Scottish Fiscal Commission

By email to [REDACTED]

Our ref: FoI-2026-11
30 July 2026

Dear [REDACTED]

Thank you for your email of 17 July 2026 to the Scottish Fiscal Commission requesting information under the Freedom of Information (Scotland) Act 2002.

The Scottish Fiscal Commission is independent of the Scottish Government and our founding legislation states that: "the Commission is not subject to the direction or control of any member of the Scottish Government". (Scottish Fiscal Commission Act 2016)

You asked for information from 1 January 2025 to present pertaining to the Scottish Fiscal Commission's target or any other type of benchmark relating to employee headcount, whether directed by the Scottish Government or decided internally. By this you meant the number of employees the organisation is expected to employ.

You specifically requested:

a) Any correspondence, including letters, emails or app messages, from your Scottish Government sponsorship team, Ministers, or other SG officials, directing your organisation to meet or not exceed a specified headcount, or to reduce headcount by a specified amount.

> Answer: We do not hold any information within the scope of this part of your request. We have identified no correspondence from the Scottish Government liaison team (we have a liaison team rather than a sponsorship team reflecting the Commission's status as a non-Ministerial Office), Ministers or other Scottish Government officials directing the Commission to meet, not exceed, or reduce a specified headcount.

b) Any correspondence similar to the above which does not specify a particular headcount but which provides other direction in terms of savings or efficiency expectations, for example, in relation to paybill.

> Answer: We have not identified any correspondence addressed specifically to the Commission providing direction on headcount, savings or paybill expectations.
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> The Cabinet Secretary for Finance and Local Government wrote in general terms in a letter confirming our funding, dated 25 April 2025:
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> "Given the ongoing financial challenge, all public bodies are being asked to use the resources allocated to them in whichever ways best ensure the services they provide remain sustainable in future and contribute to better outcomes. I recognise the SFC's positive contribution to date and look forward to your continued engagement in the public service reform workstream."

The Scottish Government has published wider public sector efficiency and workforce objectives. These include:

- Fiscal Sustainability Delivery Plan (June 2025), which includes the action: "Planning for a managed downward trajectory for the devolved public sector workforce in Scotland (0.5 per cent reduction on average per annum over the next five years)." This is available at Fiscal Sustainability Delivery Plan tables

- Scotland's Public Service Reform Strategy: Delivering for Scotland (June 2025), which states: "Over the next 5 years we will reduce annualised Scottish Government and public body corporate costs by £1 billion, representing around 20% of the identified public body corporate and core government operating costs." This is available at Public Service Reform Strategy launch.

These publications are publicly available and do not constitute direction issued to the Scottish Fiscal Commission.

c) The employee headcount your organisation is aiming to meet or maintain at or by 1 April 2027, whether that number was set by Scottish Government or internally.

Answer: We do not operate a formal headcount target. However, workforce planning assumptions used for financial planning and budgeting purposes project staffing of 29.33 Full Time Equivalent (FTE) posts by 1 April 2027.

This projection was developed internally by the Scottish Fiscal Commission as part of the 2026-27 Budget process and was not set by the Scottish Government.

The projected increase reflects the expectation that the Commission's functions will increase over this period. We expect this projection to change over time to reflect business need, workforce turnover and flexible working requests.

d) Whether this number represents individuals or Full Time Equivalent (FTE).

Answer: The figure of 29.33 represents FTE posts.

e) Whether this number is inclusive or exclusive of staff on fixed-term contracts, secondees, agency workers, and workers of other irregular status.

Answer: The projected figure is inclusive of all staff resources expected to be employed by the organisation at that time, including any fixed-term employees, secondees or other staff.

f) If available, a breakdown of this headcount by grade.

Answer: The projected 29.33 FTE is comprised of:

B1	B2	B3	C1	C2	SCS	Total
1.00	7.00	11.49	5.00	3.83	1.00	29.33

If you are dissatisfied with the way in which the Scottish Fiscal Commission has dealt with your request, you may request a review within 40 working days of receiving this response. Any request for review should be submitted in writing to info@fiscalcommission.scot.

If you are unhappy with this response to your request under the Freedom of Information (Scotland) Act 2002, you may ask us to carry out an internal review of the response by writing to:

Mr John Ireland, Chief Executive
Scottish Fiscal Commission
Email: info@fiscalcommission.scot

Your review request should explain why you are dissatisfied with this response and should be made within 40 working days from the date when you received this letter. We will complete the review and tell you the result within 20 working days from the date when we receive your review request.

If you are not satisfied with the result of the review, you then have the right to appeal to the Scottish Information Commissioner. More detailed information on your appeal rights is available on the Commissioner's website:

www.itspublicknowledge.info/YourRights/Unhappywiththeresponse/AppealingtoCommissioner.aspx

Yours sincerely

James H White
Governance Manager