

Scottish Joint Negotiating Committee for Chief Officials

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

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Dear Chief Executive

CO-151

Salaries Agreement 1 April 2021 to 31 March 2022

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 2021 to 31 March 2022.
 - A 2% increase for those earning more than £25,000 and up to £40,000 annually.
 - A 1% increase for those earning more than £40,000 and up to £80,000 annually.
 - An £800 flat rate increase in salary for all those earning over £80,000 annually.
 - Backdating of the implementation date of pay increases for the 3 months from January to March 2021.
2. Appendix 1 details salaries for chief executives for the financial year from 1 April 2021 to 31 March 2022. 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 2021 to 31 March 2022 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 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 2

Existing Salaries (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 3

Chief Officials Salaries with effect from 1st April 2021

SCP	Existing Salaries (Effective 1/4/20)	Revised Effective from 1/4/21
1	£37,270	£38,015
2	£38,613	£39,385
3	£39,936	£40,735
4	£41,300	£41,713
5	£42,616	£43,042
6	£43,951	£44,391
7	£45,284	£45,737
8	£46,615	£47,081
9	£48,296	£48,779
10	£49,687	£50,184
11	£51,021	£51,531
12	£52,354	£52,878
13	£53,708	£54,245
14	£55,046	£55,596
15	£56,462	£57,027
16	£57,904	£58,483
17	£59,343	£59,936
18	£60,786	£61,394
19	£62,239	£62,861
20	£63,886	£64,525
21	£65,451	£66,106
22	£67,088	£67,759
23	£68,688	£69,375
24	£70,333	£71,036
25	£71,963	£72,683
26	£73,589	£74,325
27	£75,551	£76,307
28	£77,544	£78,319
29	£79,541	£80,336
30	£81,540	£82,340
31	£83,515	£84,315
32	£85,511	£86,311
33	£87,522	£88,322
34	£88,165	£88,965
35	£90,109	£90,909
36	£92,017	£92,817
37	£93,932	£94,732

Chief Officials Salaries with effect from 1st April 2021

SCP	Existing Salaries (Effective 1/4/20)	Revised Effective from 1/4/21
38	£95,872	£96,672
39	£97,796	£98,596
40	£99,718	£100,518
41	£101,636	£102,436
42	£103,574	£104,374
43	£105,488	£106,288
44	£107,417	£108,217
45	£109,344	£110,144
46	£111,265	£112,065
47	£113,200	£114,000
48	£115,114	£115,914
49	£117,039	£117,839
50	£118,976	£119,776
51	£120,901	£121,701
52	£122,812	£123,612
53	£124,763	£125,563
54	£126,664	£127,464
55	£128,600	£129,400
56	£130,510	£131,310
57	£132,442	£133,242
58	£134,349	£135,149
59	£136,270	£137,070
60	£138,198	£138,998
61	£140,113	£140,913
62	£142,034	£142,834
63	£143,950	£144,750
64	£145,880	£146,680
65	£147,802	£148,602
66	£149,726	£150,526
67	£151,630	£152,430
68	£153,558	£154,358
69	£155,480	£156,280
70	£157,394	£158,194
71	£159,332	£160,132
72	£161,247	£162,047

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 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.