Version No.	4.0	New Pay & Grading Structure	Date:	21 October 2026

This paper sets out a comprehensive proposal covering the Council's Pay and Grading Structure, associated allowances and terms and conditions, assimilation arrangements, and pay protection provisions.

Following approval by the City Administration Committee on 20 August 2026, the proposal was further developed through continued engagement with the Trade Unions and the availability of additional Scottish Government funding.

The enhanced offer is reflected within the ACAS conciliation agreement entered into with GMB and Unite, and the Minute of Agreement reached with UNISON.

1 Introduction

This paper captures Glasgow City Council's proposal on the new Pay and Grading Structure to be implemented on a phased basis with effect from 4 April 2027.

The Council's priority is to implement a new pay and grading structure that delivers equal pay on a sustainable, forward-looking basis.

Utilising Primary Benchmark job evaluation outcomes, structure modelling and refinement, and allowance package options have been the subject of intensive collective consultation between council officers and the Joint Trade Union Side in an effort to secure agreement. The position contained within this proposal reflects the best efforts of the council to meet the objectives of the Equal Pay programme and the Trade Union aspirations.

The Council seeks to secure agreement through collective bargaining on all implementation arrangements and transition to the new structure which provides clarity and finality for all parties without residual or open-ended liabilities as much as possible.

1.1 Executive Summary

For ease of access, the Council's approach for each category is set out in the table below. These issues are explored in additional detail in the main body of the report.

Table 1:

Category	Approach
Pay Structure	12-grade model using SJC pay points.
Arrears	Three and a half years, backdated to October 2023 on progressive basis, will be paid to all green and white-circled employees and will include overtime.
Pay Protection	3 years pay protection from April 2027 to April 2030. Protection will include contractual overtime and NSWP payments.
Assimilation	All employees assimilated to the maximum increment of the applicable grade with effect from 4 April 2027.
Allowances	• Unsociable Hours • Nightshift • Split Shift • Standby • Disturbance/Call-out • Additional Hours • Sleepover
Overtime Premia	Retain current GCC overtime rates. Enhanced rates apply after 37 hours worked. Existing arrangements for senior graded posts retained. This will apply to all organisations in scope of the Council's Job Evaluation Programme, including City Property, Glasgow Life and Jobs & Business Glasgow.
Public Holidays	Retain existing GCC public holiday provision. This will apply to all organisations in scope of the Council's Job Evaluation Programme, including City Property, Glasgow Life and Jobs & Business Glasgow.
Annual Leave	Retain existing GCC annual leave provision. This will apply to all organisations in scope of the Council's Job Evaluation Programme, including City Property, Glasgow Life and Jobs & Business Glasgow.
Hours of Work	Retain 35hr and 37hr contracts.

The following sections explore each category in more detail.

2 Pay Structure

The model is a 12 Grade structure using an extended version of the SJC Spinal Column Point (SCP) framework.

The table below details the grade boundaries, pay points, and minimum and maximum increments based on a 35 hour contract.

Pay rates for 2027/28, the implementation year, will be subject to the outcome of future Local Government Pay Award negotiations.

Table 2: Grade Structure – 2026/27

Grade	Min Salary (£)	Max Salary (£)	Increments	Spinal Column Points
A	24,672	24,672	1	18
B	25,462	26,048	2	21, 23
C	26,785	28,012	3	26, 28, 30
D	28,578	30,090	3	32, 34, 36
E	30,883	35,756	5	38, 41, 44, 47, 51
F	36,738	45,031	5	53, 56, 60, 64, 68
G	45,635	53,965	5	69, 72, 75, 78, 81
H	55,608	63,560	4	83, 86, 89, 92
I	67,433	77,085	4	96, 99, 102, 105
J	81,883	89,571	4	109, 111, 113, 115
K	92,196	100,715	4	117, 119, 121, 123
L	106,453	117,925	4	127, 129, 132, 135

3 Arrears

The Council will make an arrears payment to all employees identified as green or white circled, an amount equivalent to three and a half years of pay arrears from October 2023.

Arrears will be calculated on a progressive basis, including basic pay, Working Context Demands payments, voluntary and contractual overtime as if the Pay and Grading Structure had been implemented on 15 October 2023. Payments will be calculated on a case-by-case basis, taking account of their period of employment, contractual hours, pay grade and changes in role during the relevant period.

Where an employee held more than one post during the relevant period, arrears will be calculated based on the applicable Pay and Grading Structure outcome for each post held.

This commitment will also extend to employees who leave the Council between October 2023 and 3 April 2027.

4 Pay Protection

The Council proposes pay protection for 3 years, from April 2027 to April 2030.

Protection applies to basic pay including WCD, NSWP and contractual overtime arising from reductions in employees' core hourly rates.

5 Overtime

The Council will retain current GCC overtime rates as set out in Table 3 below and the terms associated with current arrangements for senior graded posts. (Grade H and above). The hourly rate will be capped at the rate attributable to the entry point of Grade G.

This scheme will apply to all organisations in scope of the Council's Job Evaluation Programme, including City Property, Glasgow Life and Jobs & Business Glasgow.

Enhanced rates will apply to each role once 37 hours have been worked within that individual contract.

Table 3: Overtime Options

Category	Existing Rate
Contractual	Time and a Half
Up to 37 Hours p/w	Plain Time
Over 37 Hours p/w	Time and a Third
Short notice	Time and a Half
Rest / free day / Sunday	Time and a Half
Public holidays	Double Time plus TOIL
Exceptional circumstances	Double Time plus TOIL or Triple Time

6 Allowances

The Council's position is that the new allowance system will take effect from 4 April 2027 for all employees in scope, including those without a final job evaluation result at that point.

Any gains arising from the change from NSWP to the new allowances will not be backdated since the new allowance arrangements take effect from 4 April 2027.

The Council's allowance framework to replace NSWP is set out in Table 4.

Table 4: Allowances Model

<table>
<tr><th>Allowance Category</th><th>Rates</th></tr>
<tr><td>Unsociable Hours</td><td>Employees receive an unsociable hour’s allowance where they are contracted to work between 8pm and 11pm on weekdays or 6am and 11pm at weekends. Hours worked between 11pm and 6am are classed as night-shift hours and are excluded.

The allowance is calculated as a percentage of basic salary based on the proportion of contracted annual hours worked during unsociable hours. Annual contracted hours are 1,825 for a 35-hour week and 1,929 for a 37-hour week.

Unsociable hours enhancement (%) = Annual unsociable hours ÷ Total contracted annual hours × 100

Unsociable hours allowance = Annual basic salary × Unsociable hours enhancement (%)

<table>
<tr><th>Proportion of Working Time</th><th>Enhancement to Annual Salary</th></tr>
<tr><td><20% of working time</td><td>3.5% of core pay</td></tr>
<tr><td>≥20 but <40% of working time</td><td>7.5% of core pay</td></tr>
<tr><td>≥40% of working time</td><td>12.5% of core pay</td></tr>
</table>
</td></tr>
<tr><td>Nightshift</td><td>Employees receive a night-shift allowance for contracted hours worked between 11pm and 6am. Each night-shift hour attracts an enhancement of 33% of the basic hourly rate, calculated using basic annual salary divided by contracted annual hours (1,825 for 35-hour employees and 1,929 for 37-hour employees).

Where night shifts form part of an employee’s regular working pattern, contracted night-shift hours are annualised and paid as a contractual allowance.

Employees may receive both unsociable hours and night-shift allowances. Night-shift hours are excluded from the unsociable hours calculation to prevent double counting but remain included in total contracted annual hours.

Night-shift allowance = Annual night-shift hours × Basic hourly rate × 33%</td></tr>
<tr><td>Split Shifts</td><td>£111.77 (pro-rata for part-time employees) per 4-weekly pay period. This amount will be increased in line with annual pay awards.

The annual amount for a full-time employee is £1,457.</td></tr>
</table>

<table>
<tr><th>Allowance Category</th><th>Rates</th></tr>
<tr><td>Standby</td><td>
<table>
<tr><th>Standby Period</th><th>Rate – 2026/27</th></tr>
<tr><td>Complete Week</td><td>£118.48 per week</td></tr>
<tr><td>Monday – Friday</td><td>£11.81 per day</td></tr>
<tr><td>Saturday</td><td>£25.16 per day</td></tr>
<tr><td>Sunday</td><td>£34.28 per day</td></tr>
<tr><td>Public Holidays</td><td>£22.27 per day</td></tr>
</table>
*Rate on public holiday is PH rate + day rate = £34.08
</td></tr>
<tr><td>Disturbance/Call-out</td><td>

Employees on standby who are called out will receive a flat rate of £17.58
Employees not on standby who are called out will receive a flat rate of £24.19
If the call-out exceeds two hours, or if additional callouts occur, standard overtime rates will apply beyond the initial payment

</td></tr>
<tr><td>Additional Hours</td><td>Where employees are contractually required to work additional hours beyond 37 hours per week in their role, contractual overtime rates will be paid.

Where an employee is not contracted to work additional hours but, due to unforeseen circumstances, is required to work beyond their scheduled shift at short notice, approved additional hours worked in excess of 37 hours per week will attract short notice overtime rates.</td></tr>
<tr><td>Variable Hours</td><td>Where service needs require shifts to be altered, the need for flexibility should be captured in the contract of employment with a minimum notice period of 14 days given to alter the shift pattern.</td></tr>
<tr><td>37 Hours</td><td>All hours worked up to 37 hours will be paid at the hourly rate for the role.</td></tr>
<tr><td>Sleepover</td><td>Core sleepover hours (11pm-6am) will be paid at a flat rate of £94.64 per sleepover</td></tr>
</table>

7 Assimilation

Assimilation rules govern where and when employees are placed on the new pay and grading structure. The Council's approach places employees on the maximum increment.

These rules will apply to all employees regardless of their length of service or time spent in their substantive role.

8 Equalities Impact Assessment

A comprehensive Equalities Impact Assessment of the Council's proposed model was undertaken by Zellis and supported the proposal approved by CAC in August 2026.

The Council's preference is to obtain a further independent assessment to supplement this analysis.

Both assessments will require to be updated to reflect the refinements and enhancements made to the original proposal since August 2026.

9 Pension Protections

The Local Government Pension Scheme (Scotland) Regulations 2018 make provision for pension protection where a member's pay is reduced or restricted. In terms of that legislation, the Council will issue a Certificate of Protection for all eligible employees from the date on which pay is either permanently reduced or restricted. The protection afforded by this legislation remains in place for up to 10 years.

ANNEX

References in this document to “The Proposed Pay & Grading Structure and related changes to terms and conditions [“the package”]” is reference to the Report (a) the Pay and Grading Structure implementation proposals approved by the City Administration Committee on 20 August 2026; and

(b) the modifications and additional commitments set out in clauses 2.2 to 2.8 below.

2.2 Improved Arrears Arrangements

The approved PGS implementation proposals shall be modified to provide an enhanced arrears arrangement under which Green Circled and White Circled employees, determined by reference to basic pay including Working Context Demands payments, shall receive arrears calculated on the basis that the PGS had been implemented on 15 October 2023, together with annual progression through the applicable grade thereafter.

The enhanced arrears arrangements shall also apply to former employees.

Where an employee occupied more than one post during the relevant period, arrears may be calculated by reference to the PGS outcomes applicable to each post held from time to time.

The enhanced arrears methodology shall include overtime earnings.

2.3 Additional Progression for Five-Increment Grades

The approved PGS implementation proposals shall be modified to provide that Green Circled and White Circled employees assimilated to grades containing five increments shall be placed directly onto the fifth and maximum increment of the applicable grade with effect from 4 April 2027.

This shall replace the currently approved assimilation arrangements under which such employees would initially assimilate to the fourth increment and thereafter progress to the fifth increment.

2.4 Acceleration of Outstanding Evaluations

The Council and the Joint Trade Unions shall work jointly to accelerate completion of outstanding Secondary Benchmark and Unique Role evaluations with the objective of securing implementation of those outcomes contemporaneously with implementation of Primary Benchmark outcomes, or as close thereto as the Parties may reasonably achieve. Remaining evaluation work will be subject to detailed timetabling with milestones.

2.5 Independent Technical Adviser

To support the objective described in clause 2.4, the Council shall appoint an Independent Technical Adviser ("ITA").

The Parties shall work collaboratively with the ITA with the shared objective of securing a timely and robust conclusion to the Job Evaluation programme.

The council will draw on the work of the ITA to review grade boundaries, the proximity analysis and Equality Impact Assessment in light of the concluded evaluation of unmeasured jobs.

The ITA will review progress against agreed milestones in the planned evaluation work and report to the parties.

2.6 Pay Protection

That the pay protection arrangements narrated in Paragraph 6.2 of the CAC report will be extended so that the period of protection will be for 36 months from 4 April 2027.

2.7 Mitigation of Detrimental Impact

The Council will prioritise the Mitigation of Detrimental Impact measures in 6.3-6.5 of the CAC report. To help achieve this, the Council commits to progressing a programme of service reform, in consultation with the recognised trade unions, to be concluded on or before the end of the protection period. The programme will identify priority areas, actions, timescales and delivery milestones. Progress towards agreed milestones will be subject to independent review and report to the parties.

Priority will be given to service areas where the scale and impact of change arising from implementation of the new Pay and Grading Scheme are greatest, taking account of opportunities to review service delivery, working arrangements and role design.

2.8 Appeals Process

Within the agreed job evaluation appeals process, priority will be given to appeals from employees whose overall remuneration reduces as a result of implementation. This prioritisation will not affect the assessment criteria or prejudge the outcome of any appeal.

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