

**2. As of the start of each financial year from 2015-16 to 2024-25, the median & mean salary of all Scottish Government employees, the median & mean salary of all full-time Scottish Government employees, and the median & mean gross pay of all Scottish Government employees.**

Please see the below tables in relation to the information you have requested. This data is based on substantive salaries.

Median and mean salary, all Scottish Government employees:

	N	Mean	Median
01-Apr-15	5,274	34,992	31,029
01-Apr-16	5,372	35,901	31,340
01-Apr-17	5,446	37,070	31,811
01-Apr-18	5,906	39,871	33,094
01-Apr-19	6,680	40,927	34,159
01-Apr-20	7,356	42,737	38,541
01-Apr-21	7,786	44,561	40,814
01-Apr-22	8,807	46,853	42,855
01-Apr-23	9,159	50,003	47,133
01-Apr-24	9,221	53,665	48,992

Median and mean salary, full-time Scottish Government employees:

	N	Mean	Median
01-Apr-15	4,456	34,817	31,029
01-Apr-16	4,522	35,690	31,340
01-Apr-17	4,554	36,847	31,811
01-Apr-18	4,918	39,648	33,094
01-Apr-19	5,600	40,627	34,087

01-Apr-20	6,134	42,329	36,671
01-Apr-21	6,531	44,202	39,659
01-Apr-22	7,452	46,448	42,855
01-Apr-23	7,703	49,477	44,998
01-Apr-24	7,719	53,170	48,992

Median and mean salary, gross salary (salary\*FTE), Scottish Government employees:

	N	Mean	Median
01-Apr-15	5,274	33,463	30,140
01-Apr-16	5,372	34,339	31,340
01-Apr-17	5,446	35,416	31,811
01-Apr-18	5,906	38,097	33,094
01-Apr-19	6,680	39,171	34,087
01-Apr-20	7,356	40,880	35,110
01-Apr-21	7,786	42,694	37,988
01-Apr-22	8,807	44,992	41,642
01-Apr-23	9,159	47,919	44,998
01-Apr-24	9,221	51,417	46,773

**3. As of 1 April 2024, the median & mean salary of Scottish Government employees by number of years employed by the Scottish Government (e.g. 0-1 £28,000, 1-2 £31,000 ..... 10-11 £45,000...).**

The table below sets out the median and mean salaries of Scottish Government employees by number of years employed by the Scottish Government. The data shows the number of years since staff first joined the Scottish Government or associated departments. 46 years and over is compressed due to the low numbers of staff.

Whole Years since start of employment with SG	N	Mean	Median
0	418	42,226	37,900
1	791	46,721	39,652
2	1222	47,481	41,834
3	600	52,645	48,992
4	697	51,876	46,773
5	823	53,810	54,419
6	430	54,294	54,419
7	271	51,382	46,773
8	280	54,901	54,419
9	314	53,901	54,419
10	265	55,515	54,419
11	200	57,354	54,419
12	157	54,834	54,419
13	99	57,902	54,419
14	181	60,263	54,419
15	184	57,221	54,419

16	152	60,904	55,780
17	124	56,530	54,419
18	113	65,045	71,243
19	113	67,544	71,243
20	85	61,289	54,419
21	132	70,075	71,243
22	266	61,026	54,419
23	160	58,713	54,419
24	153	65,266	71,243
25	116	63,120	71,243
26	76	59,399	54,419
27	46	61,891	54,419
28	38	52,360	41,834
29	27	56,869	54,419
30	41	68,825	71,243
31	62	61,472	54,419
32	45	55,916	54,419
33	66	58,155	54,419
34	51	52,653	54,419
35	46	58,730	54,419
36	51	58,528	54,419
37	64	57,497	54,419
38	64	58,171	54,419

39	47	54,488	54,419
40	33	51,371	54,419
41	18	58,042	54,419
42	20	51,689	54,419
43	19	49,393	46,773
44	11	49,187	41,834
45	22	49,343	54,419
46 and over	28	52,445	41,834

4. As of 1 April 2024, the median & mean salary of Scottish Government employees by age (e.g. 25 £31,000, 26 £32,000 ..... 48 £39,000...).

The table below sets out the median and mean salaries of Scottish Government employees by age. Please note that ages 20 and under, and 70 and over, are compressed due to low numbers of staff.

Age	N	Mean	Median
20 and under	19	29,255	28,131
21	21	30,885	32,140
22	52	32,890	32,140
23	81	34,746	33,223
24	105	34,794	33,223
25	152	37,059	36,585
26	182	39,126	37,900
27	252	39,930	37,900
28	269	42,477	39,652
29	254	44,914	41,834

30	286	46,159	45,449
31	275	46,568	44,315
32	267	47,782	46,773
33	265	50,089	46,773
34	257	50,916	48,992
35	230	53,897	54,419
36	251	54,622	54,419
37	234	54,052	54,419
38	235	53,258	48,992
39	262	54,738	54,419
40	268	57,823	54,419
41	247	58,204	54,419
42	259	58,400	54,419
43	293	59,728	54,419
44	313	59,530	54,419
45	257	58,861	54,419
46	251	59,798	57,141
47	191	60,298	54,419
48	213	61,492	54,419
49	222	62,515	59,883
50	204	61,096	58,512
51	216	58,586	54,419
52	219	59,946	54,419

53	244	61,118	55,780
54	212	61,023	59,883
55	232	60,226	54,419
56	228	59,518	54,419
57	203	56,190	54,419
58	181	60,970	54,419
59	179	56,017	54,419
60	138	50,976	54,419
61	124	53,298	50,544
62	111	55,439	54,419
63	75	51,583	48,992
64	49	49,156	41,834
65	49	52,034	41,834
66	25	56,107	54,419
67	14	44,963	40,767
68	11	43,493	41,834
69	11	49,348	48,992
70 and over	33	46,426	40,767