ANNEX A

From: [redacted]@Parliament.scot>
Sent: 14 January 2026 13:01
To: Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; [redacted]@parliament.scot>
Cc: Helen Webster <Helen.Webster@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: RE: Ministerial Salary Entitlements - request for figures

Hi [redacted],

Sorry for the delay in my response.

Please see the table below:

Position	Total Gross April 2026	Annual pay 2026 with freeze	Gross annual value of the the freeze
First Minister	190,284.00	135,605.00	54,679.00
Cabinet Secretary	136,112.00	119,329.00	16,783.00
Ministerial	114,297.00	103,779.00	10,518.00
Lord Advocate	154,006.00	132,082.00	21,924.00
Solicitor General Scotland	132,883.00	117,027.00	15,856.00

Kind Regards,

[redacted]
Pay and Pensions Team Lead

Pay & Pensions Office
The Scottish Parliament
Edinburgh
EH99 1SP

Please note the Pay and Pensions Team operate a hybrid working model – we are available onsite on Tuesday and Thursday; and remotely the rest of the week. However, please do let us know if you require an onsite meeting outside our usual onsite days.

The Scottish Parliament
Pàrlamaid na h-Alba

From: [redacted]@gov.scot [redacted]@gov.scot> **On Behalf Of** CabinetSecretariat@gov.scot
Sent: 08 January 2026 15:00
To: [redacted]@Parliament.scot>; [redacted]@parliament.scot>
Cc: Helen.Webster@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot; CabinetSecretariat@gov.scot
Subject: RE: Ministerial Salary Entitlements - request for figures

CAUTION: *This e-mail originated from outside of The Scottish Parliament. Do not click links or open attachments unless you recognise the sender and know the content is safe.*

Thanks very much [redacted].

Please can you provide the equivalent information for Cab Secs, Junior Ministers and Law Officers ?

Thanks again, [redacted]

From: [redacted]@Parliament.scot>
Sent: 08 January 2026 14:46
To: Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; [redacted]@parliament.scot>
Cc: Helen Webster <Helen.Webster@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: RE: Ministerial Salary Entitlements - request for figures

Hi [redacted],

FM will still receive a gross salary of £190,284. However, there will be a net deduction (not salary sacrifice) for the pay freeze made each month. The total annual net deduction is based on a gross value of pay freeze from 2008-29 which is £54,679 in 2026-27 tax year (190,284-135,605).

Kind Regards,

[redacted]
Pay and Pensions Team Lead

Pay & Pensions Office
The Scottish Parliament
Edinburgh
EH99 1SP

Please note the Pay and Pensions Team operate a hybrid working model – we are available onsite on Tuesday and Thursday; and remotely the rest of the week. However, please do let us know if you require an onsite meeting outside our usual onsite days.

The Scottish Parliament
Pàrlamaid na h-Alba

From: [redacted]@gov.scot [redacted]@gov.scot> **On Behalf Of** CabinetSecretariat@gov.scot
Sent: 08 January 2026 14:31
To: [redacted]@Parliament.scot>; [redacted]@parliament.scot>
Cc: Helen.Webster@gov.scot; [redacted]@gov.scot; CabinetSecretariat@gov.scot; [redacted]@gov.scot
Subject: RE: Ministerial Salary Entitlements - request for figures

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Thanks [redacted]. My question is what the FM will receive for 2026-2027, once the deductions have been applied to both the MSP and FM elements of his salary, given he has decided to freeze both at 2008-09 levels – I'm assuming it will be £135,605 as it was for 2025-26?

Thanks, [redacted]

From: [redacted]@Parliament.scot>
Sent: 08 January 2026 14:13
To: [redacted]@gov.scot>; [redacted]@parliament.scot>
Cc: [redacted]@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>
Subject: RE: Ministerial Salary Entitlements - request for figures

Hi [redacted],

Thank you for your email.

The rates provided are the actual rates/pay that will be processed for all. All ministers, including First Minister, have net ministerial deductions processed every month to reflect their pay freeze. Do you need to know the level of ministerial deductions?

Kind Regards,

[redacted]

[redacted]
Pay and Pensions Team Lead

Pay & Pensions Office
The Scottish Parliament
Edinburgh
EH99 1SP

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The Scottish Parliament
Pàrlamaid na h-Alba

From: [redacted]@gov.scot [redacted]@gov.scot>
Sent: 08 January 2026 13:54
To: [redacted]@parliament.scot>; [redacted]@Parliament.scot>
Cc: Helen.Webster@gov.scot; [redacted]@gov.scot; CabinetSecretariat@gov.scot
Subject: RE: Ministerial Salary Entitlements - request for figures

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Hello again both,

Please could you confirm the First Minister's *actual* pay for 2026-27, noting he agreed to retain the 2008/09 level freeze on both MSP and ministerial elements of his pay? We assume it will be the same as it was for the 2025-26 financial year ?

Thanks, [redacted]

From: [redacted] **On Behalf Of** Cabinet Secretariat Inbox
Sent: 07 January 2026 18:02
To: [redacted]@parliament.scot>; [redacted]@Parliament.scot>
Cc: Helen Webster <Helen.Webster@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>
Subject: RE: Ministerial Salary Entitlements - request for figures

Many thanks [redacted] and [redacted] for the figures – we really appreciate you coming back to us quickly.

Best wishes

[redacted]

From: [redacted]@parliament.scot>
Sent: 07 January 2026 16:40
To: [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>
Cc: Helen Webster <Helen.Webster@gov.scot>; [redacted]@Parliament.scot>
Subject: RE: Ministerial Salary Entitlements - request for figures

Hello [redacted]

Thanks for your email, the approximate figure from 1 April 2009 to 31 March 2026 will be £2.39m. This figure is less than originally predicted for the period up to 31/03/2026 following the FM's decision to unfreeze the MSP salary element from 1 April 2025.

Please let me know if you have any further questions.

Thanks

[redacted]
Pay and Pensions Manager // Pay & Pensions Office // The Scottish Parliament

From: [redacted]@gov.scot [redacted]@gov.scot>
Sent: 07 January 2026 14:36
To: CabinetSecretariat@gov.scot; [redacted]@parliament.scot>
Cc: Helen.Webster@gov.scot; [redacted]@Parliament.scot>
Subject: RE: Ministerial Salary Entitlements - request for figures

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[redacted]

Apologies, but I didn't realise that we previously also obtained figures from SP: Pay and Pensions on **the amount of money that Ministers made available for public spending from their pay packets as a result of the pay freeze between 1 April 2009 and 31 March 2025.**

Can we have an idea of what that figure would be from 1 April 2009 to 31 March 2026?

[redacted]
Cabinet Secretariat
Scottish Government

From: [redacted] **On Behalf Of** Cabinet Secretariat Inbox
Sent: 07 January 2026 14:19
To: [redacted]
Cc: Cabinet Secretariat Inbox ; [redacted] ; Helen Webster
Subject: Ministerial Salary Entitlements - request for figures
Importance: High

Hi [redacted]

Happy new year!

The First Minister has agreed that Ministers will be taking the 4.3 per cent increase on the MSP part of their salaries this year.

Please can you send us updated full salary entitlement figures for FM, Cabinet Secretaries, Ministers, Lord Advocate and Solicitor General salaries in light of the agreed increase, today if possible?

Many thanks, [redacted]

[redacted]
Head of Cabinet Performance and Outreach
Cabinet Secretariat
Communications and Ministerial Support Directorate

Email: [redacted]@gov.scot

Please copy e-mails which concern Cabinet business to the Cabinet Secretariat Inbox

Please note I'm working flexibly and work on alternate Fridays.
If you receive this outwith normal working hours please do not feel you need to pick this up outside of your own working pattern.

From: [redacted]@gov.scot> **On Behalf Of** First Minister
Sent: 07 January 2026 20:09
To: DL All Scottish Government Ministers [redacted]@gov.scot>
Subject: Correspondence from the First Minister

Dear Ministers

Please find attached a letter from the First Minister.

Best wishes
[redacted]

[redacted]
Senior Private Secretary to the First Minister
5th Floor | St Andrew's House | Regent Road | Edinburgh | EH1 3DG
M: [redacted]

The First Minister's box closes at 2pm, Monday to Friday. Further details, including preferences, can be found here.

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

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

Rt Hon John Swinney MSP
An Fhìor Urr John Swinney BPA
First Minister of Scotland
Am Prìomh Mhinistear

St Andrew's House, Regent Road, Edinburgh EH1 3DG
Taigh Naomh Anndrais, Rathad Regent, Dùn Èideann
EH1 3DG

Scottish Government

To: All Scottish Government Ministers
7 January 2026

Colleagues

As you will be aware, the Scottish Parliament has confirmed that the base rate for MSPs will rise by 4.3% on 1 April 2026, increasing to £77,711 from the previous rate of £74,507.

Since 1 April 2009, Scottish Ministers have declined to accept their full salary entitlement, freezing it at 2008-09 levels, recognising the wider economic and fiscal pressures as well as the restraints placed on public sector pay.

These arrangements have created a significantly greater differential than was ever intended between Ministers and those MSPs whose salaries have not been subjected to any pay freeze over this period. I have therefore decided that the voluntary freeze on the Ministerial element of pay will continue in 2026-27 and the resulting deductions from Ministers' net salary will continue to be made available for public spending. However, consistent with the change of approach that I announced last year, Ministers will, from 1 April 2026, be entitled to take the 4.3 per cent increase on the MSP part of their salaries, providing parity with all MSPs in line with their roles.

In declining to accept their full salary entitlement since 1 April 2009 with take-home pay remaining at 2008-09 levels, Ministers will have collectively made a considerable sum of money available for public spending from their own pay: approximately £2.39 million up to 31 March 2026.

The Scottish Parliament's Pay and Pensions Team have been formally notified of this.

I would like to thank you for your service as Ministers and for the personal sacrifice you are making in continuing to freeze your ministerial salary at 2008-09 levels.

JOHN SWINNEY MSP

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

Tha Ministearan na h-Alba, an luchd-comhairleachaidh sònraichte agus an Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

From: [redacted]@gov.scot> **On Behalf Of** First Minister
Sent: 07 January 2026 19:38
To: [redacted]@gov.scot>; First Minister <FirstMinister@gov.scot>
Cc: Communications Finance and Local Government <CommunicationsFinanceandLocalGovernment@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Julie Grant <Julie.Grant@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Helen Webster <Helen.Webster@gov.scot>; Jack Middleton <Jack.Middleton@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; Ross Ingebrigtsen <Ross.Ingebrigtsen@gov.scot>; Colin McAllister <Colin.McAllister@gov.scot>; [redacted]@gov.scot>
Subject: RE: TO CLEAR: MEDIA QUERY: Daily Mail Ministerial pay increases

Good evening,

The First Minister has confirmed the below and is content.

Thanks,

[redacted]

From: [redacted]@gov.scot>
Sent: 07 January 2026 18:13
To: First Minister <FirstMinister@gov.scot>
Cc: Communications Finance and Local Government <CommunicationsFinanceandLocalGovernment@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Julie Grant <Julie.Grant@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Helen Webster <Helen.Webster@gov.scot>; Jack Middleton <Jack.Middleton@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; Ross Ingebrigtsen <Ross.Ingebrigtsen@gov.scot>; Colin McAllister <Colin.McAllister@gov.scot>; [redacted]@gov.scot>
Subject: TO CLEAR: MEDIA QUERY: Daily Mail Ministerial pay increases

FM/FMPO,

The Daily Mail has asked us for a clarification of the impact of the 4.3% pay rise to ministerial salaries. Michael Blackley's questions are below and he has also asked whether the FM will turn down any salary increase this year as was the case last year.

Last night we told the Mail, Holyrood and PA that ministers would take the 4.3% increase on the ministerial part of their salaries.

However I understand this is not the case and that as per the draft letter to ministers recently sent up by Helen Webster, the increase will be on the MSP part of their salaries and the ministerial salary will remain frozen at 2008/9 levels.

As a result I propose to issue the 'for information' line below to the Mail, and also to PA and Holyrood.

Policy and Spads have agreed this approach and lines.

I'd be grateful if you could confirm that this is the FM's intention and that the clarification below can be issued to the Daily Mail and also Holyrood and PA.

Regards,

[redacted]

FOR INFO:

- Ministers will receive the 4.3 per cent increase on the MSP part of their salaries this year, in line with other MSPs. Since 1 April 2009, Scottish Ministers have declined to accept their full salary entitlement, freezing it at 2008-09 levels.

- The ministerial component will remain frozen at 2008-09 levels consistent with the principles set out to Parliament in a GIQ on Thursday 3rd April. The ministerial pay freeze remains in place and the only change relates to the MSP component.

- As a result of the ministerial pay freeze between 1 April 2009 to 31 March 2026, an additional £2.39 Million has been made available for public spending

- 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.

- Both the ministerial and MSP element of the First Minister's salary will remain frozen, in line with the situation last year.

ENDS

MEDIA QUERY:

From: Michael Blackley [redacted]@dailymail.co.uk>
Sent: 07 January 2026 10:37
To: [redacted]@gov.scot>
Subject: FW: Scottish Government Response: Ministerial pay increases

Just to clarify on my call:
Can I check that this means ministers will receive a 4.3 per cent pay rise on both the ministerial and MSP element of their pay in 2026/27 and does this include the First Minister?
Can you confirm total salaries for FM, Cabinet Secretaries and Ministers in 2025/26 and what these will be in 2026/27?
And can you provide a line explaining why ministers have decided to end the previous freeze and take this pay rise in the coming year?

Many thanks,

Michael

From: Helen Webster <Helen.Webster@gov.scot>
Sent: 07 January 2026 17:42
To: [redacted]@gov.scot>; Jack Middleton <Jack.Middleton@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; Ross Ingebrigtsen <Ross.Ingebrigtsen@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Colin McAllister <Colin.McAllister@gov.scot>
Cc: Communications Finance and Local Government <CommunicationsFinanceandLocalGovernment@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Julie Grant <Julie.Grant@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: RE: SPAD VIEW PLS: MEDIA QUERY: Daily Mail Ministerial pay increases

Hi all

Cabinet Secretariat colleagues have drafted the attached letter to issue from FM to his Ministerial team to confirm his intention. It is drafted on the basis of our understanding, which is that, consistent with the change of approach that he announced last year, Ministers will, from 1 April 2026, be entitled to take the 4.3 per cent increase on the MSP part of their salaries, providing parity with all MSPs in line with their roles, but that the voluntary freeze on the Ministerial element of their pay will continue.

If we could send up the letter and the lines together that would probably be simplest and reduce scope for any further confusion.

Thanks
Helen

Helen Webster (she/her) | Deputy Director for Cabinet, Parliament and Governance & Secretary of Commissions | Directorate for Communications and Ministerial Support | Scottish Government
E: Helen.Webster@gov.scot | Mob: 07477 057757
Working from home and from SG offices and the Scottish parliament. Available on MS Teams, email or mobile. Please note I'm working flexibly and do not usually work on Friday afternoons. If you receive this outwith normal working hours please do not feel you need to pick this up outside of your own working pattern.

Rt Hon John Swinney MSP
An Fhìor Urr John Swinney BPA
First Minister of Scotland
Am Prìomh Mhinistear

St Andrew's House, Regent Road,
Edinburgh EH1 3DG
Taigh Naomh Anndrais, Rathad Regent,
Dùn Èideann EH1 3DG

To: All Scottish Government Ministers
7 January 2026

Colleagues

As you will be aware, the Scottish Parliament has confirmed that the base rate for MSPs will rise by 4.3% on 1 April 2026, increasing to £77,711 from the previous rate of £74,507.

Since 1 April 2009, Scottish Ministers have declined to accept their full salary entitlement, freezing it at 2008-09 levels, recognising the wider economic and fiscal pressures as well as the restraints placed on public sector pay.

These arrangements have created a significantly greater differential than was ever intended between Ministers and those MSPs whose salaries have not been subjected to any pay freeze over this period. I have therefore decided that the voluntary freeze on the Ministerial element of pay will continue in 2026-27 and the resulting deductions from Ministers' net salary will continue to be made available for public spending. However, consistent with the change of approach that I announced last year, Ministers will, from 1 April 2026, be entitled to take the 4.3 per cent increase on the MSP part of their salaries, providing parity with all MSPs in line with their roles.

In declining to accept their full salary entitlement since 1 April 2009 with take-home pay remaining at 2008-09 levels, Ministers will have collectively made a considerable sum of money available for public spending from their own pay: approximately £2.39 million up to 31 March 2026.

The Scottish Parliament's Pay and Pensions Team have been formally notified of this.

I would like to thank you for your service as Ministers and for the personal sacrifice you are making in continuing to freeze your ministerial salary at 2008-09 levels.

JOHN SWINNEY MSP

From: [redacted]@gov.scot>
Sent: 07 January 2026 17:33
To: Jack Middleton <Jack.Middleton@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; Ross Ingebrigtsen <Ross.Ingebrigtsen@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Colin McAllister <Colin.McAllister@gov.scot>
Cc: Communications Finance and Local Government <CommunicationsFinanceandLocalGovernment@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Julie Grant <Julie.Grant@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; Helen Webster <Helen.Webster@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: RE: SPAD VIEW PLS: MEDIA QUERY: Daily Mail Ministerial pay increases

Hello Jack and Sean,

Duty colleagues issued the line about the increase applying to the ministerial component of salaries after being told by FMPO last night that this was the FM's intention.

Incorporating the line about money available for public spending, and Sean's changes the lines would be as follows. Are you content for this to go to FM for clearance?

[redacted]

FOR INFO:

- Ministers will receive the 4.3 per cent increase on the MSP part of their salaries this year, in line with other MSPs. Since 1 April 2009, Scottish Ministers have declined to accept their full salary entitlement, freezing it at 2008-09 levels.

- The ministerial component will remain frozen at 2008-09 levels consistent with the principles set out to Parliament in a GIQ on Thursday 3rd April. The ministerial pay freeze remains in place and the only change relates to the MSP component.

- As a result of the ministerial pay freeze between 1 April 2009 to 31 March 2026, an additional £2.9 Million has been made available for public spending

- 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.

From: Jack Middleton <Jack.Middleton@gov.scot>
Sent: 07 January 2026 17:27
To: Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; [redacted]@gov.scot>; Ross Ingebrigtsen <Ross.Ingebrigtsen@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Colin McAllister <Colin.McAllister@gov.scot>
Cc: Communications Finance and Local Government <CommunicationsFinanceandLocalGovernment@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Julie Grant <Julie.Grant@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; Helen Webster <Helen.Webster@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: Re: SPAD VIEW PLS: MEDIA QUERY: Daily Mail Ministerial pay increases

Can we include that total figure - not the table - in that for info line? Thanks

Jack Middleton
Special Adviser to the First Minister of Scotland

From: [redacted]@gov.scot> on behalf of Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>
Sent: Wednesday, January 7, 2026 5:20:44 PM
To: [redacted]@gov.scot>; Ross Ingebrigtsen <Ross.Ingebrigtsen@gov.scot>; Jack Middleton <Jack.Middleton@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Colin McAllister <Colin.McAllister@gov.scot>
Cc: Communications Finance and Local Government <CommunicationsFinanceandLocalGovernment@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Julie Grant <Julie.Grant@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; Helen Webster <Helen.Webster@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: RE: SPAD VIEW PLS: MEDIA QUERY: Daily Mail Ministerial pay increases

[redacted], SpAds

The SP Pay and Pensions team have also provided the following figures this afternoon:

The amount of money that Ministers will have made available for public spending as a result of the pay freeze between 1 April 2009 to 31 March 2026 will be approx. £2.39m

Table detailing full salary entitlements from 1 April 2026:

Salaries as from 1 April 2026

Office Holder	Annual salary	Annual salary (including MSP salary)
MSP Pay	£77,711.00	£77,711.00
MSP Dual Mandate	£25,905.00	£25,905.00
First Minister Pay	£112,573.00	£190,284.00
Cabinet Secretary Pay	£58,401.00	£136,112.00
Ministerial Pay	£36,586.00	£114,297.00
Presiding Officer	£58,401.00	£136,112.00
Deputy Presiding Officer	£36,586.00	£114,297.00
Lord Advocate	£76,295.00	£154,006.00
Solicitor General Scotland	£55,172.00	£132,883.00

Thanks, [redacted]

[redacted]
Head of Cabinet Performance and Outreach
Cabinet Secretariat
Communications and Ministerial Support Directorate

Email:[redacted]@gov.scot

Please copy e-mails which concern Cabinet business to the Cabinet Secretariat Inbox

Please note I'm working flexibly and work on alternate Fridays.
If you receive this outwith normal working hours please do not feel you need to pick this up outside of your own working pattern.

From: [redacted]@gov.scot>
Sent: 07 January 2026 16:40
To: Ross Ingebrigtsen <Ross.Ingebrigtsen@gov.scot>; Jack Middleton <Jack.Middleton@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Colin McAllister <Colin.McAllister@gov.scot>
Cc: Communications Finance and Local Government <CommunicationsFinanceandLocalGovernment@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; Julie Grant <Julie.Grant@gov.scot>; [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; Helen Webster <Helen.Webster@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: SPAD VIEW PLS: MEDIA QUERY: Daily Mail Ministerial pay increases

Hello Spads,

The Daily Mail has asked us for a clarification of the impact of the 4.3% pay rise to ministerial salaries.

On the basis of a steer from FMPO last night we told the Mail, Holyrood and PA that ministers would take the 4.3% increase on the ministerial part of their salaries.

This is not the case, however. The increase will be on the MSP part of their salaries and the ministerial salary will remain frozen at 2008/9 levels.

As a result I propose to issue the 'for information' line below to the Mail, and also to PA and Holyrood.

Michael Blackley's questions are below.

I'd be grateful for a Spad view on this,

Thanks

[redacted]

FOR INFO:

- Ministers will take the 4.3 per cent increase on the MSP part of their salaries this year. Since 1 April 2009, Scottish Ministers have declined to accept their full salary entitlement, freezing it at 2008-09 levels.

- The ministerial component will therefore remain frozen at 2008-09 levels consistent with the principles set out to Parliament in a GIQ on Thursday 3rd April. The ministerial pay freeze remains in place and the only change relates to the MSP component.

- 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.

MEDIA QUERY:

From: Michael Blackley [redacted]@dailymail.co.uk>
Sent: 07 January 2026 10:37
To: [redacted]@gov.scot>
Subject: FW: Scottish Government Response: Ministerial pay increases

Just to clarify on my call:
Can I check that this means ministers will receive a 4.3 per cent pay rise on both the ministerial and MSP element of their pay in 2026/27 and does this include the First Minister?
Can you confirm total salaries for FM, Cabinet Secretaries and Ministers in 2025/26 and what these will be in 2026/27?
And can you provide a line explaining why ministers have decided to end the previous freeze and take this pay rise in the coming year?

Many thanks,

Michael

From: [redacted]@Parliament.scot>
Sent: 07 January 2026 16:01
To: [redacted]@gov.scot>; Cabinet Secretariat Inbox <CabinetSecretariat@gov.scot>; [redacted]@parliament.scot>
Cc: Helen Webster <Helen.Webster@gov.scot>; [redacted]@gov.scot>
Subject: RE: Ministerial Salary Entitlements - request for figures

Hi [redacted],

Please see below a table detailing figures from April 2026.

Salaries as from 1 April 2026

Office Holder	Annual salary	Annual salary (including MSP salary)
MSP Pay	£77,711.00	£77,711.00
MSP Dual Mandate	£25,905.00	£25,905.00
First Minister Pay	£112,573.00	£190,284.00
Cabinet Secretary Pay	£58,401.00	£136,112.00
Ministerial Pay	£36,586.00	£114,297.00
Presiding Officer	£58,401.00	£136,112.00
Deputy Presiding Officer	£36,586.00	£114,297.00
Lord Advocate	£76,295.00	£154,006.00
Solicitor General Scotland	£55,172.00	£132,883.00

Let me know if you have any queries.

Kind Regards,

[redacted]
Pay and Pensions Team Lead

Pay & Pensions Office
The Scottish Parliament
Edinburgh
EH99 1SP

Please note the Pay and Pensions Team operate a hybrid working model – we are available onsite on Tuesday and Thursday; and remotely the rest of the week. However, please do let us know if you require an onsite meeting outside our usual onsite days.

The Scottish Parliament
Pàrlamaid na h-Alba