

Scottish Joint Council (SJC) Pay Negotiations and Pay Uplift 2024/25

This is an open letter to the Scottish Local Government SJC Workforce from Cllr. Shona Morrison, COSLA President and Cllr. Katie Hagman, COSLA Resources Spokesperson.

October 2024

Dear colleagues working in Scottish Councils,

SJC Pay Negotiations and Pay Uplift 2024/25

We are writing to you following the Council Leaders meeting which took place on Friday 27 September, where the SJC pay negotiations for 2024-25 were discussed. Council Leaders took the important decision to implement the SJC pay offer made on 9 August, to enable you to receive your pay uplift, including the backdated pay, without further delay.

COSLA have engaged in constructive dialogue with all our Trade Union partners throughout the pay negotiations for 2024/25. The pay uplift, which has been accepted by GMB and Unite members, met the collective requests of all three SJC Unions which was made in a [joint letter to Council Leaders](#) on 31 July.

The pay award for 2024/25 is a £0.67 uplift on the hourly rate or 3.6% (whichever is higher).

Key features of this offer:

- Better than the NJC offer of £1,290 or 2.5% 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 higher
- 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
- Above the rate of inflation in effect on the settlement date
- Worth 4.27% across the workforce and is aligned to the pay award for teaching staff, which has been agreed
- Means over 75% of the SJC workforce will receive an uplift above 3.6% - with up to 5.63% for the lowest paid
- The offer is a mix of a percentage with an underpinning uplift of at the request of our three Trade Unions

In making their decision, Council Leaders fully considered the views of our three SJC Trade Unions. GMB and Unite expressed concerns about the cost of living and financial pressures which many of you may be facing and stressed their desire for the offer to be implemented as soon as possible. Council Leaders also recognised the **importance of employees receiving their pay uplifts and backpay before Christmas. Additionally, there was a risk that further delays could result in lower paid staff facing reductions in Universal Credit when receiving their back pay.**

All councils are in an extremely challenging financial position and Council Leaders made their decision in light of this. It must be stressed that there is **no further funding available** from Local Government or Scottish Government to increase the value of the pay offer. This position was confirmed by the Cabinet Secretary for Local Government at a meeting on 25 September with COSLA and all three SJC Trade Unions.

We would like to emphasise that the pay award is being implemented, not imposed and discussions with all our Trade Union partners continue. Council Leaders were very clear about this during their discussions. COSLA remains fully committed to the negotiation process, with the ambition of reaching a collective agreement if at all possible.

COSLA and Council Leaders highly value all staff across our important workforce. We know that the vital work you do serving all our communities across Scotland every single day is essential.

Yours sincerely



Councillor Shona Morrison
COSLA President



Councillor Katie Hagmann
COSLA Resources Spokesperson

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 better percentage 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 uplift 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 uplift 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 uplift fully utilises all the funding available for pay.
- This is a **better uplift** at all pay-points than our previous pay offers for 2024/25. It is also higher than the uplift made to Local Government workers in England and Wales.
- The uplift is above the CPI, CPIH, and RPI rates of inflation in effect on the settlement date (1 April 2024).
- The offer which is being implemented was 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.
- COSLA is the representative body for Scottish Councils. One of COSLA's roles is to negotiate pay nationally on behalf of councils.