

FAO Scottish Joint Council Trade Union Side Joint Secretaries

2 September 2022

Dear Johanna, Wendy and Keir,

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

Following our discussions this week, I would firstly like to thank you again for the helpful and constructive manner in which these were held. It has been a series of lengthy meetings under intense pressure, and your patience has been 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.

- For those on the Scottish Local Government Living Wage and SCP 19-24 an undifferentiated 5% or a £2,000 uplift (calculated on a nominal 36-hour full-time working week), whichever is larger.
- This is a 10.2% increase for the lowest paid and for someone on SCP38 (£24,984) this is 7.7% increase (£1925) and for someone currently on SCP 52 (£30,212) this is 6.37% (£1925).
- The offer is for an undifferentiated 5% or a £1,925 uplift (calculated on a nominal 36-hour full-time working week), whichever is larger, capped for those currently earning £60,000 or more at a £3000 uplift (based on a 37-hour week).
- Following our discussions this week we recognise and see it as vitally 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 not only does the consolidated cost of living uplift ‘floor’ of £2000/£1925, raising the minimum hourly rate in the SJC workforce to £10.85, seek to address this, it will ensure that 87% of the workforce receive no less than £1,925.
- In recognition of other elements of your claim we add the following additional elements:
 - The removal of SSSC fees for all roles and grades where applicable
 - One additional day of annual leave for all employees
 - For this financial year the uplift of all nationally agreed allowances will be in line with the percentage offer without detriment to any separate uplift mechanisms and those allowances that are agreed locally. Therefore, the Distant Islands allowance in this year only will be uprated with effect from 1 October 2022 by the offer percentage rate or the normal agreed formula, whichever is the highest. In future years we will revert to the agreed formula and any anomalous

increase will be rectified. In this pay agreement only, we will uplift the First Aid Allowance.

- A full review of the SJC constitution to be presented at the 2022 AGM for agreement.

In recognising the other factors of the pay claim, we reaffirm our commitment to working at pace and in full 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 suspend all current and intended strike action to allow for full consideration of the offer by your members.

Yours sincerely

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

Simon Cameron
Employers' Side Joint Secretary