



FAO Scottish Joint Council Trade Union Side Joint Secretaries

David O'Connor, Joint Secretary – Unison
Graham McNab, Joint Secretary – Unite
Keir Greenaway, Joint Secretary – GMB

17 February 2025

By email

Dear David, Graham, and Keir,

Scottish Joint Council Pay Negotiations 2025/26 – Employers' Side Pay Offer

At the COSLA Leaders meeting on 31 January, Leaders agreed to provide Cllr Katie Hagmann, COSLA Resources Spokesperson, with a negotiating mandate for the 2025/26 Scottish Joint Council (SJC) pay negotiations. Following discussions at the SJC Steering Group meeting on 14 February, we are now able to make the pay offer below.

The following offer is for a settlement which runs from **1 April 2025 to 31 March 2026**:

- A uniform 3% increase in pay at all pay points.

This offer utilises the full negotiating remit provided by Council Leaders.

The key features of the offer are listed below:

- An offer in advance of the settlement date of 1/4/25.
- The offer is above the current CPI rate of inflation.
- A uniform percentage uplift maintaining differentials and ensuring all parts of the workforce are equally valued.

In making this offer the employers' side has taken account of the views from union side colleagues during discussion at the SJC Steering Group meeting on 14 February. As mandated by Leaders various potential configurations, including options to reduce the SJC default length of the working week from 37 to 36 hours and additional annual leave, were discussed.

We believe this offer is fair and meaningful and reflects the high value Leaders place on the Local Government workforce.

We would be obliged if you could take this offer to your members for consideration and provide COSLA with a response.

We have responded to other parts of your claims in the following page.

Yours sincerely



Stuart Bain
Employers' Side Joint Secretary

Other parts of the SJC Trade Union Claims for 2025/26

Parity with other bargaining groups

COSLA Leaders remain committed to providing equitable offers to all bargaining groups.

Early commencement of negotiations and implementation by 1 April

Leaders share the desire for timely negotiations and resolution of pay claims. The review of pay negotiations that has been shared with you includes recommendations to address this issue. Joint work has taken place to develop a draft pay negotiations protocol which sets out indicative timescales and milestones for the negotiation process. The offer made in this letter meets the SJC trade unions' request for a pay offer before the settlement date of 1 April 2025.

Increase annual leave entitlement with flexible leave for term time workers

The Employers' reject this element of the claim. The SJC national holiday entitlement is 29 days per annum inclusive of public holidays with a further 5 days after five years' service. Many councils have more generous basic leave entitlement.

Every council to pilot reduction in the working week

The Employers' reject this element of the claim.

The SJC reduction in the working week working group has completed its report and this was presented to and discussed by the SJC Steering Group in October 2024. The working group's report was presented to Council Leaders in November 2024. Leaders agreed that further discussion around reduction in the working week may take place as part of future rounds of pay negotiations, using the working group's report as a reference source. This was discussed at the SJC Steering Group meeting on 14 February, with potential offer configurations explored.

Review of Distant Islands Allowance

The Employers' reject this element of the claim. The Distant Islands Allowance (DIA) has increased incrementally over many years by an agreed formula that is linked to the increases in average UK earnings.