

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

15 March 2021

Dear Johanna, Wendy and Drew,

### **Scottish Joint Council Pay Negotiations 2021/22 – Employers’ Side Pay Offer**

I refer to your claim dated 16 December 2020 for 2021/22 in the following terms:

- A settlement that runs for the period 1 April 2021 to 31 March 2022
- A £2,000 flat rate increase to all spinal column points, or 6%, whichever is greater (based on a 37 hour working week).
- An underpinning minimum rate of pay of £10.50 per hour.
- A separate, additional payment towards pay restoration.
- An equivalent percentage or, the median paid where the base salary increase is paid as a flat rate, uprating of all allowances.
- No less than parity with other Local Government bargaining groups.
- All professional costs associated with the role to be met by the employer.
- A commitment to exploring ways in which to achieve a no-detriment reduction in the working week.
- An assessment of the pay gap against all protected characteristics.

Since then, the COSLA Employers’ Side has been, as you are aware, consulting with councils on the claim and assessing its affordability and sustainability for council budgets in a continuing and tightening period of financial austerity.

I write to advise you that at a specially convened COSLA Leaders meeting on 12 March it was agreed to mandate Cllr Gail Macgregor, COSLA Spokesperson for Resources, to respond to your claim with the following offer of a settlement which runs for the period 1 April 2021 to 31 March 2022 that is aligned with the Scottish Government Public Sector Pay Policy:

- A flat rate payment of £800 (this will be applied to SJC set hourly rates based on a 37 hour working week giving an underpinning minimum rate of pay of £9.75 per hour) for all employees remunerated up to £25,000;
- A 2% uplift for those earning £25,000 to £40,000; and
- A 1% rise for those earning up to £80,000 with a cap of £800; and

- All nationally negotiated allowances, not including First Aid allowance, uplifted by 2%.

I should be obliged if in receiving this pay offer from COSLA Employers the Trade Union Side would undertake such steps as appropriate to ascertain initial views of your respective members and in due course provide COSLA with your response.

Kind regards

Simon Cameron  
Employers' Side Joint Secretary