

Pay award 2022 - Scottish Government Main

Effective date

The effective date of this final pay award is 1 April 2022. All increases to pay that you were due as a result of this pay award will be backdated to that date, unless otherwise specified.

Coverage and eligibility

This award applies to staff in the Scottish Government Main (SG Main) bargaining unit and legal trainees who are employed directly by the Scottish Government. The pay award will apply if you:

- are subject to SG Main terms and conditions
- were employed by the Scottish Government on 1 April 2022
- have had your performance assessed as at least 'effective' during the relevant appraisal year (1 April 2021 to 31 March 2022)

Key features of the pay award

Key features are:

- consolidated increase to all pay steps in pay ranges A3 to C3
- the current Max-3 pay step in the C3 pay range will be removed
- colleagues below the maximum will progress, by one pay step, towards their pay range maximum
- where the value of the consolidated increase, including progression, is less than £1,800 (on a full time equivalent basis), a non-consolidated payment will be made to staff to take the value of the increase to £1,800
- the guarantee of no compulsory redundancies is extended to 31 March 2023

Progression

Staff in Bands A, B, and C who were below the maximum of their pay range and were in post on 1 December 2021, and remained in that pay range to 1 April 2022, will progress to their pay range maximum, by one pay step. This is subject to achieving the required standard of performance. Staff who have been promoted or are new to the Scottish Government on or after 2 December 2021 are not eligible for progression.

The terms of the 2022 award extend the eligibility for progression to Band A staff who joined SG Main, or changed pay range (A3 to A4), on or after 2 December up to 31 March 2022.

£1,800 underpin – non-consolidated payments

The pay award includes an underpin value of £1,800 which will be applied to staff who were in post as at 31 March 2022. Where the consolidated increase for staff resulting from pay step revalorisation and progression (if applicable) added together is less than £1,800 on a full time equivalent basis, the balance will be paid as a non-consolidated and non-pensionable payment.

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.

No compulsory redundancy

As part of the 2021 pay award the guarantee of no compulsory redundancies expired on 31 March 2022. In line with the terms of Scottish Ministers' pay policy, the no compulsory redundancy commitment will be extended to 31 March 2023.