



28 November 2023

**Industrial Relations Circular 11-23b**

2023 IR 11.23b

**SJNC Chief Officials Pay Settlement FY2023/24 – Pay Uplift 2023**

Dear Chief Executive,

Following a material change to the pay settlement reached with other bargaining groups implementation of the revised pay uplift as outlined below should be actioned as soon as each council can practicably do so.

From 1st of April 2023

- A 6.05% increase

**Appendix 1** details salaries for chief executives for the financial year from 1 April 2023 to 31 March 2024. **Appendix 2** details existing salaries for chief executives for your reference purposes.

**Appendix 3** details the existing salary scales and updated salary scales for the financial year from 1 April 2023 to 31 March 2024 for all other chief officials.

**Appendix 4** has notes on the preparation of this circular.

COSLA Workforce and Corporate Policy Team  
February 2023

**Circulated to:** Chief Executives, Heads of Human Resources, Directors of Finance

## Appendix 1

### Chief Executive Salaries with effect from 1st April 2023

Council	Single Point	Incremental		
		Point 1	Point 2	Point 3
Aberdeen City	£169,944	£160,741	£165,338	£169,944
Aberdeenshire	£169,944	£160,741	£165,338	£169,944
Angus	£154,609	£146,937	£150,005	£154,609
Argyll & Bute	£143,873	£136,199	£139,274	£143,873
Clackmannanshire	£123,932	£117,794	£120,865	£123,932
Dumfries & Galloway	£168,407	£159,273	£163,808	£168,407
Dundee City	£168,407	£159,273	£163,808	£168,407
East Ayrshire	£154,609	£146,937	£150,005	£154,609
East Dunbartonshire	£151,537	£143,873	£146,937	£151,537
East Lothian	£138,508	£130,835	£134,665	£138,508
East Renfrewshire	£138,508	£130,835	£134,665	£138,508
Edinburgh, City of	£200,617	£191,413	£196,008	£200,617
Eilean Siar	£123,932	£117,794	£120,865	£123,932
Falkirk	£160,741	£153,068	£156,144	£160,741
Fife	£189,876	£180,678	£185,280	£189,876
Glasgow City	£209,817	£200,617	£205,217	£209,817
Highland	£177,606	£168,435	£173,012	£177,606
Inverclyde	£142,342	£134,665	£137,737	£142,342
Midlothian	£133,135	£125,471	£128,530	£133,135
Moray	£130,064	£123,932	£127,001	£130,064
North Ayrshire	£160,741	£153,068	£156,144	£160,741
North Lanarkshire	£189,876	£180,678	£185,280	£189,876
Orkney Islands	£123,932	£117,794	£120,865	£123,932
Perth & Kinross	£154,609	£146,937	£150,005	£154,609
Renfrewshire	£168,407	£159,273	£163,808	£168,407
Scottish Borders	£151,537	£143,873	£146,937	£151,537
Shetland Islands	£123,932	£117,794	£120,865	£123,932
South Ayrshire	£154,609	£146,937	£150,005	£154,609
South Lanarkshire	£189,876	£180,678	£185,280	£189,876
Stirling	£138,508	£130,835	£134,665	£138,508
West Dunbartonshire	£148,471	£140,802	£143,873	£148,471
West Lothian	£162,270	£153,068	£157,677	£162,270

## Appendix 2

### Existing Salaries (Chief Executive Salaries with effect from 1st April 2022)

Council	Single Point	Incremental		
		Point 1	Point 2	Point 3
Aberdeen City	£160,249	£151,571	£155,906	£160,249
Aberdeenshire	£160,249	£151,571	£155,906	£160,249
Angus	£145,789	£138,554	£141,447	£145,789
Argyll & Bute	£135,665	£128,429	£131,329	£135,665
Clackmannanshire	£116,862	£111,074	£113,970	£116,862
Dumfries & Galloway	£158,800	£150,187	£154,463	£158,800
Dundee City	£158,800	£150,187	£154,463	£158,800
East Ayrshire	£145,789	£138,554	£141,447	£145,789
East Dunbartonshire	£142,892	£135,665	£138,554	£142,892
East Lothian	£130,606	£123,371	£126,983	£130,606
East Renfrewshire	£130,606	£123,371	£126,983	£130,606
Edinburgh, City of	£189,172	£180,493	£184,826	£189,172
Eilean Siar	£116,862	£111,074	£113,970	£116,862
Falkirk	£151,571	£144,336	£147,236	£151,571
Fife	£179,044	£170,371	£174,710	£179,044
Glasgow City	£197,847	£189,172	£193,510	£197,847
Highland	£167,474	£158,826	£163,142	£167,474
Inverclyde	£134,222	£126,983	£129,879	£134,222
Midlothian	£125,540	£118,313	£121,198	£125,540
Moray	£122,644	£116,862	£119,756	£122,644
North Ayrshire	£151,571	£144,336	£147,236	£151,571
North Lanarkshire	£179,044	£170,371	£174,710	£179,044
Orkney Islands	£116,862	£111,074	£113,970	£116,862
Perth & Kinross	£145,789	£138,554	£141,447	£145,789
Renfrewshire	£158,800	£150,187	£154,463	£158,800
Scottish Borders	£142,892	£135,665	£138,554	£142,892
Shetland Islands	£116,862	£111,074	£113,970	£116,862
South Ayrshire	£145,789	£138,554	£141,447	£145,789
South Lanarkshire	£179,044	£170,371	£174,710	£179,044
Stirling	£130,606	£123,371	£126,983	£130,606
West Dunbartonshire	£140,001	£132,769	£135,665	£140,001
West Lothian	£153,013	£144,336	£148,682	£153,013

## Appendix 3

<b>Chief Officials Salaries with effect from 1st April 2023</b>		
SCP	Existing Effective from 1/4/22	Revised Effective from 1/4/23
1	£39,993	£42,413
2	£41,363	£43,865
3	£42,772	£45,360
4	£43,799	£46,449
5	£45,194	£47,928
6	£46,611	£49,431
7	£48,024	£50,929
8	£49,435	£52,426
9	£51,218	£54,317
10	£52,693	£55,881
11	£54,108	£57,382
12	£55,522	£58,881
13	£56,957	£60,403
14	£58,376	£61,908
15	£59,878	£63,501
16	£61,407	£65,122
17	£62,933	£66,740
18	£64,464	£68,364
19	£66,004	£69,997
20	£67,751	£71,850
21	£69,411	£73,610
22	£71,147	£75,451
23	£72,844	£77,251
24	£74,588	£79,101
25	£76,317	£80,934
26	£78,041	£82,762
27	£80,122	£84,969
28	£82,235	£87,210
29	£84,353	£89,456
30	£86,457	£91,688
31	£88,531	£93,887
32	£90,627	£96,110
33	£92,738	£98,349
34	£93,413	£99,064

<b>Chief Officials Salaries with effect from 1st April 2023</b>		
SCP	Existing Effective from 1/4/22	Revised Effective from 1/4/23
35	£95,454	£101,229
36	£97,458	£103,354
37	£99,469	£105,487
38	£101,506	£107,647
39	£103,526	£109,789
40	£105,544	£111,929
41	£107,558	£114,065
42	£109,593	£116,223
43	£111,602	£118,354
44	£113,628	£120,502
45	£115,651	£122,648
46	£117,668	£124,787
47	£119,700	£126,942
48	£121,710	£129,073
49	£123,731	£131,217
50	£125,765	£133,374
51	£127,786	£135,517
52	£129,793	£137,645
53	£131,841	£139,817
54	£133,837	£141,934
55	£135,870	£144,090
56	£137,876	£146,217
57	£139,904	£148,368
58	£141,906	£150,491
59	£143,924	£152,631
60	£145,948	£154,778
61	£147,959	£156,911
62	£149,976	£159,050
63	£151,988	£161,183
64	£154,014	£163,332
65	£156,032	£165,472
66	£158,052	£167,614
67	£160,052	£169,735
68	£162,076	£171,882
69	£164,094	£174,022
70	£166,104	£176,153

<b>Chief Officials Salaries with effect from 1st April 2023</b>		
SCP	Existing Effective from 1/4/22	Revised Effective from 1/4/23
71	£168,139	£178,311
72	£170,149	£180,443

## **Appendix 4**

### **Calculation of Increase**

Salaries are increased by the percentage or fixed rate agreed in the pay settlement. For salaries increased by a percentage the new amount is rounded to the nearest whole number. This means that new annual salaries are calculated to the nearest pound. For the next increase, the existing rounded rate is then used as the starting point in the new calculation.

Fixed rate increases do not generally require rounding.

Before 2015 each annual rate of salary was increased or reduced to the nearest multiple of £3. This is no longer applied.

Employers and their payroll providers will have their own specific methods for converting annual salaries into monthly or four-weekly pay, and for taking account of part-time and part-year working.