



FAO Scottish Joint Council Trade Union Side Joint Secretaries

By email

15 May 2024

Dear David, Graham and Keir,

Scottish Joint Council Pay Negotiations 2024/25 – Employers’ Side Pay Offer

It is the view of the Employers side, which I hope you share, that we have had two positive SJC Steering Group meetings to discuss this year’s pay offer for the Scottish Local Government Workforce, following the mandate from Leaders on 26 April 2024.

The purpose of the SJC Steering Group meetings was to undertake discussions on the configuration of possible offers, within an agreed cost envelope. As mandated by Leaders, this included discussions around terms and conditions. You have provided us with clear feedback about the terms and conditions aspects outlined and I would like to offer you the reassurance that we will take account of the views provided. Leaders made clear that an offer should be made as quickly as possible. Cllr. Hagmann’s mandate includes the authority to make an offer within the agreed remit without further reference to Leaders.

Any offer made currently would be on the terms outlined to you at the Joint Secretaries discussion via Teams, which took place on Friday 10 May 2024. Based on those discussions, the best offer we could make currently would be a 2% or a £0.39 uplift in hourly rate (whichever is better) at each Spinal Column Point. We do not, however, wish to make this as a formal offer in this letter. We believe that the Resources Spokesperson’s mandate allows for a higher value offer to be made if linked to other matters that would be mutually beneficial to both councils and union members.

We believe there is still an opportunity to explore these other options and to provide you with the best possible pay offer within the negotiating remit. This would be presented to you at our next SJC Steering Group scheduled for Wednesday 22 May 2024 for discussion and consideration.

We are close to making an offer, based on the mandate given to Cllr Hagmann by Council Leaders. We remain committed to having a formal offer with you before the date

of the next Leaders meeting (on 31 May), and, unless agreed otherwise with you, shortly after our meeting on 22 May.

Yours sincerely



Stuart Bain

Employers' Side Joint Secretary