

Your Pay: The Reality

The Impact of COSLA's Revised Pay Offer, 22 SEPTEMBER 2023

With this new improved offer, every single Local Government worker will see a pay rise in 2023/2024 of between **6.05% and 9.59%**.

As requested by our Trade Unions, the offer has been focused on those on the lowest salaries, who are most impacted by the cost-of-living crisis.

The table below, based on a 37-hour working week, shows the impact of the offer on a range of pay points so you can see what it will likely mean for you:

Spinal Column Point (SCP)	Equivalent Salary in 22/23	Total increase (and increase compared to COSLA's original offer)	New equivalent Salary in 23/24	Percentage increase
18	£20,933	£2006 (£748)	£22,939	9.59%
24	£22,573	£1929 (£641)	£24,502	8.55%
33	£25,254	£1929 (£500)	£27,183	7.64%
55	£33,531	£2,199 (£391)	£35,730	6.56%
65	£38,586	£2,334 (£304)	£40,920	6.05%

With this new improved offer, **83% of our workforce (those who are earning up to £38,500) will receive an above inflation average 8% increase.**

The full workforce will receive an above inflation average increase of 6.95%

Background Information

- The much-enhanced pay offer is worth around £430m – a funding package between Scottish and Local Government.
- It is explicitly based on the ask of unions to target all those earning £33,000 or less and backdated in full to 1 April 2023.
- We have worked hard to protect our essential front-line workers and recognise the cost-of-living pressures.
- It will see the lowest paid in the Local Government Workforce get an increase in salary of **£2006** (or just under 10%).
- With this average increase of **6.95%** for the Scottish Local Government Workforce, this means that the offer is now sitting above the current rate of inflation (6.3% for CPIH and 6.7% for CPI, updated 20th Sep 2023 by Office for National Statistics).
- We have made a commitment to work proactively with Trade Unions and Scottish Government to progressively and sustainably work towards a £15 per hour minimum rate.
- This new improved offer is a better deal than the National Joint Council (NJC) equivalent in England.