

<b>Committee</b>	Finance and General Purposes
<b>Subject</b>	Pay Awards
<b>Action requested</b>	<input type="checkbox"/> For information only <input type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input checked="" type="checkbox"/> For endorsement <input type="checkbox"/> For approval
<b>Brief summary of the paper</b>	To update the committee on recent pay awards and the approach Shetland UHI plans to adopt in respect of them and update on progress in respect of becoming a Living Wage employer
<b>Resource implications</b> (If yes, please provide details)	Yes Salaries of ex-SIC staff were an underestimate.
<b>Risk implications</b> (If yes, please provide details)	Yes Failure to properly engage with this likely to cause staff dissatisfaction
<b>Date paper prepared</b>	24/02/2022
<b>Date of committee meeting</b>	02/03/2022
<b>Author</b>	Jane Lewis

<p><b>Link with strategy</b></p> <p>Please highlight how the paper links to the Strategic Plan, or assist with:</p> <ul style="list-style-type: none"> <li>• Compliance</li> <li>• National Student Survey</li> <li>• partnership services</li> <li>• risk management</li> <li>• other activity [e.g. new opportunity] – please provide further information.</li> </ul>	<p>Retaining and valuing staff.</p>
<p><b><u>Equality and diversity</u></b></p> <p>Does this activity/proposal require an Equality Impact Assessment?</p>	<p>No</p> <p>If yes, please give details:</p> <p>Click or tap here to enter text.</p>
<p><b><u>Data Protection</u></b></p> <p>Does this activity/proposal require a Data Protection Impact Assessment?</p>	<p>No</p> <p>If yes, please give details:</p> <p>Click or tap here to enter text.</p>
<p><b>Island communities</b></p> <p>Does this activity/proposal have an effect on an island community which is significantly different from its effect on other communities (including other island communities)?</p>	<p>No</p> <p>If yes, please give details:</p> <p>Click or tap here to enter text.</p>
<p><b>Status</b> (e.g. confidential, non-confidential)</p>	<p>Non-confidential after legal advice confirmed</p>

<b>Freedom of information</b> Can this paper be included in “open” business?*	See above
<b>Consultation</b> How has consultation with partners been carried out?	Will be going to LNCC for endorsement

\* If a paper should **not** be included within ‘open’ business, please highlight below the reason.

Its disclosure would substantially prejudice a programme of research	<input type="checkbox"/>	Its disclosure would substantially prejudice the effective conduct of public affairs	<input type="checkbox"/>
Its disclosure would substantially prejudice the commercial interests of any person or organisation	<input type="checkbox"/>	Its disclosure would constitute a breach of confidence actionable in court	<input type="checkbox"/>
Its disclosure would constitute a breach of the Data Protection Act	<input type="checkbox"/>	Other [please give further details] Due diligence before release to staff	<input checked="" type="checkbox"/>

For how long must the paper be withheld? Until legal advice received

**Changes to Distant Islands Allowance and Recent SIC pay award****Changes to Distant Islands Allowance**

The rate of Distant Islands Allowance has been updated and confirmed by both the Scottish Joint Council for Local Government Employees and the Scottish Negotiating Committee for Teachers. This allowance moves from £2,265 to £2,397 with effect from October. This change will be made in March salaries with back pay to October also included.

**Pay Award and Revised Local Government Employees (LGE) Scale**

A pay award and revisions to the LGE scale were recently agreed for Shetland Islands Council with effective dates before the college merger and transfer of staff from SIC. This effectively meant that for some SIC staff, pay rates given in the ELI were not the correct amount with respect to that subsequently agreed backdated award and scale revision.

We have now received information (effectively updated ELI information) for those staff affected and Shetland UHI plans to honour this award. We understand that SIC will be in touch with affected staff to deal with back pay prior to the merger date. Shetland UHI will therefore back date the uplifts to 1<sup>st</sup> August. We plan to make these changes in May salaries with back pay also included.

This is a once only recognition of a Local Government Award due to the dates of the award and date of merger. In future Shetland UHI staff will be subject to awards made through National Bargaining at a sectoral level.

**Living Wage**

The updated ELI information also enables to rectify pay rates below the living wage at the same time; with the uplift backdated to 1<sup>st</sup> August 2022<sup>1</sup>. Consequently, we can progress our accreditation process to become a Living Wage employer.

**The committee is asked to endorse this approach**

---

<sup>1</sup> We are also able to confirm that we have no contractors paying less than the Living Wage rate (£9.90) to their staff.