

## **EX90. NATIONAL PAY AWARD FOR SJC EMPLOYEES**

The Executive considered a report by the Director of Corporate and Neighbourhood Services setting out the current position in respect of the national pay negotiations for Scottish Joint Council (SJC) employees and proposing a pay award and living wage rate.

Negotiations had been on-going between the employer's side and the trade unions with the aim of reaching agreement for a 2 year pay offer for the period from 1 April 2013.

At the end of negotiations the unions had been divided over the pay award with GMB and Unite in favour and Unison against. Cosla agreed in October 2013 to implement the proposed pay deal, namely a 1% increase for 2013/14 and 2014/15 effective from 1 April each year.

The report also set out a proposal for the pay uplift to be accompanied by the introduction of the Scottish Government Living Wage of £7.50 per hour for 2013/14 and £7.58 per hour for 2014/15. Unless the Living Wage Foundation rate is higher in which case the latter will be applied.

The Human Resources Manager also updated members on the most recent position in regard to the proposals and, in particular, on the Living Wage Foundation hourly rate which is currently £7.45 but is due to increase to £7.65 with effect from 1 April 2014. She further advised that chief officers had accepted the offer but that the craft unions were unlikely to agree.

### **Decision**

**Consistent with the recommendation from COSLA, the Executive:-**

- (1) agreed to implement a 1% increase in pay for all employees in each of the years 2013/14 and 2014/15;
- (2) agreed to implement the Scottish Local Government Living Wage which is set at £7.50 per hour for 2013/14 and to implement the higher Living Wage Foundation hourly rate of £7.65 from April 2014, and
- (3) noted the acceptance of the Chief Officer pay award of 1% for both 2013/14 and 2014/15.