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Ian Bruce
Ethical Standards Commissioner
Thistle House
91 Haymarket Terrace
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EH12 5HE

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Dear Commissioner

**RESEARCH ON TIME COMMITMENT, REMUNERATION AND OTHER ASPECTS
OF THE ROLE OF PUBLIC APPOINTEES IN SCOTLAND**

Thank you for sharing with us your report on time commitment, remuneration and other aspects of the role of public appointees in Scotland.

Firstly, we would reiterate that Scottish Ministers highly value the expertise and commitment that public appointees bring to public body boards in Scotland. Work remains ongoing to ensure that an increasingly diverse range of people apply for and are appointed to public body boards. In that spirit, we are keen to ensure that the barriers to appointment for any demographic group currently under-reflected, as noted in the report, are given the attention they need to remove these barriers for future appointment rounds.

The Scottish Government note that although many of the issues outlined in the report concern the operational process and policy of public body boards, we welcome all

feedback that helps us to be clear on the issues that appointees face in their role once appointed.

We are encouraged to read such a positive response on the experience appointees had of the reappointment process, with 100% indicating their reappointment was handled in line with what the Code requires, and 76% indicating a very good or good experience of the process. Equally encouraging is the 91% of appointees who reported they felt as motivated in their role now as they did when appointed.

We of course take note of the 2%, albeit a low percentage, which reported a poor experience. We remain committed to continual improvement and to collaborate with you, selection panels, and our public body boards to ensure every appointee has a positive experience.

It is useful to read all of the valuable statistics in the report. I have read the recommendations with interest and confirm we will consider these very carefully alongside our own data and insights to determine what can and should be taken forward. In particular with focus on the time commitment and how remuneration and financial support is communicated in the application packs. Also to better understand the reasons for either early resignation or declining offers of a second term on a public body board as well as reviewing results on post-interview feedback, the appraisal guidance, and the induction process. I look forward to working with you on these continuous improvements which will dovetail nicely with the important work underway on developing the ESC's new diversity strategy.

It is worth noting that our Public Appointments Team, following several changes over the last 12-18 months in relation to legislation, IT systems and resource are actively reviewing our processes, guidance, templates and training offerings and we see this as an opportunity to incorporate any improvements needed in line with the recommendations made.

Once again, thank you for sharing this report with us and we look forward to introducing the required improvements timeously and in consultation with you, your team, selection panels and all of our key stakeholders.

Yours sincerely

C Holligan

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