



6 September 2018

**To SJC Joint Secretaries**

**Johanna Baxter, Unison  
William McGonigle, Unite the  
Union,  
Drew Duffy, GMB**

Dear Johanna, Willie & Drew,

**Revised Pay Offer – Scottish Joint Council for Local Government Employees**

I write to advise you that on Friday last, COSLA Leaders agreed to make a revised and final pay offer to the SJC Trade Unions. This revised offer is in the following terms:-

- i. The pay offer is for one year and covers the period 1 April 2018 to 31 March 2019. The award will be back dated to the 1 April 2018 application date.
- ii. A 3% pay increase will apply to all employees earning up to £80,000, rather than the previous threshold of £36,500. This means that all SJC employees would receive a 3% pay increase.
- iii. The Scottish Local Government Living Wage (SLGLW) will increase from £8.51 to **£8.77** and will continue to be the minimum rate of pay in Scottish local government, paid on the same terms as agreed in the 2017-18 pay award.

COSLA Leaders have reaffirmed a commitment to parity of pay awards across all bargaining groups resulting in this revised pay offer of 3% for all employees earning up to £80,000. Employees earning more than £80,000 will receive an offer of a flat rate of £1,600.

The revised offer means that an estimated 99.7% of the entire local government workforce will receive a pay award of 3% effective from 1 April 2018. Those earning above £80k, around 0.3% of the workforce, will receive 2% reducing to 0.9% for the highest earners

I should be obliged if, in receiving this revised pay offer from the Employers Side, you would undertake such steps as necessary to ascertain the views of your members and in due course provide COSLA Employers with your response.

Yours sincerely

WHEN CALLING PLEASE ASK FOR: Tom Young 0131 474 9279 tomy@cosla.gov.uk

2018-09-06 revised SJC offer letter

A handwritten signature in black ink, appearing to read 'Tom Young', with a large, sweeping underline that extends to the left and then loops back under the signature.

Tom Young  
COSLA Employers Secretary