

# SJC Pay Offer August 2024

**Understanding the impact of COSLA’s new pay offer on your pay will help you decide if you should vote to accept the offer.**

Employees who are members of one of our recognised SJC Trade Unions can vote on whether to accept the new pay offer.

Our Unions asked us for a pay deal that focused on the lowest paid as well as giving every employee a pay increase above the rate of inflation. **We have listened** and offered a pay deal that ensures everyone will benefit financially in 2024/25.

The package of funding to make the most recent offer was carefully constructed to ensure that **jobs and services are protected** – this is as far as councils can go to ensure this is the case.

The offer is:

- A 3.6% uplift or a £0.67 uplift in the hourly rate, whichever is worth more, at each pay point.

Here are some examples using the national table of spinal column points (SCP) hourly rates (with salaries based on full time, 37-hour weeks) – your local pay scales will be based on certain of these SCP:

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£11.89	£12.56	5.63%	£22,939	£24,231	£1,292

Example of a job paid around this rate of pay: **Cleaner**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£12.15	£12.82	5.51%	£23,441	£24,732	£1,292

Example of a job paid around this rate of pay: **Facilities Assistant**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£13.11	£13.78	5.11%	£25,293	£26,585	£1,292

Example of a job paid around this rate of pay: **Refuse Collector**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£14.09	£14.76	4.76%	£27,184	£28,475	£1,292

Example of a job paid around this rate of pay: **Pupil Support Assistant**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£15.96	£16.63	4.2%	£30,791	£32,083	£1,292

Example of a job paid around this rate of pay: **Team Leader – Care Homes**

Current Hourly Rate	New Hourly Rate	Percent Increase	Old Salary	New Salary	Increase value
£21.21	£21.97	3.6%	£40,920	£42,386	£1,466

Example of a job paid around this rate of pay: **Social Worker**

The pay increase of 3.6% or £0.67 uplift in hourly rate, whichever is higher, will be backdated. That means after an offer is agreed, employees will be paid the additional money they would have earned since 1<sup>st</sup> April 2024, usually as a lump sum.

## Background Information

- The pay offer configuration is for an increase of 3.6% or £0.67 on the hourly rate, whichever is worth more at each SJC pay point. This provides a greater pay increase to lower paid employees, whilst ensuring a fair uplift for all Local Government workers.
- **75%** of the Scottish Local Government workforce by Full Time Equivalent (FTE) will receive a £0.67 increase in hourly rate (equating to £1,292 for full time 37-hour week roles) varying in value as a percentage from 5.63% to 3.62%. The remaining (highest paid) 25% of the workforce by FTE will receive a 3.6% increase in pay.
- Across the workforce, the average value of the offer is **4.27%**. **64%** of the workforce by FTE will get a 4% or better increase.
- The Scottish Local Government Living Wage rises from £11.89 per hour to £12.56 per hour – this is a 5.63% increase for our lowest paid staff.
- The cost of the offer is just over £308.1 million. This is being met through a funding package between Local and Scottish Government. Councils are meeting around 75% of the cost with Scottish Government contributing additional funding for the remaining 25%. The offer fully utilises all the funding available for pay.
- This is a **better offer** at all pay-points than our previous pay offers for 2024/25. It is also higher than the offer made to Local Government workers in England and Wales.
- The offer is above the CPI, CPIH, and RPI rates of inflation in effect on the settlement date (1 April 2024).
- Is a **strong, fair and credible pay offer**, reflecting the high value council Leaders place on the Local Government workforce and the invaluable work they do every day serving communities across Scotland.