

REDACTED



Scottish Legal Aid Board

Thistle House

91 Haymarket Terrace

Edinburgh

EH12 5HE

Switchboard: 0131 226 7061

www.slab.org.uk

Reference Number: FOI2024/00042

9 January 2025

Dear REDACTED

REQUEST FOR INFORMATION UNDER THE FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your email request for information received on 10 December.

You requested the following:

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**:

- * £100k-£125k
- * £125k-£150k
- * £150k-£175k
- * £175k-£200k
- * £200k-£225k
- * £225k-£250k
- * £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.

We can confirm that we do hold this and are pleased to provide you with this information in full.

Please see details below.

We now consider this request closed.

Your right to request a review of decision

If you are dissatisfied with the way in which we have handled your request for information, you may ask us to review our decision. A request that we review our decision should be made in writing within 40 working days of the date of this letter or, if we have not responded to your request, within 40 days of the date by which we should have responded (that would normally be 20 days after receiving your request).

We will review our decision and tell you the outcome within 20 working days of receiving your request.

If, having done so, you remain dissatisfied, you may ask the Scottish Information Commissioner to review our decision.

You must submit your request in writing to the Commissioner within 6 months of first receiving notice about the matter you are complaining about.

The Commissioner will not deal with an application unless SLAB's review process has been used and exhausted - in other words, until you have asked us to review our decision and you are not satisfied with our response or have not received a response within 20 working days of your request.

The Commissioner's contact details are:

The Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS

Telephone: 01334 464610

Website: www.foi.scot

E-mail: enquiries@foi.scot

For details on how to appeal please go to their website www.foi.scot/contactus

Kind Regards,

REDACTED
People & OD

Need communication support?

Translation & Interpretation, Braille, Larger formats, BSL and more.

If you need us to change how we communicate with you, please let us know by sending details to communicationsupport@slab.org.uk. Where possible, we will consider all reasonable adjustments and requests.

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+
2014-15	1	0	0	0	0	0	0
2015-16	1	0	0	0	0	0	0
2016-17	1	0	0	0	0	0	0
2017-18	1	0	0	0	0	0	0
2018-19	1	0	0	0	0	0	0
2019-20	1	0	0	0	0	0	0
2020-21	1	0	0	0	0	0	0
2021-22	1	0	0	0	0	0	0
2022-23	1	0	0	0	0	0	0
2023-24	3	0	0	0	0	0	0
2024-25	2	1	0	0	0	0	0

* 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.

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).**

	a. £100k-£125k	b. £125k-£150k	c. £150k-£175k	d. £175k-£200k	e. £200k-£225k	f. £225k-£250k	g. £250k+
2014-15	1	0	0	0	0	0	0
2015-16	1	0	0	0	0	0	0
2016-17	1	0	0	0	0	0	0
2017-18	1	0	0	0	0	0	0
2018-19	1	0	0	0	0	0	0
2019-20	1	0	0	0	0	0	0
2020-21	1	0	0	0	0	0	0
2021-22	1	0	0	0	0	0	0
2022-23	1	0	0	0	0	0	0
2023-24	3	0	0	0	0	0	0
2024-25	2	1	0	0	0	0	0

*** “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.

Pension is unfunded so unable to put a prediction on the value of the pension. Other benefits include Occupational Sick Pay, Family friendly policies, Holiday/Annual leave, Special leave. These are on an as required basis and may not be applicable year on year; rather if required by the individual.

- 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).**

	a. £100k-£125k	b. £125k-£150k	c. £150k-£175k	d. £175k-£200k	e. £200k-£225k	f. £225k-£250k	g. £250k+
2014-15	1	0	0	0	0	0	0
2015-16	1	0	0	0	0	0	0
2016-17	1	0	0	0	0	0	0
2017-18	1	0	0	0	0	0	0
2018-19	1	0	0	0	0	0	0
2019-20	1	0	0	0	0	0	0
2020-21	1	0	0	0	0	0	0
2021-22	1	0	0	0	0	0	0
2022-23	1	0	0	0	0	0	0
2023-24	3	0	0	0	0	0	0
2024-25	2	1	0	0	0	0	0

**** 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 above table demonstrates the adjustment of the pay bands from 1(a) to 1(g) to constant 2024-25 prices.

- 4. By financial year, from 2014-15 to present, number of employees whose compensation was, at constant 2024-25 prices, in each of the bands listed from 1(a) to 1(g).**

	a. £100k-£125k	b. £125k-£150k	c. £150k-£175k	d. £175k-£200k	e. £200k-£225k	f. £225k-£250k	g. £250k+
2014-15	1	0	0	0	0	0	0
2015-16	1	0	0	0	0	0	0
2016-17	1	0	0	0	0	0	0
2017-18	1	0	0	0	0	0	0
2018-19	1	0	0	0	0	0	0
2019-20	1	0	0	0	0	0	0
2020-21	1	0	0	0	0	0	0
2021-22	1	0	0	0	0	0	0
2022-23	1	0	0	0	0	0	0
2023-24	3	0	0	0	0	0	0
2024-25	2	1	0	0	0	0	0

- 5. By financial year, from 2014-15 to present, total value of bonuses handed out to employees at current prices.**

N/A - no bonuses were handed out from 2014 to present.

- 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.**

N/A - no bonuses were handed out from 2014 to present.