

**Annex A – FOI 202400392662**

**The number of civil servants that have been employed overseas since each of the offices opening dates, broken down by (a) directorate, (b) pay grade and (c) country in which they are employed.**

The **Scottish Government Office in Germany (Berlin)** has operated with 2 civil servants since its establishment in 2018. Provided below are details job titles and pay grade:

<b>Scottish Government Civil Servants / Pay Grade Directorate of External Affairs</b>	<b>Job Title</b>
2 x A-C Band	Head of Scottish Government Office Deputy Head of Scottish Government Office

The **Scottish Government Office in Canada (Ottawa)** has operated with 2 civil servants since its establishment in 2018. Provided below are details of job titles and pay grade:

<b>Scottish Government Civil Servants / Pay Grade Directorate of External Affairs</b>	<b>Job Title</b>
2 x A-C Band	Head of Scottish Government Office Deputy Head of Scottish Government Office

The **Scottish Government Office in France (Paris)** has operated with 2 civil servants since its establishment in 2018. Provided below are details of job titles and pay grade:

<b>Scottish Government Civil Servants / Pay Grade Directorate of External Affairs</b>	<b>Job Title</b>
2 x A-C Band	Head of Scottish Government Office Deputy Head of Scottish Government Office

The **Scottish Government Office Nordic Hub in Denmark (Copenhagen)** has operated with 2 civil servants since its establishment in 2022. Provided below are details of job titles and pay grade:

<b>Scottish Government Civil Servants / Pay Grade Directorate of External Affairs</b>	<b>Job Title</b>
2 x A-C Band	Head of Scottish Government Office Deputy Head of Scottish Government Office

The **Scottish Government EU Office in Belgium (Scotland House Brussels)** was established in 1999. Staffing records covering the entirety of its existence are not held however can confirm that in 2018/19, 10 civil servants were employed and from 2019/2020 to date, 11 civil servants have been employed. Provided below are details of job titles and pay grades;

<b>Scottish Government Civil Servants / Pay Grade EU Directorate</b>	<b>Job Title</b>
1 Director 1 Deputy Director 6 x C Band 3 x B Band	Director Deputy Director Senior Policy Adviser Energy and Marine Senior Policy Adviser Research and Innovation Senior Policy Adviser Trade, Economics and Inclusive Growth Head, International Justice Cooperation Unit Senior Policy Adviser Political, EU Institutions and Engagement Marine Planning and Strategy Manager EU Policy Officer - Trade & Economic Development Policy Adviser - Environment & Transport Policy and Communications Officer

The Scottish Government Office in China (Beijing) has operated with 1 civil servant since its establishment in 2005. Provided below are details of job title and pay grade.

<b>Scottish Government Civil Servants / pay grade Directorate of External Affairs</b>	<b>Job Title</b>
1 x A-C Band	Head of Scottish Government Office

The Scottish Government Office in the USA (Washington) has operated with 2 civil servants since its establishment in 2001. Provided below are details of staffing numbers, job titles and pay grade;

<b>Scottish Government Civil Servants / pay grade Directorate of External Affairs</b>	<b>Job Title</b>
2 x A-C Band	Head of Scottish Government Office Deputy Head of Scottish Government Office

Between the financial years 2007/08 and 2013/14, the Head of Scottish Government Office in the USA was graded as SCS1. From 2014/15 this role was regraded within A-C Band.

The **Scottish Government Office in Ireland (Dublin)** has operated with 2 civil servants since its establishment in 2016. Provided below are details of job titles and pay grade;

<b>Scottish Government Civil Servants / pay grade Directorate of External Affairs</b>	<b>Job Title</b>
2 x A-C Band	Head of Scottish Government Office Deputy Head of Scottish Government Office

## Scottish Government main pay scales from 1999 to date

From 1 August 1999

Range	Minimum £	Progression Point £	Maximum £
A (AG)	8,518	-	10,333
A1	8,518	-	11,625
A2	9,144	-	12,813
A3	9,791	-	14,466
A4	11,386	15,004	16,739
B1	12,376	17,284	20,647
B2	16,912	21,023	24,282
B3	21,095	27,593	32,961
C1	30,188	38,476	43,699
C2	35,133	46,045	53,064
C3	37,253	46,614	55,487
BFS	16,912	23,141	26,865

### REVALORISED PAY RANGES Pay Ranges wef 1 August 2000

	Minimum	V f R*
A1	£ 9,200	£ 11,625
A2	£ 10,000	£ 12,813
A3	£ 10,695	£ 14,466
A4	£ 12,000	£ 16,739
B1	£ 13,000	£ 20,647
B2	£ 17,722	£ 24,282
B3	£ 22,153	£ 32,961
C1	£ 32,000	£ 43,699
C2	£ 36,500	£ 53,064
C3	£ 40,000	£ 55,487
BFS	£ 17,722	£ 26,865

### Pay Ranges wef 1 August 2001

	Minimum	V f R*
A1	£ 10,000	£ 11,625
A2	£ 10,735	£ 12,813
A3	£ 11,495	£ 14,466
A4	£ 12,465	£ 16,739
B1	£ 14,178	£ 20,647
B2	£ 18,375	£ 24,282
B3	£ 23,000	£ 32,961
C1	£ 34,000	£ 43,699
C2	£ 38,000	£ 53,064
C3	£ 41,500	£ 55,487
BFS	£ 18,375	£ 26,865

### Pay Ranges wef 1 August 2002

	Minimum	V f R*
A1	£ 10,300	£ 11,974
A2	£ 11,057	£ 13,198
A3	£ 11,840	£ 14,900
A4	£ 12,839	£ 17,242
B1	£ 14,603	£ 21,267
B2	£ 18,926	£ 25,011
B3	£ 23,690	£ 33,950
C1	£ 35,020	£ 45,010
C2	£ 39,140	£ 54,656
C3	£ 42,745	£ 57,152
BFS	£ 18,926	£ 27,671

\* V f R = Value for Range

1 August 2003

Range	Minimum	Value for Range
A1	£11,300	£12,274
A2	£12,000	£13,528
A3	£13,460	£15,273

A4	£14,000	£17,674
B1	£16,000	£21,799
B2	£20,772	£25,637
B3	£26,000	£34,799
BF	£20,772	£28,200
C1	£35,320	£45,500
C2	£39,454	£55,203
C3	£43,087	£57,724

### 1 August 2004

Range	Minimum	Value for Range
A1	£12,000	£12,581
A2	£12,300	£13,866
A3	£14,000	£15,655
A4	£14,350	£18,116
B1	£17,000	£22,344
B2	£21,292	£26,278
B3	£26,650	£35,669
BF	£21,292	£28,905
C1	£36,203	£46,700
C2	£40,441	£56,600
C3	£44,165	£59,200

### 1 August 2005 to 31 July 2008

	Minimum	2005 Max	2006 Max	2007 Max
A1	£12,300	£12,833		
A2	£12,300	£14,144	£14,427	£14,716
A3	£14,000	£15,968	£16,288	£16,614
A4	£14,350	£18,479	£18,849	£19,226
B1	£17,000	£22,791	£23,247	£23,712
B2	£21,292	£26,803	£27,640	£28,520
B3	£26,650	£36,383	£37,111	£37,854
BF	£21,292	£29,484	£30,074	£30,676
C1	£36,203	£47,634	£48,587	£49,559
C2	£40,441	£57,732	£58,887	£60,065
C3	£44,165	£60,384	£61,592	£62,824

### 1 August 2008

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Min	14000	14980	18723	23095	29091	23095	38631	43094	46698
	14980	16281	19816	24295	30996	24734	40334	45691	49182
	16281	16947	20909	25494	32900	26373	42037	48287	51665
Max	16947	17835	22002	26693	34804	28012	43740	50883	54148
		18723	23095	27892	36708	29651	45443	53479	56632
Max		19611	24187	29091	38612	31290	47146	56075	59115
							48849	58671	61598
Max							50551	61267	64081

### 1 August 2009

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Min	14280	16284	20004	24171	29673	24671	41141	48544	54244
	15282	17286	20938	25272	31616	26120	42878	50869	56098
	16284	18192	21871	26372	33558	27569	44615	53194	57951
Max	17286	19098	22805	27473	35501	29018	46352	55519	59804
Max		20004	23738	28573	37443	30467	48089	57844	61657
Max			24671	29673	39385	31916	49826	60169	63510
Max							51563	62493	65363

### 1 August 2010

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Min	15792	17632	22173	25165	32249	28227	43736	52595	59284
	16712	18556	22921	27207	34230	29309	45508	54825	61513
Max	17632	19480	23669	28227	36211	30391	47280	57055	63743
Max		20405	24417	29247	38192	31473	49052	59284	64719
Max			25165	30267	40173	32555	50824	61513	65696
Max							52595	63743	66671

### 1 August 2011

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-5						27000	43736	52595	59284
Max-4			22173	25165	32249	28227	45508	54825	61513
Max-3			22921	27207	34230	29309	47280	57055	63743
Max-2	15792	18556	23669	28227	36211	30391	49052	59284	64719
Max-1	16712	19480	24417	29247	38192	31473	50824	61513	65696
Max	17882	20655	25165	30267	40173	32555	52595	63743	66671

### 1 August 2012

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-5						27000	43736	52595	59284
Max-4			22173	25165	32249	28227	45508	54825	61513
Max-3			22921	27207	34230	29309	47280	57055	63743
Max-2	15792	18556	23669	28227	36211	30391	49052	59284	64719
Max-1	16712	19480	24417	29247	38192	31473	50824	61513	65696
Max	18132	20905	25165	30267	40173	32555	52595	63743	66671

### 1 August 2013

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-5						27270	44174	53121	59877
Max-4			22395	25417	32572	28510	45964	55374	62129
Max-3			23151	27480	34573	29603	47753	57626	64381
Max-2	16042	18806	23906	28510	36574	30695	49543	59877	65367
Max-1	16962	19730	24662	29540	38574	31788	51333	62129	66353
Max	18382	21412	25417	30570	40575	32881	53121	64381	67338

### 1 August 2014

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-5							44174	53918	
Max-4			22395	25799	32572	27270	45964	55374	59877
Max-3			23151	27480	34573	28655	47753	57626	62129
Max-2	16442	19206	23906	28510	36574	30140	49543	59877	65367
Max-1	17362	20130	24662	29540	38574	31788	51333	62129	66353
Max	18782	21734	25799	31029	41184	33210	53918	65347	68012

### 1 August 2015

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-4							46424	55928	
Max-3			23383	27755	34919	27543	48231	58203	62751
Max-2	16842	19606	24146	28796	36940	30140	50039	60476	66021
Max-1	17762	20530	24909	29836	38960	31788	51847	62751	67017
Max	19182	22034	26057	31340	41596	33543	54458	66000	68693

### 1 August 2016

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-4							46424	55928	
Max-3			23383	27755	34919	27543	48637	58694	67090
Max-2	17242	20006	24405	29107	37353	30140	50850	61459	67854
Max-1	18412	21220	25427	30459	39787	31879	53063	64225	68617
Max	19582	22434	26448	31811	42220	34047	55275	66990	69380

### 1 August 2017

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-4							46889	56488	
Max-3			23617	28033	35269	27819	49124	59281	67761
Max-2	17642	20406	24650	29399	37727	30442	51359	62074	68533
Max-1	18812	21620	25682	30764	40185	32198	53594	64868	69304
Max	19982	22659	26713	32130	42643	34388	55828	67660	70074

### 1 April 2018

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3			24580	28891	36328	28654	46889	60379	69790
Max-2	18392	21769	25559	30292	37847	31356	50427	63068	70586
Max-1	19562	22589	26538	31693	40305	33164	53965	65862	71381
Max	20732	23409	27515	33094	43923	35420	57503	69690	72177

### 1 April 2019

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3			25367	29759	37418	29514	47504	62191	71881
Max-2	19314	22557	26359	31201	38507	32297	50949	64354	72702
Max-1	20398	23357	27351	32644	40965	34159	54487	67148	73522
Max	21482	24159	28341	34087	45241	36483	59229	71781	74343

**1 April 2020**

	<b>A3</b>	<b>A4</b>	<b>B1</b>	<b>B2</b>	<b>B3</b>	<b>BF</b>	<b>C1</b>	<b>C2</b>	<b>C3</b>
<b>Max-3</b>			26155	30652	38541	30400	48930	64057	74038
<b>Max-2</b>	20064	23344	27150	32138	39663	33266	52478	66285	74884
<b>Max-1</b>	21148	24107	28172	33624	42194	35184	56122	69163	75728
<b>Max</b>	22232	24909	29192	35110	46599	37578	61006	73935	76574

**1 April 2021**

	<b>A3</b>	<b>A4</b>	<b>B1</b>	<b>B2</b>	<b>B3</b>	<b>BF</b>	<b>C1</b>	<b>C2</b>	<b>C3</b>
<b>Max-3</b>			27231	31542	39659	31282	49861	65275	75446
<b>Max-2</b>	21045	24395	27938	33071	40814	34232	53476	67545	76307
<b>Max-1</b>	22139	25124	28990	34600	42996	36205	57190	70478	77168
<b>Max</b>	23233	25934	30039	36129	47485	38669	62167	75341	77340

**1 April 2022**

	<b>A3</b>	<b>A4</b>	<b>B1</b>	<b>B2</b>	<b>B3</b>	<b>BF</b>	<b>C1</b>	<b>C2</b>	<b>C3</b>
<b>Max-3</b>			29102	33520	41642	32847	52355	68540	
<b>Max-2</b>	22182	25713	29447	34725	42855	35944	54867	70923	79360
<b>Max-1</b>	23335	26595	30440	36330	44888	38016	58849	74002	80255
<b>Max</b>	24888	27735	31941	38329	49860	40603	65276	79109	80434

**1 April 2023 (Pay 2023-24)**

	<b>A3</b>	<b>A4</b>	<b>B1</b>	<b>B2</b>	<b>B3</b>	<b>BF</b>	<b>C1</b>	<b>C2</b>	<b>C3</b>
<b>Max-3</b>			30558	35196	43725	34490	54973	71967	
<b>Max-2</b>	23292	26999	30920	36462	44998	37742	57611	74470	83328
<b>Max-1</b>	24502	27925	31962	38147	47133	39917	61792	77703	84268
<b>Max</b>	26133	29122	33539	40246	52353	42634	68540	83065	84456

**1 January 2024 (Pay 2023-24)**

	<b>A3</b>	<b>A4</b>	<b>B1</b>	<b>B2</b>	<b>B3</b>	<b>BF</b>	<b>C1</b>	<b>C2</b>	<b>C3</b>
<b>Max-3</b>			31140	35867	44557	35147	56020	72310	
<b>Max-2</b>	23735	27513	31509	37156	45855	38461	58708	74824	83725
<b>Max-1</b>	24969	28457	32571	38874	48031	40678	62969	78073	84670
<b>Max</b>	26631	29677	34177	41013	53351	43446	69846	83460	84858