

**Scottish Joint Council for Local Government Employees
Personnel Services Circular: Industrial Relations 01/13****Report by John Blair, Director Resources****1 Purpose of Report**

To seek Council authorisation to implement Scottish Joint Council for Local Government Employees Personnel Services Circular: Industrial Relations 01/13. The circular follows the decision taken at COSLA Convention on 25 October 2013 on the application of pay increases to employees whose terms and conditions of service come within the framework of the Scottish Joint Council for Local Government Employees.

2 Background

- 2.1** The scheme of delegation authorised the Chief Executive to implement national circulars, except circulars detailing national pay awards. Accordingly this circular is brought before Council for authority to implement.

The period of settlement covers 2013/14 and 2014/15 and involves an increase of 1% for the year 1 April 2013 to 31 March 2014 and 1% for the year 1 April 2014 to 31 March 2015.

The pay uplift is accompanied by the introduction of the Scottish Local Government Living Wage set at £7.50 per hour for 2013/14 and at £7.58 per hour for 2014/15. This agreement focuses on maintaining the link between the Scottish Local Government Living Wage and the Living Wage Foundation. If the Living Wage Foundation decide on an hourly rate above the 2014-15 rate of £7.58 in November 2013 then Scottish Local Government will match this figure (for application from 1 April 2014) in order to maintain the commitment councils wish to make to their employees at the lower end of the pay scale.

It is intended to implement the circular, including back pay with November salary payments.

3 Report Implications**3.1 Resource**

The revenue budget has provision for the pay award.

3.2 Risk

Non implementation of the national pay award.

3.3 Single Midlothian Plan and Business Transformation

Themes addressed in this report:

- ☐ Community safety
- ☐ Adult health, care and housing
- ☐ Getting it right for every Midlothian child
- ☐ Improving opportunities in Midlothian
- ☐ Sustainable growth
- ☐ Business transformation and Best Value
- ☒ None of the above

3.4 Impact on Performance and Outcomes

Not applicable.

3.5 Adopting a Preventative Approach

Not applicable.

3.6 Involving Communities and Other Stakeholders

These matters are subject to national determination through the Scottish Joint Councils.

3.7 Ensuring Equalities

These matters are subject to national determination through the Scottish Joint Councils.

3.8 Supporting Sustainable Development

Not applicable.

3.9 IT Issues

Not applicable.

4 Recommendations

Council is recommended to authorise the implementation of Industrial Relations circular 01/13.

29 October 2013

Report Contact:

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Background Papers:

COSLA Circular 01-13

Declaration Box

Instructions: *This box must be completed by the author of the report. The box will be copied and saved by the Council Secretariat who will delete it from the report prior to photocopying the agenda.*

Title of Report:

**Scottish Joint Council for Local Government Employees
Personnel Services Circular: Industrial Relations 01/13**

Meeting Presented to: Midlothian Council

Author of Report: John Blair, Director Resources

I confirm that I have undertaken the following actions before submitting this report to the Council Secretariat (Check boxes to confirm):-

- ☐ *All resource implications have been addressed. Any financial and HR implications have been approved by the Head of Finance and Human Resources.*
- ☐ *All risk implications have been addressed.*
- ☐ *All other report implications have been addressed.*
- ☐ *My Director has endorsed the report for submission to the Council Secretariat.*

For Cabinet reports, please advise the Council Secretariat if the report has an education interest. This will allow the report to be located on the Cabinet agenda among the items in which the Religious Representatives are entitled to participate.

Likewise, please advise the Council Secretariat if any report for Midlothian Council has an education interest. The Religious Representatives are currently entitled to attend meetings of the Council in a non-voting observer capacity, but with the right to speak (but not vote) on any education matter under consideration, subject always to observing the authority of the Chair.

PERSONNEL SERVICES CIRCULAR

25 OCTOBER 2013

INDUSTRIAL RELATIONS: 01/13

Dear Chief Executive

SALARIES - SCOTTISH JOINT COUNCIL

1. Following the decision taken at COSLA Convention on the application of pay increases to employees whose terms and conditions of service come within the framework of the Scottish Joint Council for Local Government Employees, please find attached in Appendix 1 details of the increase in spinal column hourly rates covering the period 2013-15.
2. The period of settlement covers 2013/14 and 2014/15 and involves an increase of 1% for the year 1 April 2013 to 31 March 2014 and 1% for the year 1 April 2014 to 31 March 2015.
3. The pay uplift is accompanied by the introduction of the Scottish Local Government Living Wage set at £7.50 per hour for 2013/14 and at £7.58 per hour for 2014/15 as agreed by COSLA Leaders on 30 August 2013. This agreement focuses on maintaining the link between the Scottish Local Government Living Wage and the Living Wage Foundation. If the Living Wage Foundation decide on an hourly rate above the 2014-15 rate of £7.58 in November 2013 then Scottish Local Government will match this figure (for application from 1 April 2014) in order to maintain the commitment councils wish to make to their employees at the lower end of the payscale. The method of implementation of the Living Wage is for each council to determine, for example as a supplement or consolidated.
4. Should any council still operate any of the allowances in Part 3 of the Red Book the details of associated uplifts to the rates of those allowances for 2013/14 and 2014/15 are obtainable from COSLA.
5. It should be noted that this circular has not been agreed with the Joint Trade Union Side.
6. I should be obliged if you would now take such steps as required to implement and backdate this circular from 1 April 2013.

Yours sincerely

Tom Young
Employers Side Secretary

To: Chief Executives
Heads of Personnel
Directors of Finance

Spinal Column points	Current Hourly Rate £	Hourly Rate w.e.f. 1.4.13 £	Hourly Rate w.e.f. 1.4.14 £
2	6.27	6.33	6.39
3	6.36	6.42	6.48
4	6.46	6.52	6.59
5	6.56	6.63	6.70
6	6.65	6.72	6.79
7	6.75	6.82	6.89
8	6.85	6.92	6.99
9	6.96	7.03	7.10
10	7.07	7.14	7.21
11	7.16	7.23	7.30
12	7.29	7.36	7.43
13	7.39	7.46	7.53
14	7.49	7.56	7.64
15	7.60	7.68	7.76
16	7.73	7.81	7.89
17	7.84	7.92	8.00
18	7.94	8.02	8.10
19	8.08	8.16	8.24
20	8.19	8.27	8.35
21	8.31	8.39	8.47
22	8.44	8.52	8.61
23	8.57	8.66	8.75
24	8.70	8.79	8.88
25	8.83	8.92	9.01
26	8.96	9.05	9.14
27	9.10	9.19	9.28
28	9.23	9.32	9.41
29	9.37	9.46	9.55
30	9.51	9.61	9.71
31	9.65	9.75	9.85
32	9.77	9.87	9.97
33	9.95	10.05	10.15
34	10.10	10.20	10.30
35	10.26	10.36	10.46
36	10.40	10.50	10.61
37	10.56	10.67	10.78
38	10.73	10.84	10.95
39	10.87	10.98	11.09
40	11.04	11.15	11.26
41	11.21	11.32	11.43
42	11.36	11.47	11.58
43	11.56	11.68	11.80
44	11.71	11.83	11.95
45	11.91	12.03	12.15
46	12.07	12.19	12.31
47	12.25	12.37	12.49
48	12.44	12.56	12.69
49	12.62	12.75	12.88

Spinal Column points	Current Hourly Rate £	Hourly Rate w.e.f. 1.4.13 £	Hourly Rate w.e.f. 1.4.14 £
50	12.81	12.94	13.07
51	13.00	13.13	13.26
52	13.20	13.33	13.46
53	13.39	13.52	13.66
54	13.59	13.73	13.87
55	13.79	13.93	14.07
56	14.01	14.15	14.29
57	14.21	14.35	14.49
58	14.43	14.57	14.72
59	14.66	14.81	14.96
60	14.87	15.02	15.17
61	15.11	15.26	15.41
62	15.30	15.45	15.60
63	15.56	15.72	15.88
64	15.78	15.94	16.10
65	16.02	16.18	16.34
66	16.25	16.41	16.57
67	16.51	16.68	16.85
68	16.75	16.92	17.09
69	17.00	17.17	17.34
70	17.26	17.43	17.60
71	17.50	17.68	17.86
72	17.77	17.95	18.13
73	18.04	18.22	18.40
74	18.32	18.50	18.69
75	18.60	18.79	18.98
76	18.85	19.04	19.23
77	19.14	19.33	19.52
78	19.45	19.64	19.84
79	19.73	19.93	20.13
80	20.03	20.23	20.43
81	20.33	20.53	20.74
82	20.61	20.82	21.03
83	20.95	21.16	21.37
84	21.27	21.48	21.69
85	21.57	21.79	22.01
86	21.89	22.11	22.33
87	22.22	22.44	22.66
88	22.57	22.80	23.03
89	22.91	23.14	23.37
90	23.24	23.47	23.70
91	23.59	23.83	24.07
92	23.94	24.18	24.42
93	24.31	24.55	24.80
94	24.68	24.93	25.18
95	25.03	25.28	25.53
96	25.41	25.66	25.92
97	25.80	26.06	26.32
98	26.17	26.43	26.69
99	26.57	26.84	27.11

Spinal Column points	Current Hourly Rate £	Hourly Rate w.e.f. 1.4.13 £	Hourly Rate w.e.f. 1.4.14 £
100	26.95	27.22	27.49
101	27.37	27.64	27.92
102	27.77	28.05	28.33
103	28.19	28.47	28.75
104	28.61	28.90	29.19
105	29.05	29.34	29.63
106	29.49	29.78	30.08
107	29.95	30.25	30.55
108	30.40	30.70	31.01
109	30.84	31.15	31.46
110	31.29	31.60	31.92
111	31.78	32.10	32.42
112	32.24	32.56	32.89
113	32.72	33.05	33.38
114	33.22	33.55	33.89
115	33.73	34.07	34.41
116	34.23	34.57	34.92
117	34.74	35.09	35.44
118	35.27	35.62	35.98
119	35.79	36.15	36.51
120	36.32	36.68	37.05
121	36.88	37.25	37.62
122	37.43	37.80	38.18
123	37.98	38.36	38.74