check whether the First Minister is content.

Thanks

[redacted]

A Scottish Government spokeswoman said:

"In 2019-20 Scottish Ministers will freeze their pay for the eleventh year running, recognising the wider economic and fiscal pressures, as well as the restraints placed on public sector pay, and increased living costs more generally. While we have now

lifted the cap on public sector pay, we believe it is right to maintain the Ministerial pay freeze.

“This means Scottish Ministers take-home pay remains at 2008-09 levels – a difference of 14.8 per cent compared with the proposed rate for 2019-20. This has made over £685,000 in additional funding available for public spending.”

Background (if needed)

Ministerial and MSP salaries are set and paid by the Scottish Parliament and the Scottish Government has no role in this. Salaries are agreed by the whole Parliament in line with proposals put forward by the Scottish Parliament Corporate Body.

The rules of the Scottish Parliament Salaries Scheme do not give the power to withhold an annual increase from the gross salary entitlement. To achieve the required reduction, the pay increases to which Ministers and Law Officers would have been entitled are deducted from their net salary and paid direct to the Scottish Government to be made available for public spending.

Document 4

Sent: Wed 18/12/2019 13:52

From: [redacted]

Subject: Line to clear - ministerial pay freeze – PA

To: ZZZFirst Minister 2016 to 2021 zzzfirstminister2016to2021@gov.scot

Cc: Hynd JS (James) <James.Hynd@gov.scot>; Rogers D (David) (Constitution and Cabinet Director) <David.Rogers@gov.scot>; Communications First Minister <CommunicationsFirstMinister@gov.scot>; [redacted]; Internal Communications <InternalCommunications@gov.scot>; [redacted]; [redacted]; News Desk <Newsdesk@gov.scot>; [redacted]; Nicolson S (Stuart) (Special Adviser) <Stuart.Nicolson@gov.scot>; Ingebrigtsen R (Ross) <Ross.Ingebrigtsen@gov.scot>; Lloyd E (Elizabeth) <Elizabeth.Lloyd@gov.scot>; [redacted]
FM/PO,

PA has asked if ministerial pay will continue to be frozen at 2008-09 levels. The query is on the back of a report to the finance committee today which refers to a proposed 1.4% increase to MSP pay (including officeholder salaries).

We have discussed with policy colleagues and SpAds. Grateful for clearance of suggested lines.

Copying in my colleague [redacted] who will progress this as I will be out of the office for the rest of the afternoon.

Thanks,

[redacted]

A Scottish Government spokeswoman said:

“In 2020-21 Scottish Ministers will freeze their pay for the 12th year running, recognising the wider economic and fiscal pressures, as well as the constraints placed on public sector pay, and increased living costs more generally. So long as these constraints remain, we believe it is right to maintain the Ministerial pay freeze.

“Since April 2009, the Ministerial pay freeze has made over £860,000 in additional funding available for public spending.”

Background

Ministerial and MSP salaries are set and paid by the Scottish Parliament and the Scottish Government has no role in this. Salaries are agreed by the whole Parliament in line with proposals put forward by the Scottish Parliament Corporate Body.

The rules of the Scottish Parliament Salaries Scheme do not give the power to withhold an annual increase from the gross salary entitlement. To achieve the required reduction, the pay increases to which Ministers and Law Officers would have been entitled are deducted from their net salary and paid direct to the Scottish Government to be made available for public spending.

[redacted]
Newsdesk
Scottish Government
Ext [redacted]
[redacted]

Document 5

Sent: Fri 04/12/2020 12:08
From: [redacted]
Subject: RE: DFM - Ministers Salary's
To: Deputy First Minister and Cabinet Secretary for Education and Skills
DFMCSE@gov.scot
Cc: [redacted]; Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>;
[redacted]; [redacted]; [redacted]

[redacted],
All Scottish Government Ministers have agreed to continue to freeze their take-home pay **at 2008-09 levels** for the duration of this Parliament.

Lines if required:

- In 2020-21, Scottish Ministers have frozen their pay for the **twelfth** year running, recognising the wider economic and fiscal pressures as well as the restraints placed on public sector pay.

- Since 1 April 2009, Scottish Ministers have declined to accept their full salary entitlement, and their take-home pay remains at 2008-09 levels – a difference of **16.4 per cent compared with the 2019-20 rate**.
- From the start of the pay freeze in April 2009, Scottish Ministers have made **over £860,000** available for public spending from their own pay packets (£860,187 to 30 September 2019).
- The voluntary pay freeze will remain in force for the duration of this Parliament.

Background from the Scottish Government's 2019-20 Consolidated Accounts:

Scottish Government Ministers' Pay Freeze Commitment

The Scottish Parliament Corporate Body (SPCB) is required under Chapter 46, Section 81 of the Scotland Act 1998 to make provision for the payment of salaries to MSPs, Officeholders of the Parliament and Ministers. A resolution of the Parliament to pay salaries in accordance with the Scottish Parliamentary Salaries Scheme was passed by the Parliament on a free vote on 21 March 2002. The Scheme determines that the Scottish Parliamentary Corporate Body should decide the salary levels for Members and Officeholders including the Law Officers. The Scheme determines that Members' and Officeholders' salary rates should be increased annually from 1 April in line with public sector pay rises in Scotland, using the Annual Survey of Hours and Earnings published by the Office for National Statistics.

Scottish Government Ministers and the Law Officers have previously agreed to freeze pay as at their April 2009 pay level. The Salaries Scheme does not give the power to withhold an annual increase. To achieve the required reduction, pay increases are deducted from the Ministers' and the Law Officers' net salaries and repaid to the Scottish Consolidated Fund. The disclosure reflects the salary awarded under the Scottish Parliamentary Salaries Scheme.

[redacted] | Cabinet Secretariat | Scottish Government | [redacted]

Please copy e-mails which concern Cabinet business to the [Cabinet Secretariat inbox](#)

From: [redacted]
Sent: Friday, December 04, 2020 12:02:00 PM
To: [redacted]
Cc: Hynd JS (James); [redacted]; Cabinet Secretariat inbox
Subject: RE: DFM - Ministers Salary's
Auto forwarded by a Rule

Yes. I'll answer now.

[redacted]
 [redacted] | Cabinet Secretariat | Scottish Government | [redacted]
 Please copy e-mails which concern Cabinet business to the [Cabinet Secretariat inbox](#)

From: [redacted]
Sent: 04 December 2020 12:01
To: [redacted]
Cc: Hynd JS (James) <James.Hynd@gov.scot>; [redacted]
Subject: FW: DFM - Ministers Salary's

One for you [redacted]?

[redacted]
From: [redacted] **On Behalf Of** Deputy First Minister and Cabinet Secretary for Education and Skills

Sent: 04 December 2020 11:59

To: [redacted]; Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>; [redacted]; [redacted]

Cc: Hynd JS (James) <James.Hynd@gov.scot>

Subject: DFM - Ministers Salary's

Morning,

DFM is doing the media briefing today, he has asked if Minister salaries have been frozen at 2008 levels.

Many thanks

[redacted]

[redacted] | Deputy Private Secretary to John Swinney MSP | Deputy First Minister of Scotland and Cabinet Secretary for Education & Skills | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | Tel: [redacted] | E: DFMCSE@gov.scot

Document 6

Sent: Mon 23/07/2018 15:50

From: Benn R (Robin) Robin.Benn@gov.scot

Subject: RE: SG Consolidated Accs 17/18 - Remuneration and Staff Report - ministerial pay freeze

To: [redacted]

Cc: Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>; [redacted]; [redacted]; [redacted]; [redacted]

[redacted],

I can confirm that the wording is still valid.

In the heading, I'd add an apostrophe as indicated:

Scottish Government Ministers' Pay Freeze Commitment

I've also copied in [redacted] and [redacted] in Finance Admin, since they handle the payments to the Scottish Consolidated Fund which the Parliament payroll team pass over to the Scottish Government.

[redacted]

[redacted] | Cabinet Secretariat | Scottish Government | T [redacted] | M [redacted] | [redacted], St Andrew's House, 1 Regent Road, Edinburgh EH1 3DG

From: [redacted]

Sent: 23 July 2018 15:41

To: [redacted]

Cc: Cabinet Secretariat inbox; [redacted]; [redacted]; [redacted]

Subject: SG Consolidated Accs 17/18 - Remuneration and Staff Report - ministerial pay freeze

[redacted],

Similar to last year (below) please can I double check that the ministerial pay freeze commitment wording is still valid?

I see from a quick google in a November 2017 published FOI (<https://beta.gov.scot/publications/foi-17-01904/>) that the pay freeze will continue to the end of the current parliament (2021).

Many thanks,
[redacted]

[redacted] | Assistant Finance Manager | Accountancy Services | Corporate Reporting Division | Scottish Government | Area 3B North | Victoria Quay | Edinburgh | EH6 6QQ | email: [redacted] | telephone: [redacted]

From: [redacted]
Sent: 25 June 2017 16:00
To: [redacted]>
Cc: Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>; [redacted]
Subject: RE: SG Consolidated Accs 16/17 - Remuneration and Staff Report - ministerial pay freeze

[redacted],

I can confirm that the wording is still valid – sorry for the delay in responding (I have been away on leave).

For future reference, if you want a timely response, it is always worth also copying messages to the 'Cabinet Secretariat inbox', as other colleagues may also be able to help in my absence.

[redacted]
[redacted] | Cabinet Secretariat | Scottish Government | T [redacted] | M [redacted] | [redacted], St Andrew's House, 1 Regent Road, Edinburgh EH1 3DG

From: [redacted]
Sent: 13 June 2017 17:00
To: [redacted]
Subject: SG Consolidated Accs 16/17 - Remuneration and Staff Report - ministerial pay freeze

[redacted],

We are undertaking the annual consolidation for the Accounts and thus reviewing the wording from last year. On your return from leave I would appreciate if you can confirm that no change is necessary to the pay freeze statement below. Hopefully this will avoid the prior year situation where last minute clarifications were needed.

Scottish Government Ministers Pay Freeze Commitment

The Scottish Parliament Corporate Body is required under Chapter 46, Section 81 of the Scotland Act 1998 to make provision for the payment of

salaries to MSPs, Officeholders of the Parliament and Ministers. A resolution of the Parliament to pay salaries in accordance with the Scottish Parliamentary Salaries Scheme was passed by the Parliament on a free vote on 21 March 2002. The Scheme determines that the Scottish Parliamentary Corporate Body should decide the salary levels for Members and Officeholders including the Law Officers. The Scheme determines that Members' and Officeholders' salary rates should be increased annually from 1 April in line with public sector pay rises in Scotland, using the Annual Survey of Hours and Earnings published by the Office for National Statistics.

Scottish Government Ministers and the Law Officers have previously agreed to freeze pay as at their April 2009 pay level. The Salaries Scheme does not give the power to withhold an annual increase. To achieve the required reduction, pay increases are deducted from the Ministers' and the Law Officers' net salaries and repaid to the Scottish Consolidated Fund. The disclosure reflects the salary awarded under the Scottish Parliamentary Salaries Scheme.

Many thanks,
[redacted]

[redacted] | Assistant Finance Manager | Accountancy Services | Corporate Reporting Division | Scottish Government | Area 3B North | Victoria Quay | Edinburgh | EH6 6QQ | email: [redacted] | telephone: [redacted]

Document 7

Sent: Fri 23/08/2019 11:55
From: [redacted]
Subject: RE: SG Consolidated Accs 18/19 - Remuneration and Staff Report - ministerial pay freeze
To: [redacted]
Cc: Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>; [redacted]; [redacted]; [redacted]; [redacted]

[redacted],

I am content.

Thanks very much.

[redacted]
[redacted] | Cabinet Secretariat | Scottish Government | T [redacted] | M [redacted] | [redacted], St Andrew's House, 1 Regent Road, Edinburgh EH1 3DG

From: [redacted]
Sent: 23 August 2019 11:52
To: [redacted]

Cc: Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>; [redacted];
[redacted]

Subject: SG Consolidated Accs 18/19 - Remuneration and Staff Report - ministerial pay freeze

[redacted],

Although I understand this commitment is ongoing please can I double check that the following wording was valid for the last financial year?

Scottish Government Ministers' Pay Freeze Commitment

The Scottish Parliament Corporate Body (SPCB) is required under Chapter 46, Section 81 of the Scotland Act 1998 to make provision for the payment of salaries to MSPs, Officeholders of the Parliament and Ministers. A resolution of the Parliament to pay salaries in accordance with the Scottish Parliamentary Salaries Scheme was passed by the Parliament on a free vote on 21 March 2002. The Scheme determines that the Scottish Parliamentary Corporate Body should decide the salary levels for Members and Officeholders including the Law Officers. The Scheme determines that Members' and Officeholders' salary rates should be increased annually from 1 April in line with public sector pay rises in Scotland, using the Annual Survey of Hours and Earnings published by the Office for National Statistics.

Scottish Government Ministers and the Law Officers have previously agreed to freeze pay as at their April 2009 pay level. The Salaries Scheme does not give the power to withhold an annual increase. To achieve the required reduction, pay increases are deducted from the Ministers' and the Law Officers' net salaries and repaid to the Scottish Consolidated Fund. The disclosure reflects the salary awarded under the Scottish Parliamentary Salaries Scheme.

Many thanks,
[redacted]

[redacted] | Assistant Finance Manager | Accountancy Services | Corporate Reporting Division | Scottish Government | Area 3B North | Victoria Quay | Edinburgh | EH6 6QQ | email: [redacted] | telephone: [redacted]

[TEXT REPEATED FROM DOCUMENT 6]

Document 8

Sent: Thu 29/10/2020 17:52

From: [redacted]

Subject: RE: SG Consolidated Accs 19-20 - Remuneration and Staff Report - ministerial pay freeze

To: [redacted]

Cc: Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>; [redacted];
[redacted]

[redacted],

I'm still content with the text below for 2019-20.

I think it's safe to confirm – as a matter of fact – that there is no provision for performance pay (!) in the Scottish Parliamentary Salaries Scheme, and you could always refer the auditor to the text of the Salary Scheme if they wanted.

The Scottish Parliament Salary Scheme may be found here:

<https://www.parliament.scot/msps/msp-salaries.aspx>

[redacted]

[redacted] | Cabinet Secretariat | Scottish Government | [redacted]
Please copy e-mails which concern Cabinet business to the [Cabinet Secretariat inbox](#)

From: [redacted]

Sent: 29 October 2020 17:47

To: [redacted]

Cc: Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>; [redacted];

[redacted]

Subject: SG Consolidated Accs 19-20 - Remuneration and Staff Report - ministerial pay freeze

[redacted],

Please can I double check that you are still content the pay freeze paragraph below was accurate for 2019-20?

Also you wouldn't happen to be in a position to confirm that ministers are not eligible for any type of performance pay? The concept to me sounds highly unlikely but as the auditor is asking I'm looking for a definitive answer and will happily ask SPCB's Pay and Pensions office otherwise.

Many thanks,
[redacted]

Scottish Government Ministers' Pay Freeze Commitment

The Scottish Parliament Corporate Body (SPCB) is required under Chapter 46, Section 81 of the Scotland Act 1998 to make provision for the payment of salaries to MSPs, Officeholders of the Parliament and Ministers. A resolution of the Parliament to pay salaries in accordance with the Scottish Parliamentary Salaries Scheme was passed by the Parliament on a free vote on 21 March 2002. The Scheme determines that the Scottish Parliamentary Corporate Body should decide the salary levels for Members and Officeholders including the Law Officers. The Scheme determines that Members' and Officeholders' salary rates should be increased annually from 1 April in line with public sector pay rises in Scotland, using the Annual Survey of Hours and Earnings published by the Office for National Statistics.

Scottish Government Ministers and the Law Officers have previously agreed to freeze pay as at their April 2009 pay level. The Salaries Scheme does not give the power to withhold an annual increase. To achieve the required reduction, pay

increases are deducted from the Ministers' and the Law Officers' net salaries and repaid to the Scottish Consolidated Fund. The disclosure reflects the salary awarded under the Scottish Parliamentary Salaries Scheme.

[redacted] | Finance Manager | Accountancy Services Team | Corporate Reporting Division | Scottish Government | Area 3B North | Victoria Quay | Edinburgh | EH6 6QQ | email/skype: [redacted]

[TEXT REPEATED FROM DOCUMENT 7]

Document 9

Sent: Thu 15/04/2021 11:43
From: [redacted]
Subject: RE: SG Consolidated Accounts 20/21 - Remuneration and Staff Report - Ministerial pay freeze
To: [redacted]
Cc: [redacted]; Cabinet Secretariat inbox <CabinetSecretariat3@gov.scot>; [redacted]

[redacted],

I can confirm that this is still the case, and the wording for the Consolidated Accounts 2020-21 still stands.

[redacted]

[redacted] | [Cabinet Secretariat](#) | [Scottish Government](#) | [redacted]
Please copy e-mails which concern Cabinet business to the [Cabinet Secretariat inbox](#)

From: [redacted]
Sent: 15 April 2021 11:42
To: [redacted]
Cc: [redacted]
Subject: SG Consolidated Accounts 20/21 - Remuneration and Staff Report - Ministerial pay freeze

Hi [redacted],

Similarly to previous years, could you please confirm if the below wording for the Ministers' pay freeze still stands for 2020-21?

Scottish Government Ministers' Pay Freeze Commitment

The Scottish Parliament Corporate Body (SPCB) is required under Chapter 46, Section 81 of the Scotland Act 1998 to make provision for the payment of salaries to MSPs, Officeholders of the Parliament and Ministers. A resolution of the Parliament to pay salaries in accordance with the Scottish Parliamentary Salaries Scheme was passed by the Parliament on a free vote on 21 March 2002. The Scheme determines that the Scottish Parliamentary Corporate Body should decide the salary levels for Members and Officeholders including the Law Officers. The

Scheme determines that Members' and Officeholders' salary rates should be increased annually from 1 April in line with public sector pay rises in Scotland, using the Annual Survey of Hours and Earnings published by the Office for National Statistics.

Scottish Government Ministers and the Law Officers have previously agreed to freeze pay as at their April 2009 pay level. The Salaries Scheme does not give the power to withhold an annual increase. To achieve the required reduction, pay increases are deducted from the Ministers' and the Law Officers' net salaries and repaid to the Scottish Consolidated Fund. The disclosure reflects the salary awarded under the Scottish Parliamentary Salaries Scheme.

Many thanks,

[redacted]

[redacted]

Trainee Accountant | Accountancy Services | Corporate Reporting Division | Financial Management Directorate | Scottish Government | Area 3B North | Victoria Quay | Edinburgh