

Scottish Courts and Tribunals Service



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Dear Mr Leonard

SCOTTISH PARLIAMENTARY QUESTION S6W-35178, S6W-35179 and S6W-35180

The Cabinet Secretary in her response to the above PQ indicated that it related to operational matters within the responsibility of the Scottish Courts and Tribunals Service corporate body. I am now writing in response to the matter raised.

S6W-35178: To ask the Scottish Government how many full-time equivalent staff have been employed in the Scottish Courts and Tribunals Service in each of the last five years.

SCTS FTE	2020/21	2021/22	2022/23	2023/24	2024/25
	1641.10	1749.60	1778.50	1840.71	1896.12

As at 28 February 2025 the full-time equivalent number of employees was 1,896.12. An increase on the previous Financial Year (2023/24) of 3%. The number of full-time equivalent employees has steadily increased year on year since 2021/22 on average by 3.7% each year. The largest increase being in 2021/22, where the increase was 6.6% on 2020/21. These increases coincided with a sustained rise in business volumes across the courts and tribunals.

These figures are taken from the Annual People Scorecard produced by the Human Resources unit and are published on the Scottish Courts and Tribunals Service website as below.

<https://www.scotcourts.gov.uk/media/sprawdny/people-scorecard-2023-24.pdf>

<https://www.scotcourts.gov.uk/media/qyfjkski/scts-people-scorecard-2022-23.pdf>

<https://www.scotcourts.gov.uk/media/wqbk5mpl/scts-annual-people-scorecard-2021-22.pdf>

<https://www.scotcourts.gov.uk/media/oq0ikzem/scts-annual-people-scorecard-2020-21.pdf>

S6W-35179: To ask the Scottish Government what the attrition rate of staff employed by the Scottish Courts and Tribunals Service has been in each of the last five years.

SCTS Attrition Rate (%)	2020/21	2021/22	2022/23	2023/24	2024/25
	7.0%	10.9%	10.3%	9.9%	8.0%

As at 28 February 2025 the overall attrition rate was 8% with an average rate of 0.73% per month from April 2024 to 28 February 2025.

Prior year attrition rates are published in the Annual People Scorecard produced by the Human Resources Unit and published on the Scottish Courts and Tribunals Service website as below.

<https://www.scotcourts.gov.uk/media/sprawdny/people-scorecard-2023-24.pdf>

<https://www.scotcourts.gov.uk/media/qyfjskci/scts-people-scorecard-2022-23.pdf>

<https://www.scotcourts.gov.uk/media/wqbk5mpl/scts-annual-people-scorecard-2021-22.pdf>

<https://www.scotcourts.gov.uk/media/oq0ikzem/scts-annual-people-scorecard-2020-21.pdf>

S6W-35180: To ask the Scottish Government what the main recorded reasons for staff leaving the Scottish Courts and Tribunals Service have been in each of the last five years.

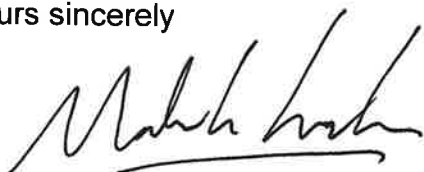
SCTS Main Recorded Leaving Reasons	Reason	2020/21	2021/22	2022/23	2023/24	2024/25
		%	%	%	%	%
	Resignation	41%	42%	46%	48%	40%
	Retirement	28%	33%	20%	20%	33%
	Transfer to other Government Department	12%	15%	15%	10%	15%
	End of Fixed Term Contract	7%	5%	9%	6%	5%

The main recorded leaving reasons for the 2024/25 covers the period April 2024 to 28 February 2025.

The main recorded reason for staff leaving the SCTS is attributable to resignation from role accounting for an average of 43% of leavers each year. Retirement is the second most recorded reason for leaving, with an average of 27%. Transferring to another Government Department accounts for an average of 13% and those leaving at the end of fixed term contracts making up an average of 6% of leavers over the last five financial years.

A copy of this letter will be placed in the Scottish Parliament Information Centre and published on the Scottish Courts and Tribunals Service website.

Yours sincerely



Malcolm Graham
Chief Executive