



Scottish Local Government Pay Fact Sheet

[COSLA](#) remains in talks with Trade Unions. A short, factual overview of the offers made to each group is provided below.

2 September 2022

The offer made by COSLA:

The following offer is made to the SJC workforce in recognition of the vital part they play in delivering essential local services. It demonstrates Council Leaders' commitment to valuing our colleagues at all levels.

The offer to the SJC Local Government workers is:

- For those on the Scottish Local Government Living Wage (SLGLW) and SCP 19-24 an undifferentiated 5% or a £2,000 uplift, whichever is larger. This is calculated based on a nominal 36-hour full-time working week.
- For the rest of the SJC workforce the offer is for an undifferentiated 5% or a £1,925 uplift, whichever is larger. This is also calculated on a nominal 36-hour full-time working week). This is capped for those currently earning £60,000 or more at a £3000 uplift (based on a 37-hour week).
- An additional day's leave.
- As requested by the SJC unions in their pay claim, Scottish Social Services Council (SSSC) fees will no longer be paid by employees who require them for work. These fees will instead be covered by Scottish Government.

The offer to Craft workers is:

- For those on an hourly rate equivalent to £10.63 or less an undifferentiated 5% or a £2,000 uplift, whichever is larger. This £2,000 minimum uplift will be calculated on a nominal 36-hour full-time working week and will be inclusive of any guaranteed, or minimum bonus (or similar as described by the council).
- For those on an hourly rate equivalent to more than £10.63 an undifferentiated 5% or a £1,925 uplift, whichever is larger. This £1,925 minimum uplift will be calculated on a nominal 36-hour full-time working week and will be inclusive of any guaranteed, or minimum bonus (or similar as described by the council). This will be capped for those currently earning £60,000 or more at a £3000 uplift (based on a 37-hour week).
- An additional day's leave.

The offer to Teachers is for:

- A 5% increase at all grades

Why is the length of the full-time working week used in the SJC pay offers?

- Councils have a range of full-time working week lengths with 37-hour, 36-hour, and 35-hour weeks being the most common.
- 46% of our FTE (Full-Time Equivalent) workforce work a 37-hour week. This is the largest group that share the same working week length.
- The SJC pay scales give hourly rates rather than annual salaries.
- The length of the working week does not matter for percentage uplifts.
- When a flat rate increase is worked out the impact on annual salary depends on the length of the working week. In this offer we have worked out the flat rate increase for a 36-hour week because that was what was agreed in negotiations.
- Usually, if we have to calculate something related to a nominal annual salary we use 37-hours because that is 'full-time' working for largest group with the same working week length.
- In this pay offer the £2000 salary uplift will be around the same as an increase of £1.07 in the hourly rate.

Glossary of terms

Term	Meaning
Craft Workers	Some councils have Craft Operatives on separate terms and conditions. These cover roles like plumbers and electricians.
Local Government Workforce	All workers across Scotland's Councils, at all pay grades.
Pro-rated	This means that pay and other benefits are adjusted proportionate to the number of hours worked. It is usually based on the hour of work listed in the employment contract.
Salary / annual salary	We use the term 'salary' in the document as well as 'pay'. When we say 'salary' we usually mean workers' total yearly pay.
Scottish Local Government Living Wage (SLGLW)	The lowest hourly rate on the Scottish Local Government SJC pay scale. The first 'Spinal Column Point' on the local government scale (SCP).

Term	Meaning
SJC Workforce	Scottish Joint Council Local Government Workforce. This is the majority of the local authority workforce.
Spinal Column Points (SCP)	Numbered points on the Council pay scale. Each Point is a different hourly rate of pay. We have used the more commonly used terms 'pay grade' and 'pay scale' to describe this throughout the document as well as SCP.
Teachers pay / SNCT	Teachers pay is negotiated by the Scottish Negotiating Committee for Teachers (SNCT). The SNCT actually covers teachers and associated professionals. These include Educational Psychologists, Music Instructors, Head Teachers and similar roles.