

## ANNEX A: FOI REQUEST AND ANSWERS

Dear FOI Officer

I am writing from the Labour Research Department, an independent trade union based research organisation and information provider, which maintains a database of collective agreements for various unions. We request the following information under the Freedom of Information Act.

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

Answer: The Scottish Government recognises five trade unions for collective bargaining and employee relations across two bargaining units, Scottish Government Main (SGM) and Scottish Government Marine (SGMarine). The five recognised trade unions are:

- The Public Commercial Services Union (PCS) – SGM
- Prospect – SGM
- FDA – SGM
- Nautilus – SGMarine
- Unite the Union – SGMarine

2. The number of employees covered by the agreement?

Answer: Within SGM there are approximately 14,000 employees, and within SGMarine approximately 160.

3. For your 2022/23 pay agreement, were the key features of the Scottish Public Sector pay policy applied as listed below. The key features of the 2022-23 Public Sector Pay Policy are:

- a. setting a guaranteed wage floor of £10.50 per hour, going beyond the current real Living Wage rate of £9.90;
- b. providing a guaranteed cash underpin of £775 for public sector workers who earn £25,000 or less;
- c. providing a basic pay increase of up to £700 for those public sector workers earning between £25,000 to £40,000;
- d. provide a cash uplift of £500 for public sector workers earning above £40,000; and
- e. allowing flexibilities for employers to use up to 0.5 per cent of pay bill savings on baseline salaries in 2022 to address clearly evidenced equality or pay coherence issues.

Answer – I can confirm that the key features of Public Sector Pay Policy as listed above applied to both SGM and SGMarine.

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

Answer: In recognition of the different economic climate since the pay policy was announced, Scottish Ministers recognised that it may be necessary for public bodies covered by Public Sector Pay Policy to exceed the parameters around flexibilities set out for 2022-23.

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

Answer: In SGM consolidated increases of 5.4% apply to the lowest rate of pay. In SGMarine consolidated increases of 5% apply to the lowest rate of pay.

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

Answer: The majority increase across SGM and SGMarine is 5%.

7. Were any changes made to pay rates to address clearly evidenced equality or pay coherence issues in your existing pay and grading structure? If yes, what were the changes?

Answer: In SGM the lowest pay step at the C3 pay range was removed to ensure pay system integrity and eliminate an overlap with the C2 pay range. In SGMarine no structural changes were made.

8. Please supply a list of your pay grades and current pay rates and confirm the settlement date from which they became payable.

Answer:

From 1 April 2022, the following pay ranges within SGM apply:

	A3	A4	B1	B2	B3	BF	C1	C2	C3
<b>Max-3</b>			28,702	33,120	41,642	32,847	52,355	68,539	
<b>Max-2</b>	22,182	25,713	29,447	34,725	42,855	35,944	54,867	70,923	79,360
<b>Max-1</b>	23,335	26,481	30,440	36,330	44,888	38,016	58,849	74,002	80,255
<b>Max</b>	24,488	27,335	31,541	37,936	49,860	40,603	65,276	79,109	80,434

From 1 April 2022 the following pay ranges within SGMarine will apply:

	1A/MM	PO (D/MM)	Cook	Chief Steward/ CPO	3rd Engineer/ 2nd Officer	2nd Engineer (2ENG)/1st Officer Safety
<b>Max-3</b>					41,862	46,077
<b>Max-2</b>	31,847	35,906	34,110	38,010	42,835	47,282
<b>Max-1</b>	33,543	36,453	35,707	38,643	43,810	48,486
<b>Max</b>	35,236	36,999	37,302	39,276	44,782	49,690

	2nd Engineer (Chief)/1st Officer (Exec)	Chief Engineer/ Safety Super	Commanding Officer	Engineer Super	Marine Super
<b>Max-3</b>	50,659	62,016	66,270	73,004	77,795
<b>Max-2</b>	52,955	64,304	68,916	74,714	79,200
<b>Max-1</b>	55,249	66,591	71,562	76,424	80,605
<b>Max</b>	57,544	68,879	74,208	78,133	82,009

9. Do you pay market supplements in addition to the current rates? If yes, please give details including a description of current arrangements if possible.

Answer: please see Annex B for a table of all pay supplements payable within SGM. There are no market supplements payable within SGMarine.

## ANNEX B: SGM PAY SUPPLEMENTS

Area	Paybands and Pay Supplement Amounts		
<b>Audit</b>	<b>Grade</b>	<b>Qualification</b>	<b>Pay supplement amount</b>
	B2	PIIA/CIA	£750
	B2	CMIIA/CCAB	£1,000
	B3	PIIA/CIA	£1,250
	B3	CMIIA/CCAB	£1,500
	C1 and C2	CMIIA	£1,750
<b>Education Scotland (HMI and SEO)</b>	C2 and C3 in educationalist roles - £2000		
<b>Procurement</b>	B2 - £2,250 B3 - £3,250 C1 - £4,250 C2/C3 - £5,250		
<b>SPCD Construction and Property Professionals</b>	B2 - £2,250 B3 - £3,250 C1 - £4,250 C2/C3 - £5,250		
<b>DDaT</b>	A3 – A4 - £3,000 B1 – C3 - £5,000		
<b>Road &amp; Bridge Engineers &amp; Transport Planners</b>	B3 - £7,862 C1 - £5,000 C2 - £2,600 C3 - £1,500		
<b>Communications</b>	B2 - £2,000 rising to £3,750 after 12 months B3 - £3,000 rising to £5,000 after 12 months C1 - C3 - £3,000 rising to £5,000 after 12 months		

<b>Marine Scotland - Offshore Energy Environmental Advice (OEEA)</b>	B1 - C1: £3,400
<b>Marine Scotland - Licensing Operations Team</b>	B1 – C2: £5,000
<b>Marine Scotland Science Engineering and acoustics</b>	B1 - C1: £5,000

**ANNEX C: SCOTTISH GOVERNMENT BARGAINING UNITS****SCOTTISH GOVERNMENT MAIN (SGM) BARGAINING UNIT**

<b>Core Directorates covered by the following DG areas</b>	<b>Agencies</b>	<b>Non Ministerial Departments (NMDs) and NDPBs</b>
Communities	Accountancy in Bankruptcy	National Records of Scotland
Constitution and External Affairs	Disclosure Scotland	Office of the Scottish Charity Regulator
Corporate	Education Scotland	Scottish Housing Regulator
Economy	Scottish Public Pensions Agency	Revenue Scotland
Education and Justice	Student Awards Agency for Scotland	Food Standards Scotland
Health and Social Care	Transport Scotland	Scottish Fiscal Commission
Scottish Exchequer	Social Security Scotland	Community Justice Scotland

**SCOTTISH GOVERNMENT MARINE BARGAINING UNIT**

- Officers and crew of Marine Protection Vessels
- Officers and crew of Marine Research Vessels
- Marine, Engineer and Safety Superintendents
- Officers or Ratings staff undertaking temporary shore-based assignments