

## FOI Disclosure

Reference Number: FOI/046/25

Date Published: 07 November 2025

Information requested:

I am looking for information regarding the number of Executive Management Team staff and their salaries/allowances. As such, please provide the following information, as of 1st October 2025 (or most recent):

Number of Executive Management Team staff.

- 1) Breakdown of salaries, including how many earn over £100k, over £110k, over 120k etc.
- 2) Breakdown of all expenses/allowances for the Executive Management Team, broken down by each financial year from 2019/20 to 2024/25.

Under the Freedom of Information (Scotland) Act I understand that I can specify the format that the response takes. Please therefore provide the details in an excel spreadsheet.

Response:

Whilst the legislation allows an applicant to specify their preferred format for receiving information (FOISA Section 11(1) & (2)), some of the requested material is already published on our website, and other information has previously been published but is not currently accessible from our website. Converting published information into alternative formats falls outside the scope of the legislation.

Furthermore, providing additional context or a narrative within a spreadsheet is not a practical approach.

Where practical we have provided information in the enclosed spreadsheet.

- 1) There are six members of the executive management team. A list has been provided in the spreadsheet.
- 2) The exact salary of an individual is personal data and as such this information is exempt from disclosure (FOISA Section 38(1)(b)). Although the public do have a legitimate interest in the remuneration of senior staff this does not completely outweigh staffs' right to privacy. We have provided published and previously published information in bands of £5,000.

The information for 2022/23 and 2023/24 is available in our annual accounts for 2023/24. The information for 2023/24 and 2024/25 is available in our annual accounts for 2024/25. Both of these documents are available from our website

[Annual Reports & Accounts - State Hospital](#) and are exempt from disclosure as the information can reasonably be obtained without making a FOI request. (FOISA Section 25)

We have enclosed a copy of our previously published accounts for 2022/21 which includes the information for 2021/22 and 2020/21.

We have enclosed a copy of our previously published accounts for 2020/21 which includes the information for 2020/21 and 2019/20.

- 3) We have provided the expenses/allowances in the spreadsheet. The entries marked "C8916 RRP-HSU ALLOW" relate to a High Secure Allowance that is an additional payment in NHS Scotland for staff who work in high-security environments, recognising the unique and demanding conditions of the workplace.

Please let us know if you need any of the other entries explained.