



FAO Scottish Joint Council Trade Union Side Joint Secretaries

13 September 2023

Dear Johanna, Graeme and Keir,

Scottish Joint Council Pay Negotiations 2023/24 – Employers’ Side Pay Offer

Following COSLA Special Leaders meeting on the 5 September, it was agreed to mandate Cllr Katie Hagmann, COSLA Spokesperson for Resources, to make the following improved offer in response to your pay claim.

The offer is for a minimum **£1,929** increase in annual salary by 1 January 2024.

This means the Scottish Local Government Living Wage of £10.85 will go to **£11.85** from 1 January 2024, a **9.22%** increase. A full-time employee on a 37-hour week would see a salary rise from £20,933 to **£22,862**.

COSLA Leaders recognise and support the aspiration to progressively move towards a £15 minimum rate of pay for the Scottish Local Government workforce.

It is proposed that an advisory group comprised of COSLA Officers, their professional advisors and Trade Union colleagues will be established prior to the next SJC AGM and to recommend a route map to achieving a minimum £15 per hour, reporting on progress to Leaders and the Scottish Joint Council. The group’s remit should take note of the union aspiration of achieving this minimum rate of pay, fully consolidated, by 31st March 2027, and that the rate should be achieved before the date when it would be reached if future pay increases are aligned to inflation or uplifts in the Living Wage Foundation’s recommended real living wage. The group is further to include in any route map target dates for implementing £15, with milestones and waypoints linked to economic and funding forecasts.

Leaders believe this offer which invests **£440 million** in the workforce and is at the absolute limit of funding available to Local Government, demonstrates how we value our employees at all levels.

We would hope that you will take the offer to your members for their consideration at the earliest opportunity.

In detail the offer is for:

From 1st of April 2023

- For every Council Worker: an increase in the hourly rate of £0.65 or a 5% increase in their pay, whichever is worth more.

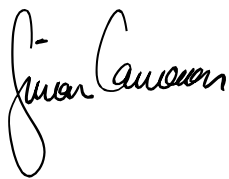
From 1st of January 2024

Every Council Worker will receive **either**:

- another increase so that their total pay has gone up £1.00 per hour since 31st March 2023;
- OR**
- a percentage increase depending on the point they are at on the salary scale.
 - An additional 2.5% up to and including national SCP43,
 - an additional 1.5% from SCP44 to SCP64,
 - an additional 1% on SCP 65 and above.
 - Those receiving the 2.5% January increase will see an uplift of 7.63% in their pay rate by January 2024.
 - Those receiving the 1.5% January increase will see an uplift of 6.58% in their pay rate.
 - Those receiving the 1% January increase will see an uplift 6.05% in their pay rate.

We recognise that the SJC unions' pay claim includes other elements which we have highlighted in bold and address item by item below.

Yours sincerely

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

Simon Cameron

Employers' Side Joint Secretary

A settlement that runs for the period 1 April 2023 to 31 March 2024.

Agreed.

Early commencement of negotiations with a clear expectation of settlement implementation by 1 April review date.

Leaders share the aspiration of an early settlement. Based on discussions with Unions, we made the best offer possible in April within the funding framework available and have continued to work to identify improvements in the light of the fiscal environment.

An increase of 12% or £4000 whichever is the greater to all spinal column points (based on a nominal 35 hour working week). This would equate to a £2.20 increase on the hourly rate.

Please see the offer outlined above.

- The in-year average percentage uplift value is 5.67%
- End of year percentage uplift value average is 7.19%
- The full year uplift value shows the increase in nominal annual salary after both uplifts have applied. This is the approximate increase in gross salary that an employee would see compared to salary on 31 March 2023.

No less than parity with other local government bargaining groups.

It is the view of Leaders that the following offer meets your request for “no less than parity with other local government bargaining groups”.

An underpinning minimum rate of pay of £15 per hour.

Leaders share this aspiration and have mandated actions as above.

An increase to the mileage rate to ensure parity with NHS colleagues.

There is no national mileage allowance policy in the Red Book. Mileage and expenses policies are agreed via local collective bargaining to ensure that they meet the needs of the workforce and services provided there.

A no compulsory redundancy agreement.

There is no national redundancy policy in the Red Book. Redundancy and voluntary severance policies are agreed via local collective bargaining to ensure that they meet the needs of the workforce and services provided there.

Completion of the review, established as part of our 2021 settlement, of professional fees (beyond the SSSC fees which are now paid for local government workers) incurred by members in the course of their employment.

The SJC working group on professional fees continues to actively investigate the landscape of professional fees across councils. It is the employer's expectation that the group will be able to report findings to the SJC and Leaders in due course.

Early completion of the review, established as part of our 2021 settlement, on how we achieve a no detriment reduction in the working week to enable members to achieve a better work-life balance.

The working group made a report to the Scottish Joint Council's Annual General Meeting on 12th December 2022. The Employer's side propose that the group should undertake further work taking account of aspirations in the Scottish Government's Public Sector Pay Strategy on the length of the working-week, the right to disconnect, and to develop work already conducted by the group to further investigate and share the practices and policies from across councils that are promoting a better work-life balance.

In recognition of the challenges to achieving a reduction in the working week already reported, the group should also investigate and establish evidence to better lobby Government on the funding required to work jointly towards these shared aspirations.

Agreement to change the national calculator for the normal working week to 35 hours.

The SJC pay scales use hourly rates of pay rather than salaries. There is no national calculator. These rates are converted to annual salaries by individual councils taking account of their working hours, pay scales, and the requirements of the payroll systems in use. Councils have a range of working-week lengths characterised locally as "full-time".

The employers' side are happy to continue to provide guides for union colleagues during pay discussions that show indicative annual salaries based on any working week lengths requested.

Fair Funding for Local Government

We agree that the economic context within which Local Government is entering these pay negotiations is more challenging than ever and we welcome the recognition of the SJC Trade Unions that Scottish Local Government is in urgent need of greater empowerment and investment if it is to continue to deliver locally-required essential services.

National Partnership Agreement

Taking into account the financial context and restrictions that Scottish Local Government continues to operate in, we are keen to develop a national partnership agreement to mirror local agreements that are in place between councils and unions. This will set out how Scottish Local Government and the SJC Trade Unions can establish a joint position to effectively lobby the Scottish Government for fair funding and to work positively together in delivering the other non-pay elements of this offer.

Appendix 1 – Pay Offer Impact Summary

Scottish Joint Council (SJC) April 2023 Pay offer: £0.65/5% on all pay points from 1/4/23 with a bottom loaded additional uplift from 1/1/24.

Offer overall value is 5.67% in-year and a 7.19% uplift by the end of year – the table below provides indicative examples based on the national pay scheme of how the offer impacts the SCP pay ranges shown.

SCP (Spinal Column Point)	2022/23 Hourly Rate	Salary 2022/23 (37 hr)	Percentage Workforce	In-year percentage value	Full Year Uplift Value Percentage	Hourly Rate Effective 1/1/24	Salary Effective 1/1/24 (37 hr week)	Typical roles ¹
SLGLW*	£10.85	£20,900	7%	6.8%	9.22%	£11.84	£22,900	Entry level jobs
19-43	£10.98- £14.78	£21,200- £28,500	51%	6.72%- 5.66%	9.11%- 7.63%	£11.98- £15.91	£23,100- £30,700	Care worker / Pupil Support / Early Years worker / Road Worker / Facilities Mgt Assistant
44-64	£14.96- £19.71	£28,900- £38,000	25%	5.39%	6.58%	£15.95- £21.01	£30,800- £40,500	Supervisory Roles /Entry Level Professional Roles – e.g. Accounting Technician
65 and above	£20.00 +	£38,600 +	17%	5.26%	6.05%	£21.21	£40,900 +	Social Workers etc.

* Scottish Local Government Living Wage

Note: all indicative salaries are rounded to the nearest £100. Each local government employer uses its own local calculation for this taking account of their standard working hours and the payroll software used.

The rates in Appendix 1 and Appendix 2 have been calculated for indicative purposes only. They do not form part of the offer. The rates shown have not been verified by

¹ The roles listed are provided as examples of the kind of work that might be done within the pay ranges shown. They are not actual jobs in any specific council. There may be jobs in councils that have similar job titles to those listed that are outwith the pay ranges shown owing to the contractual duties and grading arrangements in place and specific to that job and council.

professional advisers and therefore no guarantee is given that they will be correct should the offer made be applied to pay.

Appendix 2 – Indicative Table of Hourly Rates

SCP	2022/23 Hourly Rate	Hourly Rate Effective 1/4/23	Hourly Rate Effective 1/1/24
SLGLW	£10.85	£11.50	£11.85
19	£10.98	£11.63	£11.98
20	£11.11	£11.76	£12.11
21	£11.25	£11.90	£12.25
22	£11.41	£12.06	£12.41
23	£11.55	£12.20	£12.55
24	£11.70	£12.35	£12.70
25	£11.81	£12.46	£12.81
26	£11.96	£12.61	£12.96
27	£12.11	£12.76	£13.11
28	£12.26	£12.91	£13.26
29	£12.42	£13.07	£13.42
30	£12.59	£13.24	£13.59
31	£12.76	£13.41	£13.76
32	£12.88	£13.53	£13.88
33	£13.09	£13.74	£14.09
34	£13.25	£13.91	£14.26
35	£13.45	£14.12	£14.47
36	£13.61	£14.29	£14.65
37	£13.80	£14.49	£14.85
38	£13.98	£14.68	£15.05
39	£14.15	£14.86	£15.23
40	£14.33	£15.05	£15.43
41	£14.36	£15.08	£15.46
42	£14.52	£15.25	£15.63
43	£14.78	£15.52	£15.91
44	£14.96	£15.71	£15.96
45	£15.17	£15.93	£16.17
46	£15.36	£16.13	£16.37
47	£15.58	£16.36	£16.61
48	£15.80	£16.59	£16.84
49	£16.02	£16.82	£17.07
50	£16.24	£17.05	£17.31
51	£16.45	£17.27	£17.53
52	£16.69	£17.52	£17.78
53	£16.91	£17.76	£18.03

SCP	2022/23 Hourly Rate	Hourly Rate Effective 1/4/23	Hourly Rate Effective 1/1/24
54	£17.16	£18.02	£18.29
55	£17.38	£18.25	£18.52
56	£17.64	£18.52	£18.80
57	£17.88	£18.77	£19.05
58	£18.13	£19.04	£19.33
59	£18.40	£19.32	£19.61
60	£18.65	£19.58	£19.87
61	£18.93	£19.88	£20.18
62	£19.15	£20.11	£20.41
63	£19.47	£20.44	£20.75
64	£19.71	£20.70	£21.01
65	£20.00	£21.00	£21.21
66	£20.26	£21.27	£21.48
67	£20.57	£21.60	£21.82
68	£20.86	£21.90	£22.12
69	£21.14	£22.20	£22.42
70	£21.44	£22.51	£22.74
71	£21.75	£22.84	£23.07
72	£22.07	£23.17	£23.40
73	£22.20	£23.31	£23.54
74	£22.53	£23.66	£23.90
75	£22.88	£24.02	£24.26
76	£23.21	£24.37	£24.61
77	£23.54	£24.72	£24.97
78	£23.93	£25.13	£25.38
79	£24.28	£25.49	£25.74
80	£24.64	£25.87	£26.13
81	£25.01	£26.26	£26.52
82	£25.37	£26.64	£26.91
83	£25.77	£27.06	£27.33
84	£26.17	£27.48	£27.75
85	£26.54	£27.87	£28.15
86	£26.92	£28.27	£28.55
87	£27.32	£28.69	£28.98
88	£27.76	£29.15	£29.44
89	£28.18	£29.59	£29.89
90	£28.57	£30.00	£30.30
91	£29.01	£30.46	£30.76

SCP	2022/23 Hourly Rate	Hourly Rate Effective 1/4/23	Hourly Rate Effective 1/1/24
92	£29.46	£30.93	£31.24
93	£29.89	£31.38	£31.69
94	£30.37	£31.89	£32.21
95	£30.79	£32.33	£32.65
96	£31.25	£32.81	£33.14
97	£31.73	£33.32	£33.65
98	£32.17	£33.78	£34.12
99	£32.70	£34.34	£34.68
100	£33.12	£34.78	£35.13
101	£33.62	£35.30	£35.65
102	£34.09	£35.79	£36.15
103	£34.56	£36.29	£36.65
104	£35.09	£36.84	£37.21
105	£35.57	£37.35	£37.72
106	£36.11	£37.92	£38.30
107	£36.64	£38.47	£38.85
108	£37.17	£39.03	£39.42
109	£37.68	£39.56	£39.96
110	£38.22	£40.13	£40.53
111	£38.78	£40.72	£41.13
112	£39.32	£41.29	£41.70
113	£39.89	£41.88	£42.30
114	£40.48	£42.50	£42.93
115	£41.08	£43.13	£43.56
116	£41.66	£43.74	£44.18
117	£42.24	£44.35	£44.79
118	£42.88	£45.02	£45.47
119	£43.47	£45.64	£46.10
120	£44.10	£46.31	£46.77
121	£44.74	£46.98	£47.45
122	£45.37	£47.64	£48.12
123	£46.01	£48.31	£48.79