

**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

12 June 2025

By email

Dear David, Graham, and Keir,

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

At the special meeting of COSLA Leaders on 12 June, Leaders agreed to provide Cllr Katie Hagmann, COSLA Resources Spokesperson, with a new negotiating mandate for the 2025/26 SJC pay negotiations. We are now able to make the pay offer below.

The following offer is for a two-year settlement which runs from **1 April 2025 to 31 March 2027**:

- A uniform 4% uplift on all SJC pay points for year 1 (1 April 2025 to 31 March 2026)
- A uniform 3.5% uplift on all SJC pay points for year 2 (1 April 2026 to 31 March 2027),

This offer fully utilises the negotiating mandate provided by Council Leaders and exhausts the flexibilities and additional funding that has been made available by Scottish Government and as such this is **a final offer**.

The key features of the offer are listed below:

- A two year pay offer.
- An offer which fully utilises all available funding.

In making this offer the employers' side has taken account of the views provided by union side colleagues during discussions at SJC Steering Group meetings, including at our most recent meeting on 9 June. The employers' side appreciates the constructive dialogue we have had and your candour in setting out issues of importance to your members.

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 in due course.

Yours sincerely



Stuart Bain  
**Employers' Side Joint Secretary**