

# INFORMATION FOR EMPLOYEES

March 2026

## NEW RATES OF PAY

COSLA (Convention of Scottish Local Authorities), the body which negotiates pay on behalf of Scottish Local Authorities, previously issued a collective pay agreement circular for employees whose terms and conditions of service come within the framework of the Scottish Joint Council (SJC) for Local Government Employees.

The details of the agreement that cover a two-year period from 1 April 2025 to 31 March 2027 are as follows:

1. A 4% uplift on all SJC pay points for year 1 (1 April 2025 to 31 March 2026) – applied August 2025
2. A 3.5% uplift on all SJC pay points for year 2 (1 April 2026 to 31 March 2027)

The percentage that is referenced above are used to determine the amount by which the hourly rate that employees are paid is increased. The new hourly rates are shown below.

This will be applied to payments being made on 30 April 2026.

**Can managers please ensure that all employees without Intranet access are made aware of the new rates.**

To obtain the hourly rate due you must add the Hourly Rate and appropriate WEPE value.

SCP	Hourly Rate 01/04/26
<b>Grade 1</b>	
3	11.54
4	11.66
5	11.81
6	11.90
<b>Grade 2</b>	
7	12.02
8	12.14
9	12.29
10	12.40
<b>Grade 3</b>	
11	12.53
12	12.68
15	13.08
18	13.49
<b>Grade 4</b>	
19	13.66
20	13.80
22	14.12
24	14.39
<b>Grade 5</b>	
26	14.68
27	14.83
29	15.16
31	15.54
33	15.89
<b>Grade 6</b>	
36	16.49
37	16.70
39	17.12
41	17.37
43	17.84

SCP	Hourly Rate 01/04/26
<b>Grade 7</b>	
46	18.34
47	18.60
49	19.10
51	19.59
53	20.13
<b>Grade 8</b>	
56	20.97
57	21.25
59	21.87
62	22.76
<b>Grade 9</b>	
68	24.67
69	25.01
71	25.73
74	26.65
<b>Grade 10</b>	
80	29.14
81	29.57
83	30.47
<b>Grade 11</b>	
89	33.34
90	33.79
92	34.83
<b>Grade 12</b>	
98	38.05
99	38.68
101	39.80

WEPE Band	Hourly Rate 01/04/26
a	0.0715
b	0.2154
c	0.4308
d	0.7179
e	1.0048
f	1.2921
g	1.5074
h	1.7226

