

RoS pay offer 2022-23

Following ongoing pay negotiations between PCS and the RoS pay team, we are now able to share the final pay offer for 2022-23. The pay offer covers the period 1 April 2022 to 31 March 2023.

In line with public sector pay policy requirements set out by Ministers, we have considered our pay offer in a way that is affordable and sustainable, provides support for lower paid colleagues and is fair and non-discriminatory.

Key features of the offer

A summary of the pay offer is as follows:

- consolidated increases to all pay steps in pay ranges AA to C3
- 5.4% increase for grades AA to EO
- 5% increase for grades HEO to C2
- 4% increase for grade C3
- for grades AA to EO, where the value of the consolidated increase is less than £1,800 (on a full-time equivalent basis), a non-consolidated payment will be made to colleagues to take the value of the increase to £1,800
- no changes to the pay scale ranges
- Continuation of progression journeys
- Continuing commitment to pay a minimum of 5% on promotion
- Maintaining the suspension of non-consolidated performance pay
- Continuing commitment to no compulsory redundancies for the duration of this pay deal

Our revised pay scale for 2022-23, including non-consolidated monies for AA to EO grades, can be found at Annex 1. We aim to implement this year's pay offer with October 2022 salaries, backdated to 1 April 2022.

Background

In March 2022, the Scottish Government published the updated Scottish Public Sector Pay Policy for 2022-23. As you know, pay negotiations are often complex and involve many ongoing discussions between RoS, PCS, SG and ministers and this year has been no exception.

Furthermore, in early August 2022 Scottish Government notified public bodies that:

“In recognition of the different economic climate since the pay policy was announced, Ministers recognise 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. Public bodies should assess affordability of pay awards from within their own budgets”.

Given that direction we have sought to deliver a pay offer that makes use of those flexibilities to deliver the best deal possible whilst ensuring it is affordable and sustainable.

£1,800 underpin – non-consolidated payments

The pay award includes an underpin value of £1,800 for grades AA to EO. Where the consolidated increase is less than £1,800 on a full-time equivalent basis, the balance will be paid as a non-consolidated and non-pensionable payment – see Annex 1.

In recognition of the current economic climate and cost of living crisis, EMT has agreed **for this pay year only**, that the non-consolidated payment will be at the full-time equivalent rate for all eligible staff and will **not** be pro-rated for part-time staff. The payment will be subject to tax and National Insurance (NI) and it is non-pensionable.

Progression and journey times across grades

Although pay progression is not a contractual right for RoS colleagues, the EMT has approved the continuation of progression arrangements, which supports the view of PCS that maintaining a fair and transparent pay progression mechanism is key to ensuring fair pay.

Performance bonus payments

Non-consolidated performance pay has been suspended for all colleagues for the period of the pay offer in line with pay policy requirements.

Promotion

The pay offer maintains a consolidated 5 per cent increase upon promotion, except for promotion from the EO maximum to HEO which is equivalent to 4.6%. For colleagues on promotion to HEO from EO max it is our intention to pay the difference, equivalent to a 5 per cent increase, as non-consolidated monies. We also commit to address this differential as part of the 2023-24 pay proposals.

Commitment to no compulsory redundancies

The commitment of no compulsory redundancies is extended to 31 March 2023.

PCS pay claim

EMT acknowledges the details of the PCS Pay Claim and we have confirmed that this year's pay offer focuses specifically on pay. We welcome the opportunity to discuss the other elements of the pay claim with a view to shaping informal pay discussions that can be carried forward in line with pay policy guidance and formal pay negotiations for 2023-24.

The PCS branch executive have considered this offer and will be in touch with their members in due course.

Annex 1

Grade	Time in grade	2021-22 Pay Scale	2022-23 Pay Scale	Increase %	Pro rated non-consolidated payment	% increase inc. progression/promotion	SG Scales as at 31/10/2022
BD2	>1 year	85,634	89,059	4.0%		2.1%	80,434
	< 1 year	83,861	87,215	4.0%		4.4%	
BD1	> 2 years	80,312	83,524	4.0%		4.5%	79,360
	>1 year	76,875	79,950	4.0%		2.6%	
	< 1 year	74,906	77,902	4.0%		-0.3%	
C2	> 3 years	74,415	78,136	5.0%		4.6%	79,109
	> 2 years	71,123	74,679	5.0%		4.3%	74,002
	>1 year	68,164	71,572	5.0%		4.7%	70,923
	< 1 year	65,104	68,359	5.0%		5.0%	68,539
C1	> 3 years	62,003	65,103	5.0%		7.0%	65,276
	> 2 years	57,958	60,856	5.0%		7.5%	60,050
	>1 year	53,911	56,607	5.0%		8.1%	56,150
	< 1 year	49,866	52,359	5.0%		5.0%	52,355
SEO	> 2 years	47,491	49,866	5.0%		8.3%	49,860
	>1 year	43,864	46,057	5.0%		8.7%	
	< 1 year	40,336	42,353	5.0%		7.0%	41,642
HEO	> 2 years	37,706	39,591	5.0%		7.6%	37,936
	>1 year	35,046	36,798	5.0%		8.2%	
	< 1 year	32,383	34,002	5.0%		4.6%	33,120
EO	>1 year	30,841	32,506	5.4%	135	7.4%	31,541
	< 1 year	28,705	30,255	5.4%	250	14.6%	28,702
AO	>1 year	25,052	26,405	5.4%	447	10.0%	24,888
	< 1 year	22,778	24,008	5.4%	570	5.7%	22,182
AA		21,550	22,714	5.4%	636		