

FoI - 202100231734

1) The names of the unions which are signatories to your main collective agreement covering pay and conditions?

For collective bargaining purposes five trade unions are recognised:

- PCS;
- Prospect;
- FDA;
- Unite the Union; and
- Nautilus International.

For the Scottish Government Main (SGM) bargaining unit PCS, Prospect, and FDA are the unions with an interest. Unite and Nautilus represent members in the Scottish Government Marine (SGMarine) bargaining unit.

2) The number of employees covered by the agreement?

As at 31 March 2021 the number of staff in each bargaining unit was:

SGM – 11760; and
SGMarine – 160.

3) For your 2021/22 pay agreement, were the key features of the Scottish Sector pay policy applied as listed below (see <https://www.gov.scot/publications/scottish-public-sector-pay-policy-2021-2022-revised/pages/2/>)?

The key features of the 2021-22 Public Sector Pay Policy are:

- ***continuing the requirement for employers to pay staff the real Living Wage, now set at £9.50 per hour;***
- ***providing a guaranteed cash underpin of £800 for public sector workers who earn £25,000 or less;***
- ***providing a guaranteed basic pay increase of 2 per cent for public sector workers who earn more than £25,000 and up to £40,000;***
- ***a guaranteed basic pay increase of 1 per cent for those public sector workers earning more than £40,000 and up to £80,000;***
- ***limiting to £800 the maximum basic pay increase for those earning £80,000 or more, and;***
- ***allowing flexibilities for employers to use up to 0.5 per cent of paybill savings on baseline salaries in 2021 to address clearly evidenced equality or pay coherence issues in existing pay and grading structures.***

The key features of 2021-22 Public Sector Pay Policy are as described above and as detailed on the Scottish Government website.

4) Were there any variations made to the key features of the policy?

No variations were made to the key features.

5) What percentage consolidated pay increase was applied to the lowest rate of pay (excluding apprentice rates or rates for staff aged under 18)?

The lowest rate of pay was increased by a consolidated £800 which equates to 3.99%.

6) What percentage consolidated pay increase did the majority of staff receive (ie. if a majority of staff received the same percentage increase, what was that increase)?

For SGM an interim pay award was processed in May 2021, backdated to 1 April 2021, which saw pay steps at £25,000 and below increased by £800; pay steps at £25,001 to £40,000 increase by 2%; and pay steps at £40,001 to £80,000 increase by 1%. In addition those staff who had not yet reached the maximum of their pay range received pay progression to the next pay step.

For SGMarine no interim award was implemented.

7) Were any changes made to pay rates to address clearly evidenced equality or pay coherence issues in existing pay and grading structures?

For SGM discussion with the recognised unions continues in relation to bullet 6 above.

For SGMarine discussion with the recognised trade unions is ongoing in relation to all elements of Pay Policy.