



FAO Scottish Joint Council Trade Union Side Joint Secretaries

3 April 2023

Dear Johanna, Wendy and Keir,

Scottish Joint Council Pay Negotiations 2023/24 – Employers’ Side Pay Offer

I write to advise you that at COSLA Leaders meeting on 31 March, it was agreed to mandate Cllr Katie Hagmann, COSLA Spokesperson for Resources, to respond to your claim asks, highlighted in bold below, with the following offer of a settlement which runs for the period 1 April 2023 to 31 March 2024:

A settlement that runs for the period 1 April 2023 to 31 March 2024.

Agreed.

Early commencement of negotiations with a clear expectation of settlement implementation by 1 April review date.

After a period of proactive discussions, and following a meeting of COSLA Leaders on 31 March, Leaders make the following offer as early, and as close to the 1 April implementation date, as practicably possible. Acceptance of the following offer will ensure that local authorities can begin the process of implementing uplifts for employees over the coming months.

An increase of 12% or £4000 whichever is the greater to all spinal column points (based on a nominal 35 hour working week). This would equate to a £2.20 increase on the hourly rate.

No less than parity with other local government bargaining groups.

In line with the offer made to the SNCT, which was an in-year 5.5% uplift with a cumulative effective uplift value of 7% carried into the financial year 2024/25, the following offer is made to the SJC Trade Unions utilising fully the money provided by Scottish Government and the funds identified by COSLA Leaders to do so.

Our offer is:

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 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.
- An additional 1.5% up on SCP44 to SCP64.
- An additional 1% on SCP 65 and above.

Smoothing has been applied to SCP19-21 to avoid “leapfrogging” of hourly rates.

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. See Appendix 1 for Indicative SJC SCP Tables.

| | | | Full year increase from 1/4/23 5% | | | Effective from 1/1/24 additional £0.45 to SCP19, 2.5% up to SCP43, 1.5% up to SCP64, and 1% above that | | |
|-------|---------------------------|-------------------|--------------------------------------|----------------------|----------------------|--|-------------------------------|---------------------------------|
| SCP | 2022/23 Hourly Rate | Salary 2022/23 | New Hourly Rate | Uplift Value % | Uplift Value Hour | 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 |

- The in-year average percentage uplift value is 5.51%
- End of year percentage uplift value average is 7.02%
- The full year uplift value shows the increase in nominal annual salary after both uplifts have applied. This is the approximate increase in gross salary that an employee would see compared to salary on 31 March 2023.

An underpinning minimum rate of pay of £15 per hour.

COSLA Leaders recognise and support the aspiration to progressively move towards a £15 minimum rate of pay for the Scottish Local Government workforce. Leaders ask that

COSLA Officers, and their Professional Advisors work with SJC Trade Union partners, via the establishment of a reference group reporting to Leaders and the SJC, to consider all issues and implications to developing a road map for achieving the uplift.

Recognising the ambition of Trade Unions to achieve this aim, the work must take full account of the implications on differentials, compression of spinal column points, the overall risks and benefits for Scottish Local Government including the equalities impact on the workforce and the provision of local essential services. An initial report should be presented no later than Autumn 2023 to Leaders. The group's work should inform a shared lobbying approach to the Scottish Government on their ambitions as set out in the 2023/24 Public Sector Pay Strategy and be underpinned by a national partnership agreement to work in the best interests of Scottish Local Government.

An increase to the mileage rate to ensure parity with NHS colleagues.

There is no national mileage allowance policy in the Red Book. Mileage and expenses policies are agreed via local collective bargaining to ensure that they meet the needs of the workforce and services provided there.

A no compulsory redundancy agreement.

There is no national redundancy policy in the Red Book. Redundancy and voluntary severance policies are agreed via local collective bargaining to ensure that they meet the needs of the workforce and services provided there.

Completion of the review, established as part of our 2021 settlement, of professional fees (beyond the SSSC fees which are now paid for local government workers) incurred by members in the course of their employment.

The SJC working group on professional fees continues to actively investigate the landscape of professional fees across councils. It is the employer's expectation that the group will be able to report findings to the SJC and Leaders in due course.

Early completion of the review, established as part of our 2021 settlement, on how we achieve a no detriment reduction in the working week to enable members to achieve a better work-life balance.

The working group made a report to the Scottish Joint Council's Annual General Meeting on 12th December 2022. The Employer's side propose that the group should undertake further work taking account of aspirations in the Scottish Government's Public Sector Pay Strategy on the length of the working-week, the right to disconnect,

and to develop work already conducted by the group to further investigate and share the practices and policies from across councils that are promoting a better work-life balance.

In recognition of the challenges to achieving a reduction in the working week already reported, the group should also investigate and establish evidence to better lobby Government on the funding required to work jointly towards these shared aspirations.

Agreement to change the national calculator for the normal working week to 35 hours.

The SJC pay scales use hourly rates of pay rather than salaries. There is no national calculator. These rates are converted to annual salaries by individual councils taking account of their working hours, pay scales, and the requirements of the payroll systems in use. Councils have a range of working-week lengths characterised locally as “full-time”.

The employers’ side are happy to continue to provide guides for union colleagues during pay discussions that show indicative annual salaries based on any working week lengths requested.

Fair Funding for Local Government

We agree that the economic context within which Local Government is entering these pay negotiations is more challenging than ever and we welcome the recognition of the SJC Trade Unions that Scottish Local Government is in urgent need of greater empowerment and investment if it is to continue to deliver locally-required essential services.

National Partnership Agreement

Taking into account the financial context and restrictions that Scottish Local Government continues to operate in, we are keen to develop a national partnership agreement to mirror local agreements that are in place between councils and unions. This will set out how Scottish Local Government and the SJC Trade Unions can establish a joint position to effectively lobby the Scottish Government for fair funding and to work positively together in delivering the other non-pay elements of this offer.

Appendix 1 – Indicative Table of Indicative Hourly Rates

These rates have been calculated for indicative purposes only. They do not form part of the offer. The rates shown have not been verified by professional advisers and therefore no guarantee is given that they will be correct should the offer made be applied to pay.

| SCP | 2022/23 Hourly Rate | Hourly Rate Effective 1/4/23 | Hourly Rate Effective 1/1/24 |
|-------|---------------------------|---------------------------------------|---------------------------------------|
| 2 | £8.91 | £9.36 | £9.81 |
| 3 | £9.01 | £9.46 | £9.91 |
| 4 | £9.13 | £9.59 | £10.04 |
| 5 | £9.26 | £9.72 | £10.17 |
| 6 | £9.35 | £9.82 | £10.27 |
| 7 | £9.45 | £9.92 | £10.37 |
| 8 | £9.57 | £10.05 | £10.50 |
| 9 | £9.70 | £10.19 | £10.64 |
| 10 | £9.81 | £10.30 | £10.75 |
| 11 | £9.93 | £10.43 | £10.88 |
| 12 | £10.07 | £10.57 | £11.02 |
| 13 | £10.19 | £10.70 | £11.15 |
| 14 | £10.31 | £10.83 | £11.28 |
| 15 | £10.44 | £10.96 | £11.41 |
| 16 | £10.59 | £11.12 | £11.57 |
| 17 | £10.71 | £11.25 | £11.70 |
| 18 | £10.82 | £11.36 | £11.81 |
| SLGLW | £10.85 | £11.39 | £11.84 |
| 19 | £10.98 | £11.53 | £11.97 |
| 20 | £11.11 | £11.67 | £12.08 |
| 21 | £11.25 | £11.81 | £12.18 |
| 22 | £11.41 | £11.98 | £12.28 |
| 23 | £11.55 | £12.13 | £12.43 |
| 24 | £11.70 | £12.29 | £12.60 |
| 25 | £11.81 | £12.40 | £12.71 |
| 26 | £11.96 | £12.56 | £12.87 |
| 27 | £12.11 | £12.72 | £13.04 |
| 28 | £12.26 | £12.87 | £13.19 |
| 29 | £12.42 | £13.04 | £13.37 |
| 30 | £12.59 | £13.22 | £13.55 |
| 31 | £12.76 | £13.40 | £13.74 |
| 32 | £12.88 | £13.52 | £13.86 |

| SCP | 2022/23 Hourly Rate | Hourly Rate Effective 1/4/23 | Hourly Rate Effective 1/1/24 |
|-----|---------------------------|---------------------------------------|---------------------------------------|
| 33 | £13.09 | £13.74 | £14.08 |
| 34 | £13.25 | £13.91 | £14.26 |
| 35 | £13.45 | £14.12 | £14.47 |
| 36 | £13.61 | £14.29 | £14.65 |
| 37 | £13.80 | £14.49 | £14.85 |
| 38 | £13.98 | £14.68 | £15.05 |
| 39 | £14.15 | £14.86 | £15.23 |
| 40 | £14.33 | £15.05 | £15.43 |
| 41 | £14.36 | £15.08 | £15.46 |
| 42 | £14.52 | £15.25 | £15.63 |
| 43 | £14.78 | £15.52 | £15.91 |
| 44 | £14.96 | £15.71 | £15.95 |
| 45 | £15.17 | £15.93 | £16.17 |
| 46 | £15.36 | £16.13 | £16.37 |
| 47 | £15.58 | £16.36 | £16.61 |
| 48 | £15.80 | £16.59 | £16.84 |
| 49 | £16.02 | £16.82 | £17.07 |
| 50 | £16.24 | £17.05 | £17.31 |
| 51 | £16.45 | £17.27 | £17.53 |
| 52 | £16.69 | £17.52 | £17.78 |
| 53 | £16.91 | £17.76 | £18.03 |
| 54 | £17.16 | £18.02 | £18.29 |
| 55 | £17.38 | £18.25 | £18.52 |
| 56 | £17.64 | £18.52 | £18.80 |
| 57 | £17.88 | £18.77 | £19.05 |
| 58 | £18.13 | £19.04 | £19.33 |
| 59 | £18.40 | £19.32 | £19.61 |
| 60 | £18.65 | £19.58 | £19.87 |
| 61 | £18.93 | £19.88 | £20.18 |
| 62 | £19.15 | £20.11 | £20.41 |
| 63 | £19.47 | £20.44 | £20.75 |
| 64 | £19.71 | £20.70 | £21.01 |
| 65 | £20.00 | £21.00 | £21.21 |
| 66 | £20.26 | £21.27 | £21.48 |
| 67 | £20.57 | £21.60 | £21.82 |
| 68 | £20.86 | £21.90 | £22.12 |
| 69 | £21.14 | £22.20 | £22.42 |
| 70 | £21.44 | £22.51 | £22.74 |

| SCP | 2022/23 Hourly Rate | Hourly Rate Effective 1/4/23 | Hourly Rate Effective 1/1/24 |
|-----|---------------------------|---------------------------------------|---------------------------------------|
| 71 | £21.75 | £22.84 | £23.07 |
| 72 | £22.07 | £23.17 | £23.40 |
| 73 | £22.20 | £23.31 | £23.54 |
| 74 | £22.53 | £23.66 | £23.90 |
| 75 | £22.88 | £24.02 | £24.26 |
| 76 | £23.21 | £24.37 | £24.61 |
| 77 | £23.54 | £24.72 | £24.97 |
| 78 | £23.93 | £25.13 | £25.38 |
| 79 | £24.28 | £25.49 | £25.74 |
| 80 | £24.64 | £25.87 | £26.13 |
| 81 | £25.01 | £26.26 | £26.52 |
| 82 | £25.37 | £26.64 | £26.91 |
| 83 | £25.77 | £27.06 | £27.33 |
| 84 | £26.17 | £27.48 | £27.75 |
| 85 | £26.54 | £27.87 | £28.15 |
| 86 | £26.92 | £28.27 | £28.55 |
| 87 | £27.32 | £28.69 | £28.98 |
| 88 | £27.76 | £29.15 | £29.44 |
| 89 | £28.18 | £29.59 | £29.89 |
| 90 | £28.57 | £30.00 | £30.30 |
| 91 | £29.01 | £30.46 | £30.76 |
| 92 | £29.46 | £30.93 | £31.24 |
| 93 | £29.89 | £31.38 | £31.69 |
| 94 | £30.37 | £31.89 | £32.21 |
| 95 | £30.79 | £32.33 | £32.65 |
| 96 | £31.25 | £32.81 | £33.14 |
| 97 | £31.73 | £33.32 | £33.65 |
| 98 | £32.17 | £33.78 | £34.12 |
| 99 | £32.70 | £34.34 | £34.68 |
| 100 | £33.12 | £34.78 | £35.13 |
| 101 | £33.62 | £35.30 | £35.65 |
| 102 | £34.09 | £35.79 | £36.15 |
| 103 | £34.56 | £36.29 | £36.65 |
| 104 | £35.09 | £36.84 | £37.21 |
| 105 | £35.57 | £37.35 | £37.72 |
| 106 | £36.11 | £37.92 | £38.30 |
| 107 | £36.64 | £38.47 | £38.85 |
| 108 | £37.17 | £39.03 | £39.42 |

| SCP | 2022/23 Hourly Rate | Hourly Rate Effective 1/4/23 | Hourly Rate Effective 1/1/24 |
|-----|---------------------------|---------------------------------------|---------------------------------------|
| 109 | £37.68 | £39.56 | £39.96 |
| 110 | £38.22 | £40.13 | £40.53 |
| 111 | £38.78 | £40.72 | £41.13 |
| 112 | £39.32 | £41.29 | £41.70 |
| 113 | £39.89 | £41.88 | £42.30 |
| 114 | £40.48 | £42.50 | £42.93 |
| 115 | £41.08 | £43.13 | £43.56 |
| 116 | £41.66 | £43.74 | £44.18 |
| 117 | £42.24 | £44.35 | £44.79 |
| 118 | £42.88 | £45.02 | £45.47 |
| 119 | £43.47 | £45.64 | £46.10 |
| 120 | £44.10 | £46.31 | £46.77 |
| 121 | £44.74 | £46.98 | £47.45 |
| 122 | £45.37 | £47.64 | £48.12 |
| 123 | £46.01 | £48.31 | £48.79 |