

Comparison with UK Pay Policy (Staff Pay)

Issue	Scotland 2014-15 & 2015-16	UK (up to 2020)
Basic award	<ul style="list-style-type: none"> • Cap of 1% increase in costs (excluding progression) for those earning more than £21K. [<i>This can be front or back loaded.</i>] 	<ul style="list-style-type: none"> • Limited to an average of 1% increase in remuneration costs (and could include progression). • Average increase of up to 1% applies until 2019-20.
Progression	<ul style="list-style-type: none"> • 'Not intended to interfere' (outwith 1%). • Capped at 1.5% for senior appointments. 	<ul style="list-style-type: none"> • Within the 1% cap unless contractual or contractual element is being bought out. • Proposals to end automatic time-served progression in the Civil Service in place by 2015-16.
Bonuses	<ul style="list-style-type: none"> • Suspended 	<ul style="list-style-type: none"> • Can continue. • Also have scope to re-allocate 50% of non-consolidated pots (an overall limit of 0.5% of baseline paybill applies) to address recruitment and retention issues
Other non-con payments	<ul style="list-style-type: none"> • Suspended 	<ul style="list-style-type: none"> • Can continue
Low Pay Measures	<ul style="list-style-type: none"> • Minimum £300 uprate <i>pro rata</i> for those under £21K (=1.4% increase on £21K and 1.95% on £15,366). • Commitment to the Scottish Living Wage (£7.85 for pay remits from April 2015) 	<ul style="list-style-type: none"> • No specific measures (but introduced a National Living Wage of £7.20 per hour for all employees from 1 April 2016 (nb age 25 & over))
No Compulsory Redundancies	<ul style="list-style-type: none"> • In return for workforce flexibilities or efficiencies 	<ul style="list-style-type: none"> • No specific measures or commitment to NCR
Multi Year Settlements	<ul style="list-style-type: none"> • 2 years with the opportunity to front or back load the pay award to address evidenced workforce or structural pay issues and will help provide for meaningful pay negotiations 	<ul style="list-style-type: none"> • Single year only for 2015-16 • Expect multi-year settlements from 2016