



28 November 2023

**Industrial Relations Circular 11-23d**

2023 IR 11.23d

**SJC Pay Settlement FY2023/24 – SJC Pay Uplift 2023**

Dear Chief Executive

Following notification of the outcome of the Unison ballot of, 27 November 2023, implementation of the revised hourly rates as outlined in Appendix 1 should be actioned as soon as each council can practicably do so.

Allowances

The uplift of all nationally agreed allowances in Part 3 of the Red Book a 6.05% uplift on the 2022/23 rates effective from 1 April 23.

- Appendix 1** SCP in effect during the financial year 2022/23 with the uplifted SCP effective from 1 April 2023.
- Appendix 2** Allowances
- Appendix 3** Shift Payments
- Appendix 4** Model Agreement for Standby Duty Payments other than Social Workers
- Appendix 5** Disturbance and Callout Payments for Employees not on Standby
- Appendix 6** Part-Time Registrars and Assistant Registrars

COSLA Workforce and Corporate Policy Team  
November 2023

## SJC Spinal Column Points

SCP	Hourly Rate FY 2022/23	Hourly Rate Effective 1/4/23
2	£8.91	£9.95
3	£9.01	£10.05
4	£9.13	£10.17
5	£9.26	£10.30
6	£9.35	£10.39
7	£9.45	£10.49
8	£9.57	£10.61
9	£9.70	£10.74
10	£9.81	£10.85
11	£9.93	£10.97
12	£10.07	£11.11
13	£10.19	£11.23
14	£10.31	£11.35
15	£10.44	£11.48
16	£10.59	£11.63
17	£10.71	£11.75
18	£10.82	£11.86
SLGLW	£10.85	£11.89
19	£10.98	£12.02
20	£11.11	£12.15
21	£11.25	£12.29
22	£11.41	£12.45
23	£11.55	£12.59
24	£11.70	£12.70
25	£11.81	£12.81
26	£11.96	£12.96
27	£12.11	£13.11
28	£12.26	£13.26
29	£12.42	£13.42
30	£12.59	£13.59
31	£12.76	£13.76
32	£12.88	£13.88
33	£13.09	£14.09
34	£13.25	£14.26
35	£13.45	£14.47
36	£13.61	£14.65
37	£13.80	£14.85
38	£13.98	£15.05

SCP	Hourly Rate FY 2022/23	Hourly Rate Effective 1/4/23
39	£14.15	£15.23
40	£14.33	£15.43
41	£14.36	£15.46
42	£14.52	£15.63
43	£14.78	£15.91
44	£14.96	£15.96
45	£15.17	£16.17
46	£15.36	£16.37
47	£15.58	£16.61
48	£15.80	£16.84
49	£16.02	£17.07
50	£16.24	£17.31
51	£16.45	£17.53
52	£16.69	£17.78
53	£16.91	£18.03
54	£17.16	£18.29
55	£17.38	£18.52
56	£17.64	£18.80
57	£17.88	£19.05
58	£18.13	£19.33
59	£18.40	£19.61
60	£18.65	£19.87
61	£18.93	£20.18
62	£19.15	£20.41
63	£19.47	£20.75
64	£19.71	£21.01
65	£20.00	£21.21
66	£20.26	£21.48
67	£20.57	£21.82
68	£20.86	£22.12
69	£21.14	£22.42
70	£21.44	£22.74
71	£21.75	£23.07
72	£22.07	£23.40
73	£22.20	£23.54
74	£22.53	£23.90
75	£22.88	£24.26
76	£23.21	£24.61
77	£23.54	£24.97
78	£23.93	£25.38
79	£24.28	£25.74

SCP	Hourly Rate FY 2022/23	Hourly Rate Effective 1/4/23
80	£24.64	£26.13
81	£25.01	£26.52
82	£25.37	£26.91
83	£25.77	£27.33
84	£26.17	£27.75
85	£26.54	£28.15
86	£26.92	£28.55
87	£27.32	£28.98
88	£27.76	£29.44
89	£28.18	£29.89
90	£28.57	£30.30
91	£29.01	£30.76
92	£29.46	£31.24
93	£29.89	£31.69
94	£30.37	£32.21
95	£30.79	£32.65
96	£31.25	£33.14
97	£31.73	£33.65
98	£32.17	£34.12
99	£32.70	£34.68
100	£33.14	£35.15
101	£33.66	£35.69
102	£34.16	£36.23
103	£34.65	£36.74
104	£35.21	£37.34
105	£35.71	£37.88
106	£36.28	£38.47
107	£36.83	£39.06
108	£37.39	£39.65
109	£37.93	£40.23
110	£38.49	£40.81
111	£39.08	£41.44
112	£39.65	£42.05
113	£40.25	£42.68
114	£40.87	£43.34
115	£41.50	£44.02
116	£42.11	£44.66
117	£42.71	£45.30
118	£43.39	£46.02
119	£44.01	£46.67
120	£44.67	£47.37

SCP	Hourly Rate FY 2022/23	Hourly Rate Effective 1/4/23
121	£45.34	£48.09
122	£46.00	£48.78
123	£46.67	£49.49

**Allowances**

These are legacy allowances in Part 3 of the Scottish Joint Council Scheme of Terms and Conditions (The Red Book). The implementation agreement states, “Part 3 contains other Scottish provisions which may be modified locally, by negotiation between the council and the unions.” Where there is a local agreement in place applicable to the allowances below it replaces these allowances.

		<b>Existing Rates from 1 April 2022</b>	<b>Revised Rates from 1 April 2023</b>
1	<u>Social Workers</u> Standby Duty Allowance per session	£33.51	£35.54
2	<u>Nursery Staff</u> Special School Allowance per Annum  100%  80 – 100%  50 – 80%	  £1,561.71  £1,254.78  £780.86	  £1,656.19  £1,330.69  £828.10
3	<u>Hospital Social Workers</u> Sessional Payment	£42.18	£44.73
4	<u>Nursery Staffs Scheme</u> Sleeping-in Duty Allowance per session	See circular SJC 18-56	See circular SJC 18-56
5	<u>Residential Staffs Scheme</u> Sleeping-in Duty Allowance per session	See circular SJC 18-56	See circular SJC 18-56

**Shift Payments**

These are legacy allowances in Part 3 of the Scottish Joint Council Scheme of Terms and Conditions (The Red Book). The implementation agreement states, "Part 3 contains other Scottish provisions which may be modified locally, by negotiation between the council and the unions." Where there is a local agreement in place applicable to the allowances below it replaces these allowances.

	<b>Existing Rate from 1 April 2022</b>	<b>Revised Rate from 1 April 2023</b>
<b>Alternating Shifts</b>	£30.35	£32.19
<b>Rotating Shifts</b>	£48.53	£51.47

### Standby for Employees Other Than Social Workers

These are legacy allowances in Part 3 of the Scottish Joint Council Scheme of Terms and Conditions (The Red Book). The implementation agreement states, “Part 3 contains other Scottish provisions which may be modified locally, by negotiation between the council and the unions.” Where there is a local agreement in place applicable to the allowances below it replaces these allowances.

#### 1. Entitlement to standby, disturbance and call-out payment

- (a) The nature of the work for some employees makes it necessary for them to carry out standby duties. Such employees will therefore be contractually required to undertake standby duty if so requested by the authority and to carry out emergency work as and when the need arises.
- (b) Standby duties to a specific rostered arrangement whereby employees are under an obligation outside their normal working hours (including Saturdays, Sundays and Public Holidays) to remain on call and to be available to be consulted and if necessary to be called out for emergency duty.
- (c) Employees whose posts are not paid up to and below a professionally graded post and who are required to undertake standby duty, where this requirement is not already reflected in the grade of the post, will be entitled to payment in accordance with paragraphs 2 and 3 below.

#### 2. Payment for Standby Duty

- (a) An employee performing standby duty will be paid:

<b>Standby Duty Payments</b>		
	<b>Existing Rate from 1 April 2022</b>	<b>Revised Rate 01/04/2023</b>
For each <b>complete week</b> of standby duty <b>performed</b>	£100.21	£106.25
<i>Plus</i> For each public or extra statutory holiday in that week	£18.83	£19.97
For <b>broken periods</b> of standby duty:		
Monday to Friday	£9.99	£10.59
Saturday	£21.27	£22.56
Sunday, public and extra statutory holiday	£28.99	£30.74



(b) Each 24-hour period of standby duty is to commence at the beginning of the working day (or at the same hour on non-working days).

### 3. Disturbance and call out payments

Employees undertaking standby duty, who are contacted or called out in accordance with the agreed arrangements, will be paid on the following basis:

- (i) for each occasion on which the employee is contacted and which results in the exercise of skills for which the standby duty is required, either at the employee's home or elsewhere, a payment of the amount set out in table (a) below will apply depending on the status of the employee. An employee will, however, only be entitled to one such payment within each period of two hours, commencing with the start of the standby session;
- (ii) where an employee becomes entitled to a payment in sub-paragraph (i) and, where that or subsequent disturbance or call out is in excess of one hour, the employee will be entitled to further payment for the whole of the period of disturbance or call-out at the appropriate overtime rates.

<b>(a) Disturbance and Call Out Payments</b>	
for employees on standby	
<b>Existing Rate from 1 April 2022</b>	<b>Revised Rate 01/04/2023</b>
£16.02	£16.99

Payments for Employees not on Standby

These are legacy allowances in Part 3 of the Scottish Joint Council Scheme of Terms and Conditions (The Red Book). The implementation agreement states, “Part 3 contains other Scottish provisions which may be modified locally, by negotiation between the council and the unions.” Where there is a local agreement in place applicable to the allowances below it replaces these allowances.

Employees not undertaking standby duty but who are contacted or called out will be paid on the following basis:

- (i) for each occasion on which the employee is contacted and which results in the exercise of skills for which the standby duty is required, either at the employee's home or elsewhere, a payment of the amount set out in table (b) will apply, however, an employee will only be entitled to one such payment within each period of two hours, commencing with the start of a notional standby session; and
- (ii) where an employee becomes entitled to a payment in sub-paragraph (i) and, where that or subsequent disturbance or call out is in excess of one hour, the employee will be entitled to further payment for the whole of the period of disturbance or call out at the appropriate overtime rates.

<b>(b) Disturbance and Call Out Payments</b> for employees not on standby	
<b>Existing Rate</b> <b>01/04/2022</b>	<b>Revised Rate</b> <b>01/04/2023</b>
£22.04	£23.37

Part-Time Registrars and Assistant Registrars**Part-Time Registrars**

	<b>Existing Rate from 1 April 2022</b>	<b>Revised w.e.f 1 April 2023</b>
Annual allowance	£531.02	£563.15
Payment per entry as follows - for every second entry up to 100 and the same for every third entry thereafter	£39.31	£41.69

**Part-Time Assistant Registrars**

	<b>Existing Rate from 1 April 2022</b>	<b>Revised w.e.f 1 April 2023</b>
Annual Allowance	£155.19	£164.58

In those cases where office accommodation is not provided by the authority, the **annual allowance towards rent, heating/lighting**, etc., is increased as follows:

	<b>Existing Rate from 1 April 2022</b>	<b>Revised w.e.f 1 April 2023</b>
Annual Allowance	£548.09	£581.25