

Band	Position	22/23 Non-consolidated payments					
		2% Uniform payment		Backlog bonus (cash lump sum) differing by tier (worth an average 4%)		Total	
		%	£	£	%	£	%
1	Entry	2% for <u>all</u> staff worth:	£405	Band 1 -4 cash lump sum of £1,250	6.2%	£1,655	8.2%
2	Entry		£405		6.2%	£1,655	8.2%
	Top		£426		5.9%	£1,676	7.9%
3	Entry		£435		5.8%	£1,685	7.8%
	Top		£464		5.4%	£1,714	7.4%
4	Entry		£479		5.2%	£1,729	7.2%
	Top		£526		4.8%	£1,776	6.8%
5	Entry		£541	Band 5 -8a cash lump sum of £1350	5.0%	£1,891	7.0%
	Intermediate		£584		4.6%	£1,934	6.6%
	Top		£659		4.1%	£2,009	6.1%
6	Entry		£674		4.0%	£2,024	6.0%
	Intermediate		£711		3.8%	£2,061	5.8%
	Top		£812		3.3%	£2,162	5.3%
7	Entry		£833		3.2%	£2,183	5.2%
	Intermediate		£876		3.1%	£2,226	5.1%
	Top		£953		2.8%	£2,303	4.8%
8a	Entry		£971		2.8%	£2,321	4.8%
	Top		£1,092		2.5%	£2,442	4.5%
8b	Entry		£1,123	Band 8b -8c cash lump sum of £1450	2.6%	£2,573	4.6%
	Top		£1,305		2.2%	£2,755	4.2%
8c	Entry		£1,341		2.2%	£2,791	4.2%
	Top		£1,545		1.9%	£2,995	3.9%
8d	Entry		£1,592	Cash Lump sum of £1550	1.9%	£3,142	3.9%
	Top		£1,836		1.7%	£3,386	3.7%
9	Entry		£1,903	Cash Lump sum of £1600	1.7%	£3,503	3.7%
	Top		£2,189		1.5%	£3,789	3.5%

Scottish Civil Service Pay Scale 2013

Clive Gray



Scottish Civil Service Pay Scale 2013:

HC 111 - Lessons For Civil Service Impartiality From The Scottish Independence Referendum Great Britain. Parliament. House of Commons. Public Administration Select Committee, 2015 This Report has been compiled so that lessons may be drawn for future referendums On 18 September 2014 the Scottish public voted for Scotland to remain part of the United Kingdom The roles played by civil servants in both Scotland and London in the Scottish referendum last summer were subject to criticism and controversy The referendum campaign exposed two major issues first the question of how a unified Civil Service can serve both HM Government and the Scottish Government and second the challenges to Civil Service impartiality generated by the Scottish independence referendum Particular concerns were raised about the Scottish Government's White Paper Scotland's Future which included a description of the SNP's proposed programme for government that was contingent upon their winning the 2016 Scottish Parliament elections This did not uphold the factual standards expected of a UK Government White Paper and raised questions about the use of public money for partisan purposes There was also concern that the publication of normally confidential advice by the Permanent Secretary to the Treasury called into question the impartiality of the Civil Service The Committee concludes that parts of the White Paper should not have been included in a government publication Civil servants should not be required to carry out ministers' wishes if they are being asked to use public funds to promote the agenda of a political party as was evident in this case *HM Government: Scotland Analysis: Assessment of a Sterling Currency Union - Cm. 8815* Great Britain: H.M. Treasury, 2014-02-13 This assessment finds that the UK is a successful union because taxation spending monetary policy and financial stability policy are co-ordinated across the whole UK It means risks are pooled there is a common insurance against uncertainty and no one area or sector of the larger economy is too exposed Within a sterling currency union an independent Scottish state would find it more difficult to adjust to the effects of economic challenges The continuing UK would become unilaterally exposed to much greater fiscal and financial risk from a separate state Greater fiscal risk would come from UK taxpayers being asked to support the wider economy of another state and also financial risk were banks from that state to fail The experience of the euro area in the financial crisis highlighted the challenges of creating a durable and effective currency union illustrated by the very difficult economic adjustments required by some members and the financial risks that have been accepted by other members and their taxpayers On the basis of the scale of the challenges and the Scottish Government's proposals for addressing them HM Treasury would advise the UK Government against entering into a currency union There is no evidence that adequate proposals or policy changes to enable the formation of a durable currency union could be devised agreed and implemented by both governments **The Parliamentary Debates (official Report).** Great Britain. Parliament. House of Commons, 1920 *A Government that Worked Better and Cost Less?* Christopher Hood, Ruth Dixon, 2015-04-02 The UK is said to have been one of the most prolific reformers of its public administration Successive reforms have been accompanied

by claims that the changes would make the world a better place by transforming the way government worked. Despite much discussion and debate over government makeovers and reforms, however, there has been remarkably little systematic evaluation of what happened to cost and performance in UK government during the last thirty years. A Government that Worked Better and Cost Less aims to address that gap, offering a unique evaluation of UK government modernization programmes from 1980 to the present day. The book provides a distinctive framework for evaluating long term performance in government, bringing together the working better and costing less dimensions and presents detailed primary evidence within that framework. This book explores the implications of their findings for widely held ideas about public management, the questions they present and their policy implications for a period in which pressures to make government work better and cost less are unlikely to go away.

Neo-Liberalism and Austerity Peter Kelly, Jo Pike, 2016-12-26 This collection examines the relationships between a globalising neoliberal capitalism, a post GFC environment of recession and austerity and the moral economies of young people's health and well being. Contributors explore how in the second decade of the 21st century many young people in the OECD, EU economies and in the developing economies of Asia, Africa and Central and South America continue to be carrying a particularly heavy burden for many of the downstream effects of the 2008-09 Global Financial Crisis. The authors explore the ways in which increasing local and global inequalities often have profound consequences for large populations of young people. These consequences are not just related to marginalisation from education, training and work. They also include obstacles to their active participation in the civic life of their communities, to their transitions to their sense of belonging. The book examines the choices that are made or not made by governments, businesses and individuals in relation to young people's education, training, work, health and well being, sexualities, diets and bodies in the context of a crisis of neoliberalism and of austerity.

The Scottish Independence Referendum Aileen McHarg, Tom Mullen, Alan Page, Neil Walker, 2016-06-30 The September 2014 Scottish independence referendum was an event of profound constitutional and political significance not only for Scotland but for the UK as a whole. Although Scottish voters chose to remain in the UK, the experience of the referendum and the subsequent political reaction to the No vote that triggered significant reforms to the devolution settlement have fundamentally altered Scotland's position within the Union. The extraordinary success of the Scottish National Party at the 2015 General Election also indicates that the territorial dimension to UK constitutional politics is more prominent than ever, destabilising key assumptions about the location and exercise of constitutional authority within the UK. The political and constitutional implications of the referendum are still unfolding and it is by no means certain that the Union will survive. Providing a systematic and academic analysis of the referendum and its aftermath, this interdisciplinary edited collection brings together public lawyers, political scientists, economists and historians in an effort to look both backwards to and forwards from the referendum. The chapters evaluate the historical events leading up to the referendum, the referendum process and the key issues arising from the referendum.

debate They also explore the implications of the referendum both for the future governance of Scotland and for the UK's territorial constitution drawing on comparative experience in order to understand how the constitution may evolve and how the independence debate may play out in future

Territory and Power in Constitutional Transitions George Anderson, Sujit Choudhry, 2019-03-07 This collection of essays surveys the full range of challenges that territorial conflicts pose for constitution making processes and constitutional design It provides seventeen in depth case studies of countries going through periods of intense constitutional engagement in a variety of contexts small distinct territories bi communal countries highly diverse countries with many politically salient regions and countries where territorial politics is important but secondary to other bases for political mobilization Specific examples are drawn from Iraq Kenya Cyprus Nigeria South Africa Sri Lanka the UK Scotland Ukraine Bolivia India Spain Yemen Nepal Ethiopia Indonesia Aceh the Philippines Mindanao and Bosnia Herzegovina While the volume draws significant normative conclusions it is based on a realist view of the complexity of territorial and other political cleavages the country's political geometry and the power configurations that lead into periods of constitutional engagement Thematic chapters on constitution making processes and constitutional design draw original conclusions from the comparative analysis of the case studies and relate these to the existing literature both in political science and comparative constitutional law This volume is essential reading for scholars of federalism consociational power sharing arrangements asymmetrical devolution and devolution more generally The combination of in depth case studies and broad thematic analysis allows for analytical and normative conclusions that will be of major relevance to practitioners and advisors engaged in constitutional design

Why Isn't Government Policy More Preventive? Paul Cairney, Emily St Denny, 2020-01-09 If prevention is better than cure why isn't policy more preventive Policymakers only have the ability to pay attention to and influence a tiny proportion of their responsibilities and they engage in a policymaking environment of which they have limited understanding and even less control This simple insight helps explain the gap between stated policymaker expectations and actual policy outcomes Why Isn't Government Policy more Preventive uses these insights to produce new empirical studies of wicked problems with practical lessons The authors find that the UK and Scottish governments both use a simple idiom prevention is better than cure to sell a package of profound changes to policy and policymaking Taken at face value this focus on prevention policy seems like an idea whose time has come Yet prevention is too ambiguous until governments give it meaning No government has found a way to turn this vague aim into a set of detailed consistent and defensible policies This book examines what happens when governments make commitments without knowing how to deliver them It compares their policymaking contexts roles and responsibilities policy styles language commitments and outcomes in several cross cutting policy areas including health families justice and employability to make sense of their experiences The book uses multiple insights from policy theory to help research and analyse the results The results help policymakers reflect on how to avoid a cycle of optimism and despair when trying to solve problems that their

predecessors did not *Measuring Regional Authority* Liesbet Hooghe, Gary Marks, Arjan H. Schakel, Sara Niedzwiecki, Sandra Chapman Osterkatz, Sarah Shair-Rosenfield, 2016 This is the first of five ambitious volumes theorizing the structure of governance above and below the central state This book is written for those interested in the character causes and consequences of governance within the state and for social scientists who take measurement seriously The book sets out a measure of regional authority for 81 countries in North America Europe Latin America Asia and the Pacific from 1950 to 2010 Subnational authority is exercised by individual regions and this measure is the first that takes individual regions as the unit of analysis On the premise that transparency is a fundamental virtue in measurement the authors chart a new path in laying out their theoretical conceptual and scoring decisions before the reader The book also provides summaries of regional governance in 81 countries for scholars and students alike Transformations in Governance is a major new academic book series from Oxford University Press It is designed to accommodate the impressive growth of research in comparative politics international relations public policy federalism environmental and urban studies concerned with the dispersion of authority from central states up to supranational institutions down to subnational governments and side ways to public private networks It brings together work that significantly advances our understanding of the organization causes and consequences of multilevel and complex governance The series is selective containing annually a small number of books of exceptionally high quality by leading and emerging scholars The series targets mainly single authored or co authored work but it is pluralistic in terms of disciplinary specialization research design method and geographical scope Case studies as well as comparative studies historical as well as contemporary studies and studies with a national regional or international focus are all central to its aims Authors use qualitative quantitative formal modeling or mixed methods A trade mark of the books is that they combine scholarly rigour with readable prose and an attractive production style The series is edited by Liesbet Hooghe and Gary Marks of the University of North Carolina Chapel Hill and the VU Amsterdam and Walter Mattli of the University of Oxford **The Coalition Effect, 2010-2015** Anthony Seldon, Mike Finn, Ilias Thoms, 2015-03-26 The essential verdict on Britain's first coalition government since the Second World War delivered by an unrivalled team of experts

Safeguarding Mountain Social-Ecological Systems, Vol 2 Stefan Schneiderbauer, Jorg Szarzynski, Paola Fontanella Pisa, John F. Shroder, 2024-08-13 Safeguarding Mountain Social Ecological Systems Volume Two Building Transformative Resilience in Mountain Regions Worldwide presents an overview of the relevant research in mountain regions worldwide identifies existing challenges and provides an understanding of the diversity of mountain ecosystems in different regions It focuses on understanding protecting and enhancing mountain social ecological systems This second volume places a stronger emphasis on building transformative resilience in mountain regions indicating a focus on proactive measures to address challenges and promote sustainable development It also highlights regional perspectives and case studies and insights from various mountain regions worldwide Focuses on existing efforts emerging risks and collaborative initiatives in the field of

mountain social ecological systems Allows readers to gain insights into diverse social ecological systems and understand the unique challenges and opportunities associated with each region Explores strategies and approaches to enhance the resilience of mountain social ecological systems through case studies insights and opportunities presented in each region

On Unemployment Mark R. Reiff, 2015-10-07 With unemployment at historically high rates that show signs of becoming structural there is a pressing need for an in depth exploration of this economic injustice Unemployment is one of the problems most likely to put critical pressure on our political institutions disrupt the social fabric of our way of life and even threaten the continuation of liberalism itself Despite the obvious importance of the problem of unemployment however there has been a curious lack of attention paid to this issue by contemporary non Marxist political philosophers On Unemployment explores the moral implications of the problem of unemployment despite the continuing uncertainty involving both its causes and its cures Reiff takes up a series of questions about the nature of unemployment and what justice has to tell us about what we should do if anything to alleviate it The book comprehensively discusses the related theory and suggests how we might implement these more general observations in the real world It addresses the politics of unemployment and the extent to which opposition to some or all of the book s various proposals stem not from empirical disagreements about the best solutions but from more basic moral disagreements about whether the reduction of unemployment is indeed an appropriate moral goal This exciting new text will be essential for scholars and readers across business economics and finance as well as politics philosophy and sociology

The Routledge Handbook of Planning for Health and Well-Being Hugh Barton, Susan Thompson, Sarah Burgess, Marcus Grant, 2015-05-22 Urban planning is deeply implicated in both the planetary crisis of climate change and the personal crises of unhealthy lifestyles Worldwide health issues such as obesity mental illness growing health inequalities and climate vulnerability cannot be solved solely by medicines but also by tackling the social economic and environmental determinants In a time when unhealthy and unsustainable conditions are being built into the physical fabric of cities a new awareness and strategy is urgently needed to putting health and well being at the heart of planning The Routledge Handbook of Planning for Health and Well being authoritatively and comprehensively integrates health into planning strengthening the hands of those who argue and plan for healthy environments With contributions from international leaders in the field the Handbook of Planning for Health and Well being provides context philosophy research processes and tools of experienced practitioners through case studies from four continents

The Business Environment Paul Wetherly, Dorron Otter, 2014 Designed specifically for students new to the study of business this book explores the global range of environments within which business operates Wetherly and Otter encourage critical thinking via a unique themes and issues approach which reflects the integrated dynamic reality of businesses today

Budget 2014 Great Britain: H.M. Treasury, 2014-03-19 Budget 2013 HC 1033 announces further detail on the Government s deficit reduction plans new steps to ensure monetary policy continues to support the economy with a new remit for the Monetary Policy

Committee MPC and further measures to ease the long term pressure on the public finances Central Government departmental expenditure limits will be reduced by 1.1 billion in 2013-14 and by 1.2 billion in 2014-15 with the funds used to support housing Schools and health budgets will remain unchanged and public sector pay awards will be limited to an average of 1% Budget 2013 is fiscally neutral action to promote growth includes i a reduction in corporation tax by 1% in April 2015 ii a 2000 employment allowance per year from April 2014 designed particularly to help charities and small businesses with employer's National Insurance contributions iii a capital spending increase of 3 billion

Asset-Based Approaches Fiona Garven, Jennifer McLean, Lisa Pattoni, 2016-06-01 An overview of the evidence for asset based approaches away from doing things to people in favour of doing things with them when working with individuals groups and communities

The Politics of Museums Clive Gray, 2015-09-15 This is the first book to examine how and why museums are political institutions By concentrating on the ways in which power ideology and legitimacy work at the international national and local levels of the museum experience Clive Gray provides an original analysis of who exercises power and how power is used in museums

Towards Coastal Resilience and Sustainability C. Patrick Heidkamp, John Morrissey, 2018-09-28 Coastal zones represent a frontline in the battle for sustainability as coastal communities face unprecedented economic challenges Coastal ecosystems are subject to overuse loss of resilience and increased vulnerability This book aims to interrogate the multi scalar complexities in creating a more sustainable coastal zone Sustainability transitions are geographical processes which happen in situated particular places However much contemporary discussion of transition is either aspatial or based on implicit assumptions about spatial homogeneity This book addresses these limitations through an examination of socio technological transitions with an explicitly spatial focus in the context of the coastal zone The book begins by focusing on theoretical understandings of transition processes specific to the coastal zone and includes detailed empirical case studies The second half of the book appraises governance initiatives in coastal zones and their efficacy The authors conclude with an implicit theme of social and environmental justice in coastal sustainability transitions Research will be of interest to practitioners academics and decision makers active in the sphere of coastal sustainability The multi disciplinary nature encourages accessibility for individuals working in the fields of Economic Geography Regional Development Public Policy and Planning Environmental Studies Social Geography and Sociology

Civil Service Statistics, 2010

Parliamentary Debates (Hansard). Great Britain. Parliament. House of Commons, 1919 Contains the 4th session of the 28th Parliament through the session of the Parliament

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