



6 July 2017

FAO The Trade Union Side Joint Secretaries to the  
Scottish Joint Council

Dear Dougie, Willie and Tony

**EMPLOYERS PAY OFFER 2017/18 – APPROVED BY COSLA LEADERS MEETING**

I am writing to confirm that at a 'Special Leaders Meeting' on 30 June, 2017 it was agreed to issue a Collective Agreement giving effect to the revised, improved and final pay offer made to each of you in early March 2017 incorporating the following elements:-

- A flat rate increase of £350 for all SJC employees remunerated up to £35,000 (based on a 37hr working week).
- For those employees remunerated above £35,000, a 1% uplift in pay will apply;
- Councils will commit to using the Scottish Local Government Living Wage as the minimum pay level for pay and all allowances up to the notional normal working week, with those hours worked in excess being exempt from pensionable pay;
- COSLA Employers agree to participate in a joint working group with the trade unions tasked with developing a future pay strategy that both sides can sign up to;
- The offer is for one year and covers the period 1 April, 2017 to 31 March 2018.

The 'Collective Agreement' which will give effect to the pay rise is presently being drafted and will be issued to councils as soon as possible.

I will be in touch again soon to seek dates for an initial meeting of the joint working group on future pay strategy referred to above, at which time we can agree to future dates to drive this work forward.

If you have any queries in respect of the matters referred to in this letter then feel free to get in touch with me.

Kind regards.

WHEN CALLING PLEASE ASK FOR: Tom Young 0131 474 9279 tomy@cosla.gov.uk

Final offer letter (1)

Yours sincerely

A handwritten signature in black ink, appearing to read 'Tom Young', with a large, sweeping flourish underneath.

Tom Young  
COSLA Employers Secretary