

Your Pay: The Facts

Impact of COSLA's Revised Pay Offer, 21 SEPTEMBER 2023

If you earn the Scottish Local Government Living Wage and are on National Spinal Column Points (SCP) 19 to 23:

- you will see an increase in your hourly rate of **£1.04** for the whole of 2023/24 (backdated to 1st April 2023). This means you will now see an increase of **£2006** in your pay packet over the whole year.
- Those currently on £10.85¹ will now earn **£11.89** from 1 April 23, a **9.59%** increase.
- If you are full-time on a 37-hour week that means your salary will go from £20,932 to **£22,939**.
- This revised offer is worth **£748 more** to you than the initial offer made by COSLA in April.

For employees on all other SCPs:

- your hourly rate will increase by **£1.00 or 5.5%**, whichever is worth more.
- This means you will now see an increase of at least **£1929** in your pay packet over the whole year.
- If you earn between £22,572² and £34,495, your pay will increase by **£1929**.
- If you earn £34,997 or above, you will receive a 5.5% increase in your pay.
- This revised offer is worth an average of around £300 more than the initial offer made by COSLA in April (depending on what you earn)

Our latest offer means that:

- 87% of the Local Government workforce (those earning less than £38.5k) will get an **average increase of 8%**
- 17% of the Local Government workforce (earning more than £38.5k) will get an **average increase of 6.05%**

¹ This is the Scottish Local Government Living Wage – our first pay point.

² Full-time salaries based on a 37-hour week.

Investing in the Workforce

- **The recently revised pay offer currently on the table is worth just under half a billion pounds.**
- **This targeted pay offer aims to protect our essential front-line workers. 83% of our workforce.**
- **It will see the lowest paid in the Local Government Workforce get an uplift in salary of £2006 or almost 10%.**
- **This offer is a better deal than the NJC equivalent in England.**
- **The vast majority of this £440 million investment in our workforce comes from Local Government, including a recent addition of £10 million, in an attempt to get a deal done and despite the financial difficulties Council Leaders are themselves facing.**
- **The additional £80million from Scottish Government is welcome as it brings an element of sustainability in terms of jobs and services in Local Government that would otherwise not be there.**