

NOT PROTECTIVELY MARKED

[REDACTED]
Address for correspondence
[REDACTED]

29 July 2026

Dear [REDACTED]

HMICS Freedom of Information Request - FOI.26.00018

I refer to your request dated 23 July 2026, under the freedom of Information (Scotland) Act 2002 (FOISA), for the following information:

"Please provide the following information:

- 1) The percentage pay increase that was implemented for employees under the latest pay award.*
- 2) If different percentage increases were applied to different grades, pay bands, or employee groups, please provide the percentage increase applicable to each.*
- 3) The date on which the pay award was formally implemented.*
- 4) If the pay award was backdated, please provide:
The effective date from which the pay increase was backdated.
The date on which the backdated payment was made to employees.*

If any of the requested information is already publicly available, I would be grateful if you could provide a link or direct me to the relevant publication."

HMICS follows all the Scottish Government policies, including pay award. This information is publicly available here: [Scottish Budget 2025 to 2026: public sector pay policy](#).

If you wish to contact Scottish Government in respect of such information, you can do so by writing to the address below:

General Enquiries Scottish Government

St. Andrew's House

Regent Road

Edinburgh

EH1 3DG

Email: contactus@gov.scot

Phone: 0300 244 4000

I trust this information is satisfactory for you, however, if you are unhappy with this response you may ask us to carry out an internal review, by writing to the address shown on this letterhead or by emailing HMIC@hmic.gov.scot. 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. We will then reply within 20 working days of receipt of any such letter.

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You then have a right of appeal to the Scottish Information Commissioner if you are dissatisfied with our internal review. The Commissioners website has a guide containing the full details for this process (www.itspublicknowledge.info) or they can be contacted via the following:

Scottish Information Commissioner

Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Tel: 01334 464 610

Yours Sincerely,

A black rectangular redaction box covering the signature of the Scottish Information Commissioner.