



The Scottish Parliament
Pàrlamaid na h-Alba

Reimbursement of Members Expenses Scheme – Annual Uprating of Provisions 24 March 2022

Reference: SPCB (2022) Paper 20

Executive summary

1. The SPCB is invited to agree the uplifting detailed in this paper to be used to increase the Members' Expenses Provisions and the Party Leaders' Allowance for the financial year 2022-23.

Issues and options

2. Provision is made under paragraph 1.2.4 of the Reimbursement of Members' Expenses Scheme and Rule 6(1) of the Party Leaders' Allowance Scheme to increase the provision made on the 1st April each year having regard to such indices as the SPCB considers appropriate. Paragraph 1.2.5 of the Members' Expenses Scheme also determines that any increased expenses limit for the major expense categories will be rounded up to the nearest £100 at each uprating.
3. The SPCB agreed in March 2020 to continue to increase the Office Cost Provision and other expenses provisions in line with the January All Items RPI figure whilst the Staff Cost Provision (SCP) would be increased by using a mix of Average Weekly Earnings (AWE) and the Annual Survey of Hours and Earnings (ASHE).
4. The SPCB agreed at its meeting on 18 November 2021, as part of the budget submission, the figure for the Staff Cost Provision uprating. The figures for Average Weekly Earnings (AWE) and the Annual Survey of Hours and Earnings (ASHE) were 3.8% and 5.2% meaning an average of 4.5% being applied as an uplift for 2022-23. The SPCB is invited to note therefore that the SCP for 2022-23 will increase by £6,000 to £139,200 per Member (4.51% when rounded up to the nearest £100 as per the requirements of the Scheme).
5. The January All Items RPI figure is 7.8% which equates to an increase of £1,277 to office cost provision bringing the figure for constituency Members to £17,700 when rounded up to the nearest £100 and equating to an actual increase of

8.13%. The same increase also applies to the Edinburgh Accommodation Provision and the Engagement Provision as follows:

- a. Engagement Provision increases by £1,044 (7.8%) meaning Engagement provision is £14,500 when rounded up to the nearest £100 equating to an actual increase of 8.27%
- b. Edinburgh Accommodation provision increases by £1,248 (7.8%) but when rounded up equates to £17,300 for the year and an actual increase of 8.13%.

6. The party leaders allowance also increases and this is calculated through a combination of the staff cost provision and office cost provision increases as detailed in Annex A of the Allowances notice attached.

Governance

7. The rules of the Scheme enable the SPCB to set any uplift it deems appropriate to the provisions laid out within the Scheme. The current indices being used were agreed in March 2020.

Resource implications

8. The approved 2022-23 budget contains adequate provision for the indexation of the staff cost provision element of the Members' expenses in line with the standard uprating provisions of the scheme. The uplift of other provisions in the Scheme is in excess of what was estimated in the budget, however this will be absorbed within the members costs budget envelope initially and if required a call will be made on central contingency for any funding requirements.

Publication Scheme

9. This paper will be published in line with the SPCB's publication Scheme.

Next steps

10. The Allowances Office will publish the attached notice to advise Members of the increases and budget levels will be increased accordingly for the year 2022-23.
11. The Allowances Office will write separately to all regional Members advising of their office cost provision calculations.
12. The necessary steps will be taken to apply the salary increases of those on the minimum of any point in the attached pay scales with their employing Members.

Decision

13. The SPCB is invited to agree the uprating of the Members Expenses Scheme provisions as detailed in the paper.

Allowances Office

March 2022

Allowances Notice 02/2022

To All MSPs

Expenses Provision 2022-23

The purpose of this notice is to advise Members on the updated Members' Expenses Provision levels for the 2022/23 financial year.

The SPCB have agreed:

- the Office Cost and other provisions will be increased in line with the January All Items RPI figure of 7.8%; and
- the Staff Cost Provision and Party Leaders Allowance will be increased by 4.5% in line with the average of ASHE and AWE.

The rates for 2022/23 as agreed by the SPCB are as follows:

Provision	NEW Rate
Start Up Provision	£5,000 per constituency Member for first year following an election only. (available up to 4 th May only)
Office Cost Provision	£17,700 Members able to flex up to £5,000 from Engagement Provision to Office Cost Provision. Regional Members will be advised on an individual basis.
Engagement Provision	£14,500 Members able to flex up to £5,000 from Office Cost Provision to Engagement Provision.
Staff Cost Provision	£139,200

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Edinburgh Accommodation Provision	£17,300
Edinburgh Accommodation Provision – Overnight Rate	£189 (includes dinner, bed and breakfast)
Overnight UK (excluding Greater London)	£189 (includes dinner, bed and breakfast)
Overnight (Greater London and outside UK)	£220 (includes dinner, bed and breakfast)
Winding Up Provision	£7,567 Regional Members will be advised on an individual basis.
Party Leaders Allowance 30+ members	£42,804
Party Leaders Allowance 15 to 29 Members	£22,536
Motor Mileage	45p per mile for first 10,000 miles and 25p per mile thereafter
Motor Cycle Mileage	24p

Pedal Cycle Mileage	20p

Members are required to ensure that their staff are paid in accordance with the minimum terms and conditions of employment and within the job families and associated salary ranges as determined by the SPCB. Annex A provides the updated job families and associated salary ranges which will come into effect from 1 April 2023.

Staff who are currently on the minimum of a job family range will automatically be moved to the new minimum as appropriate from 1st April 2021. Members who wish to increase staff salaries beyond the new minimums or who wish to increase the salary of those not on the minimum should contact the People and Culture Office (formerly known as HR), providing details of any proposed salary increases.

Should you have any queries in relation to this notice please contact the Allowances Office by email (AllowancesEnquiries@parliament.scot) or if your query relates to the Staff Cost Provision please contact the Pay and Pensions Office by emailing (PayandPensionEnquiries@parliament.scot).

Allowances Office

24 March 2021



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Job Families and Pay Range

Annex A

Job Family	Minimum	Maximum
<p>Administration & Office Management:</p> <p>This family comprises the following activities: acting as the first point of contact, using initiative and responding to and/or directing queries, managing diaries, including resolving conflicting demands, providing support for meetings and surgeries, collating and analysing information and producing documents. Moving up the range, individuals may also oversee the running of the office, including ensuring work is commissioned out effectively, collating papers and briefings, compiling reports, developing systems and managing staff in accordance with the Member's office structure.</p>	£19,749	£37,898
<p>Casework:</p> <p>This family comprises the following activities: managing and progressing portfolio of casework, gathering relevant information to resolve or progress cases appropriately, drafting responses, arranging and attending surgeries, liaising with Government agencies, voluntary sector and others to resolve constituency matters. Moving up the range, individuals may also maintain in-depth knowledge of the constituency/regional matters, develop knowledge in specialist areas, oversee the running of the office, including ensuring work is commissioned out effectively and managing staff in accordance with the Member's office structure.</p>	£24,185	£36,977

<p>Communications:</p> <p>This family comprises the following activities: promoting the Member’s parliamentary work, including via broadcast, print and social media, building relations with journalists, drafting press materials and organising campaign activities. Moving up the range, individuals will also carry out research into local, regional, national and international issues as required, brief the Member on relevant issues and produce high quality written materials, manage provision of communications/press advice, oversee the running of the office, including ensuring work is commissioned out effectively and managing staff in accordance with the Member’s office structure.</p>	<p>£25,300</p>	<p>£37,612</p>
<p>Research & Policy:</p> <p>This family comprises the following activities: researching and interpreting complex information, searching and extracting evidence from published reports, presenting data in different formats, drafting speeches, providing advice and recommendations on policy matters, proactively engaging with internal and external expertise as appropriate and presenting complex issues clearly and persuasively with excellent written and verbal communication. Moving up the range, individuals will also develop new areas of research and sources of information, take lead on specialist areas, oversee the running of the office, including ensuring work is commissioned out effectively and managing staff in accordance with the Member’s office structure.</p>	<p>£26,583</p>	<p>£46,652</p>