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SRUC PAY OFFER 2020-21

Dear Colleagues,

Following a request from Prospect, please find the revised pay offer which was outlined in the letter dated 15 June 2021 now with the inclusion of a summary of SRUC's position in respect of the other elements of the pay claim. As previously outlined, we can confirm that SRUC is prepared to revise our previous position and make some positive movement on the 2020 pay award.

The following is put forward as a full and final offer:

1. **Backdated to 01 August 2020**, a revised pay offer which increases the minimum percentage uplift to 1% and extends the pay award to all staff.

Grade	Revised Position June 2021	Previous Position
8&9	2.50%	2.50%
7	1.50%	1.50%
6	1.00%	1.00%
5	1.00%	0.75%
4	1.00%	0.50%
3 & above	1.00%	N/A

A column outlining the previous pay award put forward by SRUC is included to illustrate the movement. For the avoidance of doubt, this award will be made to all staff in the qualifying groups inclusive of those who are on casual/hourly contracts.

2. Salary Journeys have and will continue to be applied under the previously agreed 2 step process.
3. SRUC is unable to offer a one off consolidated payment in relation to Covid. Steps have been taken over the past 14 months to recognise the hard work of all staff and to

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support them through the pandemic with a clear focus on Health, Safety & Wellbeing with the additional 3 days paid leave, provision of flu vaccination and significant investment in digital and other equipment to support staff to work from home.

4. SRUC is unable to offer an enhanced rate of a £10 per hour minimum rate. SRUC remains a committed Scottish Living Wage employer and commits annually to applying the higher of the negotiated pay award or Scottish Living Wage to those eligible.
5. Pension rules and arrangements permitting SRUC will implement a phased retirement plan broadly in line with what was outlined in the Trade Union pay claim.

Please note and as previously communicated SRUC does not consider workload challenges, annualised hours, the development of a common set of terms & conditions/pay & grading review or other line management issues to be in scope for discussion in the pay negotiation process as we have separate agreed mechanisms in place to address and progress such matters. However, an update and position in respect of these elements was provided in the document headed "**SRUC PAY CLAIM RESPONSE – Additional information Request**" which was shared with the JTU on 18 March 2021. The Trade Unions will remain fully involved in these discussions and we will continue to negotiate change where appropriate with the recognised trade unions.

This would be SRUC's best and final offer in respect of the pay negotiation process for 2020–21. We hope we can confirm agreement and would ask that the revised offer is presented positively to trade union members. Our intent is to finalise the pay award as soon as possible, to enable us to implement and back date increases as soon as is practicable.

This was a year where we all found ourselves in exceptional circumstances and we would be keen to reach agreement on the 2020 pay award to enable discussions on the 2021 pay award to move forward at the earliest opportunity. SRUC would be committed to enter these in a position more in keeping with previous negotiations.

Yours faithfully

G. Macgregor

Gavin Macgregor
Chief of Staff