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<b>Report To:</b>	<b>Policy &amp; Resources Committee</b>	<b>Date:</b>	<b>4 June 2024</b>
<b>Report By:</b>	<b>Head of Organisation Development, Policy &amp; Communications</b>	<b>Report No:</b>	<b>FIN/35/24/AP/MR</b>
<b>Contact Officer:</b>	<b>Alan Puckrin</b>	<b>Contact No:</b>	<b>01475 712015</b>
<b>Subject:</b>	<b>SJC - 2024/25 Pay Negotiations Update</b>		

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## **1.0 PURPOSE AND SUMMARY**

- 1.1  For Decision  For Information/Noting
- 1.2 The purpose of this report is to provide an update to Committee regarding negotiations relating to the 2024/25 pay award for the Scottish Joint Council (SJC) employees which covers almost all employees not covered by the teachers' pay negotiations.
- 1.3 An 18 month staged pay offer was made by Cosla to SJC Trades Unions on 23 May. The details of the offer are included in the body of the report and is calculated by Cosla to result in a 3.22% uplift in 2024/25. This is more than the 3.0% provision included in the Council's approved 2024/25 Revenue Budget.
- 1.4 Two of the Trades Unions have publicly rejected the offer and any update following Cosla Leaders on 31 May will be provided verbally at the Committee meeting.

## **2.0 RECOMMENDATIONS**

- 2.1 It is recommended that the Committee note the 2024/25 Pay offer made by Cosla and that the current offer exceeds the allowance for SJC pay built into the approved 2024/25 Budget by approximately £0.28 million.

**Alan Puckrin**  
**Chief Financial Officer**

### 3.0 BACKGROUND AND CONTEXT

- 3.1 The Council built in around 3.0% for pay awards into each of 2024/25 and 2025/26 within the approved 2024/26 Budget. These sums were costed on the basis of the time limited 6.5% employer's superannuation rate for SJC/Craft employees and Chief Officers.
- 3.2 One of the three main trades unions has commenced ballots for targeted industrial action due to the lack of a 2024/25 pay offer being made.
- 3.3 Following agreement by Cosla Council Leaders the following offer was made to SJC Trades Unions on 23 May:

#### 18 Month Offer, for the period 1 April 2024 to 30 September 2025:

- A 2.2% uplift on all Spinal Column Points (SCP) from 1 April 2024.
  - A further 2% uplift on all SCP from 1 October 2024.
  - A change in settlement date to 1 October, aligned with the recommendations in the Pay Negotiations Review, which was also considered at COSLA Leaders meeting on 26 April 2024. This would establish a new SJC pay year of 1 October – 30 September.
  - An agreement to jointly develop a negotiation protocol in good time for implementation of the new pay year.
- 3.3 It is estimated that this equates to the following:
- In-Year Financial Year 2024/5 Average Percentage Uplift = 3.22%
  - End of Financial Year 2024/5 Average Percentage Uplift = 4.24%
  - New SJC Pay Year October 2024 – September 2025 – Average Percentage Uplift = 2%
- 3.4 Two of the trades unions have publicly rejected the offer and any update will be provided verbally at the Committee meeting.

### 4.0 PROPOSALS

- 4.1 The Committee are asked to note the current position regarding the 2024/25 SJC pay negotiations and that a verbal update will be provided to Committee in the event that a formal response is received from the trades unions.

### 5.0 IMPLICATIONS

- 5.1 The table below shows whether risks and implications apply if the recommendation is agreed:

<b>SUBJECT</b>	<b>YES</b>	<b>NO</b>
Financial	x	
Legal/Risk	x	
Human Resources	x	
Strategic (Partnership Plan/Council Plan)		x
Equalities, Fairer Scotland Duty & Children/Young People's Rights & Wellbeing		x
Environmental & Sustainability		x
Data Protection		x

## 5.2 Finance

The offer made by Colsa on 23 May exceeds the amount budgeted by the Council for 2024/25 and as a result, any sum in excess of the amount factored into the 2024/25 Budget and not met by increased funding from the Scottish Government will require action by elected members in 2024/25 and on a recurring basis from 2025/26. This will form part of a Budget Update report to the August meeting of the Committee.

### One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

### Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
Pay Inflation		24/25	£3.4million  £0.28 million		3% allowance included in the 24/25 Budget  Current Budget shortfall based on the Cosla offer.

## 5.3 Legal/Risk

Based on the initial offer from Cosla exceeding the allowance in the 2024/25 Budget and factoring in the publicly stated position of the Scottish Government's finances, there is a significant risk that elected members will require to take action this year to bring the current and future years budgets back into balance.

## 5.4 Human Resources

The Head of OD, Policy and Communications will keep elected members informed of any developments including potential industrial action over the summer recess.

## 5.5 Strategic

There are no strategic implications at this time.

## 6.0 CONSULTATION

6.1 No consultation was required in the preparation of this report.

## 7.0 BACKGROUND PAPERS

7.1 None.