

Scotsman

01 February 2017

Dear XXXXX,

**Request under The Freedom Of Information (Scotland) Act 2002**

Thank you for your Freedom of Information request dated 02 December 2016, in which you requested the following:

*I would like the information to cover the last two financial years (2014/15, 2015/16) and to be broken down by year.*

*1) I would like to know how many members of staff have received bonuses or performance related payments during this period?*

*2) I would like to know the total amount of money which was paid out in bonuses or performance related payments to staff during this period?*

*3) I would like to know the range of monetary value of the performance related payments or bonuses paid out from the highest to the lowest?*

*I realise that you have 20 days to respond to this request and look forward to hearing from you in due course.*

We have considered your requests, and can respond as follows:

1, 2 & 3) Under the Scottish Government pay policy for public bodies that VisitScotland is subject to, access to bonus or similar performance payments are currently suspended and have been for some time. Subsequently, VisitScotland has not made any bonus or one off performance payments to its staff or senior management in the past 5 years. Therefore, we cite Section 17 'Notice that Information is Not Held' of the Freedom of Information (Scotland) Act.

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](mailto: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](mailto:enquiries@itspublicknowledge.info)  
Website: [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal)

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Douglas Keith', with a long horizontal line extending to the right.

Douglas Keith  
Government and Parliamentary Affairs Executive  
VisitScotland