

Managers' Briefing

Update on pay award 2022 to 2023

November 2022



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Introduction

The 2022 to 2023 Local Government Pay Award was agreed in October and a reminder of the award is outlined below.

As already communicated, staff will receive their first payment in respect of the 2022 to 2023 Pay Award, which will include backdated pay, in their December salary, **on 13 December**.

This briefing provides an update on the **additional day's leave** and **Scottish Social Services Council (SSSC) registration fees** included as part of the pay award.

Your role

Please share the messages below with all members of your teams **as soon as possible**, including all staff who do not have access to a computer at work.

Pay Award 2022 to 2023 – a reminder

This pay award covers the period from 1 April 2022 to 31 March 2023 and is outlined below.

Staff often have questions about the amount of backdated pay they will receive in relation to the flat rate; remind your staff that the flat rate is calculated based on work patterns and will be proportioned accordingly (pro rata) for part-time employees.

Also, remind your staff that the backdated pay may impact Universal Credit payments and more information can be found in the [Staff Briefing issued on 2 November 2022](#)

- An increase to the Scottish Local Government Living Wage rate to £10.85 per hour (*below).
- For those on the Scottish Local Government Living Wage and SCP (Spinal Column Points) 19-24 a £2,000 uplift (calculated on a nominal 36-hour full-time working week).
- A cap on the uplift for those currently earning £60,000 or more at a £3000 uplift (based on a 37-hour week).
- At remaining SCP an undifferentiated 5% or a £1,925 uplift (calculated on a nominal 36-hour full-time working week), whichever is larger.
- An uplift to the Non-Standard Working Hours/Points (NSWH/P) and Work Context and Demands (WCD) of 5%, effective from 1 April 2022.
- The removal of social care registration fees.
- One extra day of annual leave.

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***Scottish Local Government Living Wage - effective from April 2022**

Earlier this year the council continued supporting - the Real Living Wage/Glasgow Living Wage, for Grade 1 employees and it increased the hourly rate from £9.50 to £9.90 backdated to 1 April 2022. Therefore, if you are paid at Grade 1, your backdated pay for 2022 to 2023 will contain the difference between the Glasgow Living Wage you've received since April 2022 and the Scottish Local Government Living Wage rate of £10.85 per hour agreed as part of the 2022 to 2023 pay award settlement.

Annual Leave (for employees on a 52-week standard contract)

The additional day of annual leave (pro-rated for part-time) has been added to the leave entitlement for all staff as a permanent change to terms and conditions. This will appear in next year's leave entitlement on MyPortal for 2023.

The day's leave for 2022 won't be added to MyPortal or AMMs returns and should be recorded locally by line managers.

Given that agreement has been reached near to the end of the 2022 leave year, staff can, if required, carry forward this day's leave into the leave year 2023, to be used by **31 March 2023**.

Annual Leave (for employees on term time contracts)

Employees on term-time contracts work mainly on the frontline and take their annual leave in line with school holidays, without flexibility to request leave at a time which suits them.

To provide term-time staff with some levels of flexibility, we have agreed with our trade unions that for 2022 and 2023 term-time employees will be able to use their one day's additional leave (pro rata for part time employees) at a time of their choosing within the term, in line within operational requirements. This will be managed locally and further principles on this will be issued in due course.

The additional day in 2022 should be taken by 31st March 2023 and for 2023 this day should be taken by 31 Dec 2023. During 2023 we will review how this operates and assess any impact with a view to to confirming late 2023 whether we can continue this approach from 2024.

If you have any questions please contact your local service HR team [Glasgow Intranet - Your Service HR](#)

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Social Services Council (SSSC) Registration Fees

At this stage staff should continue to pay their SSSC registration fees to maintain their registration. The SSSC are working with the Scottish Government in relation to agreeing processes on how payment will be made to them on behalf of employees, as well as the process to claim reimbursement of any fees incurred from 1 April 2022. There will be communications to employees who are required to be registered with SSSC as details are agreed.

More information about terms and conditions

- [Condition of Service – Pay, Grading and Benefits Structure](#)
- [Pay & Grading Structure and Work Contexts & Demands and Non-Standard Working Pattern Tables are available](#)