

Community Wealth Building (Scotland) Bill

Financial Memorandum

Introduction

1. As required under Rule 9.3.2 of the Parliament's Standing Orders, this Financial Memorandum is published to accompany the Community Wealth Building (Scotland) Bill, introduced in the Scottish Parliament on 20 March 2025.
2. The following other accompanying documents are published separately:
 - Explanatory Notes (SP Bill 62–EN);
 - a Policy Memorandum (SP Bill 62–PM);
 - a Delegated Powers Memorandum (SP Bill 62–DPM);
 - statements on legislative competence made by the Presiding Officer and the Scottish Government (SP Bill 62–LC).
3. This Financial Memorandum has been prepared by the Scottish Government to set out the costs associated with the measures introduced by the Bill. It does not form part of the Bill and has not been endorsed by the Parliament.

Background

4. The Bill responds to the vision set out in the National Strategy for Economic Transformation¹ to create a strong Scottish economy where good secure and well-paid jobs and growing businesses contribute to the achievement of the Scottish Government's goals of eradicating child poverty, growing the economy, tackling the climate emergency and ensuring high quality and sustainable public services.
5. The Bill, thought to be first of its kind in the world, seeks to advance the implementation of the community wealth building (CWB) model of economic development in Scotland. It aims to ensure consistent implementation of this model of economic development across Scotland's local areas and regions, and address economic and wealth inequality between individuals and communities, by facilitating and supporting the generation, circulation, and retention of more wealth in local and regional economies.

¹ [Scotland's National Strategy for Economic Transformation - gov.scot](https://www.gov.scot/publications/national-strategy-for-economic-transformation/pages/1-introduction.aspx)

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

6. The Scottish Government consulted on CWB legislation in 2023 welcoming a wide range of views. Over 180 responses were received. All responses were analysed in detail and a full report² on the findings of the consultation was published in Autumn 2023. Further detail is available within the Policy Memorandum.

7. The Bill contains new duties for certain public sector organisations. The duties aim to introduce a consistent framework to support implementation of CWB and will be focused on the Scottish Ministers; local authorities; relevant national public bodies and specified local or sub-national public sector ‘anchor’ organisations.

8. In summary, the Bill includes the following key elements:

Community wealth building statement

9. The Scottish Ministers have a duty to publish and lay in Parliament a community wealth building statement. The statement will set out measures that the Scottish Ministers are taking or intend to take to:

- a. reduce economic and wealth inequality between individuals and communities in and across Scotland, and
- b. support economic growth in and across Scotland,
- c. by facilitating and supporting the generation, circulation and retention of wealth in local and regional economies.

10. The Scottish Ministers will be required to publish their inaugural statement within 18 months of the relevant section coming into force. Thereafter, the Scottish Ministers will be required to review the CWB statement before the end of the period of 5 years and a new CWB statement must be laid in parliament at least every 5 years.

11. The Scottish Ministers will be required to consult with such persons as they consider appropriate during the development of the CWB statement, which will ensure that insight and experiences gathered during this process can inform the final statement that is laid in Parliament.

12. To align with the CWB pillars as set out above, the statement may in particular set out measures to:

- a. use public procurement to facilitate or support such generation, circulation and retention,
- b. promote—
 - i. employment opportunity,
 - ii. workforce development,
 - iii. equality in the workplace,

² [Building Community Wealth in Scotland: consultation analysis - gov. scot](#)

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

- c. diversify ownership of land or other assets by facilitating or supporting community ownership,
- d. bring vacant and derelict land back into use in a way that provides financial, social or environmental benefit to the community,
- e. encourage local business start-ups or entrepreneurship,
- f. promote or support the development of employee-owned businesses, co-operatives or social enterprises,
- g. such other measures as the Scottish Ministers consider appropriate.

13. The Scottish Ministers must prepare a report setting out the steps they have taken in respect of each measure included in the CWB statement and the steps they have taken to keep the CWB statement under review. This report must be published and laid before the Scottish Parliament.

Community wealth building action plans

14. Local authorities and relevant public bodies (Annex A) are to work together as a “community wealth building partnership”.

15. CWB partnerships have a duty to prepare a CWB action plan for the area of the local authority within the period of 3 years beginning with the day on which the relevant section comes into force. This action plan must set out the measures the CWB partnership is taking or intends to take to facilitate and support the generation, circulation and retention of wealth in the local economy.

16. To align with the CWB pillars as set out above, the CWB action plans may, in particular set out measures to:

- a. use public procurement to facilitate or support such generation, circulation and retention,
- b. support local economic operators to access public sector contracts,
- c. promote—
 - i. employment opportunity,
 - ii. workforce development,
 - iii. equality in the workplace,
- d. diversify ownership of land or other assets by facilitating or supporting community ownership,
- e. bring vacant and derelict land back into use in a way that provides financial, social or environmental benefit to the community,
- f. encourage local business start-ups or entrepreneurship,

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

- g. promote or support the development of employee-owned businesses, co-operatives or social enterprises,
- h. such other measures as the community wealth building partnership considers appropriate.

17. In preparing a CWB action plan, a CWB partnership must have due regard to guidance produced by the Scottish Ministers. Where there is an existing local CWB action plan in place (by one or more partner), this could be reviewed in line with any new statutory obligation and new guidance arising from that to identify if it meets legal requirements.

18. Each CWB partnership must keep their CWB action plan under review and may revise it as they consider appropriate. If the CWB partnership has not revised the CWB action plan within the period of 5 years beginning with the day on which the plan was last published, they must revise the plan.

19. The CWB partners must, so far as reasonably practicable, implement the measures set out in the plan in the area of the local authority during the period to which the CWB action plan relates.

Community wealth building action plan consultation

20. In contributing to the preparation of a CWB action plan, a local authority must consult such persons as it considers likely to be directly affected by the plan, and such other persons as it considers appropriate.

Community wealth building action plan publication

21. Each local authority must publish the CWB action plan prepared in accordance with the duty as soon as reasonably practicable following its preparation.

Local authorities acting jointly

22. Two or more local authorities may act jointly, with the relevant public bodies, to prepare and publish a CWB action plan for the areas of the local authorities. Local authorities will make the decision as to whether to collaborate on their action plan or not.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Duty to have regard to guidance

23. Specified public bodies (Annex B) must have due regard to guidance issued by the Scottish Ministers when developing that body's corporate plan, and delivery strategies in relation to that plan.

24. The guidance issued by the Scottish Ministers will assist these specified public bodies to ensure that CWB is consistently represented in their key operating plans, economic strategies and impact measures.

25. To ensure the consistent implementation of CWB across Scotland, public bodies across the wider public sector landscape must be meaningfully engaged in the approach. To support this engagement, the Bill places this duty on those public sector organisations that have clear geographical ties to their local economy as well as influential roles in local and regional economic development.

Community wealth building guidance

26. The Scottish Ministers will be required to issue guidance to assist CWB partnerships to produce CWB action plans. The Scottish Ministers will be required to publish this guidance within 18 months from the date of commencement of the relevant section of the Bill.

27. The Scottish Ministers will also be required to issue guidance to assist specified public bodies to embed CWB principles during the development of their corporate plans and associated strategies. The Scottish Ministers will be required to publish this guidance within 18 months from the date of commencement of the relevant section of the Bill.

Costs

28. Costs associated with the passing of this Bill and the duty requirements will be incurred by Scottish Government (sections 1-4 & 9), local authorities and the relevant public bodies tasked with assisting local authorities in the preparation and implementation of a CWB action plan (sections 5-8). Specified public bodies are required to have due regard to guidance produced when developing their corporate plans and delivery strategies (section 10). It is anticipated that costs to all organisations will be minimal. These are explored in more detail below.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

29. This Financial Memorandum provides the best estimates for potential costs. In developing this Financial Memorandum, views have been sought from COSLA, local authorities and Scottish Government sponsorship teams for the relevant public bodies, for example those responsible for NHS Boards, Public Bodies, Local Government, and Enterprise Agencies. This is reflective of the responsibility to discharge the duty to jointly prepare and implement the CWB action plan.

30. Subject to Parliamentary approval, the earliest commencement of the duties covered by this Bill would be 2026.

Costs on the Scottish Administration

31. Estimated costs on the Scottish Administration would include those associated with the production of the inaugural and subsequent CWB statement(s) (sections 1-3), subsequent reporting (section 4) and the development of supporting guidance for public sector bodies subject to new duties (section 9), which may be reviewed from time to time. This would be recurring activity and ongoing obligation not currently in scope for the Scottish Government's CWB Policy Unit.

32. It is anticipated that these estimated costs would be met within existing resources. The current team would pivot activity from preparing legislation to develop and consult on the CWB statement, complete reporting requirements and develop and update the associated guidance as required. The current team supporting CWB comprises of one Unit Head, one Policy Team Leader, one Legislation Team Leader, two part-time Policy Officials and one full-time Policy Official. The team will pivot to support the Bill work and wider policy objectives therefore there is no scope for savings. Publication costs are estimated to be circa £3,000 per document.

33. The preparation of the inaugural and subsequent CWB statements, and corresponding guidance as discussed above, will require ongoing staff resource, this has been calculated based as an average of 2 days per week by two officials. This average has been developed based on the team's collective experience of completing consultation tasks and Bill development. It is anticipated that, for example, in the run up to publication, this time may increase to 5 days, and at other periods limited work would be required, therefore this figure is an average.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Table 1³: Scottish administration potential costs. Prices are quoted at 2024-25 prices, except where explicitly stated. Full tables are available at Annex C.

Scottish administration (Para 12-14)	Year 1	Year 2 (1st statement)	Year 3	Years 4-6 cumulative	Year 7 (2nd statement)	Years 8-12 cumulative
Staffing cost						
Policy Officials 2 days per week (104 days per year)	27,500	27,500	27,500	82,500	27,500	137,500
Policy Manager 2 days per month (24 days per year)	8,300	8,300	8,300	24,900	8,300	41,500
Consultation costs – Figures provided by OCEA based on previous consultation costs.	0	10,000	0	0	10,000	10,000
Publication costs						
CWB statement - Internal publication estimate, 18 months following commencement. 5 yearly thereafter (Para 12-13)	0	3,000	0	0	3,000	3,000
Associated guidance - Internal publication estimate, 18 months following commencement. 5 Yearly thereafter (Para 13-14)	0	3,000	0	0	3,000	3,000
Total at 2024-25 prices	35,800	51,800	35,800	107,400	51,800	195,000
Inflationary impacts:						
Inflation using GDP deflator	0	320	0	0	670	1,060
Pay policy	1,070	2,180	3,320	14,710	6,540	45,750
TOTAL including impact of inflation	36,870	54,300	39,120	122,110	59,010	241,810

³ Table assumptions:

The GDP deflator as referenced in the Scottish Fiscal Commission report Scotland's Economic and Fiscal Forecasts – December 2024 has been used to show the effects of inflation on non-pay costs.

Scottish Government pay policy (published 4th December 2024) has been used to show the effects of inflation on staff costs in year 1-3. In years 4-12 where there is no agreed pay policy, we have used the GDP deflator to show the effect of inflation.

Working days have been assumed at 260 days per year (5 days /7 days x 365) in calculations.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Costs on local authorities

34. Although not a statutory requirement, local authorities recognise their role in economic development as being an important aspect of their work to provide services that support economic growth and skills development. This is reflected in the inclusion of the Planning and Economic Development budget line within Grant Aided Expenditure (GAE).

35. The latest Scottish Local Authority Economic Development (SLAED) Indicators Framework Report 2023-24⁴ highlights a total spend of £643 million across all local authorities and a staff complement of 1,398 delivering activity to support economic development. The report shows that 118.4 or 8.8% of the staff working on economic development are focusing on regeneration / CWB.

36. As part of the CWB Bill consultation exercise, the issue of skills, capacity and resources was raised. While CWB does not seek to guide investment of additional project funding only, focusing instead on maximising the impacts of mainstream investment, it is recognised that this approach requires a change in processes, procedures, culture, and increased partnership working. This not only takes time but requires a level of championing and awareness raising that would benefit from additional staff resource being deployed.

37. Costs for the local authorities to discharge their duties would be focused on:

- Requirement to work with local anchors to develop and implement a CWB action plan (timeline 3 years following the commencement of the relevant provision).
- Requirement to consult on and publish the CWB action plan.
- Requirement to review and update CWB action plans (timeline within 5 years of the most recently published version).
- Requirement to take account of any associated guidance produced as part of the legislation.

38. The majority of local authorities are already engaged in the development and implementation of CWB approaches and strategies based on feedback gathered by Scottish Government CWB policy officials. Feedback from those local authorities and other public bodies currently implementing CWB has suggested that this works best where there is a lead officer to drive the agenda, as evidenced in the call for resources to support the implementation and adoption of CWB in the consultation responses.

⁴ [SLAED Indicators Framework Report 2021-22](#)

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

39. For example the recently published Scotland's Rural College (SRUC) research Community Wealth Building: Case Studies of Scotland Pilots⁵ published in December 2024, highlights that where CWB has gained traction, it seems to have certain ingredients in common which included the suggestion that dedicated staff to champion and implement would be useful.

40. Local authorities have taken different approaches to implementing CWB as reported in a CWB Practitioner Network Survey. This ranges from the development of strategies and associated work being undertaken as part of an officer's remit; a full-time lead CWB officer; multiple full-time CWB officers or a whole council approach with a full-time CWB officer supported by a virtual team of colleagues from across council departments. In this context some local authorities may not consider the discharging of their duties as required by the Bill as creating additional costs.

41. The CWB Practitioner Network Survey shows that of the sixteen responses received 56% have adopted a lead officer approach, with a number detailing additional support from other local authority officers equating to a fifth or 0.2 of their time. The favoured approach seems to be a lead officer with support from other local authority officers and as such has been used to estimate costs within this Financial Memorandum. In order to prepare the best estimate of costs they have been prepared on the basis of 1 full-time lead officer and 1 day per week per annum of an additional 5 officers to support the implementation and embedding of the approach across local authority departments.

42. The lead officer would typically lead on the internal change process, support external work identifying and supporting local anchors by championing the implementation of actions detailed in the CWB action plan. It is anticipated that this approach would be sufficient to allow local authorities to discharge their duties as set out in the Bill.

43. Local authority estimated staffing costs have been calculated using team leader level salary and estimated on costs (e.g. National Insurance, Pay as you earn, pension costs) of an additional 35%, this was based on information shared by Public Health Scotland, (£65,856.28 - £68,920.55).

⁵ [Community Wealth Building: Case Studies of Scotland Pilots](#)

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

44. The estimated staffing cost applied would equate to around £4.4 million per annum for all local authorities combined.

45. In addition to the duty with partners to develop and implement a CWB action plan, local authorities are required to lead a review and publish their CWB action plan every five years. Total costs of publication have been estimated at £3,000. This is based on the feedback from the CWB Practitioners Network Survey where similar plans were digitally published on council websites.

46. The CWB Practitioners Network Survey again shows variation in the approaches taken to consult on current CWB strategies or action plans. Most consulted both internally across council departments and with community planning partners, with some also consulting with the public. Costs were estimated at approximately £5,000. This could result in some areas having higher costs, depending on the scope and approach taken to consultation for example if they choose to use a consultancy and for others it could be lower if they choose to use existing mechanisms. The duty in the Bill requires that consultation should be carried out with such persons as the partnership considers likely to be directly affected by the CWB action plan and such other persons as it considers appropriate. It could be that this stipulation may require local authorities to go further than they have in the past.

47. The Bill allows for local authorities to discharge their duty in partnership with neighbouring authorities if they so wish, which may reduce associated costs as detailed here. For the purpose of estimating costs in this Financial Memorandum the Scottish Government has assumed that all of the local authorities will discharge their duty individually. In practice this may mean that current estimated costs are over estimated if local authorities choose to discharge their duties in partnership. In addition, as local authorities in partnership with relevant public bodies have 3 years to prepare and publish the CWB action plan, costs are difficult to profile. The Scottish Government has therefore prepared potential costs on an annual basis. The Scottish Government officials consider this to be the most prudent approach to cost estimation because it is for local authorities to decide how best to serve their localities in discharging their duties.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Table 2⁶: Local authority potential costs. Prices are quoted at 2024-25 prices, except where explicitly stated. Full tables are available at Annex C.

Local authorities - (Para 22-29)	Year 1	Year 2	Year 3	Years 4-6 cumulative	Year 7	Years 8-12 cumulative
32 LA CWB officer ⁷ (or equivalent). Calculation salary £68,920.	2,205,450	2,205,450	2,205,450	6,616,350	2,205,450	11,027,250
Support officer time - equivalent of 1 day per week per CWB pillar £68,920 (Para 23)	2,205,450	2,205,450	2,205,450	6,616,350	2,205,450	11,027,250
Publication costs - Estimated £3,000 x 32 Local authorities			96,000			192,000
Consultation costs			160,000			320,000
Total at 2024-25 prices	4,410,900	4,410,900	4,666,900	13,232,700	4,410,900	22,566,500
Inflationary impacts:						
Inflation using GDP deflator	0	0	5,120	0	0	27,550
Pay policy	132,330	268,620	409,010	1,813,170	806,320	5,639,160
TOTAL including impact of inflation	4,543,230	4,679,520	5,081,030	15,045,870	5,217,220	28,233,210

⁶ Table assumptions:

The GDP deflator as referenced in the Scottish Fiscal Commission report Scotland's Economic and Fiscal Forecasts – December 2024 has been used to show the effects of inflation on non-pay costs.

Scottish Government pay policy (published 4th December 2024) has been used to show the effects of inflation on staff costs in year 1-3. In years 4-12 where there is no agreed pay policy, we have used the GDP deflator to show the effect of inflation.

Working days have been assumed at 260 days per year (5 days /7 days x 365) in calculations

Costs on other public bodies, individuals and businesses

Relevant public bodies

48. The relevant public bodies as set out in the Bill and detailed at Annex A will have obligations under the Bill that will require them to work with local authorities to prepare and implement CWB action plans, which will include contributing to the review and update processes.

49. The relevant public bodies currently have responsibility for developing provision and services considering local prioritisation, current statutory expectations and resulting activity; for example, all relevant public bodies have a statutory obligation to participate in Community Planning Partnerships.

50. The relevant public bodies will benefit from and contribute to the work undertaken by the local authorities, but the new duties may incur recurring costs associated with the preparing and implementing, and subsequent review and update processes of local CWB action plans.

51. These possible costs are likely to take the form of partnership working and liaison, development of new / additional processes and procedures, and implementation of new ways of working and cultural change activity.

52. It is anticipated that a staff resource of the equivalent of 2 days per week over a year would facilitate the organisational culture change and the partnership working required to develop the CWB action plans. This has been estimated to be sufficient based on the number of local authorities each relevant public body would have to work with. This is to accommodate the fact that regional agencies may need to engage with multiple local authorities in the development and implementation of CWB action plans.

53. Salary information for relevant public bodies is not publicly available. To enable the estimation of costs the same salary level used to identify potential costs for local authorities has been used. As public salary levels are similar across organisations, this is considered appropriate. This suggests that the cumulative cost for all relevant public bodies could be in the region of £1.5 million per annum.

Table 3: potential costs⁸ for each of the relevant public bodies. Prices are quoted at 2024-25 prices, except where explicitly stated. Full tables are available at Annex C

Relevant public bodies - 2 days per week (Para 26-30)	Year 1	Year 2	Year 3	Years 4-6 cumulative	Year 7	Years 8-12 cumulative
Health Boards - Team Leader Level - Band 7 (2 days per week - 1 FTE per board (104 days per year)).	365,230	365,230	365,230	1,095,690	365,230	1,826,150
Regional Colleges (13 areas - 2 days per week per FTE)	358,380	358,380	358,380	1,075,140	358,380	1,791,900
SOSE (1 REP ⁹ - 2 LAs - 2 days per week per FTE - one FTE)	57,040	57,040	57,040	171,120	57,040	285,200
HIE (1 REP - 2 LAs - 2 days per week per FTE - one FTE)	55,140	55,140	55,140	165,420	55,140	275,700
SE (six REPs - 2 days per week per FTE - six FTE)	204,390	204,390	204,390	613,170	204,390	1,021,950
SDS (eight REPs - 2 days per week per FTE – eight FTE)	220,540	220,540	220,540	661,620	220,540	1,102,700
Regional Transport (eight REPs - 2 days per week per FTE– eight FTE)	220,540	220,540	220,540	661,620	220,540	1,102,700
Total at 2024-25 prices	1,481,260	1,481,260	1,481,260	4,443,780	1,481,260	7,406,300
Inflationary impacts:						
Pay policy	44,440	90,210	137,350	608,910	270,780	1,893,750
TOTAL including impact of inflation	1,525,700	1,571,470	1,618,610	5,052,690	1,752,040	9,300,050

⁸ Assumptions –Scottish Government pay policy (published 4th December 2024) has been used to show the effects of inflation on staff costs in year 1-3. In years 4-12 where there is no agreed pay policy, we have used the GDP deflator (as referenced in the Scottish Fiscal Commission report Scotland’s Economic and Fiscal Forecasts – December 2024) to show the effect of inflation.

Working days have been assumed at 260 days per year (5 days /7 days x 365) in calculations.

⁹ REP – Regional Economic Partnership

Specified public bodies

54. The specified public bodies, as set out in the Bill, and detailed in Annex B are required to have due regard to the CWB guidance in the developing of corporate plans or associated delivery strategies. It is anticipated that these organisations would incur minimal additional costs to discharge this duty.

55. It is anticipated that the equivalent of half a day per week would support both the development of corporate plans and strategies and the embedding of the CWB approach within these organisations. This is the anticipated time required to complete the tasks associated with having due regard to the guidance and incorporating this into the development of organisational plans and strategies.

Table 4: potential cumulative costs¹⁰ for specified public bodies. Prices are quoted at 2024-25 prices, except where explicitly stated. Full tables are available at Annex C.

Specified public bodies	Year 1	Year 2	Year 3	Years 4-6 cumulative	Year 7	Years 8-12 cumulative
Team Leader Use LA as a guide salary and on costs £68,920 0.5 days per week (26 days per annum)	172,300	172,300	172,300	516,900	172,300	861,500
Total at 2024-25 prices	172,300	172,300	172,300	516,900	172,300	861,500
Inflationary impacts:						
Pay policy	5,170	10,490	15,980	72,820	31,500	220,280
TOTAL including impact of inflation	177,470	182,790	188,280	589,720	203,800	1,081,780

Businesses

56. There are no additional costs associated with the Bill for businesses as the duties it contains do not apply to businesses.

¹⁰ Table assumptions:

Scottish Government pay policy (published 4th December 2024) has been used to show the effects of inflation on staff costs in year 1-3. In years 4-12 where there is no agreed pay policy, we have used the GDP deflator (as referenced in the Scottish Fiscal Commission report Scotland's Economic and Fiscal Forecasts – December 2024) to show the effect of inflation.

Working days have been assumed at 260 days per year (5 days / 7 days x 365) in calculations.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Annex A

Relevant public bodies to work with local authorities to develop and implement CWB action plans

The relevant public bodies below will be obliged to work with local authorities to develop and implement CWB action plans:

- Territorial Health Boards
- Scottish Enterprise
- South of Scotland Enterprise
- Highlands and Islands Enterprise
- Skills Development Scotland
- Regional Transport Partnerships
- Regional Colleges

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Annex B

Specified public bodies – requirement to have due regard to CWB guidance

The public bodies listed below must have due regard to CWB guidance produced by the Scottish Ministers when developing its corporate plan or associated delivery strategies:

- VisitScotland
- NatureScot
- Sport Scotland
- Historic Environment Scotland
- Special Health Boards
- The Scottish Environment Protection Agency
- National Park Authority
- Scottish Water
- Crown Estates Scotland
- Social Security Scotland
- Transport Scotland
- Scottish Canals
- Highlands and Islands Airports
- Creative Scotland
- Scottish Courts and Tribunals
- Scottish Funding Council
- Scottish Futures Trust
- Scottish Land Commission
- Scottish National Investment Bank
- Scottish Forestry
- Forestry and Land Scotland
- The Scottish Police Service
- Integration Joint Boards
- The Scottish Fire and Rescue Service
- Scottish Prison Service

Annex C

Table 1: Full version¹¹

Scottish Government	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
Staffing cost (Para 12-15):												
Policy Officials 2 days per week (104 days per year)	27,500	27,500	27,500	27,500	27,500	27,500	27,500	27,500	27,500	27,500	27,500	27,500
Policy Manager 2 days per month (24 days per year)	8,300	8,300	8,300	8,300	8,300	8,300	8,300	8,300	8,300	8,300	8,300	8,300
Consultation costs – Figures provided by OCEA based on previous consultation costs.	0	10,000	0	0	0	0	10,000	0	0	0	0	10,000
Publication costs												
CWB statement - Internal publication estimate, 18 months following commencement. 5 yearly thereafter (Para 12-13)	0	3,000	0	0	0	0	3,000	0	0	0	0	3,000
Associated guidance - Internal publication estimate, 18 months following commencement. 5 Yearly thereafter (Para 13-14)	0	3,000	0	0	0	0	3,000	0	0	0	0	3,000
Total at 2024-25 prices	35,800	51,800	35,800	35,800	35,800	35,800	51,800	35,800	35,800	35,800	35,800	51,800
Inflationary impacts:												
Inflation using GDP deflator	0	320	0	0	0	0	670	0	0	0	0	1,060
Pay policy	1,070	2,180	3,320	4,100	4,900	5,710	6,540	7,390	8,250	9,130	10,030	10,950
TOTAL including impact of inflation	36,870	54,300	39,120	39,900	40,700	41,510	59,010	43,190	44,050	44,930	45,830	63,810

¹¹ Table assumptions:

The GDP deflator as referenced in the Scottish Fiscal Commission report Scotland's Economic and Fiscal Forecasts – December 2024 has been used to show the effects of inflation on non-pay costs.

Scottish Government pay policy (published 4th December 2024) has been used to show the effects of inflation on staff costs in year 1-3. In years 4-12 where there is no agreed pay policy, we have used the GDP deflator to show the effect of inflation.

Working days have been assumed at 260 days per year (5 days / 7 days x 365) in calculations.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Table 2: Full version¹²

Local Authorities - (Para 22-25)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
32 LA CWB officer ¹³ (or equivalent). Calculation salary £68,920.	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450
Support officer time - equivalent of 1 day per week per CWB pillar £68,920 (Para 23)	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450	2,205,450
Publication costs - Estimated £3,000 x 32 Local authorities	0	0	96,000	0	0	0	0	96,000	0	0	0	96,000
Consultation costs	0	0	160,000	0	0	0	0	160,000	0	0	0	160,000
Total at 2024-25 prices	4,410,900	4,410,900	4,666,900	4,410,900	4,410,900	4,410,900	4,410,900	4,666,900	4,410,900	4,410,900	4,410,900	4,666,900

Inflationary impacts:

Inflation using GDP deflator	0	0	5,120	0	0	0	0	10,770	0	0	0	16,780
Pay policy	132,330	268,620	409,010	505,410	603,730	704,030	806,320	910,670	1,017,100	1,125,660	1,236,390	1,349,340
TOTAL including impact of inflation	4,543,230	4,679,520	5,081,030	4,916,310	5,014,630	5,114,930	5,217,220	5,588,340	5,428,000	5,536,560	5,647,290	6,033,020

¹² Table assumptions:

The GDP deflator as referenced in the Scottish Fiscal Commission report Scotland's Economic and Fiscal Forecasts – December 2024 has been used to show the effects of inflation on non-pay costs.

Scottish Government pay policy (published 4th December 2024) has been used to show the effects of inflation on staff costs in year 1-3. In years 4-12 where there is no agreed pay policy, we have used the GDP deflator to show the effect of inflation.

Working days have been assumed at 260 days per year (5 days /7 days x 365) in calculations.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Table 3: Full version¹⁴

Relevant public bodies - 2 days per week (Para 26-30)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
Health Boards - Team Leader Level - Band 7 (2 days per week - 1 FTE per board (104 days per year)).	365,230	365,230	365,230	365,230	365,230	365,230	365,230	365,230	365,230	365,230	365,230	365,230
Regional Colleges (13 areas - 2 days per week per FTE)	358,380	358,380	358,380	358,380	358,380	358,380	358,380	358,380	358,380	358,380	358,380	358,380
SOSE (1 REP ¹⁵ - 2 LAs - 2 days per week per FTE - one FTE)	57,040	57,040	57,040	57,040	57,040	57,040	57,040	57,040	57,040	57,040	57,040	57,040
HIE (1 REP - 2 LAs - 2 days per week per FTE - one FTE)	55,140	55,140	55,140	55,140	55,140	55,140	55,140	55,140	55,140	55,140	55,140	55,140
SE (six REPs - 2 days per week per FTE - six FTE)	204,390	204,390	204,390	204,390	204,390	204,390	204,390	204,390	204,390	204,390	204,390	204,390
SDS (eight REPs - 2 days per week per FTE – eight FTE)	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540
Regional Transport (eight REPs - 2 days per week per FTE– eight FTE)	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540	220,540
Total at 2024-25 prices	1,481,260	1,481,260	1,481,260	1,481,260	1,481,260	1,481,260	1,481,260	1,481,260	1,481,260	1,481,260	1,481,260	1,481,260
Inflationary impacts:												
Pay policy	44,440	90,210	137,350	169,730	202,750	236,430	270,780	305,820	341,560	378,020	415,210	453,140
TOTAL including impact of inflation	1,525,700	1571,470	1,618,610	1,650,990	1,684,010	1,717,690	1,752,040	1,787,080	1,822,820	1,859,280	1,896,470	1,934,400

¹⁴ Table assumptions:

Scottish Government pay policy (published 4th December 2024) has been used to show the effects of inflation on staff costs in year 1-3. In years 4-12 where there is no agreed pay policy, we have used the GDP deflator (as referenced in the Scottish Fiscal Commission report Scotland's Economic and Fiscal Forecasts – December 2024) to show the effect of inflation.

Working days have been assumed at 260 days per year (5 days /7 days x 365) in calculations.

¹⁵ REP – Regional Economic Partnership

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Table 4: Full version¹⁶

Specified Public Bodies	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
Team Leader Use LA as a guide salary and on costs £68,920 0.5 days per week (26 days per annum)	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300
Total per annum	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300	172,300
Inflationary impacts:												
Pay policy	5,170	10,490	15,980	19,740	25,580	27,500	31,500	35,570	39,730	43,970	48,300	52,710
TOTAL including impact of inflation	177,470	182,790	188,280	192,040	197,880	199,800	203,800	207,870	212,030	216,270	220,600	225,010

¹⁶ Table assumptions:

Scottish Government pay policy (published 4th December 2024) has been used to show the effects of inflation on staff costs in year 1-3. In years 4-12 where there is no agreed pay policy, we have used the GDP deflator (as referenced in the Scottish Fiscal Commission report Scotland's Economic and Fiscal Forecasts – December 2024) to show the effect of inflation.

Working days have been assumed at 260 days per year (5 days / 7 days x 365) in calculations.

This document relates to the Community Wealth Building (Scotland) Bill (SP Bill 62) as introduced in the Scottish Parliament on 20 March 2025

Community Wealth Building (Scotland) Bill

Financial Memorandum

© Parliamentary copyright. Scottish Parliamentary Corporate Body

Information on the Scottish Parliament's copyright policy can be found on the website - www.parliament.scot

Produced and published in Scotland by the Scottish Parliamentary Corporate Body.

All documents are available on the Scottish Parliament website at: www.parliament.scot/documents