

Committee	Human Resources & Remuneration		
Agenda Item	6		
Date paper prepared	08/03/2023	Date of committee meeting	15/03/2023
Subject	Uplift in Distant Islands Allowance (DIA)		
Author	Isobel Johnson, Finance Manager		
Action requested	For information		
Purpose of the paper	Notification of uplift in DIA and estimated cost implication		
Brief summary of the paper	The Scottish Joint Council for Local Government Employees have increased the Distant Islands Allowance (DIA) from £2,397 per annum to £2,541 per annum, effective from October 2022. It is intended that staff will be paid backpay in March 2023, with increased monthly payments thereafter.		
Consultation	Not applicable		
Resource implications	<p>Estimated budgetary impact: £17,000</p> <p>Revised Forecast updated accordingly.</p> <p>Annual cost of DIA (inclusive of Employers' costs): £355,802</p>		
Risk implications	Maintains salaries on a par with other public sector employees minimising risk of dispute.		

Link with strategy	Ties in with our engagement strategy of valuing and investing in our staff
Equality, Diversity and Inclusion	None
Island Community Impact	Specific award to public sector Islands employees
Paper status	<input checked="" type="checkbox"/> Open – The paper may be circulated to non-members of the committee and published online without restriction. <input type="checkbox"/> Restricted – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> Confidential - The paper must not be circulated beyond the committee members and should not be published online. [Please note papers may still be subject to Freedom of Information requests – see below].
Freedom of information	Choose an item. If closed/ withheld, select date this will become 'open': Enter a date.