

6 October 2022

Request under The Freedom Of Information (Scotland) Act 2002 ("the Act")

Thank you for your Freedom of Information request dated 13 September 2022, in which you requested the following:

1. The names of the unions which are signatories to your main collective agreement covering pay and conditions?
2. The number of employees covered by the agreement?
3. For your 2022/23 pay agreement, were the key features of the Scottish Public Sector pay policy applied as listed below (see <https://www.gov.scot/publications/public-sector-pay-policy-2022-2023/pages/2/>)?

The key features of the 2022-23 Public Sector Pay Policy are:

- setting a guaranteed wage floor of £10.50 per hour, going beyond the current real Living Wage rate of £9.90;
- providing a guaranteed cash underpin of £775 for public sector workers who earn £25,000 or less;
- providing a basic pay increase of up to £700 for those public sector workers earning between £25,000 to £40,000;
- provide a cash uplift of £500 for public sector workers earning above £40,000; and
- allowing flexibilities for employers to use up to 0.5 per cent of pay bill savings on baseline salaries in 2022 to address clearly evidenced equality or pay coherence issues.

4. Were there any variations made to the key features of the policy?
5. What percentage consolidated pay increase was applied to the lowest rate of pay (excluding apprentice rates or rates for staff aged under 18)?
6. What consolidated pay increase did the majority of staff receive (ie. if a majority of staff received the same increase, what was that increase)?
7. Were any changes made to pay rates to address clearly evidenced equality or pay coherence issues in your existing pay and grading structure? If yes, what were the changes?
8. Please supply a list of your pay grades and current pay rates and confirm the settlement date from which they became payable.
9. Do you pay market supplements in addition to the current rates? If yes, please give details including a description of current arrangements if possible.

I have considered your request and can respond as follows:

VisitScotland does not hold the information that you have requested and is not aware of any other public authority that could respond to your request. Section 17 of the Act states that where public authorities receive requests for information that they do not hold, they must issue a notice advising that they do not hold the requested information

Please note we are still detailing this year's pay award, so you may wish to submit your Freedom of Information request again at a later date.

We hope this information is helpful to you. If, however, you are not satisfied with our response or the manner in which we have dealt with your application, you may in the first instance contact our Chief Executive, Malcolm Roughead, whose contact details are set out below:

Mr Malcolm Roughead
Chief Executive
VisitScotland
Ocean Point One
94 Ocean Drive
Edinburgh, EH6 6JH
Telephone: 0131 472 2201
Fax: 0131 472 2223
E-mail: malcolm.roughead@visitscotland.com

If you wish to request a review of your application under either the Freedom of Information (Scotland) Act 2002 or the Environmental Information (Scotland) Regulations 2004, your request should be submitted to us in writing, or another permanent format (for example e-mail or voice recording), and be received by us within 40 days of the date of this letter. Any request for a review should also set out, in as much detail as possible, the reasons why you are not satisfied with our response or the manner in which we have dealt with your application.

If you are still not satisfied with our handling of your application after we have responded to your request for a review, you have a right to apply to the Scottish Information Commissioner for a decision on whether we have dealt with your request in accordance with the Act.

The Scottish Information Commissioner may be contacted at:

Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews, Fife
KY16 9DS
Telephone: 01334 464610
Fax: 01334 464611
E-mail: enquiries@itspublicknowledge.info

You also have the right to appeal to the Court of Session in Scotland on a point of law concerning our response.

Yours sincerely,

VisitScotland