



Scottish Local Government Pay Fact Sheet

2023

The SNCT have agreed a pay settlement for the Financial Year 2023/24. COSLA remains in dialogue with all other bargaining groups. A short, factual overview of the negotiation status for each group is provided below.

Scottish Negotiation Committee for Teachers (SNCT)

- The SNCT agreed a 28 month pay settlement running from 1 April 2022 to 31 July 2024.

The elements applying in FY2023/24 are:

- Effective from 1 April 2023, a 5% increase on all SNCT pay points with a pay cap at starting salaries of £80K and above, where a £4,000 uplift will apply.
- Effective from 1 January 2024, a 2% increase on all SNCT pay points with a pay cap at starting salaries of £80K and above, where a £1,600 uplift will apply. This element applies until 31 July 2024.

Scottish Joint Council for Local Government Employees (SJC) unions:

An offer to cover the period April 2023 to 31 March 2024 was made on 3 April 2023.

Effective from 1 April 2023

- A 5% uplift on all Spinal Column Points (SCP)

Effective from 1 January 2024

- An additional £0.45 on SCP2 to SCP18 and the underpinning Scottish Local Government Living Wage (SLGLW) rate. This will raise the SLGLW by £0.99 over the course of the financial year.
- An additional 2.5% on SCP19 to SCP43, with smoothing consisting of slightly higher uplifts applied to SCP19, 20, and 21 to avoid “leapfrogging” of pay rates.
- An additional 1.5% up on SCP44 to SCP64.
- An additional 1% on SCP 65 and above.

For indicative purposes the table below shows the approximate impacts on annual salaries for an employee working a 37-hour week. Employees who are part-time or have shorter working weeks will receive changes to salaries which are proportionate to these.

			Increase from 1 April 2023 5%			Effective from January 2024 additional £0.45 to SLGLW, 2.5% up to SCP43, 1.5% up to SCP64, and 1% above that		
Spinal Column Point (SCP)	2022/23 Hourly Rate	Salary 2022/23	New Hourly Rate	Uplift Value %	Uplift Value – salary	Year End Hourly Rate	End Year Uplift Value %	Full Year Uplift Value
SLGLW	£10.85	£20,933	£11.39	5.00%	£1,047	£11.84	9.12%	£1,909
44	£14.96	£28,862	£15.71	5.00%	£1,446	£15.95	6.62%	£1,909
65	£20.00	£38,585	£21.00	5.00%	£1,929	£21.21	6.05%	£2,334

Key Offer Features

- The offer achieves parity with the SNCT settlement by providing an average 5.5% in-year value for 2023/24 and an average percentage uplift of 7% by the end of that Financial Year.
- Our first pay point, the SLGLW, would become £0.94 per hour higher than the Living Wage Foundation's 2022/2023 'real' living wage from January 2024.
- Employees earning the SLGLW would see their gross pay increased by £1,909 per annum by the end of the financial year when compared to 31/3/23. This is a 9.12% pay increase.
- Employees paid on national SCP 19 to SCP 43 see a 7.65% pay increase by the end of the financial year. This means that more than 58% of our SJC workforce receive a percentage increase of greater than 7% by the end of the period covered by the offer.
- The offer meets the union side request for a differentiated settlement.
- By January 2024 employees on our first pay point will be being paid £11.84 per hour. This is £1.42 per hour more than the UK Government's national living wage of £10.42 per hour.

[SJNC Craft Operatives](#)

A pay claim from the SJNC Craft Operative union side was received on 5 April 2023 and negotiations are ongoing.

[SJNC Chief Officials](#)

A pay claim from ALACE, one of the three SJNC Chief Officials, unions was received on 15 February. A meeting of the SJNC is being scheduled to commence negotiations.

Factsheet date: 19 April 2023