



## 35-hour working week: Financial Buyout Calculations

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Earlier this month we communicated regarding the negotiated position reached with Trade Unions. Trade Unions are now engaging with their members on this, with consultations due to close during the course of this week (week commencing 2 June). As described in my communication last week, the results of these will have a direct impact on next steps.

In the meantime, we have been receiving requests from colleagues to understand what this negotiated position would mean to them financially. Please see extracts from tables below, that were published on our FAQs, indicating the value of the buyout payment for each salary grade.

Key differences between the original proposal and the negotiated trade union position are at the bottom of this page.

### **The buyout explained**

The value of the buyout payment would be the equivalent to 2 hours at the current (end of 2024/2025) hourly rate for your role plus the increment due to eligible employees on 1 April 2025; multiplied by 104 weeks (equivalent to 2 years).

The buyout value would be paid in two payments, one year apart, with the second payment being subject to an additional 5% uplift.

**Examples of the buyout payment for each grade can be seen below:**

**Buyout payments for SJC** (the table below will also be attached separately to this document)

Calculation							
		Hourly rate x 2 x 52		Year 2 = Buyout Year 1 + 5%			
Grade	Scale Point	Total buyout £	Buyout Year 1 £	Buyout Year 2 £	Hourly Rate £	Annual Salary based on 37 £	Annual Salary based on 35 £
G04	1	£2,677.79	£1,306.24	£1,371.55	£12.56	£24,166.44	£22,859.20
G05	1	£2,679.92	£1,307.28	£1,372.64	£12.57	£24,184.68	£22,877.40
G05	2	£2,705.51	£1,319.76	£1,385.75	£12.69	£24,415.56	£23,095.80
G06	1	£2,707.64	£1,320.80	£1,386.84	£12.70	£24,434.80	£23,114.00
G06	2	£2,733.22	£1,333.28	£1,399.94	£12.82	£24,665.68	£23,332.40
G06	3	£2,763.07	£1,347.84	£1,415.23	£12.96	£24,935.04	£23,587.20
G07	1	£2,765.20	£1,348.88	£1,416.32	£12.97	£24,954.28	£23,605.40
G07	2	£2,797.18	£1,364.48	£1,432.70	£13.12	£25,242.88	£23,878.40
G07	3	£2,827.03	£1,379.04	£1,447.99	£13.26	£25,512.24	£24,133.20
G08	1	£2,829.16	£1,380.08	£1,449.08	£13.27	£25,531.48	£24,151.40
G08	2	£2,873.34	£1,401.92	£1,472.02	£13.48	£25,935.52	£24,533.60
G08	3	£2,969.88	£1,448.72	£1,521.16	£13.93	£26,801.32	£25,352.60
G09	1	£2,972.01	£1,449.76	£1,522.25	£13.94	£26,820.56	£25,370.60
G09	2	£3,040.23	£1,483.04	£1,557.19	£14.26	£27,436.24	£25,963.20
G09	3	£3,146.83	£1,535.04	£1,611.79	£14.76	£28,398.24	£26,863.20
G09	4	£3,266.22	£1,593.28	£1,672.94	£15.32	£29,475.68	£27,882.40
G10	1	£3,268.36	£1,594.32	£1,674.04	£15.33	£29,494.92	£27,900.60
G10	2	£3,351.50	£1,634.88	£1,716.62	£15.72	£30,245.28	£28,610.40
G10	3	£3,438.92	£1,677.52	£1,761.40	£16.13	£31,034.12	£29,356.60
G10	4	£3,545.52	£1,729.52	£1,816.00	£16.63	£31,996.12	£30,266.60
G11	1	£3,547.65	£1,730.56	£1,817.09	£16.64	£32,015.36	£30,284.80
G11	2	£3,684.10	£1,797.12	£1,886.96	£17.28	£33,246.72	£31,449.60
G11	3	£3,833.34	£1,869.92	£1,963.42	£17.98	£34,693.52	£32,723.60
G11	4	£3,986.84	£1,944.80	£2,042.04	£18.70	£35,978.80	£34,034.00
G12	1	£3,988.97	£1,945.84	£2,043.13	£18.71	£35,998.04	£34,052.20
G12	2	£4,153.14	£2,025.92	£2,127.22	£19.48	£37,479.52	£35,453.60
G12	3	£4,332.22	£2,113.28	£2,218.94	£20.32	£39,095.68	£36,982.40
G12	4	£4,507.05	£2,198.56	£2,308.49	£21.14	£40,673.36	£38,474.80
G13	1	£4,509.18	£2,199.60	£2,309.58	£21.15	£40,692.60	£38,493.00
G13	2	£4,684.00	£2,284.88	£2,399.12	£21.97	£42,270.28	£39,965.40
G13	3	£4,886.54	£2,383.68	£2,502.86	£22.92	£44,098.08	£41,714.40
G13	4	£5,095.48	£2,485.60	£2,609.88	£23.90	£45,983.60	£43,498.00
G14	1	£5,097.61	£2,486.64	£2,610.97	£23.91	£46,002.84	£43,516.20
G14	2	£5,278.83	£2,575.04	£2,703.79	£24.76	£47,638.24	£45,063.20
G14	3	£5,515.48	£2,690.48	£2,825.00	£25.87	£49,773.88	£47,083.40
G14	4	£5,771.32	£2,815.28	£2,956.04	£27.07	£52,082.68	£49,267.40
G15	1	£5,773.46	£2,816.32	£2,957.14	£27.08	£52,101.92	£49,285.60
G15	2	£6,035.69	£2,944.24	£3,091.45	£28.31	£54,468.44	£51,524.20
G15	3	£6,306.46	£3,076.32	£3,230.14	£29.58	£56,911.92	£53,835.60
G15	4	£6,602.80	£3,220.88	£3,381.92	£30.97	£59,586.28	£56,365.40
G16	1	£6,604.94	£3,221.92	£3,383.02	£30.98	£59,605.52	£56,383.60
G16	2	£6,899.15	£3,365.44	£3,533.71	£32.36	£62,260.64	£58,895.20
G16	3	£7,212.56	£3,518.32	£3,694.24	£33.83	£65,088.92	£61,570.60
G16	4	£7,536.62	£3,676.40	£3,860.22	£35.35	£68,013.40	£64,337.00
G17	1	£7,538.75	£3,677.44	£3,861.31	£35.36	£68,032.64	£64,355.20
G17	2	£7,764.74	£3,787.68	£3,977.06	£36.42	£70,072.08	£66,284.40
G17	3	£8,001.40	£3,903.12	£4,098.28	£37.53	£72,207.72	£68,304.60
G17	4	£8,246.58	£4,022.72	£4,223.86	£38.68	£74,420.32	£70,397.60

**Buyout payments for Craft workers** (the table below will also be attached separately to this document)

Calculation

Hourly rate \*2 \*52      Year 2 = buy-out year 1 + 5%

Grade	SCP	Total buyout	Buyout year 1	Buyout year 2	Hourly Rate	Annual Salary based on 37	Annual Salary based on 35
		£	£	£	£	£	£
Apprentice Building (Glazier, Joiner/Workshop Joiner)	1	£1,858.70	£809.12	£849.58	£7.78	£14,968.72	£14,159.60
Apprentice Building (Glazier, Joiner/Workshop Joiner)	2	£1,991.29	£971.36	£1,019.93	£9.34	£17,970.16	£16,998.80
Apprentice Building (Glazier, Joiner/Workshop Joiner)	3	£2,321.75	£1,132.56	£1,189.19	£10.89	£20,952.36	£19,819.80
Apprentice Building (Glazier, Joiner/Workshop Joiner)	4	£2,969.88	£1,448.72	£1,521.16	£13.93	£26,801.32	£25,352.60
Apprentice Building (Glazier, Joiner/Workshop Joiner)	5	£3,151.10	£1,537.12	£1,613.98	£14.78	£28,436.72	£26,899.60
Glazier	1	£3,317.39	£1,618.24	£1,699.15	£15.56	£29,937.44	£28,319.20
Glazier	2	£3,398.41	£1,657.76	£1,740.65	£15.94	£30,668.56	£29,010.80
Glazier	Chargehand Glazier	£3,441.05	£1,678.56	£1,762.49	£16.14	£31,053.36	£29,374.80
Joiner and Workshop Joiner	1	£3,317.39	£1,618.24	£1,699.15	£15.56	£29,937.44	£28,319.20
Joiner and Workshop Joiner	2	£3,398.41	£1,657.76	£1,740.65	£15.94	£30,668.56	£29,010.80
Joiner and Workshop Joiner	Chargehand Joiner/Workshop Joiner	£3,441.05	£1,678.56	£1,762.49	£16.14	£31,053.36	£29,374.80
Mason	1	£3,317.39	£1,618.24	£1,699.15	£15.56	£29,937.44	£28,319.20
Mason	2	£3,398.41	£1,657.76	£1,740.65	£15.94	£30,668.56	£29,010.80
Mason	Chargehand Mason	£3,441.05	£1,678.56	£1,762.49	£16.14	£31,053.36	£29,374.80
Painter	1	£3,317.39	£1,618.24	£1,699.15	£15.56	£29,937.44	£28,319.20
Painter	2	£3,398.41	£1,657.76	£1,740.65	£15.94	£30,668.56	£29,010.80
Painter	Chargehand Painter	£3,441.05	£1,678.56	£1,762.49	£16.14	£31,053.36	£29,374.80
Plasterer	1	£3,317.39	£1,618.24	£1,699.15	£15.56	£29,937.44	£28,319.20
Plasterer	2	£3,398.41	£1,657.76	£1,740.65	£15.94	£30,668.56	£29,010.80
Plasterer	Chargehand Plasterer	£3,441.05	£1,678.56	£1,762.49	£16.14	£31,053.36	£29,374.80
Slater	1	£3,317.39	£1,618.24	£1,699.15	£15.56	£29,937.44	£28,319.20
Slater	2	£3,398.41	£1,657.76	£1,740.65	£15.94	£30,668.56	£29,010.80

**What are the key differences between the current proposal and this Trade Union negotiated position?**

ACC Current Proposal	Trade Union Negotiated Position via Agreement
Pay Preserved as at 31 <sup>st</sup> March 2025	A buyout provided to in-scope employees (as stipulated above*)
Dismissal and re-engagement a potential legal route to implementation	Dismissal and re-engagement no longer a potential future consideration for this proposal once formal agreement signed by Trade Unions
Stipulates that enhanced rates for overtime remain to be paid over 37 hours only (with plain time paid for any overtime hours worked between 35-37)	Change to the second contractual term allowing enhanced overtime rates to be paid over 37 hours from 1 <sup>st</sup> July 2025, over 36 hours from 1 <sup>st</sup> July 2026 and over 35 hours from 1 <sup>st</sup> July 2027
Certificate of protection not available for purely voluntary changes to circumstances, with no consideration as to the employer implementing a change	This approach allows ACC as an employer to be able to offer a Certificate of Pension Protection to all affected employees, even though dismissal and re-engagement has effectively been ruled out.

ACC Current Proposal	Trade Union Negotiated Position via Agreement
Pay preservation would be based at 31 <sup>st</sup> March 2025 and therefore not inclusive of 2025/26 increments	Increments due to employees as at 1 <sup>st</sup> April 2025 included in the calculations for the buyout as stipulated.
Annual leave entitlement (in days) not impacted, but the total hours reduced in line with the working day length reducing	Additional annual leave hours already requested (purchased) at 37 hours, or more, would be refunded to the employee's annual leave entitlement
<p>The nationally negotiated pay award for SJC, Craft and Chief Official bargaining groups would be applied in 2025/26 and future years as agreed between COSLA and Trade Unions and paid for the hours worked (e.g. 37 hours per week, followed by 35 hours per week following the agreed change).</p> <p>However, pay awards paid on the 35 hour salary, would mean that increases not felt immediately as pay is retained at the preserved level as at 31<sup>st</sup> March 2025</p>	<p>The nationally negotiated pay award for SJC, Craft and Chief Official bargaining groups would be applied in 2025/26 and future years as agreed between COSLA and Trade Unions and paid for the hours worked (e.g. 37 hours per week, followed by 35 hours per week following the agreed change).</p> <p>Therefore, the impact of any pay award would be immediately evident at the time that it applies</p>

Further information about the negotiated position can be found within the [Frequently Asked Questions](#).

If you have any additional questions, please ask your line manager who will be able to help. Alternatively, please email [35hours@aberdeencity.gov.uk](mailto:35hours@aberdeencity.gov.uk).