

# 240325 (125) FOI Salaries, Expenses, Pension

**From:** [Freedom of Information](#)  
**To:** [REDACTED]  
**Cc:** [Freedom of Information](#)  
**Subject:** FOI request  
**Date:** 25 March 2024 15:20:48  
**Attachments:** [REDACTED]

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Dear [REDACTED],

Thank you for your freedom of information request of 26 February 2024. We are responding to you under the Freedom of Information (Scotland) Act 2002.

FOI REQUEST (26 February 2024)

Under the terms of the Freedom of Information act I am writing to you seeking the following information:-

1. Details of the salary and rewards package paid to the Chief Executive and Directors of your organisation?
2. Details of the amount paid to each in expenses over each of the last 5 years – please what these were paid for.
3. Details of the amount collectively paid in by your organisation to the pension pots of these senior officers in each of the last five years.
4. The pay ratio of the highest paid employee to the lowest paid employee of your organisation

Please note, I am not asking for the names of individuals but would appreciate all data provided by designation.

FOI RESPONSE

1. Details of the salary and rewards package paid to the Chief Executive and Directors of your organisation?

Details of senior staff salaries can be found here –

<https://www.southofscotlandenterprise.com/media/wuclt0al/sose-senior-staff-salary-january-2024.pdf>

2. Details of the amount paid to each in expenses over each of the last 5 years – please what these were paid for.

Details of amount paid to SOSE Chief Executive and Directors –

Total	£53,941
Anthony Daye, Director of Finance and Corporate Resources	£11,175
John Evans, Director of Transformation and Development	£3,934
Karen Jackson, Director of Strategy, Partnership and Engagement	£12,996
Bryan McGrath, Director of Place and Enterprise	£8,591
Jane Morrison-Ross, Chief Executive	£10,854
Martin Valenti, Director of Net Zero, Nature and Entrepreneurship	£5,279

Expenses paid cover subsistence, travel, mileage, hotel and professional fees.

3. Details of the amount collectively paid in by your organisation to the pension pots of these senior officers in each of the last five years.

Collective amount paid by SOSE into pensions is £407,204

4. The pay ratio of the highest paid employee to the lowest paid employee of your organisation

Please refer to SOSE Annual Report and Accounts – Page 62 – Remuneration and Staff Report

[https://www.southofscotlandenterprise.com/media/rj0l10in/sose\\_annual\\_report\\_and\\_accounts\\_22-23.pdf](https://www.southofscotlandenterprise.com/media/rj0l10in/sose_annual_report_and_accounts_22-23.pdf)

You have the right to request a review of the way in which this request has been processed. Should you wish to exercise this right, you will need to contact us within 40 working days of receipt of this email.

If you remain dissatisfied on completion of the review, you have the right to appeal to the Office of the Scottish Information Commissioner and thereafter to the Court of Session on a point of law only:

Scottish Information Commissioner  
Kinburn Castle  
Doubledykes Road  
St Andrews  
Fife  
KY16 9DS  
Telephone: 01334 464610  
<http://www.itspublicknowledge.info>  
or for online appeals:  
[www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal)

Regards,  
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