

INFORMATION FOR EMPLOYEES

NEW RATES OF PAY from 1st April 2023

COSLA (Convention of Scottish Local Authorities), the body which negotiates pay on behalf of Scottish Local Authorities, have issued an Industrial Relations Circular for employees whose terms and conditions of service come within the framework of the Scottish Joint Council (SJC) for Local Government Employees. The main details of the agreement covering 1 April 2023 to 31 March 2024 are as follows:

1. An increase in the Scottish Local Government Living Wage (SLGLW) to £11.89 per hour.
2. For employees on the SLGLW and SCP 19 to 24 an uplift of £1.04 per hour.
3. All remaining SCP an increase in the hourly rate of £1.00 or 5.50% increase in pay, whichever is the greater.
4. From SCP 34 a further variable uplift to ensure employees are no worse off than they would have been had the original offer made in the negotiations been accepted, effective from 1 April 2023.

The monetary values or percentage that are referenced above are used to determine the amount by which the hourly rate that employees are paid is increased.

The new hourly rates are shown below.

Can managers please ensure that all employees without Intranet access are made aware of the new rates.

To obtain the hourly rate due you must add the Hourly Rate and appropriate WEPE value.

SCP	Hourly Rate 01/04/23
Grade 1	
3	10.05
4	10.17
5	10.30
6	10.39
Grade 2	
7	10.49
8	10.61
9	10.74
10	10.85
Grade 3	
11	10.97
12	11.11
15	11.48
18	11.86
Grade 4	
19	12.02
20	12.15
22	12.45
24	12.70
Grade 5	
26	12.96
27	13.11
29	13.42
31	13.76
33	14.09
Grade 6	
36	14.65
37	14.85
39	15.23
41	15.46
43	15.91

SCP	Hourly Rate 01/04/23
Grade 7	
46	16.37
47	16.61
49	17.07
51	17.53
53	18.03
Grade 8	
56	18.80
57	19.05
59	19.61
62	20.41
Grade 9	
68	22.12
69	22.42
71	23.07
74	23.90
Grade 10	
80	26.13
81	26.52
83	27.33
Grade 11	
89	29.89
90	30.30
92	31.24
Grade 12	
98	34.12
99	34.68
101	35.69

WEPE Band	Hourly Rate 01/04/23
a	0.0641
b	0.1931
c	0.3863
d	0.6437
e	0.9011
f	1.1587
g	1.3517
h	1.5447

Living Wage Allowance

The Scottish Local Government Living Wage will increase from £10.85 to £11.89 per hour from 1 April 2023. The Council have been paying the current Living Wage Foundation National Living Wage rate of £10.90 since 1 April 2023, this will be amended to the new SLGLW rate of £11.89. Employees who have an underlying rate less than the SLGLW will have their salary calculation based on £11.89 with the exception of Modern Apprentices who are paid at the Living Wage Foundation National Living Wage.

Stand-by

A single system of payments as detailed below will be applied to all staff undertaking standby duties.

	Rate from 01/04/23
For each complete week of standby duty actually performed:	£106.25
For broken periods of standby duty: payment per session up to 16 hours: payment per session up to 24 hours:	£13.27 £19.95
For telephone call not requiring professional decision: restricted to maximum sum in any one hour period of: OR	£5.80 £16.99
For telephone call requiring professional decision: restricted to one payment in any period of one hour OR	£16.99
For call out a minimum payment of 2 hours in any 2 hour period paid at appropriate overtime rate	Overtime rate

Call Out

Staff not undertaking standby duty but who are called out will be paid on the following basis:

	Rate from 01/04/23
For telephone call not requiring professional decision: restricted to maximum sum in any one hour period of: OR	£5.80 £16.99
For telephone call requiring professional decision: restricted to one payment in any period of one hour OR	£16.99
For call out a minimum payment of 2 hours in any 2 hour period paid at appropriate overtime rate plus a single payment of:	O/time rate + £13.27