



## LETTER SENT BY E-MAIL ONLY

17 December 2024

FOI Ref 2024/25-087

## Freedom of Information (Scotland) Act 2002

### Request

Please find below our response to your correspondence dated 10 December 2024, in which you made the following request under the Freedom of Information (Scotland) Act 2002.

“Please provide the following information regarding your public body:

If you are a public body which provides frontline medical services, please break down your answers to the following by frontline medical staff and all other employees.

1. By financial year\*, from 2014-15 to present, number of employees whose salary was, at current prices\*\*:
  - a. £100k-£125k
  - b. £125k-£150k
  - c. £150k-£175k
  - d. £175k-£200k
  - e. £200k-£225k
  - f. £225k-£250k
  - g. £250k+
2. By financial year, from 2014-15 to present, number of employees whose total compensation\*\*\* was, at current prices, in each of the bands listed from 1(a) to 1(g).
3. By financial year, from 2014-15 to present, number of employees whose salary was, at constant 2024-25 prices\*\*\*\*, in each of the bands listed from 1(a) to 1(g).
4. By financial year, from 2014-15 to present, number of employees whose total compensation was, at constant 2024-25 prices, in each of the bands listed from 1(a) to 1(g).
5. By financial year, from 2014-15 to present, total value of bonuses handed out to employees at current prices.

6. By financial year, from 2014-15 to present, the value of the ten largest bonuses handed out to individual employees. Please also list job title with this if possible.

\*If you do not have information that generally covers the whole financial year, information as of the start of the financial year (1 April) as a snapshot will work.

\*\*'Current prices' meaning value as of time of measurement of the relevant metric, not adjusted for inflation.

\*\*\*'Total Compensation' means to refer to the value of all tangible and intangible benefits the employee receives from you in exchange for work, including but not limited to base salary, bonuses, benefits (health insurance, pension contributions, paid time off and so forth), perks etc.

\*\*\*\*The measure of inflation adjustment I mean to invoke by saying 'constant 2024-25 prices' is the official GDP deflator, as per the UK Government publication of this. The following table demonstrates the adjustment of the pay bands from 1(a) to 1(g) to constant 2024-25 prices."

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Deflator Index	76.78	77.33	79.08	80.33	82.02	83.96	88.47	87.95	94.22	100.00	102.37
Salary Band 1	£75.0k	£75.5k	£77.2k	£78.5k	£80.1k	£82.0k	£86.4k	£85.9k	£92.0k	£97.7k	£100.0k
Salary Band 2	£93.8k	£94.4k	£96.6k	£98.1k	£100.1k	£102.5k	£108.0k	£107.4k	£115.0k	£122.1k	£125.0k
Salary Band 3	£112.5k	£113.3k	£115.9k	£117.7k	£120.2k	£123.0k	£129.6k	£128.9k	£138.0k	£146.5k	£150.0k
Salary Band 4	£131.3k	£132.2k	£135.2k	£137.3k	£140.2k	£143.5k	£151.2k	£150.3k	£161.1k	£170.9k	£175.0k
Salary Band 5	£150.0k	£151.1k	£154.5k	£156.9k	£160.2k	£164.0k	£172.8k	£171.8k	£184.1k	£195.4k	£200.0k
Salary Band 6	£168.8k	£170.0k	£173.8k	£176.5k	£180.3k	£184.5k	£194.4k	£193.3k	£207.1k	£219.8k	£225.0k
Salary Band 7	£187.5k	£188.9k	£193.1k	£196.2k	£200.3k	£205.0k	£216.0k	£214.8k	£230.1k	£244.2k	£250.0k

## Response

The Scottish Police Authority has considered your request and can confirm that the Authority does not hold the information requested.<sup>1</sup>

To assist, the Authority's [Annual Report and Accounts](#) (ARA) may be of interest. Within the ARA there is a remuneration and staff report. The report for [2023-24](#) provides the number of senior employees by band on page 103. Previous years reports do not include this information, although information on salaries, allowances, bonuses, benefits in kind and pension benefits for the Authority's Senior Management Team and Police Scotland Force Executive is included but does not represent all employees with a salary over £100k.

More complete information may be available by contacting Police Scotland at [foi@scotland.police.uk](mailto:foi@scotland.police.uk)

<sup>1</sup> This represents a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

## **Right to Review**

If you are dissatisfied with the outcome of your request you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to [foi@spa.police.uk](mailto:foi@spa.police.uk) or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to [enquiries@foi.scot](mailto:enquiries@foi.scot) or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

**SPA Corporate Management**

