

# Scottish Courts and Tribunals Service



Neil Findlay MSP  
The Scottish Parliament  
Edinburgh  
EH99 1SP

Chief Executive's Office  
Parliament House  
Parliament Square  
Edinburgh  
EH1 1RQ  
DX 549306  
LP1 Edinburgh 10

19 November 2015

Dear Mr Findlay

## SCOTTISH PARLIAMENTARY QUESTION S4W-28213 and S4W-28222

The Cabinet Secretary in his response to the above PQ indicated that it relates to operational matters within the responsibility of the Scottish Courts and Tribunals Service corporate body. I am now writing to you in response to the matter you have raised.

**S4W-28213** asks: *To ask the Scottish Government how many posts in the Scottish Courts and Tribunal Service attract a recruitment and retention allowance or other market-based pay supplement and whether it will provide a breakdown of staff in these posts by (a) age, (b) gender and (c) geographical area.*

As was published on the SCTS website in our HR Annual People Scorecard 2014-15, setting out information as at 31 March 2015, there were 37 SCTS employees that received a recruitment and retention allowance during the financial year 2014-15

The breakdown of staff in these posts by (a) age, (b) gender and (c) geographical area are as follows:

### (a) Age

Age Banding	Number of Staff in Receipt of RRA
30/39	9
40/49	10
50/59	15
60+	3
<b>Total</b>	<b>37</b>

(b) Gender

Gender	Number of Staff in Receipt of RRA
M	15
F	22
<b>Total</b>	<b>37</b>

(c) Geographical Area

Area/Sheriffdom	Number of Staff in Receipt of RRA
Sheriffdom of Grampian, Highland & Islands	5
Sheriffdom of Lothian & Borders	2
Sheriffdom of Tayside, Central & Fife	2
Sheriffdom of North Strathclyde	1
Judicial Office (Edinburgh)	2
Supreme Courts (Edinburgh)	3
Headquarters (Edinburgh)	22
<b>Total</b>	<b>37</b>

**S4W-28222** asks: *To ask the Scottish Government how much the Scottish Courts and Tribunal Service pays in recruitment and retention allowances or similar market-based pay supplements.*

As was published on the SCTS website in our HR Annual People Scorecard 2014-15, setting out information as at 31 March 2015, the total cost of the recruitment and retention allowances paid to SCTS staff during the financial year 2014-15 equated to £56,638.

A copy of this letter will be placed in the Scottish Parliament Information Centre and published on the Scottish Courts and Tribunals Service website.

Yours sincerely



Eric McQueen  
Chief Executive  
0131 444 3301  
[emcqueen@scotcourts.gov.uk](mailto:emcqueen@scotcourts.gov.uk)