

# Scottish Joint Negotiating Committee for Chief Officials

Verity House  
19 Haymarket Yards  
Edinburgh EH12 5BH  
Telephone 0131 474 9200  
[employersfunction@cosla.gov.uk](mailto:employersfunction@cosla.gov.uk)

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Dear Chief Executive

## CO-152

### Salaries Agreement 1 April 2022 to 31 March 2023

1. Agreement has been reached on pay awards for employees whose terms and conditions of service come within the framework of the Scottish Joint Negotiating Committee for Chief Officials. The details of the agreement are as follows:
  - The agreement covers the period from 1 April 2022 to 31 March 2023.
  - At all SCP an undifferentiated 5% or a £1,978 uplift whichever is larger. (The underpinning flat rate increase is aligned with the £1,925 uplift, calculated on a nominal 36-hour full-time working week, in the SJC settlement).
  - SSSC fees for all roles and grades will be paid on a recurring basis by Scottish Government.
  - An additional day of annual leave (pro-rated for part-time) to be added to the leave entitlement for all employees.
2. Appendix 1 details salaries for chief executives for the financial year from 1 April 2022 to 31 March 2023. Appendix 2 details existing salaries for chief executives for your reference purposes.
3. Appendix 3 details the existing salary scales and updated salary scales for the financial year from 1 April 2022 to 31 March 2023 for all other chief officials.

Appendix 4 has notes on the preparation of this circular.

Yours sincerely

Simon Cameron (Employers Side)  
Cleland Sneddon (ALACE Officials Side)  
Johanna Baxter (Unison Officials Side)  
Keir Greenaway (GMB Officials Side)

Joint Secretaries

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

## Appendix 1

### 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	£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 2

### Existing Salaries (Chief Executive Salaries with effect from 1st April 2021)

Council	Single Point	Incremental		
		Point 1	Point 2	Point 3
Aberdeen City	£152,618	£144,353	£148,482	£152,618
Aberdeenshire	£152,618	£144,353	£148,482	£152,618
Angus	£138,847	£131,956	£134,711	£138,847
Argyll & Bute	£129,205	£122,313	£125,075	£129,205
Clackmannanshire	£111,297	£105,785	£108,543	£111,297
Dumfries & Galloway	£151,238	£143,035	£147,108	£151,238
Dundee City	£151,238	£143,035	£147,108	£151,238
East Ayrshire	£138,847	£131,956	£134,711	£138,847
East Dunbartonshire	£136,088	£129,205	£131,956	£136,088
East Lothian	£124,387	£117,496	£120,936	£124,387
East Renfrewshire	£124,387	£117,496	£120,936	£124,387
Edinburgh, City of	£180,164	£171,898	£176,025	£180,164
Eilean Siar	£111,297	£105,785	£108,543	£111,297
Falkirk	£144,353	£137,463	£140,225	£144,353
Fife	£170,518	£162,258	£166,390	£170,518
Glasgow City	£188,426	£180,164	£184,295	£188,426
Highland	£159,499	£151,263	£155,373	£159,499
Inverclyde	£127,830	£120,936	£123,694	£127,830
Midlothian	£119,562	£112,679	£115,427	£119,562
Moray	£116,804	£111,297	£114,053	£116,804
North Ayrshire	£144,353	£137,463	£140,225	£144,353
North Lanarkshire	£170,518	£162,258	£166,390	£170,518
Orkney Islands	£111,297	£105,785	£108,543	£111,297
Perth	£138,847	£131,956	£134,711	£138,847
Renfrewshire	£151,238	£143,035	£147,108	£151,238
Scottish Borders	£136,088	£129,205	£131,956	£136,088
Shetland Islands	£111,297	£105,785	£108,543	£111,297
South Ayrshire	£138,847	£131,956	£134,711	£138,847
South Lanarkshire	£170,518	£162,258	£166,390	£170,518
Stirling	£124,387	£117,496	£120,936	£124,387
West Dunbartonshire	£133,334	£126,447	£129,205	£133,334
West Lothian	£145,727	£137,463	£141,602	£145,727

## Appendix 3

### Chief Officials Salaries with effect from 1st April 2022

SCP	Existing Effective from 1/4/21	Revised Effective from 1/4/22
1	£38,015	£39,993
2	£39,385	£41,363
3	£40,735	£42,772
4	£41,713	£43,799
5	£43,042	£45,194
6	£44,391	£46,611
7	£45,737	£48,024
8	£47,081	£49,435
9	£48,779	£51,218
10	£50,184	£52,693
11	£51,531	£54,108
12	£52,878	£55,522
13	£54,245	£56,957
14	£55,596	£58,376
15	£57,027	£59,878
16	£58,483	£61,407
17	£59,936	£62,933
18	£61,394	£64,464
19	£62,861	£66,004
20	£64,525	£67,751
21	£66,106	£69,411
22	£67,759	£71,147
23	£69,375	£72,844
24	£71,036	£74,588
25	£72,683	£76,317
26	£74,325	£78,041
27	£76,307	£80,122
28	£78,319	£82,235
29	£80,336	£84,353
30	£82,340	£86,457
31	£84,315	£88,531
32	£86,311	£90,627
33	£88,322	£92,738
34	£88,965	£93,413
35	£90,909	£95,454
36	£92,817	£97,458
37	£94,732	£99,469
38	£96,672	£101,506

### Chief Officials Salaries with effect from 1st April 2022

SCP	Existing Effective from 1/4/21	Revised Effective from 1/4/22
39	£98,596	£103,526
40	£100,518	£105,544
41	£102,436	£107,558
42	£104,374	£109,593
43	£106,288	£111,602
44	£108,217	£113,628
45	£110,144	£115,651
46	£112,065	£117,668
47	£114,000	£119,700
48	£115,914	£121,710
49	£117,839	£123,731
50	£119,776	£125,765
51	£121,701	£127,786
52	£123,612	£129,793
53	£125,563	£131,841
54	£127,464	£133,837
55	£129,400	£135,870
56	£131,310	£137,876
57	£133,242	£139,904
58	£135,149	£141,906
59	£137,070	£143,924
60	£138,998	£145,948
61	£140,913	£147,959
62	£142,834	£149,976
63	£144,750	£151,988
64	£146,680	£154,014
65	£148,602	£156,032
66	£150,526	£158,052
67	£152,430	£160,052
68	£154,358	£162,076
69	£156,280	£164,094
70	£158,194	£166,104
71	£160,132	£168,139
72	£162,047	£170,149

## **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.