

FOISA013

Wednesday 11 October 2017

**Sent via email to: Hattie Wilde <request-431416-88653048@whatdotheyknow.com>**

Dear Ms Wilde

### **Freedom of information request – Executive Salary Benchmarking**

Thank you for your request dated 13 September 2017 under the Freedom of Information (Scotland) Act 2002 (FOISA).

The Board has not yet concluded the process to establish its executive team, including the appointment of a Director of Finance and Resources. At this stage, the report, which was commissioned to inform deliberations about staffing, and several associated board records are exempt from disclosure under FOI(S)A Section 30, where publication would be likely to prejudice the effective conduct of the Board's affairs. However, we have sought to provide answers to your questions as follows:

1. Please advise who appointed the Hay Group to undertake this remuneration (job) evaluation? Please supply evidence of the commission of this an email/letter of appointment would be most helpful	The report was commissioned by the Chair of the Board at the request of the Nominations and Remuneration Committee Chair.
2. The cost of the executive salary Job Evaluation (total amount invoiced by The Hay Group)?	GCRB have not yet received an invoice. However, we would point out that information contained within an invoice, if it is detailed, may be exempt from publication on the grounds that the information is commercially sensitive.  The cost agreed is £2,300 plus VAT.
3. Please supply copies of all invoices?	
4. Please advise which budget the finances for this came from?	This will paid from GCRB core costs.
5. Please advise the full specification/remit was given to the Hay Group?	The Evaluator was provided with job descriptions for the Executive Director and Director of Finance and Resources roles and given other contextual information. Further discussion on the specification for the report was by telephone.

6. Please supply recorded correspondence that exists among Committee/GCRB board members that led to this report being commissioned - to be clear, how did it come about? Personal information can and should be redacted if required.	At its meeting on the 12 December 2016, the Board delegated authority to the Nominations and Remuneration Committee to develop staffing proposals and the report was commissioned as part of the information that was considered by the committee.
7. What evidence exists from the Hay Group that they couldn't evaluate the role of Finance and Resource Director in Isolation?	The content of the report is presently exempt under FOI(S)A S30.
8. Before the Hay Group evaluated both roles, what discussions had taken place regarding the GCRB staffing structure (given the role of Exec Dir had only been in place since around May 2016). Please supply all relevant minutes/board papers or any other officially recorded information appertaining to this?	Documentation referring to the decision-making process to review staffing is presently exempt under FOI(S)A S30.

If you are unhappy with this response to your request, you may ask us to carry out an internal review, by writing to me at the above address. Your request should explain why you wish a review to be carried out, and should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt.

If you are not satisfied with the result of the review, you then have the right to make a formal complaint to the Scottish Information Commissioner.

Yours sincerely,



Robin Ashton  
Executive Director