

Your Pay Made Clear – SJC Pay Offer June 2025

Understanding the impact of COSLA's new pay offer on your pay will help you decide if you should vote to accept the offer.

Employees who are members of one of our recognised SJC Trade Unions (UNISON, UNITE, GMB) can vote on whether to accept the new pay offer.

Following constructive engagement with our Trade Unions, **we have offered a two-year pay deal that ensures everyone will benefit financially and provides longer-term stability for employees' finances** from 2025-2027.

The package of funding to make this pay offer was carefully constructed to ensure that **employees receive a fair pay rise whilst protecting jobs and services** – this is as far as councils can go to ensure this is the case.

The offer is:

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

Here are some examples using the national table of spinal column point (SCP) hourly rates (with salaries based on full time, 37-hour weeks) – your local pay scales will be based on the national SCP (please note these are examples only, with actual pay rates set locally for all roles):

Example job paid around this rate: **Cleaner**

Year 1 (1 April 2025 to 31 March 2026)					
Current Hourly Rate	New Hourly Rate (from April 2025)	Percent Uplift	Old Salary	New Salary from April 2025	Increase value
£12.56	£13.06	4%	£24,231	£25,200	£969
Year 2 (1 April 2026 to 31 March 2027)					
Current Hourly Rate	New Hourly Rate (from April 2026)	Percent Uplift	Old Salary	New Salary from April 2026	Increase value
£13.06	£13.52	3.5%	£25,200	£26,082	£882
Total change over 2 years (1 April 2025 – 31 March 2027)					
Total Percent Uplift (Cumulative)			Total Increase Value		
7.64%			£1,851		

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

Year 1 (1 April 2025 to 31 March 2026)					
Current Hourly Rate	New Hourly Rate (from April 2025)	Percent Uplift	Old Salary	New Salary from April 2025	Increase value
£13.78	£14.33	4%	£26,585	£27,648	£1,063
Year 2 (1 April 2026 to 31 March 2027)					
Current Hourly Rate	New Hourly Rate (from April 2026)	Percent Uplift	Old Salary	New Salary from April 2026	Increase value
£14.33	£14.83	3.5%	£27,648	£28,616	£968
Total change over 2 years (1 April 2025 – 31 March 2027)					
Total Percent Uplift (Cumulative)			Total Increase Value		
7.64%			£2,031		

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

Year 1 (1 April 2025 to 31 March 2026)					
Current Hourly Rate	New Hourly Rate (from April 2025)	Percent Uplift	Old Salary	New Salary from April 2025	Increase value
£16.63	£17.30	4%	£32,083	£33,366	£1,283
Year 2 (1 April 2026 to 31 March 2027)					
Current Hourly Rate	New Hourly Rate (from April 2026)	Percent Uplift	Old Salary	New Salary from April 2026	Increase value
£17.30	£17.91	3.5%	£33,366	£34,534	£1,168
Total change over 2 years (1 April 2025 – 31 March 2027)					
Total Percent Uplift (Cumulative)			Total Increase Value		
7.64%			£2,451		

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

Year 1 (1 April 2025 to 31 March 2026)					
Current Hourly Rate	New Hourly Rate (from April 2025)	Percent Uplift	Old Salary	New Salary from April 2025	Increase value
£21.97	£22.85	4%	£42,386	£44,081	£1,695
Year 2 (1 April 2026 to 31 March 2027)					
Current Hourly Rate	New Hourly Rate (from April 2026)	Percent Uplift	Old Salary	New Salary from April 2026	Increase value
£22.85	£23.65	3.5%	£44,081	£45,624	£1,543
Total change over 2 years (1 April 2025 – 31 March 2027)					
Total Percent Uplift (Cumulative)			Total Increase Value		
7.64%			£3,238		

Background Information

- The pay offer covers a two-year period and consists of a 4% uplift at all pay points in 2025/26, followed by a 3.5% uplift at all pay points in 2026/27. This amounts to a **cumulative uplift of 7.64% for employees** by the end of March 2027.
- A two-year pay uplift will provide employees with **greater certainty and stability** around their income, compared with a single year award.
- This offer has been made **following constructive discussions with our three recognised Trade Unions**. COSLA has listened and responded to the requests and priorities of our Union colleagues in formulating this offer.
- Once agreement is reached, the **2025/26 pay uplift will be backdated**, because negotiations have extended beyond the pay settlement date. That means if the offer is agreed, employees will be paid the additional money they would have earned since 1 April 2025, usually as a lump sum.
- Under this offer, the Scottish Local Government Living Wage rises from £12.56 per hour to £13.06 per hour in 2025/26, then to £13.52 per hour in 2026/27.
- The public sector continues to face severe financial constraints. The pay offer is at the **limit of affordability**, exhausting all available Local Government funding alongside flexibilities and additional money contributed by the Scottish Government.
- This is a **better offer** at all pay points than our previous pay offer for 2025/26.
- Is a **strong, fair and credible pay offer**, reflecting the high value councils place on the Local Government workforce and the invaluable work they do every day serving communities across Scotland.