

## FOI RESPONSE ISSUED - 20 January 2023

### REQUEST

- 1] Please state the effective date (day and month) of your organisation's 2022 pay review.
- 2] If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.
- 3] Please state the employee group/s covered by the 2022 pay review.
- 4] Please state the total number of employees covered by the 2022 pay review.
- 5] Please provide a copy of your 2022 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.
- 6] Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.
- 7] If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rise (where all employees generally receive the same increase irrespective of their individual performance) please state the average percentage increase and whether or not the awards are consolidated.
- 8] Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.
- 9]. Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.
- 10] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.

## OUR RESPONSE TO THE INFORMATION REQUEST UNDER THE 2002 ACT

1] Please state the effective date (day and month) of your organisation's 2022 pay review.

**Response:** 1 April annually each year. This year - 1 April 2022.

2] If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.

**Response:** SLAB finalised the pay award in December 2022, backdated to 1 April 2022.

3] Please state the employee group/s covered by the 2022 pay review.

**Response:** The pay award covered all staff, subject to individual performance meeting requirements. The Chief Executive has separate arrangements under Scottish Government Pay Policy for Senior Appointments, however this pay award was also implemented in December 2022 and backdated to 1 April 2022. Trainee Solicitors are also excluded from pay award as they are paid on Law Society Scotland annual rates.

4] Please state the total number of employees covered by the 2022 pay review.

**Response:** 368 employees

5] Please provide a copy of your 2022 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.

**Response:** Please see [Appendix 1](#) below. This offer was accepted by the Union on 25 November 2022.

6] Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.

**Response:** 5.2% basic pay rise plus non-consolidated top up giving a total 8.16%.

7] If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rise (where all employees generally receive the same increase irrespective of their individual performance) please state the average percentage increase and whether or not the awards are consolidated.

**Response:** The pay award is applied across the board subject to employees meeting essential performance requirements, there is no differential based on individual performance.

8] Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.

**Response:** 5.0%

9]. Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.

**Response:** GMB Union

10] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.

**Response:** Colin Lancaster, Chief Executive has overall responsibility however Linda Ross, Director of Corporate Services and Accounts can also be contacted in relation to this.

### SCOTTISH LEGAL AID BOARD

#### Pay Award Offer 2022/23 to GMB

Further to the JCC meeting held on 19 October 2022 and further negotiations on 15 November 2022, I can confirm we have agreement from the Scottish Government to formally commence negotiations on the 2022/23 Pay Award.

#### Pay Offer

We propose:

- paying staff a minimum of £10.50 an hour, beyond the real Living Wage, set at £9.90
- Percentage uplift, full tables shown below.

| SLAB grade | % uplift |
|------------|----------|
| 1 - 3      | 5.2%     |
| 4          | 5%       |
| 5 - 8      | 4.5%     |
| 9          | 3.25%    |

Eligible staff will receive a guaranteed minimum increase in salary of £1,700 (pro rata and inclusive of any progression due). The guaranteed minimum increase, is non-consolidated (i.e. will not be included in pensionable salary) and is payable for the current financial year only.

In addition, in line with the 2022/23 Public Sector Pay Policy we will continue to:

- allow progression increases to the maximum of our pay scales (limited to a maximum of 1.5% for Chief Executives)
- suspend bonuses
- remain committed to No Compulsory Redundancy