

**FAO Scottish Joint Council Trade Union Side Joint Secretaries**

29 August 2022

Dear Johanna, Wendy and Keir,

**Scottish Joint Council Pay Negotiations 2022/23 – Employers’ Side Pay Offer**

Following our discussions this week, I would firstly like to thank you again for the helpful and constructive manner in which these were held. It has been a series of lengthy meetings under intense pressure, and your patience and contributions have been very much appreciated.

We can confirm our revised offer is as follows:

- **A minimum uplift for our whole SJC workforce of £1925, based on a 37-hour working week, matching the offer made to Local Government colleagues in England, Wales and Northern Ireland.**

In recognition of the fact that the local government workforces north and south of the border are constructed very differently our offer for 22/23 is made up of a combination of an undifferentiated, recurring, 5% plus a cost-of-living payment. That means that for 85% there will be both a 5% uplift and one-off cost of living payment to take them up to the minimum £1925.

This seeks to balance the continued aspiration of Trade Union colleagues to ensure the offer best targets support to those on the lowest wages but also address the pressures being experienced by everyone due to the cost-of-living crisis.

We listened very carefully to the significant points you made about the pressures on employees across the whole of our pay structure, which would include early years workers in schools, social workers, and technical and professional grades.

We have noted the concerns voiced by unions about the difficulties caused by last year’s differentiated offer and the undifferentiated 5% element of the offer is made to address the significant impact of previous pay settlements on those grades that have consistently received uplifts of lesser value at a time when all households are experiencing financial pressures.

- **Taking account of Union concerns about pressures on those in the lowest pay grades we have designed our offer to ensure those earning less than £20,500 – 18% of our workforce - will receive a pro-rata gross pay increase in 2022 equal to £2,000.**
- **An uplift to the lowest spinal column points, up to SCP 18, setting the Scottish Local Government Living Wage (SLGLW) to a minimum £10.50, ensuring we continue to support and lift up our employees who are on the lowest wages.**

- **The smoothing of spinal column points 19-22 means that the percentage increases go from 5.32% at SCP 22, then 5.99% at SCP 21, 6.47% at SCP 20 and 6.86% at SCP 19.**

Uplifting the Scottish Local Government Living Wage to £10.50 and the smoothing of SCPs 19-22 would result in 12% of our workforce getting more than a 5% consolidated increase with the SCP 18 receiving 7.36%.

- **To address the concerns about the length of the cost-of-living crisis and the uncertainty it provides to all in our workforce, the one off-payment will also be paid to the same proportion of our workforce in financial year 2023/24. This will be done without prejudice to next year's pay negotiations and as agreed all parties will hold a review of this payment 18mths from the date of acceptance.**

In holding this review, we acknowledge the concerns from trade union colleagues about the desire to baseline non-consolidated monies. As such we commit to working with you to best consider how these elements can, over a period of time, be consolidated. This will be done with full and due consideration to the affordability of such action, the need to maintain and protect the integrity of the pay and grading structure and without prejudice to decisions of COSLA Leaders in light of the budget settlement for Scottish Local Government. We reiterate our commitment to continue working together with our Trade Union colleagues to seek commitment from national government that the Scottish Local Government future budget settlements fairly reflect the need to properly recompense our workforce.

- **The removal of SSSC fees for all roles and grades where applicable.**
- **One additional day of annual leave for all employees.**
- **For this financial year the uplift of all nationally agreed allowances will be in line with the 5% offer without detriment to any separate uplift mechanisms and those allowances that are agreed locally.**

Therefore, the Distant Islands allowance in this year only will be uprated by the offer percentage rate or the normal agreed formula, whichever is the highest. In future years we will revert to the agreed formula and any anomalous increase will be rectified. In this pay agreement only, we will uplift the First Aid Allowance.

- **Completion of the review of the SJC constitution, with a paper outlining proposals for reform to be presented at the 2022 AGM for agreement.**
- In relation to your concerns to potential future higher awards in other parts of the public sector we have had confirmation from Scottish Government that the maximum financial envelope will be 5%. We acknowledge that any departure from that, for any other part of the public sector, could be applicable to Local Government and should be paid for by Scottish Government. If this breach were to occur negotiations on the consolidated increase could recommence with an approach to Scottish Government to make up the difference.

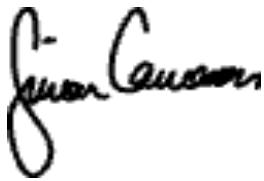
We have noted your many concerns about the overall cost envelope of 5% however we hope that you will fully consider this offer, which we believe to be the best that we can make within the financial constraints of Local Government budgets.

In very difficult financial circumstances, we are fully utilising the additional monies we have at our disposal to provide the best we can achieve in terms of an overall uplift. We believe that this strikes the balance of undifferentiated settlement and targeting the lowest paid to help offset the impact of the cost-of-living crisis.

In recognising the other factors of the pay claim, we reaffirm our commitment to working at pace and in full partnership to conclude discussions on other professional fees and how we might deliver a reduction in the working week and to continue to support our workforce in the transition to hybrid working.

In making this offer I would ask that you suspend all current and intended strike action to allow for full consideration of the offer by your members.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Simon Cameron'. The signature is fluid and cursive, with a large initial 'S' and 'C'.

Simon Cameron  
Employers' Side Joint Secretary