

Appendix A – FOI response 202200326780

Staff pay ranges commencing April 21

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3			27,231	31,542	39,659	31,282	49,861	65,275	75,446
Max-2	21,045	24,395	27,938	33,071	40,814	34,232	53,476	67,545	76,307
Max-1	22,139	25,124	28,990	34,600	42,996	36,205	57,190	70,478	77,168
Max	23,233	25,934	30,039	36,129	47,485	38,669	62,167	75,341	77,340

Staff pay ranges commencing April 22

	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3			28,702	33,120	41,642	32,847	52,355	68,540	
Max-2	22,182	25,713	29,447	34,725	42,855	35,944	54,867	70,923	79,360
Max-1	23,335	26,481	30,440	36,330	44,888	38,016	58,849	74,002	80,255
Max	24,488	27,335	31,541	37,936	49,860	40,603	65,276	79,109	80,434

Social Security Scotland is part of the Scottish Government Main Pay Bargaining unit and adhere to their terms and conditions for pay, including pay arrangements.

Total cost of staff salaries by division

The total cost of staff salaries for Financial year 2021 – 2022 is £91.7 million, a breakdown for salaries for each division can be found below.

Finance and Corporate Services	£ 17.1 million
Client Services Delivery	£ 36.8 million
Chief Digital Office	£ 25.3 million
Health and Social Care	£ 1.3 million
Strategy, Change, Data and Engagement	£ 11.2 million
Total	£ 91.7 million

Breakdown of staff employed within pay range and division

The table below breaks down the number of Social Security Staff employed (headcount, not FTE) within each pay range, and which divisions these staff operate within.

Headcount by Grade and Division										
This table presents a snapshot of the data as it appeared on the HR administrative database at the end of 2021-22.										
Division	Pay Grade									
	A3	A4	B1	B2	B3	BFS	C1	C2	C3	SCS
CHIEF DIGITAL OFFICE	12	4	25	20	52	0	45	16	5	0
CLIENT SERVICES DELIVERY	627	29	664	184	50	1	15	1	1	1
HEALTH AND SOCIAL CARE	0	0	1	30	23	0	4	1	0	0
FINANCE AND CORPORATE SERVICES	35	45	124	105	55	0	29	10	5	1
STRATEGY, CHANGE, DATA AND ENGAGEMENT	14	1	34	59	64	2	28	10	2	1
SOCIAL SECURITY SCOTLAND [Note 1]	1	0	1	0	3	1	1	1	0	2
TOTAL	689	79	849	398	247	4	122	39	13	5

[Note 1] This category contains staff members who did not have a specific Division recorded on the HR system when the data was extracted, and includes the Chief Executive of Social Security Scotland.