



LETTER SENT BY EMAIL ONLY

2 April 2025

FOI Ref 2024/25-120

Request

Your request for information dated 17 March 2025 is copied below.

1. A breakdown of the number of Scottish Police Authority employees grouped by salary bands (e.g., £50,000–£55,000, £55,001–£60,000, etc.).
2. The number of Scottish Police Authority employees whose annual salary is £50,000 or higher.
3. The number of Scottish Police Authority employees whose annual salary is £80,000 or higher.
4. The number of Scottish Police Authority employees whose annual salary is £100,000 or higher.

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA).

In terms of part one of your request, the Authority can confirm that information is held.

Scottish Police Authority employees include SPA Corporate, Forensic Services and those under the direction of the Chief Constable of Police Scotland. This does not include Police Officers.

Below is a breakdown of the number of Scottish Police Authority employees by salary band as at 28 March 2025.

Grade	Pay scale at 1 April 2024	SPA Corporate	SPA Forensic Services	Police Scotland
1	£27,373-£28,057	0	0	115
2	£28,197-£29,625	1	17	351
3	£29,711-£32,000	1	0	1829
4	£32,160-£36,457	2	62	1363
5	£36,639-£41,636	10	52	876
6	£41,844-47,549	7	119	328
7	£47,788-53,406	7	160	320
8	£53,673-£60,992	1	127	168
9	£61,297-£69,655	10	4	135
10	£70,003-£77,231	0	42	74
11	£77,620-£85,632	0	9	22
12	£86,062-£94,949	6	2	16
13	£95,419-£102,397	0	4	12
14	£102,878-£112,820	0	1	1
Director	See note 1	3	1	8

Notes:

1. The Authority publishes the remuneration of its Directors and Senior Officers as outlined in the Scottish Government guidance to Non-Departmental Public Bodies. The [current remuneration for those defined as directors](#) within the SPA and Police Scotland's leadership team is available on the Authority's website.¹
2. There are 23 employees that remain under TUPE provisions and therefore are not on the same pay and grading model. These staff are not included in the above table. Information may be available by contacting Police Scotland.

In terms of parts two to four of your request, the Authority does not hold the information requested.² The Authority does not hold information on spinal column points for each employee.

By means of explanation, the information requested is not held by the Authority, but may be held by Police Scotland. This is because Police Scotland provides certain services to the Authority, in line with legislation. The services provided by Police Scotland include, for example, contract management, human resources and payroll. Where services like this are provided to the Authority, information may be held by Police Scotland rather than the Authority.

¹ This represents a notice in terms of Section 25 of the Freedom of Information (Scotland) Act 2002 - where information is already available, there is no need to provide an alternative right of access to it through FOISA.

² This represents a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

Therefore, information may be available by contacting Police Scotland at foi@scotland.police.uk

To assist, we can provide the following:

In relation to part two of your request, the number of Scottish Police Authority employees whose annual salary is £50,000 or higher. £50,000 falls within grade 7. Inclusive of all those on grade 7, 1133 employees earn £47,788 or more. There are 646 employees on grade 8 or above, earning £53,673 or higher.

In relation to part three of your request, the number of Scottish Police Authority employees whose annual salary is £80,000 or higher. £80,000 falls within grade 11. Inclusive of all those on grade 11, 85 employees earn £77,620 or more. There are 54 employees on grade 12 or above, earning £86,062 or higher.

In relation to part four of your request, the number of Scottish Police Authority employees whose annual salary is £100,000 or higher. £100,000 falls within grade 13. Inclusive of all those on grade 13, 30 employees earn £95,419 or higher. There are 14 employees on grade 14 or above, earning £102,878 or higher.

Right to Review

If you are dissatisfied with the outcome of your request you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to foi@spa.police.uk or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@foi.scot or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

Scottish Police Authority