



The Scottish Parliament
Pàrlamaid na h-Alba

Officeholders – SHRC Temporary Staff Extension

3 February 2022

Reference: SPCB (2022) Paper 04

Executive summary

1. The SPCB is invited to consider a request from the Scottish Human Rights Commission (SHRC) to extend two temporary staff contracts for a period of four months and to provide contingency funding of £43k.
2. A copy of the SHRC's business case is attached at Annex A.

Issues and options

3. The SPCB will recall that as part of its budget bid for 2022/23, the SHRC submitted a business case seeking approval to increase its staffing complement by 7.6 FTE to enable it to fulfil its mandate and that in line with the funding agreement between the SPCB and the SHRC, that the SHRC was invited to obtain independent evidence to support its business case. Work is ongoing with the procurement specification and we anticipate a contract being let in February with an independent report being available by May 2022.
4. As part of the business case for 7.6 FTE additional staff, the SHRC was seeking approval to make temporary posts permanent including the Grade 6 Head of Legal and Policy and the Grade 4 Legal Policy Development Officer. These temporary posts have been funded from contingency funding for two years which ends on 31 March 2022.
5. There is a timing issue between consideration of the business case which would make these two posts permanent and their temporary contracts ending. The SHRC wishes to retain the two temporary staff members to enable work to continue and to avoid the two members of staff leaving

and is seeking SPCB approval to extend their temporary contracts by four months, to end July 2022.

Governance

6. Under the Scottish Commission for Human Rights Act 2006, SPCB approval is required as to the number of staff the Commission employs and their terms and conditions of employment.

Resource implications

7. The cost of extending the two temporary contracts for four months is £43k and contingency funding would be required.
8. The SPCB will recall that the Officeholders' Contingency Fund for 2022/23 was increased by £300k to ensure funding was available for the SHRC once the outcome of the independent review was known. The £300k includes funding to make temporary post permanent including the two posts mentioned above (£171k), increasing the FTE capacity in permanent roles (£20k) creating 4 new posts (£97k for 6 months) and IT and recruitment costs (£12k).
9. There is therefore funding available to extend the two contracts for four months if SPCB approval is granted.

Publication Scheme

10. This paper may be published.

Decision

11. The SPCB is invited to consider the business case from the SHRC to extend two temporary contracts for four months and to agree contingency funding of £43k.

Officeholder Services

January 2022