

Your Pay Made Clear

Understanding the impact of COSLA's revised pay offer on your pay can feel complicated.

Our Trade Union partners asked us to ensure that the deal focused on the lowest paid but also recognise that everyone deserves a pay rise. We have listened and offered a pay deal that ensures everyone will benefit financially in 2023/24.

The package of funding to make the most recent offer was carefully constructed to ensure that **jobs and services are protected** – but it is as far as councils can go to ensure this is the case.

Below is a selection of jobs that are currently being advertised on [myjobscotland](https://myjobscotland.gov.uk/), across a variety of councils, roles and working patterns.

There are over **1600 current council vacancies** on this website – *people are the backbone of our public service to communities.*

Examples have been provided to show **council employees** across Scotland what the current pay offer from COSLA for 2023/24 would mean for them. With the new pay offer, which is **effective from 1st April 2023**, we are also applying an adjustment from 1st January 2024 to any job that would have had a higher year-end pay rate if the offer we made in April 2023 had been accepted. This ensures that no colleague experiences a detriment because of the change in offer.

- A **Facilities Assistant** role in South Lanarkshire Council is currently advertised at 15 hours, term time with an hourly rate of £11.11. Effective from 1st April 2023, the hourly rate rises to £12.15. **That's a £1.04 per hour increase in pay (9.36%).**
- A **Facilities Assistant (Pool Janitor)** role in South Lanarkshire Council is currently advertised at 21 hours per week with an hourly rate of £11.41. Effective from 1st April 2023 the hourly rate rises to £12.45. **That's a £1.04 per hour increase in pay (9.11%).**
- A **Pupil Support Assistant** role in Aberdeen City Council is currently advertised at 27.5 hours, term time with an hourly rate of £12.27.

Effective from 1st April 2023 the hourly rate rises to £13.27. **That's a £1.00 per hour increase in pay (8.15%).**

- A **Waste Operative** role in East Dunbartonshire Council is currently advertised at 37 hours per week with a salary of £24,848. Effective from 1st April 2023 the salary rises to £26,777. **That's a £1,929 increase in pay (7.76%).**
- A **Care at Home Team Leader** role in South Lanarkshire Council is currently advertised at 21 hours per week with a salary of £26,585. Effective from 1st April 2023 the salary rises to £28,048. **That's a £1,462 increase in pay.** With the adjustment applied from 1st January 2024, the salary at the end of the financial year becomes £28,194. **That's 6.05% more than in 2022/23.**
- A **Team Manager, Social Care** role in Orkney Council is currently advertised at 35 hours per week with a salary of £44,295. Effective from 1st April 2023 the salary rises to £46,731. **That's a £2,436 increase in pay.** With the adjustment applied from 1st January 2024 the salary at the end of the financial year becomes **£46,975. That's 6.05% more than in 2022/23.**
- A **Senior Social Worker** role in Dumfries & Galloway Council is currently advertised at 36 hours per week with a salary of £46,257. Effective from 1st April 2023 the salary rises to £48,801. **That's a £2,544 increase in pay.** With the adjustment applied from 1st January 2024 the salary at the end of the financial year becomes **£49,056. That's 6.05% more than in 2022/23.**

The pay increase to **£2006 for those up to SCP 23, £1929 or 5.5% for all those on SCPs above whichever is the greater**, will be backdated. That means after an offer is agreed, the extra pay that would have been earned since 1st April 2023 will be paid, usually as a lump sum.

The examples above are real jobs advertised on [myjobscotland](https://myjobscotland.gov.uk/). Similar jobs in other councils will probably be advertised at slightly different pay rates. Remember that each council has its own set of job descriptions and working arrangements. Even jobs with the same job title may have different duties and responsibilities. Taken with locally agreed pay scales that means they probably won't have identical rates of pay.

Not everyone works a 37-hour week - but this is used as the basis for all our calculations as it the full-time working week length for the jobs of more than 46% of FTE across all councils. If you work less or more weekly hours, your hourly rate increase will be the same as will your percentage increase. **The tables below demonstrate that the same uplifts in hourly rates and percentage uplifts occur regardless of working week length.**

FTE is short for Full Time Equivalent. It is a way of counting the size of a workforce that takes account of part-time jobs. Two part-time jobs which added together would equal the week length of a full-time job would be counted as one FTE.

SCP	Hourly Rate 2022/23	Contracted Hours	Nominal Annual Salary	New Hourly Rate 1/4/23	New Annual Salary	Uplift Value	Percentage uplift
SLGLW*	£10.85	37	£20,933	£11.89	£22,939	£2,006	9.59%
SLGLW	£10.85	36	£20,367	£11.89	£22,319	£1,952	9.59%
SLGLW	£10.85	35	£19,801	£11.89	£21,699	£1,898	9.59%
SLGLW	£10.85	28	£15,841	£11.89	£17,359	£1,518	9.59%
SLGLW	£10.85	20	£11,315	£11.89	£12,400	£1,085	9.59%

*SLGLW = Scottish Local Government Living Wage. This is the first pay point on our pay scales.

SCP	Hourly Rate 2022/23	Contracted Hours	Nominal Annual Salary	New Hourly Rate 1/4/23	New Annual Salary	Uplift Value	Percentage uplift
33	£13.09	37	£25,254	£14.09	£27,184	£1,929	7.64%
33	£13.09	36	£24,572	£14.09	£26,449	£1,877	7.64%
33	£13.09	35	£23,889	£14.09	£25,714	£1,825	7.64%
33	£13.09	28	£19,111	£14.09	£20,571	£1,460	7.64%
33	£13.09	20	£13,651	£14.09	£14,694	£1,043	7.64%

SCP	Hourly Rate 2022/23	Contracted Hours	Nominal Annual Salary	New Hourly Rate 1/4/23	New Annual Salary	Uplift Value	Percentage uplift
55	£17.38	37	£33,531	£18.38	£35,460	£1,929	5.75%
55	£17.38	36	£32,625	£18.38	£34,502	£1,877	5.75%
55	£17.38	35	£31,719	£18.38	£33,544	£1,825	5.75%
55	£17.38	28	£25,375	£18.38	£26,835	£1,460	5.75%
55	£17.38	20	£18,125	£18.38	£19,168	£1,043	5.75%

Key points: Same hourly rate uplift and same percentage uplift no matter working pattern.

Spinal Column Point (SCP)	Equivalent Salary in 22/23	Total increase (and increase compared to COSLA's original offer)	New equivalent Salary in 23/24	Percentage increase
18	£20,933 (£10.85)	£2006 (£748)	£22,939 (£11.89)	9.59%
24	£22,573 (£11.70)	£1929 (£641)	£24,502 (£12.70)	8.55%
33	£25,254 (£13.09)	£1929 (£511)	£27,184 (£14.09)	7.64%
55	£33,531 (£17.38)	£2,199 (£188)	£35,730 (£18.52)	6.56%
65	£38,586 (£20.00)	£2,334 (£145)	£40,920 (£21.21)	6.05%

Background Information

- The offer is for a £1.04 increase in hourly rate for those with an hourly rate up to £11.55. Above that point it is for a £1.00 increase in hourly rate or a 5.5% increase, whichever is worth more. These pay rises would be effective from 1st April 2023.
- From 1st January 2024 an adjustment will be made to hourly rates so that they match the hourly rate in the original pay offer made back in April 2023, if that's higher. The April 2023 offer had a second uplift that took effect on 1st January 2024 and the adjustment takes account of that.
- The much-enhanced pay offer is worth around £430m – a funding package between Scottish and Local Government.
- It is explicitly based on the ask of unions to target all those earning £33,000 or less and backdated in full to 1 April 2023.
- We have worked hard to protect our essential front-line workers and recognise the cost-of-living pressures.
- It will see the lowest paid in the Local Government Workforce get an increase in salary of **£2006** (or just under 10%).
- With this average increase of 6.95% for the Scottish Local Government Workforce, this means that the offer is now sitting above the current rate of inflation (6.3% for CPIH and 6.7% for CPI, updated 20th Sep 2023 by Office for National Statistics).
- We have made a commitment to work proactively with Trade Unions and Scottish Government to work towards a £15 per hour minimum rate progressively and sustainably.
- This new improved offer is a better deal than the National Joint Council (NJC) equivalent in England.