



FAO Scottish Joint Council Trade Union Side Joint Secretaries

David O'Connor, Joint Secretary – Unison
Graham McNab, Joint Secretary – Unite
Keir Greenaway, Joint Secretary – GMB

09 August 2024

By email

Dear David, Graham, and Keir,

Scottish Joint Council Pay Negotiations 2024/25 – Employers' Side Pay Offer

I write following a Special Leaders meeting this morning at which pay was the only item discussed. Leaders agreed to provide Cllr Katie Hagmann, COSLA Spokesperson, with a revised mandate for pay negotiations. Following discussions between the SJC Joint Secretaries we are now able to make a new pay offer below.

The following offer is for a settlement which runs from **1 April 2024 to 31 March 2025**:

- At each SCP (Spinal Column Point) £0.67 uplift to hourly rate or 3.6% (whichever is better)

This offer utilises the full negotiating remit provided by Council Leaders.

The key features of the offer are listed below:

- A better offer at all pay-points than our previous offers
- Better than the NJC offer to Local Government Workers in England and Wales
- Provides at least a 3.6% increase for everyone with an underpinning increase in the hourly rate where this is better
- The £0.67 increase to the hourly rate is equivalent to a £1,292 increase in annual salary for a full-time worker with a 37-hour working week
- The £0.67 uplift results in a 5.63% increase in the Scottish Local Government Living Wage
- The offer is above the rate of inflation in effect on the settlement date

As asked for by you during negotiations, we will recommend to Councils that they put in place arrangements to provide backpay due, upon request, to any former employee who has left the workforce in the period following the settlement date.

Taking account of your concerns about implementing the settlement as soon as practicable we will, as is usual, request that councils do so without delay. As agreed with you, to assist in implementation, we will share with councils details of the offer and prospective uplift values during any period of consultation with your members. This may allow payroll teams to undertake preparations in advance of a potential agreement.

We believe this offer is fair and meaningful and reflects the high value Leaders place on the Local Government workforce.

We would be obliged if you could take this offer to your members for consideration and respectfully request that you suspend any scheduled industrial action while this happens.

We have responded to other parts of your claims in the following page.

Yours sincerely



Stuart Bain
Employers' Side Joint Secretary

Other parts of the SJC Trade Union Claims for 2024/25

Parity with other bargaining groups

COSLA Leaders remain committed to providing equitable offers to all bargaining groups.

Early commencement of negotiations and implementation by 1 April

Leaders share the desire for timely negotiations and resolution of pay claims. The review of pay negotiations that has been shared with you includes recommendations to address this issue.

Minimum rate of £15 per hour

COSLA Leaders recognise and support the aspiration to move progressively towards a £15 minimum rate of pay. A working group focused on this has been established, made up of SJC Trade Union representatives, COSLA Officers and their Professional Advisors. This group will take forward detailed consideration and work on this issue.

Reduction in the working week

A working group was established in early 2022 to consider a reduction in the working week. This work was stalled due to the focus on last year's pay negotiations. The group has now been re-established and has continued to work in parallel with this year's pay talks. Further discussions will take place at future meetings and a report will be provided to COSLA Leaders for their consideration at an appropriate time.

Holiday entitlement protocols

Holiday entitlement and protocols for part-time staff and local arrangements within Councils are not covered by the SJC Handbook (Red book).

Distant Islands Allowance

The Distant Islands Allowance (DIA) has increased incrementally over many years. To illustrate the impact of the DIA over time, in 2014 the DIA represented an increase of 8.88% to annual pay at SCP 40, whilst in 2023 the DIA represented an increase of 9.21% at SCP 40. We believe that the current approach to DIA is acceptable based on this increased percentage impact on pay.