

## **FAO Scottish Joint Council Trade Union Side Joint Secretaries**

23 August 2022

Dear Johanna, Wendy and Drew,

### **Scottish Joint Council Pay Negotiations 2022/23 – Employers’ Side Pay Offer**

Following the meeting with you today held in COSLA’s Glasgow Office, I write to confirm the offer we made. I would like again to thank you for the helpful and constructive discussion that we had. It was a lengthy meeting, and your patience was very much appreciated.

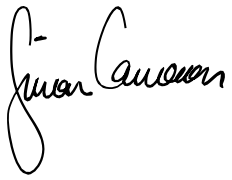
We have noted the comments about a 5% offer value and hope that you will consider the following offer which we believe to be the best that we can make within the financial window mandated by Leaders. We do this with the full intention of seeking to reach a fair, sustainable and reasonable conclusion as soon as possible.

- The offer is for an undifferentiated 5% with a £10.50 underpin and smoothing at Spinal Column Points 19-22.
- This means that lowest paid 12% of our workforce will get more than a 5% increase and those on the Scottish Local Government Living Wage will see a 7.36% increase.
- The smoothing at points 19-22 means that the percentage increases go from 5.32% at SCP 22, then 5.99%, 6.47% and 6.86% at SCP 21,20, and 19 respectively.
- We see it important to ensure that our lowest paid, as union colleagues have reminded us, are protected as far as we can from the cost of living crisis and the 7.36% increase, raising the minimum hourly rate in the SJC workforce to £10.50, seeks to address this.
- We listened the points you made about the pressures on employees across the whole of our pay structure, which would include early years workers in schools, social workers, and technical and professional grades, and the undifferentiated offer is made to address these.
- We heard your comments about the expectation of workforce that the offer will be for 5% and note the concerns voiced by unions about the difficulties caused by last year’s differentiated offer.

In recognising the other factors of the pay claim, we commit to working at pace and in partnership to conclude discussions on professional fees and the working week and to continue to support our workforce in the transition to hybrid working.

In making this offer I would ask again that you pause strike action to allow for full consideration of the offer.

Yours sincerely

A handwritten signature in black ink, reading "Simon Cameron". The signature is written in a cursive style with a large, looping initial 'S'.

Simon Cameron  
Employers' Side Joint Secretary