

SJC Pay Uplift 2024/25

This document provides key information about the 2024/25 COSLA pay uplift for Local Government employees.

On 27 September 2024, Scotland's 32 Council Leaders agreed that the Scottish Joint Council (SJC) pay offer made on 9 August should be implemented to enable local authority employees to receive their pay uplift, and backdated pay, without further delay.

Further information about the negotiations process and decision to implement the pay award can be found in the [open letter from COSLA to employees](#).

This document provides key information on the pay award, including examples of how the increase would apply to a range of sample jobs.

The pay uplift, covering the period 1 April 2024 to 31 March 2025, is:

- **A 3.6% uplift or a £0.67 uplift in the hourly rate, whichever is worth more, at each pay point.**

The pay award applies to **all employees across Scotland's 32 councils covered by the SJC, Craft Operatives, and Chief Officials terms and conditions** – i.e., every council employee who is not covered by the Scottish Negotiating Committee for Teachers (SNCT), which applies to teachers and some other education professionals.

The pay award **applies to all employees**, whether they are members of a recognised Trade Union or not.

The pay increase **will be backdated to April 2024**. That means employees will be paid the additional money they would have earned since 1 April 2024, usually as a lump sum. Following the decision to implement the pay award, councils are working to process and pay the uplift and backpay to employees as soon as possible.

Our Trade Unions asked us for a pay deal that **focused on the lowest paid as well as giving every employee a pay increase above the rate of inflation**. We have listened and awarded a pay uplift which ensures everyone will benefit financially in 2024/25. The package of funding to finance this pay uplift was carefully constructed to ensure that **jobs and services are protected** – this is as far as councils can go to ensure this is the case.

Here are some examples using the national table of spinal column points (SCP) hourly rates (with salaries based on full time, 37-hour weeks) – your local pay scales will be based on certain of these SCP:

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£11.89	£12.56	5.63%	£22,939	£24,231	£1,292

Example of a job paid around this rate of pay: **Cleaner**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£12.15	£12.82	5.51%	£23,441	£24,732	£1,292

Example of a job paid around this rate of pay: **Facilities Assistant**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£13.11	£13.78	5.11%	£25,293	£26,585	£1,292

Example of a job paid around this rate of pay: **Refuse Collector**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£14.09	£14.76	4.76%	£27,184	£28,475	£1,292

Example of a job paid around this rate of pay: **Pupil Support Assistant**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£15.96	£16.63	4.2%	£30,791	£32,083	£1,292

Example of a job paid around this rate of pay: **Team Leader – Care Homes**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£21.21	£21.97	3.6%	£40,920	£42,386	£1,466

Example of a job paid around this rate of pay: **Social Worker**

Background Information

- The pay uplift configuration is for an increase of 3.6% or £0.67 on the hourly rate, whichever is worth more at each SJC pay point. This provides a better percentage pay increase to lower paid employees, whilst ensuring a fair uplift for all Local Government workers.
- **75%** of the Scottish Local Government workforce by Full Time Equivalent (FTE) will receive a £0.67 increase in hourly rate (equating to £1,292 for full time 37-hour week roles) varying in value as a percentage from 5.63% to 3.62%. The remaining (highest paid) 25% of the workforce by FTE will receive a 3.6% increase in pay.
- Across the workforce, the average value of the offer is **4.27%**. **64%** of the workforce by FTE will get a 4% or better increase.
- The Scottish Local Government Living Wage rises from £11.89 per hour to £12.56 per hour – this is a **5.63% increase** for our lowest paid staff.
- The cost of the pay uplift is just over £308.1 million. This is being met through a funding package between Local and Scottish Government. Councils are meeting around 75% of the cost with Scottish Government contributing additional funding for the remaining 25%. The offer fully utilises all the funding available for pay.
- This is a **better offer** at all pay-points than all previous pay offers for 2024/25. It is also higher than the offer made to Local Government workers in England and Wales.
- The offer is above the CPI, CPIH, and RPI rates of inflation in effect on the settlement date (1 April 2024).
- Is a **strong, fair and credible pay uplift**, reflecting the high value council Leaders place on the Local Government workforce and the invaluable work they do every day serving communities across Scotland.