

Scottish Joint Negotiating Committee for Chief Officials

Verity House
19 Haymarket Yards
Edinburgh EH12 5BH
Telephone 0131 474 9200
Fax 0131 474 9292

04 March 2019

Dear Chief Executive

CO-150

Salaries Agreement 1 April 2018 to 31 March 2021

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 2018 to 31 March 2021;
 - Financial year 2018/19 an increase of 3.5% (capped at £80,000, on or above which a flat rate of £1600 will apply).
 - Financial year 2019/20 an increase of 3%
 - Financial year 2020/21 an increase of 3%
2. In the first year of the three-year agreement the percentage increase applies to annual salaries of less than £80,000. Above this cap a flat rate increase of £1600 applies. In years two and three the cap does not apply.
3. Appendix 1 details salaries for chief executives for each of the financial years from 1 April 2018 to 31 March 2021. Appendix 2 details existing salaries for chief executives for your reference purposes.
4. Appendix 3 details the existing salary scales and salary scales for each of the years from 1 April 2018 to 31 March 2021 for all other chief officials.

Appendix 4 has notes on the preparation of this circular.

Yours sincerely

Tom Young (Employers Side)
Alistair Buchan (Officials Side)
Drew Duffy (Officials Side)
Johanna Baxter (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 2018

Council	Single Point	Incremental		
		Point 1	Point 2	Point 3
Aberdeen City	£143,103	£135,313	£139,205	£143,103
Aberdeenshire	£143,103	£135,313	£139,205	£143,103
Angus	£130,122	£123,627	£126,224	£130,122
Argyll & Bute	£121,034	£114,538	£117,141	£121,034
Clackmannanshire	£104,154	£98,958	£101,558	£104,154
Dumfries & Galloway	£141,802	£134,070	£137,910	£141,802
Dundee City	£141,802	£134,070	£137,910	£141,802
East Ayrshire	£130,122	£123,627	£126,224	£130,122
East Dunbartonshire	£127,522	£121,034	£123,627	£127,522
East Lothian	£116,492	£109,997	£113,240	£116,492
East Renfrewshire	£116,492	£109,997	£113,240	£116,492
Edinburgh, City of	£169,068	£161,277	£165,166	£169,068
Eilean Siar	£104,154	£98,958	£101,558	£104,154
Falkirk	£135,313	£128,818	£131,421	£135,313
Fife	£159,976	£152,189	£156,084	£159,976
Glasgow City	£176,855	£169,068	£172,961	£176,855
Highland	£149,589	£141,826	£145,700	£149,589
Inverclyde	£119,738	£113,240	£115,840	£119,738
Midlothian	£111,945	£105,456	£108,047	£111,945
Moray	£109,345	£104,154	£106,751	£109,345
North Ayrshire	£135,313	£128,818	£131,421	£135,313
North Lanarkshire	£159,976	£152,189	£156,084	£159,976
Orkney Islands	£104,154	£98,958	£101,558	£104,154
Perth	£130,122	£123,627	£126,224	£130,122
Renfrewshire	£141,802	£134,070	£137,910	£141,802
Scottish Borders	£127,522	£121,034	£123,627	£127,522
Shetland Islands	£104,154	£98,958	£101,558	£104,154
South Ayrshire	£130,122	£123,627	£126,224	£130,122
South Lanarkshire	£159,976	£152,189	£156,084	£159,976
Stirling	£116,492	£109,997	£113,240	£116,492
West Dunbartonshire	£124,926	£118,434	£121,034	£124,926
West Lothian	£136,608	£128,818	£132,719	£136,608

Chief Executive Salaries with effect from 1st April 2019

Council	Single Point	Incremental		
		Point 1	Point 2	Point 3
Aberdeen City	£147,396	£139,372	£143,381	£147,396
Aberdeenshire	£147,396	£139,372	£143,381	£147,396
Angus	£134,026	£127,336	£130,011	£134,026
Argyll & Bute	£124,665	£117,974	£120,655	£124,665
Clackmannanshire	£107,279	£101,927	£104,605	£107,279
Dumfries & Galloway	£146,056	£138,092	£142,047	£146,056
Dundee City	£146,056	£138,092	£142,047	£146,056
East Ayrshire	£134,026	£127,336	£130,011	£134,026
East Dunbartonshire	£131,348	£124,665	£127,336	£131,348
East Lothian	£119,987	£113,297	£116,637	£119,987
East Renfrewshire	£119,987	£113,297	£116,637	£119,987
Edinburgh, City of	£174,140	£166,115	£170,121	£174,140
Eilean Siar	£107,279	£101,927	£104,605	£107,279
Falkirk	£139,372	£132,683	£135,364	£139,372
Fife	£164,775	£156,755	£160,767	£164,775
Glasgow City	£182,161	£174,140	£178,150	£182,161
Highland	£154,077	£146,081	£150,071	£154,077
Inverclyde	£123,330	£116,637	£119,315	£123,330
Midlothian	£115,303	£108,620	£111,288	£115,303
Moray	£112,625	£107,279	£109,954	£112,625
North Ayrshire	£139,372	£132,683	£135,364	£139,372
North Lanarkshire	£164,775	£156,755	£160,767	£164,775
Orkney Islands	£107,279	£101,927	£104,605	£107,279
Perth	£134,026	£127,336	£130,011	£134,026
Renfrewshire	£146,056	£138,092	£142,047	£146,056
Scottish Borders	£131,348	£124,665	£127,336	£131,348
Shetland Islands	£107,279	£101,927	£104,605	£107,279
South Ayrshire	£134,026	£127,336	£130,011	£134,026
South Lanarkshire	£164,775	£156,755	£160,767	£164,775
Stirling	£119,987	£113,297	£116,637	£119,987
West Dunbartonshire	£128,674	£121,987	£124,665	£128,674
West Lothian	£140,706	£132,683	£136,701	£140,706

Chief Executive Salaries with effect from 1st April 2020

Council	Single Point	Incremental		
		Point 1	Point 2	Point 3
Aberdeen City	£151,818	£143,553	£147,682	£151,818
Aberdeenshire	£151,818	£143,553	£147,682	£151,818
Angus	£138,047	£131,156	£133,911	£138,047
Argyll & Bute	£128,405	£121,513	£124,275	£128,405
Clackmannanshire	£110,497	£104,985	£107,743	£110,497
Dumfries & Galloway	£150,438	£142,235	£146,308	£150,438
Dundee City	£150,438	£142,235	£146,308	£150,438
East Ayrshire	£138,047	£131,156	£133,911	£138,047
East Dunbartonshire	£135,288	£128,405	£131,156	£135,288
East Lothian	£123,587	£116,696	£120,136	£123,587
East Renfrewshire	£123,587	£116,696	£120,136	£123,587
Edinburgh, City of	£179,364	£171,098	£175,225	£179,364
Eilean Siar	£110,497	£104,985	£107,743	£110,497
Falkirk	£143,553	£136,663	£139,425	£143,553
Fife	£169,718	£161,458	£165,590	£169,718
Glasgow City	£187,626	£179,364	£183,495	£187,626
Highland	£158,699	£150,463	£154,573	£158,699
Inverclyde	£127,030	£120,136	£122,894	£127,030
Midlothian	£118,762	£111,879	£114,627	£118,762
Moray	£116,004	£110,497	£113,253	£116,004
North Ayrshire	£143,553	£136,663	£139,425	£143,553
North Lanarkshire	£169,718	£161,458	£165,590	£169,718
Orkney Islands	£110,497	£104,985	£107,743	£110,497
Perth	£138,047	£131,156	£133,911	£138,047
Renfrewshire	£150,438	£142,235	£146,308	£150,438
Scottish Borders	£135,288	£128,405	£131,156	£135,288
Shetland Islands	£110,497	£104,985	£107,743	£110,497
South Ayrshire	£138,047	£131,156	£133,911	£138,047
South Lanarkshire	£169,718	£161,458	£165,590	£169,718
Stirling	£123,587	£116,696	£120,136	£123,587
West Dunbartonshire	£132,534	£125,647	£128,405	£132,534
West Lothian	£144,927	£136,663	£140,802	£144,927

Appendix 2

Chief Executive Salaries from 1st April 2017 to 31 March 2018

Council	Single Point	Incremental		
		Point 1	Point 2	Point 3
Aberdeen City	£141,503	£133,713	£137,605	£141,503
Aberdeenshire	£141,503	£133,713	£137,605	£141,503
Angus	£128,522	£122,027	£124,624	£128,522
Argyll & Bute	£119,434	£112,938	£115,541	£119,434
Clackmannanshire	£102,554	£97,358	£99,958	£102,554
Dumfries & Galloway	£140,202	£132,470	£136,310	£140,202
Dundee City	£140,202	£132,470	£136,310	£140,202
East Ayrshire	£128,522	£122,027	£124,624	£128,522
East Dunbartonshire	£125,922	£119,434	£122,027	£125,922
East Lothian	£114,892	£108,397	£111,640	£114,892
East Renfrewshire	£114,892	£108,397	£111,640	£114,892
Edinburgh, City of	£167,468	£159,677	£163,566	£167,468
Eilean Siar	£102,554	£97,358	£99,958	£102,554
Falkirk	£133,713	£127,218	£129,821	£133,713
Fife	£158,376	£150,589	£154,484	£158,376
Glasgow City	£175,255	£167,468	£171,361	£175,255
Highland	£147,989	£140,226	£144,100	£147,989
Inverclyde	£118,138	£111,640	£114,240	£118,138
Midlothian	£110,345	£103,856	£106,447	£110,345
Moray	£107,745	£102,554	£105,151	£107,745
North Ayrshire	£133,713	£127,218	£129,821	£133,713
North Lanarkshire	£158,376	£150,589	£154,484	£158,376
Orkney Islands	£102,554	£97,358	£99,958	£102,554
Perth	£128,522	£122,027	£124,624	£128,522
Renfrewshire	£140,202	£132,470	£136,310	£140,202
Scottish Borders	£125,922	£119,434	£122,027	£125,922
Shetland Islands	£102,554	£97,358	£99,958	£102,554
South Ayrshire	£128,522	£122,027	£124,624	£128,522
South Lanarkshire	£158,376	£150,589	£154,484	£158,376
Stirling	£114,892	£108,397	£111,640	£114,892
West Dunbartonshire	£123,326	£116,834	£119,434	£123,326
West Lothian	£135,008	£127,218	£131,119	£135,008

Appendix 3

Chief Officials Existing Salary Scales and Salary Scales for FY 2018-20

Spinal Column Point	Existing (w.e.f. 1/4/2017)	Revised w.e.f. 1/4/2018	Revised w.e.f. 1/4/2019	Revised w.e.f. 1/4/2020
1	£33,942	£35,130	£36,184	£37,270
2	£35,165	£36,396	£37,488	£38,613
3	£36,371	£37,644	£38,773	£39,936
4	£37,613	£38,929	£40,097	£41,300
5	£38,812	£40,170	£41,375	£42,616
6	£40,027	£41,428	£42,671	£43,951
7	£41,241	£42,684	£43,965	£45,284
8	£42,453	£43,939	£45,257	£46,615
9	£43,984	£45,523	£46,889	£48,296
10	£45,251	£46,835	£48,240	£49,687
11	£46,466	£48,092	£49,535	£51,021
12	£47,680	£49,349	£50,829	£52,354
13	£48,913	£50,625	£52,144	£53,708
14	£50,131	£51,886	£53,443	£55,046
15	£51,420	£53,220	£54,817	£56,462
16	£52,734	£54,580	£56,217	£57,904
17	£54,045	£55,937	£57,615	£59,343
18	£55,359	£57,297	£59,016	£60,786
19	£56,682	£58,666	£60,426	£62,239
20	£58,182	£60,218	£62,025	£63,886
21	£59,608	£61,694	£63,545	£65,451
22	£61,099	£63,237	£65,134	£67,088
23	£62,556	£64,745	£66,687	£68,688
24	£64,053	£66,295	£68,284	£70,333
25	£65,538	£67,832	£69,867	£71,963
26	£67,019	£69,365	£71,446	£73,589
27	£68,806	£71,214	£73,350	£75,551
28	£70,620	£73,092	£75,285	£77,544
29	£72,440	£74,975	£77,224	£79,541
30	£74,260	£76,859	£79,165	£81,540
31	£76,059	£78,721	£81,083	£83,515
32	£77,876	£80,602	£83,020	£85,511
33	£79,708	£82,498	£84,973	£87,522
34	£81,504	£83,104	£85,597	£88,165
35	£83,336	£84,936	£87,484	£90,109
36	£85,135	£86,735	£89,337	£92,017
37	£86,940	£88,540	£91,196	£93,932
38	£88,769	£90,369	£93,080	£95,872
39	£90,583	£92,183	£94,948	£97,796

Spinal Column Point	Existing (w.e.f. 1/4/2017)	Revised w.e.f. 1/4/2018	Revised w.e.f. 1/4/2019	Revised w.e.f. 1/4/2020
40	£92,394	£93,994	£96,814	£99,718
41	£94,202	£95,802	£98,676	£101,636
42	£96,028	£97,628	£100,557	£103,574
43	£97,833	£99,433	£102,416	£105,488
44	£99,650	£101,250	£104,288	£107,417
45	£101,467	£103,067	£106,159	£109,344
46	£103,278	£104,878	£108,024	£111,265
47	£105,102	£106,702	£109,903	£113,200
48	£106,906	£108,506	£111,761	£115,114
49	£108,720	£110,320	£113,630	£117,039
50	£110,547	£112,147	£115,511	£118,976
51	£112,361	£113,961	£117,380	£120,901
52	£114,162	£115,762	£119,235	£122,812
53	£116,001	£117,601	£121,129	£124,763
54	£117,793	£119,393	£122,975	£126,664
55	£119,617	£121,217	£124,854	£128,600
56	£121,418	£123,018	£126,709	£130,510
57	£123,239	£124,839	£128,584	£132,442
58	£125,037	£126,637	£130,436	£134,349
59	£126,848	£128,448	£132,301	£136,270
60	£128,665	£130,265	£134,173	£138,198
61	£130,470	£132,070	£136,032	£140,113
62	£132,281	£133,881	£137,897	£142,034
63	£134,086	£135,686	£139,757	£143,950
64	£135,906	£137,506	£141,631	£145,880
65	£137,717	£139,317	£143,497	£147,802
66	£139,531	£141,131	£145,365	£149,726
67	£141,326	£142,926	£147,214	£151,630
68	£143,143	£144,743	£149,085	£153,558
69	£144,954	£146,554	£150,951	£155,480
70	£146,759	£148,359	£152,810	£157,394
71	£148,585	£150,185	£154,691	£159,332
72	£150,390	£151,990	£156,550	£161,247

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 calculation of the next year's uplift.

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 applicable.

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.