

Doherty L (Lesley)

From: Doherty L (Lesley)
Sent: 19 September 2007 13:02
To: Jacobsen I (Isabelle)
Cc: Finance Pay Policy
Subject: SCRA's grading structure - Proposed New Grade: Finance Pay Policy response: Sept 19 2007

Isabelle

SCRA are due to submit a remit for 1/10/07 so we would advise that this is addressed as part of that remit. Can you please advise when their remit is likely to be submitted as on our timetable it should have been at the beginning of August to try and ensure approval in advance of their settlement date.

Lesley

*Please note the new email address for all pay policy correspondence:
Finance Pay Policy on the global folder or financepaypolicy@scotland.gsi.gov.uk*

-----Original Message-----

From: Jacobsen I (Isabelle)
Sent: 19 September 2007 09:34
To: Doherty L (Lesley)
Subject: FW: SCRA's grading structure - Proposed New Grade
Importance: High

Lesley

I realise that this should have been forwarded to you.
It would be v helpful if you could respond to the attached request sometime today. Many thanks.

Isabelle Jacobsen
Children's Hearings team
Workforce & Capacity Issues
Children, Young People and Social Care
Directorate

-----Original Message-----

From: Jacobsen I (Isabelle)
Sent: 18 September 2007 15:51
To: Clunie R (Robert)
Subject: FW: SCRA's grading structure - Proposed New Grade
Importance: High

Hi Robert

Please find attached a letter from Marion Riddell (SCRA - HR Director) seeking approval for the creation of a new G1 grade within the current SCRA's pay/grading structure - in line with the requirements set out in the framework document (Management Statement/Financial Memorandum). Further detailed information is attached below. It would be helpful if a response could be provided before their next Remuneration Committee due to be held this Thursday 20 September.

Many thanks

Isabelle
 Children's Hearings team
 Workforce and Capacity Issues
 Children, Young People and Social Care
 Directorate

1. 7 staff are affected in 4 posts with 1 post, Service Development Manager (SDM), having 4 post holders. These posts are based in our 4 regions. The other posts are the Head of Policy, Head of Planning and Practice Manager. All posts were graded at Grade 5 level in our grading structure, above manager grade. The posts have since then become part of our wider senior team and this new grade would reinstate a grading differential which existed before the revised grading structure was introduced in 2005/6. As my letter states however, this group of staff are not at the same level in job evaluation terms as other senior managers.
2. The overall cost now if all transferred to band G would be £54,808 (including all backdating) plus on costs and the ongoing cost would be £3320 plus on costs
3. The overall cost now if grade G1 is agreed is 10,606 (including backdating) plus on costs and the ongoing cost would be £1328 plus on costs

Current pay and grading structure is shown below.

Salary scales – 2006/07

Grade	Min	Max	Width of grade	Progression amount
A	£11,793	£14,013	£2,220	£555
B	£14,319	£18,362	£4,043	£674
C	£16,898	£21,637	£4,739	£790
D	£20,290	£25,875	£5,586	£931
E	£27,540	£36,210	£8,670	£1,239
F	£36,228	£45,922	£9,694	£1,616
G	£46,674	£61,243	£14,569	£2,081
H	£58,676	£73,925	£15,249	£2,542

-----Original Message-----

From: Watt GA (Gordon)
Sent: 13 September 2007 16:18
To: Jacobsen I (Isabelle)
Cc: May S (Shona)
Subject: FW: SCRA's grading structure

Isabelle

In line with the requirements of the framework documents SCRA needs to seek our agreement to the creation of new senior posts. See attached.

This scenario has arisen because of a grading review which was approved (as a process) as part of the last pay remit. Can you please seek comment from Finance? SCRA say the cost can be borne within the existing levels of grant. Before seeking comment, I suggest you first seek confirmation from Marion on

- 1 - the number of staff involved (is it just me or is 4 posts and 7 holders confusing?)
- 2 - the overall cost now - and ultimately - if all transferred to Band G
- 3 - the cost now - and ultimately - if G1 was agreed

There may be other points of detail you would wish to explore prior to seeking comment from Finance. Happy to discuss if that would be helpful.

Gordon

-----Original Message-----

From: Marion.Riddell@scra.gsx.gov.uk [mailto:Marion.Riddell@scra.gsx.gov.uk]

Sent: 12 September 2007 17:52

To: Watt GA (Gordon)

Subject: SCRA's grading structure

.....
This email has been received from an external party and
has been swept for the presence of computer viruses.
.....

Confidential

Gordon

Following your telephone conversation with Eddie McConnell this morning, I attach a letter seeking approval for creation of a new senior grade within SCRA's grading structure. Thank you for your assistance.

Kind regards

Marion Riddell
Director of Human Resources

SCRA
Enterprise House
Springkerse Business Park
Stirling FK7 7XE
Â
Tel: 01786 459520

<<Mr Gordon Watt.doc>>

ATTENTION:

All communications sent/received to/from Scottish Children's Reporter Administration (S.C.R.A.) are logged and that their content may be monitored and/or recorded. The monitoring and/or recording of communications will be undertaken only for purposes permitted by the Telecommunications (Lawful Business Practice) (Interception of Communications) Regulations 2000.

The information in this e-mail is sent in confidence and may be legally privileged. If the reader of this e-mail is not the intended recipient you are hereby notified that any use, dissemination, distribution or reproduction of this e-mail by you or at your instigation is prohibited.

The information in this e-mail does not necessarily represent policy or procedure of S.C.R.A.. If you have received this e-mail in error or in the instance of receiving unsolicited or offensive e-mail from S.C.R.A., please notify us immediately at security@scra.gsx.gov.uk.

11th September 2007

Mr Gordon Watt
Head of Children's Hearings Team
Scottish Government Education Department
Children, Young People and Social Care Directorate
Workforce & Capacity Division
2B(South) Victoria Quay
EDINBURGH
EH6 6QQ

Dear Gordon

Proposed new grade

Further to Eddie McConnell's telephone conversation with you this morning, I am writing to request approval for a new grade within SCRA's grading structure.

As you know we introduced new pay and grading arrangements with effect from October 2005. This introduced an eight grade structure below Principal Reporter, with the most senior grades being G and H. Due to our pay dispute last year, we have only recently completed job evaluation appeals following introduction of this new structure.

Following consideration of the revised job evaluation rank order, we propose to introduce a new senior grade broadly equivalent to Scottish Executive Grade C2 and are therefore seeking Departmental approval in line with our Framework Documents. The new grade, G1, would be created between the top of Grade F, manager grade, and lower end of Grade G, which is a senior management grade including some Director posts.

These posts are currently Grade F and this does not reflect the senior nature of these roles, particularly as they are now part of the wider senior team. It would also allow us to rectify a situation where this small group of staff are on the same grade as some staff who report to them. On the basis of both job evaluation appeal outcomes and organisational fit, it would however be inappropriate to include these posts in the current G grade, which has a salary range of over £60k.

The new grade would include four posts and seven postholders. The provisional salary range for this grade would be £40 to £50k per annum and the annual cost of around £2000 per annum could be met from existing resources. Existing grade G would be graded at G2 level on the existing Grade G salary scale. Our revised structure would therefore have a Grade G1 and Grade G2.

We hope to submit our pay remit soon and we understand that subject to Departmental approval, it can include notification of the new G1 grade. As Remuneration Committee meets on 20th September and appellants are awaiting

notification of the outcome of their appeals, it would be very helpful if you could respond to me on this issue as soon as possible.

Please do not hesitate to contact me for further information.

Yours sincerely

Marion Riddell
Director of Human Resources

Scra
please

DOE 44 (19)

Cooper PG (Paul)

From: Marion.Riddell@scra.gsx.gov.uk
Sent: 21 September 2007 15:46
To: Finance Pay Policy
Cc: Watt GA (Gordon)
Subject: Pay remit

.....
This email has been received from an external party and has been swept for the presence of computer viruses.
.....

Nicola

attach a copy of SCRA's pay remit submission for 2007/8, the pay remit multiyear proforma and a covering letter. It would be helpful if we could submit these on an informal basis at this stage in advance of any queries. You may remember that I had alerted you about our late submission but we apologise for not being able to submit the remit before now. As discussed, this was due to difficulties in progressing consultation with our recognised Trade Union.

Please let me know if it would be helpful to meet to discuss any aspects of the remit .

Kind regards

Marion Riddell

Director of HR

<<NP20Sep07.doc>> <<Pay remit2007-8final.doc>> <<Public Sector Pay Policy 2007-08_Proformafinal.xls>>

ATTENTION:

All communications sent/received to/from Scottish Children's Reporter Administration (S.C.R.A.) are logged and that their content may be monitored and/or recorded. The monitoring and/or recording of communications will be undertaken only for purposes permitted by the Telecommunications (Lawful Business Practice) (Interception of Communications) Regulations 2000.

The information in this e-mail is sent in confidence and may be legally privileged. If the reader of this e-mail is not the intended recipient you are hereby notified that any use, dissemination, distribution or reproduction of this e-mail by you or at your instigation is prohibited.

The information in this e-mail does not necessarily represent policy or procedure of S.C.R.A.. If you have received this e-mail in error or in the instance of receiving unsolicited or offensive e-mail from S.C.R.A., please notify us immediately at security@scra.gsx.gov.uk.

Doc 46

*Smith's copy except
sent to ...*

FS1573272

85

Cooper PG (Paul)

From: Paterson N (Nicola)
Sent: 24 September 2007 16:21
To: Cabinet Secretary for Finance and Sustainable Growth
Cc: Permanent Secretary, DG Economy; Stewart DA (David); Finance Pay Policy; Noon S (Stephen); Communications Finance and Sustainable Growth
Subject: Public Sector Pay Policy: Briefing for meeting with Matt Smith, Unison: 26 September 2007

Attachments: Ministerial Briefing_ Mr Swinney meeting with Matt Smith 26 September 2007_ F-PP.doc; S20070021131.pdf; R20070021131.pdf; S20070023547.pdf; S20070025640.pdf; R20070025640.pdf

Cabinet Secretary for Finance and Sustainable Growth,

Copy as above

Please find attached briefing for Wednesday's meeting. For ease I also attach copies of the three letters Mr Smith has sent requesting a meeting and the responses to those approaches.

Geoff Owenson and I will be attending in support, does Mr Swinney wish to have a brief pre-meeting?

Nicola Paterson
 Finance Pay Policy
 40804



Ministerial Briefing_ Mr Swinn...



S20070021131.pdf (73 KB)



R20070021131.pdf (59 KB)



S20070023547.pdf (102 KB)



S20070025640.pdf (46 KB)



R20070025640.pdf (45 KB)

Our ref: **MS/RR**

Your ref:

When telephoning please ask for: **Matt Smith**
e-mail: **matt.smith@unison.co.uk**



John Swinney MSP
Cabinet Secretary for Finance and Sustainable Growth
The Scottish Parliament
Edinburgh
EH99 1SP

UNISON House
14 West Campbell Street
GLASGOW
G2 6RX

Tel: 0870 777 006
Fax: 0141 331 1203
Telephone: 0141 248 3981
www.unison-scotland.org.uk

Dear John,

5 June 2007

Non-Departmental Public Bodies - Pay and Conditions

As you will be aware the pay and conditions of NDPBs are covered by pay guidance issued by the Scottish Executive. There have been a range of difficulties with this system including the absence of consultation before the guidance is issued, delays in preparing the guidance and the lack of flexibility in applying it. All this undermines the collective bargaining provisions in each employing body and inevitably results in these matters ending up at ministerial level.

We have attempted to resolve these matters with your predecessor most recently at a meeting on 20 March 2007. However, I regret that we made no progress.

The pay position in a number of NDPBs is now reaching a difficult position. For example in Careers Scotland we may shortly be balloting over a local dispute with Scottish Enterprise. They have an annual pay round due on 1 July and yet have been advised by Scottish Enterprise that they have no remit to reach a settlement. In Children's Reporters and SEPA we have pay and grading proposals that are simply not making progress because of pay guidance or the absence of it. These include equal pay considerations.

We do of course appreciate that there are many competing issues in your portfolio at present and you may wish to give consideration to the longer term issue of how the Scottish Executive handles pay guidance issues. For our part we do not wish to authorise pay disputes that require ministerial consideration before giving you a reasonable opportunity to consider them.

For that reason we would suggest that a series of short term measures might be considered that gets us over the current problems and allows a more considered approach to the long term issues. These might include:

- Greater flexibility for each NDPB to reach local agreements within their overall budget without over prescriptive interventions from the Public Sector Pay Unit.
- Allow NDPBs to utilise savings to address pay and grading issues.
- Some assistance and recognition of the short term costs of meeting equal pay requirements as has been provided for other sectors.

I...

I hope this approach is helpful and has merit in avoiding a number of potential disputes that are rapidly facing us. I would of course be pleased to discuss the matter with you as soon as possible.

Best Wishes

Matt



SCOTTISH EXECUTIVE

Cabinet Secretary for Finance and Sustainable Growth
John Swinney MSP

Matt Smith
Unison Scotland
Unison House
14 West Campbell Street
Glasgow
G2 6RX

St Andrew's House
Regent Road
Edinburgh EH1 3DG

Telephone: 0845 774 1741
scottish.ministers@scotland.gsi.gov.uk
<http://www.scotland.gov.uk>

Our ref: 2007/0021131

11th July 2007

Handwritten initials

Thank you for your letter of 5 June in which you seek a meeting with John Swinney, Cabinet Secretary for Finance and Sustainable Growth, to discuss a range of issues with the system for determining pay increases for NDPBs. The Cabinet Secretary has asked me to reply.

Public Sector Pay Policy sets the parameters within which increases for individual public bodies are negotiated and implemented. It is necessary, within this policy, to set firm limits on annual increases particularly in light of Scotland's tight financial settlement for the period covered by the 2007 Strategic Spending Review.

Nevertheless, within the parameters of the policy for 2007-08 recently agreed by Cabinet there is flexibility for issues such as equal pay, recruitment, retention and motivation of staff to begin to be addressed. The policy allows for average increases for existing staff of between 1.5% and 4.0% depending on the extent of any issues to be addressed. Full details of this policy are set out in the document for Scottish public sector pay groups which issued on 3 July 2007 and which I have asked officials to send you.

Unfortunately, in light of his immediate priorities Mr Swinney is not able to meet with you to discuss the issue you raise in the near future but would be happy to do so in due course. Please contact me on 011 244 1509 to arrange a suitable date.

PAN McFARLANE
Chief Manager

Doc H6. p.5

MS/CM

Our ref:

Your ref:

When telephoning please ask for:

Matt Smith
e-mail: matt.smith@unison.co.uk

UNISON

Scotland

John Swinney MSP
Cabinet Secretary for Finance and Sustainable Growth
The Scottish Parliament
EDINBURGH
EH99 1SP

UNISON House
14 West Campbell Street
GLASGOW
G2 6RX

Tel: 0870 7777 006
Fax: 0141 331 1203
Textphone: 0141 248 3981
www.unison-scotland.org.uk

26th June 2007

Dear John

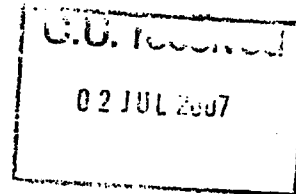
I write further to our discussion following the meeting with the First Minister and Cabinet Secretaries this morning when I raised with you the issue of Public Sector Pay.

In particular, I drew attention to our concerns about pay with the Non-Departmental Public Bodies as per my letter of 5th June 2007, a further copy of which is enclosed. There is also the wider issue of Public Sector Pay, Treasury Rules and the separate guidance issued by the Scottish Executive. Both of these matters require early discussion, and I would welcome an opportunity to meet with you on these matters at an early date.

I know your diary is very busy and there are other issues that over the summer months I hope we can discuss. Nevertheless, the issue of pay has some priority for us, and I look forward to hearing from you.

Best wishes

Matt



MS/RR

Matt Smith

e-mail: matt.smith@unison.co.uk

John Swinney MSP
Cabinet Secretary for Finance and Sustainable Growth
The Scottish Parliament
Edinburgh
EH99 1SP

5 June 2007

Non-Departmental Public Bodies - Pay and Conditions

As you will be aware the pay and conditions of NDPBs are covered by pay guidance issued by the Scottish Executive. There have been a range of difficulties with this system including the absence of consultation before the guidance is issued, delays in preparing the guidance and the lack of flexibility in applying it. All this undermines the collective bargaining provisions in each employing body and inevitably results in these matters ending up at ministerial level.

We have attempted to resolve these matters with your predecessor most recently at a meeting on 20 March 2007. However, I regret that we made no progress.

The pay position in a number of NDPBs is now reaching a difficult position. For example in Careers Scotland we may shortly be balloting over a local dispute with Scottish Enterprise. They have an annual pay round due on 1 July and yet have been advised by Scottish Enterprise that they have no remit to reach a settlement. In Children's Reporters and SEPA we have pay and grading proposals that are simply not making progress because of pay guidance or the absence of it. These include equal pay considerations.

We do of course appreciate that there are many competing issues in your portfolio at present and you may wish to give consideration to the longer term issue of how the Scottish Executive handles pay guidance issues. For our part we do not wish to authorise pay disputes that require ministerial consideration before giving you a reasonable opportunity to consider them.

For that reason we would suggest that a series of short term measures might be considered that gets us over the current problems and allows a more considered approach to the long term issues. These might include:

- Greater flexibility for each NDPB to reach local agreements within their overall budget without over prescriptive interventions from the Public Sector Pay Unit.
- Allow NDPBs to utilise savings to address pay and grading issues.
- Some assistance and recognition of the short term costs of meeting equal pay requirements as has been provided for other sectors.

/...

Page 2/MS/RR/J Swinney MSP/5 June 2007

I hope this approach is helpful and has merit in avoiding a number of potential disputes that are rapidly facing us. I would of course be pleased to discuss the matter with you as soon as possible.

Our ref:

MS/CM

Your ref:

Matt Smith

When telephoning please ask for:

e-mail: matt.smith@unison.co.uk

UNISON

Scotland

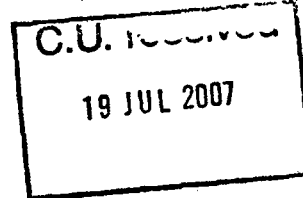
John Swinney MSP
Cabinet Secretary for Finance and Sustainable Growth
Scottish Executive
George IV Bridge
Edinburgh

UNISON House
14 West Campbell Street
GLASGOW
G2 6RX

Tel: 0870 7777 006
Fax: 0141 331 1203
Textphone: 0141 248 3981
www.unison-scotland.org.uk

12 July 2007

Dear John



PUBLIC SECTOR PAY AND GUIDANCE

I write further to my letter to you of 5 June 2007 which I followed up on 26 June 2007 asking that an early meeting be held around the issue of Pay Guidance. Your office subsequently suggested some dates when we might get together although I do appreciate that the diaries are particularly busy at this time. However, I was disappointed to receive copies of the Public Sector Pay Policy 2007/2008 and the Technical Guidance, published before we had any opportunity to discuss this matter with you. We are presently analysing the content of that document but you should be aware that there is considerable pressure building within the NDPB groups in Scotland and it may well be that industrial action will be considered and taken within the near future as a consequence of the pay pressures.

I hope we are able to have an early meeting on these matters which have been outstanding for some considerable time and about which we were unable to reach agreement with your predecessor.

I hope we can set a meeting which will allow discussion to take place on these matters.

Yours sincerely,
Matt



SCOTTISH EXECUTIVE

Cabinet Secretary for Finance and Sustainable Growth
John Swinney MSP

Mr Matt Smith
Unison Scotland
Unison House
14 West Campbell Street
Glasgow
G2 6RX

St Andrew's House
Regent Road
Edinburgh EH1 3DG

Telephone: 0845 774 1741
scottish.ministers@scotland.gsi.gov.uk
<http://www.scotland.gov.uk>

Our ref: 2007/0025640

14 August 2007

Dear Matt

Thank you for your letter of 12 July 2007 to the Cabinet Secretary for Finance and Public Sector Growth. I have been asked to reply on his behalf.

You have confirmed that you have received copies of Public Sector Pay in 2007-08: Policy for Scottish Public Sector Pay Groups and the supporting Technical Guide, so you will already be aware that the Government has determined the policy that will apply for 2007-08. As a result of the large number of organisations with August settlement dates it was important that the policy issued at the earliest opportunity so as not to delay settlements across the public sector. In light of the anticipated tight Strategic Spending Review 2007, Cabinet agreed that the key priorities are for all pay remits to deliver constrained, affordable, sustainable and non-inflationary pay settlements.

Although diaries are busy in the period following the summer recess Mr Swinney is content to meet with you in early October to discuss the pay policy issues you raised in your previous letters of 5 and 26 June 2007.

Please contact me on 0131 244 1509 to discuss a suitable date.

IAN McFARLANE
Diary Manager

Scraped with
Doherty L
(as per: IS)
N. Paterson 20.9

Cooper PG (Paul)

From: Cooper PG (Paul)
Sent: 26 September 2007 09:31
To: Jacobsen I (Isabelle)
Cc: Finance Pay Policy; Watt GA (Gordon)
Subject: RE: SCRA's grading structure - Proposed New Grade: Finance Pay Policy response: Sept 19 2007

Hi Isabelle,

I've not been involved with the SCRA pay remit, to date. From a brief discussion with Lesley and Nicola the costs associated with creating a new grade and moving staff into that new grade are pay costs and need to be included in a pay remit. If these costs have not already been accounted for in the 2005-07 remit then they will need to be shown in the current remit.

Nicola Paterson is already corresponding with Marion on their remit proposals and copying the sponsor team into exchanges. This matter should be dealt with as part of these exchanges and I'm reluctant to get involved (too many cooks.....!)

regards,

Paul C

-----Original Message-----

From: Jacobsen I (Isabelle)
Sent: 25 September 2007 14:02
To: Cooper PG (Paul)
Subject: FW: SCRA's grading structure - Proposed New Grade: Finance Pay Policy response: Sept 19 2007
Importance: High

Paul

Please see attached - thanks.

Isabelle

-----Original Message-----

From: Jacobsen I (Isabelle)
Sent: 24 September 2007 10:10
To: Doherty L (Lesley)
Subject: FW: SCRA's grading structure - Proposed New Grade: Finance Pay Policy response: Sept 19 2007
Importance: High

Lesley

We would be grateful for some feedback please re. the attached. Many thanks.

Isabelle Jacobsen
Children's Hearings team
Workforce & Capacity Issues
Children, Young People and Social Care

Directorate

-----Original Message-----

From: Jacobsen I (Isabelle)

Sent: 19 September 2007 16:04

To: Doherty L (Lesley)

Subject: FW: SCRA's grading structure - Proposed New Grade: Finance Pay Policy response: Sept 19 2007

Importance: High

Lesley

Please see attached. We would be grateful for your comments please.

Many thanks.

Isabelle

-----Original Message-----

From: Watt GA (Gordon)

Sent: 19 September 2007 15:24

To: Jacobsen I (Isabelle)

Cc: May S (Shona)

Subject: RE: SCRA's grading structure - Proposed New Grade: Finance Pay Policy response: Sept 19 2007

Marion came back to me saying she thinks it would be unhelpful to link the new pay remit with a suggested change to the regrading agreed as part of the last pay remit. This is because the proposed grade is being brought forward in the context of appeals and ensuring the outcome (of the last remit) was affordable. Leaving the issue unresolved would make it problematic to report on the outcome of the last pay round (and the basis for the next round). Also, agreeing a new remit (which is due to come in next week~) is likely to take some time - and the appellants involved would then have to wait which SCRA advise is likely to erode fragile industrial relations.

Shona/ Isabelle - Can you please go back to make these points to Lesley?

Happy to discuss

Gordon

-----Original Message-----

From: Jacobsen I (Isabelle)

Sent: 19 September 2007 14:31

To: Watt GA (Gordon)

Cc: May S (Shona)

Subject: FW: SCRA's grading structure - Proposed New Grade: Finance Pay Policy response: Sept 19 2007

Importance: High

Gordon

Please find attached feedback from Lesley Doherty re. the above.

Isabelle

-----Original Message-----

From: Doherty L (Lesley)
Sent: 19 September 2007 13:02
To: Jacobsen I (Isabelle)
Cc: Finance Pay Policy
Subject: SCRA's grading structure - Proposed New Grade: Finance Pay Policy response: Sept 19 2007

Isabelle

SCRA are due to submit a remit for 1/10/07 so we would advise that this is addressed as part of that remit. Can you please advise when their remit is likely to be submitted as on our timetable it should have been at the beginning of August to try and ensure approval in advance of their settlement date.

Lesley

*Please note the new email address for all pay policy correspondence:
Finance Pay Policy on the global folder or financepaypolicy@scotland.gsi.gov.uk*

-----Original Message-----

From: Jacobsen I (Isabelle)
Sent: 19 September 2007 09:34
To: Doherty L (Lesley)
Subject: FW: SCRA's grading structure - Proposed New Grade
Importance: High

Lesley

I realise that this should have been forwarded to you.
It would be v helpful if you could respond to the attached request sometime today. Many thanks.

Isabelle Jacobsen
Children's Hearings team
Workforce & Capacity Issues
Children, Young People and Social Care
Directorate

-----Original Message-----

From: Jacobsen I (Isabelle)
Sent: 18 September 2007 15:51
To: Clunie R (Robert)
Subject: FW: SCRA's grading structure - Proposed New Grade
Importance: High

Hi Robert

Please find attached a letter from Marion Riddell (SCRA - HR Director) seeking approval for the creation of a new G1 grade within the current SCRA's pay/grading structure - in line with the requirements set out in the framework document (Management Statement/Financial Memorandum). Further detailed information is attached below. It would be helpful if a response could be provided before their next Remuneration Committee due to be held this Thursday 20 September.

Many thanks

Isabelle
 Children's Hearings team
 Workforce and Capacity Issues
 Children, Young People and Social Care
 Directorate

1. 7 staff are affected in 4 posts with 1 post, Service Development Manager (SDM), having 4 post holders. These posts are based in our 4 regions. The other posts are the Head of Policy, Head of Planning and Practice Manager. All posts were graded at Grade 5 level in our grading structure, above manager grade. The posts have since then become part of our wider senior team and this new grade would reinstate a grading differential which existed before the revised grading structure was introduced in 2005/6. As my letter states however, this group of staff are not at the same level in job evaluation terms as other senior managers.
2. The overall cost now if all transferred to band G would be £54,808 (including all backdating) plus on costs and the ongoing cost would be £3320 plus on costs
3. The overall cost now if grade G1 is agreed is 10,606 (including backdating) plus on costs and the ongoing cost would be £1326 plus on costs

Current pay and grading structure is shown below.

Salary scales – 2006/07

Grade	Min	Max	Width of grade	Progression amount
A	£11,793	£14,013	£2,220	£555
B	£14,319	£18,362	£4,043	£674
C	£16,898	£21,637	£4,739	£790
D	£20,290	£25,875	£5,586	£931
E	£27,540	£36,210	£8,670	£1,239
F	£36,228	£45,922	£9,694	£1,616
G	£46,674	£61,243	£14,569	£2,081
H	£58,676	£73,925	£15,249	£2,542

-----Original Message-----

From: Watt GA (Gordon)
Sent: 13 September 2007 16:18
To: Jacobsen I (Isabelle)
Cc: May S (Shona)
Subject: FW: SCRA's grading structure

Isabelle

In line with the requirements of the framework documents SCRA needs to seek our agreement to the creation of new senior posts. See attached.

This scenario has arisen because of a grading review which was approved (as a process) as part of the last pay remit. Can you please seek comment from Finance? SCRA say the cost can be borne within the existing levels of grant. Before seeking

comment, I suggest you first seek confirmation from Marion on

1 - the number of staff involved (is it just me or is 4 posts and 7 holders confusing?)

2 - the overall cost now - and ultimately - if all transferred to Band G

3 - the cost now - and ultimately - if G1 was agreed

There may be other points of detail you would wish to explore prior to seeking comment from Finance. Happy to discuss if that would be helpful.

Gordon

-----Original Message-----

From: Marion.Riddell@scra.gsx.gov.uk [mailto:Marion.Riddell@scra.gsx.gov.uk]

Sent: 12 September 2007 17:52

To: Watt GA (Gordon)

Subject: SCRA's grading structure

.....
This email has been received from an external party and
has been swept for the presence of computer viruses.
.....

Confidential

Gordon

Following your telephone conversation with Eddie McConnell this morning, I attach a letter seeking approval for creation of a new senior grade within SCRA's grading structure. Thank you for your assistance.

Kind regards

Marion Riddell
Director of Human Resources

SCRA
Enterprise House
Springkerse Business Park
Stirling FK7 7XE
Å
Tel: 01786 459520

<<Mr Gordon Watt.doc>>

ATTENTION:

All communications sent/received to/from Scottish Children's Reporter Administration (S.C.R.A.) are logged and that their content may be monitored

and/or recorded. The monitoring and/or recording of communications will be undertaken only for purposes permitted by the Telecommunications (Lawful Business Practice) (Interception of Communications) Regulations 2000.

The information in this e-mail is sent in confidence and may be legally privileged. If the reader of this e-mail is not the intended recipient you are hereby notified that any use, dissemination, distribution or reproduction of this e-mail by you or at your instigation is prohibited.

The information in this e-mail does not necessarily represent policy or procedure of S.C.R.A.. If you have received this e-mail in error or in the instance of receiving unsolicited or offensive e-mail from S.C.R.A., please notify us immediately at security@scra.gsx.gov.uk.

Scope: with
Decision: reference

~~25~~ 53
24

N. Wilson
29/4.

Spoke to Maria - advised her that we don't have any paperwork about the revised figures discussed with sponsor branch & they weren't approved by Ministers.

However, it was clear they were given the go ahead by their sponsor branch - effectively the Scottish Government.

Reasoned her that if ~~written~~ cases in line with the figures agreed with sponsor branch we would have to reflect a breach with the approved remit but would also make it clear that they were given approval to do so by sponsor branch and therefore no penalty should be applied.

p.t.o.

However, if the outturn exceeds the % agreed with sponsor branch that would be a different matter (note - would recover clawback of difference).

Marian argued me that wouldn't be the case.

I emphasized the need to reach agreement on what the costs of the rent, payroll etc. were.

Marian agreed.

Nicola Paterson
2 October 07.

Marian: 01786459520

SCRA

will send back later today
9/10.

- Queries raised 25 Sep.
- Responded re bonuses/OT 2 Oct.
- outstanding queries re:
 - non pay benefits (cutsum & rewit).
 - basic award - a little low.
 - progression - v. low
 - pay data not completed fully
 - age discrimination

Concerns not yet raised fully - awaiting clarifications above:

- bonuses - overpaying significantly -
are there any controls (condition of approval that there are controls)
- why increasing pot (must be included in submission to ministers)
- if cannot meet age discrimination then should address ahead of increasing pot.

p.t.o.

- new G2 grade - any costs? If so will need to also be included.
- items of 2% across board - has done pay ranges sit against published market data (awaiting confirmation of relevant SG grades).
- Breach of approved rent exceeds even their amended figures (discussed with sponsor branch).

Nicola Paksan

2 October 2007.

Cooper PG (Paul)

Release B1753808
(SA)
D02 55

From: Cooper PG (Paul)
Sent: 08 October 2007 15:57
To: Cabinet Secretary for Finance and Sustainable Growth
Cc: Paterson N (Nicola); Watt GA (Gordon); Stewart DA (David)
Subject: Unison meeting 26 Sept 2007: draft response letter

Attachments: Ministerial Correspondance_ Unison meeting 26.9.07_ Cab Sec for Finance follow up letter_ Oct 5 2007_ F-PP.doc

PS/Cabinet Secretary for Finance and Sustainable Growth

Mr Swinney attended a meeting with Unison Scotland on 26 September 2007. Matt Smith was due to attend the meeting however, instead delegates were sent (Dave Watson, Marion Adamson, Peter Ritchie). Marion Adamson raised an issue regarding the pay remit for the Scottish Children's Reporters Administration claiming which Mr Swinney agreed look into and respond.

Following discussion with the sponsor branch we have confirmed that SCRA had approval for a two year remit (which was eventually imposed). Attached is a draft letter for Mr Swinney to reply to Unison.



Ministerial
correspondance_ Un.

Regards,

Paul Cooper
Finance Directorate:EP:FPP
Policy Officer
3-B (south)
VQ

Tel: 47341
Fax: 47524

Cabinet Secretary for Finance and Sustainable Growth
John Swinney MSP

B1578261

Doc 55 - p 2

T: 0845 774 1741
E: scottish.ministers@scotland.gsi.gov.uk



Marion Adamson
Unison Scotland
14 West Campbell Street
Glasgow
G2 6RX

12/10/07

Your ref: «Yourref»
Our ref: «Ourref»

XX October 2007

Meeting with Unison Representatives on 26 September 2007

Thank you attending the meeting on the above date.

At the meeting you raised some issues about the Scottish Children's Reporters Administration's pay remits. You explained that SCRA had entered into a 3 year pay deal but was unable to deliver the third year of the deal and instead was seeking approval for a new pay remit for 2007-08.

I have asked Scottish Government officials to consider the issues you raised and can confirm the SCRA had approval for a 2 year pay deal which covered the 2005-06 and 2006-07 remit years which expired on 30 September 2007. As a matter of standard practice SCRA is required to seek approval for their pay proposals for the remit year 2007-08. I understand that Scottish Government officials have received that and it is being actively considered under the approvals process.

At the meeting Unison indicated they could provide further information on public bodies experiences of the pay remit approvals process and also further information on the issues surrounding one-off paybill costs. I will be happy to consider this information in due course.

«Signature»

John Swinney

cc
Matt Smith
Dave Watson
Peter Ritchie

St Andrew's House, Regent Road, Edinburgh EH1 3DG
www.scotland.gov.uk



Scrape the
Decision release

Doc 69
39

Paterson N (Nicola)

From: MacLean CR (Colin)
Sent: 11 December 2007 15:17
To: Watt GA (Gordon); DG Education
Cc: Cox VA (Val); Finance Pay Policy; Paterson N (Nicola); Clunie R (Robert)
Subject: RE: SCRA_Pay 2007-08_Draft submission to RG with F-PP comments_December 11 2007_F-PP

Gordon

As discussed - you will make a couple of minor adjustments to clarify when we received the proposals from SCRA and that we understand and will not repeat the error than led to the previous pay remit being breached.

Overall - however - this is one of the best submissions on a pay remit that I have seen since becoming a member of the Remuneration Group. Clear - short - in line with pay policy - agreed by Pay Policy colleagues - dealt with quickly. Well done! (If only they were all like that . . .)

Colin

-----Original Message-----

From: Watt GA (Gordon)
Sent: 11 December 2007 14:56
To: DG Education
Cc: MacLean CR (Colin); Cox VA (Val); Finance Pay Policy; Paterson N (Nicola); Clunie R (Robert)
Subject: SCRA_Pay 2007-08_Draft submission to RG with F-PP comments_December 11 2007_F-PP

Please see attached draft advice on SCRA's pay remit for 07-08.

Gordon
x43545

Release
N. Nicholson 10/1/08
D02 81

Cooper PG (Paul)

From: Nicholson J (John) on behalf of Cabinet Secretary for Finance and Sustainable Growth
Sent: 11 January 2008 18:02
To: Watt GA (Gordon); Minister for Children and Early Years; Cabinet Secretary for Finance and Sustainable Growth
Cc: First Minister; Cabinet Secretary for Education and Lifelong Learning; Minister for Parliamentary Business; Permanent Secretary; Smith S (Sarah); Kelly OD (Owen); Baird A (Andrew); Communications First Minister; Communications Education and Lifelong Learning; Cabinet Secretariat inbox; Strategy & Delivery Unit Mailbox; DG Education; MacLean CR (Colin); Cox VA (Val); Finance Pay Policy; Clunie R (Robert)
Subject: RE: R: SCRA Pay 2007-08

Gordon

SCRA Pay 2007-08


Mr Swinney is content to clear this remit.

Thanks,

John

John Nicholson
Cabinet Secretary for Finance & Sustainable Growth
Scottish Government

Tel: 0131 244 5221
E-mail: john.nicholson@scotland.gov.uk

 Please consider the environment before printing this e-mail
All e-mails and attachments sent by a Ministerial Private Office to another 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 relevant Private Offices do not keep official records of such e-mails or attachments

-----Original Message-----

From: Watt GA (Gordon)
Sent: 10 January 2008 14:38
To: Minister for Children and Early Years; Cabinet Secretary for Finance and Sustainable Growth
Cc: First Minister; Cabinet Secretary for Education and Lifelong Learning; Minister for Parliamentary Business; Permanent Secretary; Smith S (Sarah); Kelly OD (Owen); Baird A (Andrew); Communications First Minister; Communications Education and Lifelong Learning; Cabinet Secretariat inbox; Strategy & Delivery Unit Mailbox; DG Education; MacLean CR (Colin); Cox VA (Val); Finance Pay Policy; Clunie R (Robert)
Subject: R: SCRA Pay 2007-08

Grant/ John

Attached is a routine "one/ two" 3 page minute on SCRA's pay remit. Please note that the remit has been signed off by the Remuneration Committee (also attached are the remit and a copy of the sign off minute).

Gordon
x43545

<< File: SCRA Pay 2007-08 Advice to Ministers Jan 08.doc >> << File: SCRA Pay 2007-08 Annex to Jan 10 2008 advice to Ministers.doc >> << File: SCRA_ Staff pay 2007-08_Revised Proforma Final.xls >>

Cooper PG (Paul)

From: Moncur G (Grant) on behalf of Minister for Children and Early Years
Sent: 23 January 2008 14:40
To: Watt GA (Gordon); Cabinet Secretary for Finance and Sustainable Growth
Cc: First Minister; Cabinet Secretary for Education and Lifelong Learning; Minister for Parliamentary Business; Permanent Secretary; Smith S (Sarah); Kelly OD (Owen); Baird A (Andrew); Communications First Minister; Communications Education and Lifelong Learning; Cabinet Secretariat inbox; Strategy & Delivery Unit Mailbox; DG Education; MacLean CR (Colin); Cox VA (Val); Finance Pay Policy; Clunie R (Robert)
Subject: RE: R: SCRA Pay 2007-08

Gordon

Further to your meeting earlier today with Mr Ingram, I am writing to record for the record that the Minister has noted your submission of 10 January and is content to agree to SCRA's remit.

Regards,
Grant

JRANT MONCUR

PS/Minister for Children and Early Years

0131 244 1469 or 07795 618 426



The Scottish Government
Riaghaltas na h-Alba

* All e-mails and attachments sent by a Ministerial Private Office to another 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 primary recipient. Private Offices do not keep official records of such e-mails or attachments.

-----Original Message-----

From: Watt GA (Gordon)

Sent: 10 January 2008 14:38

To: Minister for Children and Early Years; Cabinet Secretary for Finance and Sustainable Growth

Cc: First Minister; Cabinet Secretary for Education and Lifelong Learning; Minister for Parliamentary Business;

Permanent Secretary; Smith S (Sarah); Kelly OD (Owen); Baird A (Andrew); Communications First Minister;

Communications Education and Lifelong Learning; Cabinet Secretariat inbox; Strategy & Delivery Unit

Mailbox; DG Education; MacLean CR (Colin); Cox VA (Val); Finance Pay Policy; Clunie R (Robert)

Subject: R: SCRA Pay 2007-08

Grant/ John

Attached is a routine "one/ two" 3 page minute on SCRA's pay remit. Please note that the remit has been signed off by the Remuneration Committee (also attached are the remit and a copy of the sign off minute).

Gordon
x43545

<< File: SCRA Pay 2007-08 Advice to Ministers Jan 08.doc >> << File: SCRA Pay 2007-08 Annex to Jan 10 2008 advice to Ministers.doc >> << File: SCRA_ Staff pay 2007-08_Revised Proforma Final.xls >>

B157 3074

Doc 84

revised

[Signature]

Public Sector Pay Remits Timetable 2007-08

Organisation	May				June				July				August				September				October				November				December				Jan-08				February				March				April						
	7	14	21	28	4	11	18	25	2	9	16	23	30	6	13	20	27	3	10	17	24	1	8	15	22	29	5	12	19	26	3	10	17	24	31	7	14	21	28	4	11	18	25	3	10	17	24	31	7	14	21
Executive Agency																																																			
Registers of Scotland																																																			
Scottish Prison Service (Main)																																																			
Scottish Prison Service (Nurses)																																																			
Communities Scotland - PRP & NJC Staff																																																			
Nationalised Industries																																																			
Highland & Island Airports Limited																																																			
Non Departmental Public Bodies																																																			
Scottish Enterprise																																																			
Scottish Legal Aid Board																																																			
Mental Welfare Commission																																																			
Scottish Natural Heritage																																																			
National Museums of Scotland																																																			
Royal Commission for Ancient & Historic Monuments																																																			
Scottish Arts Council																																																			
Bòrd na Gàidhlig																																																			
National Libraries of Scotland (Scottish Screen staff)																																																			
Scottish Screen Agency																																																			
Architecture & Design Scotland																																																			
Scottish Police Services Authority																																																			
Scottish Children's Report Administration																																																			
Water Industry Commission for Scotland																																																			
Scottish Environmental Protection Agency																																																			
Scottish Water																																																			
Scottish Commission for the Regulation of Care																																																			
Cairngorms National Park Authority																																																			
Scottish Criminal Cases Review Commission																																																			
Scottish Social Services Council																																																			
Scottish Funding Councils for Further and Higher Education																																																			
Learning & Teaching Scotland																																																			
Risk Management Authority																																																			
Loch Lomond and the Trossachs National Park Authority																																																			
Quality Meat Scotland																																																			

Legend	■ Settlement Date	■ Expected Remit Submission Date	■ Actual Submission Date	■ Actual Approved Date
---------------	-------------------	----------------------------------	--------------------------	------------------------



[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]



The Scottish
Government

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



The Scottish Government

2006-07 Outturn ¹	Year remit approved	Settlement date	Baseline Paybill	Actual Paybill	Value of Bonus Pot		Actual Increase for Staff in Post		Actual New Money		Staff in Post	Paybill per head
					in £	in %	in £	in %	in £	in %		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



The Scottish Government

2006-07 Outturn ¹	Year remit approved	Settlement date	Baseline Paybill	Actual Paybill	Value of Bonus Pot		Actual Increase for Staff in Post		Actual New Money		Staff in Post	Paybill per head	
					in £	in %	in £	in %	in £	in %			
Scottish Children's Reporter Administration	2005-06	01 October 2006	£14,120,090	£14,724,220	£46,500	0.32%	£476,631	3.38%	£476,631	3.38%	460.20	£31,995	
Scottish Commission for the Regulation of Care	2006-07	01 April 2006	Still negotiating 2006-07 & 2007-08 settlement										
Scottish Criminal Cases Review Commission	2006-07	01 April 2006	£437,369	£437,370	£0	0.00%	£18,790	4.30%	£0	0.00%	13.00	£33,644	
Scottish Social Services Council	2006-07	01 April 2006	Information not yet provided										
Scottish Enterprise	2004-05	01 July 2006	£99,894,254	£102,012,899	£1,537,616	1.51%	£3,296,510	3.30%	£2,118,645	2.12%	2561.00	£39,833	
Scottish Environmental Protection Agency	2006-07	01 April 2006	Information not yet provided										
Scottish Further and Higher Education Funding Council	2006-07	01 April 2006	Information not yet provided										
Scottish Legal Aid Board	2005-06	01 August 2006	£7,130,296	£7,370,817	£0	0.00%	£311,950	4.37%	£240,521	3.37%	296.30	£24,876	
Scottish Natural Heritage	2006-07	01 August 2006	£23,636,026	£24,306,242	£59,955	0.25%	£813,002	3.44%	£670,216	2.84%	729.00	£33,342	
Scottish Qualifications Authority	2004-05	01 April 2006	£17,810,000	£19,167,738	£79,242	0.41%	£698,304	3.92%	£1,357,738	7.62%	650.61	£29,461	
Scottish Screen Agency	2006-07	01 August 2006	£1,413,376	£1,433,411	£8,000	0.56%	£49,068	3.47%	£20,035	1.42%	46.00	£31,161	



The Scottish Government

2006-07 Outturn ¹	Year remit approved	Settlement date	Baseline Paybill	Actual Paybill	Value of Bonus Pot		Actual Increase for Staff in Post		Actual New Money		Staff in Post	Paybill per head
					in £	in %	in £	in %	in £	in %		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]



The Scottish Government

2005-06 Outturn	Year remit approved	Settlement date	Baseline Paybill	Actual Paybill	Value of Bonus Pot		Actual Increase for Staff in Post		Actual New Money		Staff in Post	Paybill per head
					in £	in %	in £	in %	in £	in %		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Scottish Children's Reporter Administration	2005-06	01 October 2005	£13,671,582	£14,242,108	£46,500	0.33%	£585,526	4.28%	£570,526	4.17%	460.20	£30,948
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]



The Scottish Government

2005-06 Outturn	Year remit approved	Settlement date	Baseline Paybill	Actual Paybill	Value of Bonus Pot		Actual Increase for Staff in Post		Actual New Money		Staff in Post	Paybill per head
					in £	in %	in £	in %	in £	in %		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]



The Scottish Government

2004-05 Outturn	Year remit approved	Settlement date	Baseline Paybill	Actual Paybill	Value of Bonus Pot		Actual Increase for Staff in Post		Actual New Money		Staff in Post	Paybill per head
					in £	in %	in £	in %	in £	in %		
Scottish Children's Reporter Administration	2003-04	01 October 2004	£12,605,655	£13,100,698	£36,476	0.28%	£598,043	4.74%	£495,043	3.93%	442.41	£29,612
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]