



**SSE Plc
Inveralmond House
200 Dunkeld Road
Perth
PH1 3AQ**

For the Attention of the Joint Trade Unions of the JNCC:

Simon Coop on behalf of Unite
Daniel Connolly on behalf of Prospect
John Mooney on behalf of Unison
Gary Carter on behalf of GMB

25 May 2026

Formal Recommended Pay Offer for SSE Joint Agreement employees

Our continued success depends on the skills, commitment and contribution of our people. We recognise and thank colleagues for the professionalism and resilience they have demonstrated over the past year, particularly during a period of significant organisational change.

SSE is in a period of substantial capital investment, with around £39bn committed across transmission, renewables and thermal generation, reflecting the scale of our long-term strategic ambitions.

To ensure the organisation remains competitive and efficient, SSE has undertaken a comprehensive Operating Model and Efficiency Review. Over the past 18 months, this has required difficult decisions affecting colleagues, alongside actions to reduce costs and deliver around £200m of recurring efficiency savings, expected to be sustained over future years. Maintaining cost discipline is essential to support continued investment, minimise the need for further efficiency measures, and ensure the long-term sustainability of the business.

At the same time, SSE remains committed to long-term employment and the development of critical skills, supported by a competitive total reward package. The skills-based pay progression framework continues to play a key role, providing meaningful pay progression for a significant proportion of colleagues each year and representing an ongoing and significant investment in our people.

Pay Negotiations

The Trade Union and Company members of the Joint Negotiating and Consultative Committee (JNCC) met and held several detailed discussions during joint sessions between February and May 2026 to construct an offer for the Joint Agreement employee population.

The following formal offer is now being made by the Company, subject to full recommendation by the Trade Unions. Implementation of all elements of this offer is conditional on confirmation of a positive Trade Union ballot result by **8 June 2026**.

Recommended Offer Headlines

Length of the Offer

This Pay Offer is for a period of two years, applicable to the pay years running from 1st April 2026 to 31st March 2028.

Pay Award – Headline Rate

The following salary increase will be applied to all in scope Joint Agreement employees.

Year 1	4% (1.2% above the April 2026 CPI figure which has now been published)
Year 2	CPIH plus 0.75% (April 2027 CPIH figure published by the ONS in May 2027)

Other Payments

The Pay Award increases listed above will be applied to other elements, specifically:

- Shift Allowance (* Detailed calculations to be provided separately).
- Standby
- London Allowance
- London Supplement
- The extension of the working day Standard Allowance (clause J2 of the Joint Agreement)
- Overnight Allowance (clause J3 of the Joint Agreement)
- Where applicable, existing contractual allowances under Networks Contract terms.

Additional Increase to Point 6

From a previous pay deal, additional increases were applied to the top of the Joint Agreement pay scale (Point 6), and this was enhanced by uplifts of 1.5% applied to Point 6 in April 2024 and a further 1.5% applied in April 2025. As part of this pay offer, a final increase to Point 6 will apply with effect from 1st April 2026, completing the last of the agreed enhancements to bring Point 6 to the agreed position of 96% of the old scale maximum.

Pay Progression

The Skills Based Pay Progression framework is working well and will continue, providing all Joint Agreement colleagues with the mechanism to achieve additional pay increases to progress from the bottom to the top of their pay scale within five years. Each Pay Progression increase equates to an additional 2.75% on top of the headline rate for those progressing between Points 1 and 5. When the additional increase noted above is applied to Point 6 with effect from 1 April 2026, the applicable increase for those progressing from Points 5 to 6 will increase to 7.21%.

Based on current pay progression data, a headline increase of **4%** and the additional increase to Point 6, will provide colleagues with the following outcomes:

- 43% of colleagues are paid at Point 6 and will receive a **5.49%** increase in total
- 15% of colleagues are paid at Point 5 and will receive 4% with the opportunity to receive an additional **7.21%**, giving a potential total increase of **11.21%**
- 42% of colleagues are paid below Point 5 and will receive 4% with the opportunity to receive an additional 2.75%, giving a potential total increase of **6.75%**

Trade Union Commitment to Enabling Change on Efficiency, Technology and Ways of Working

As part of this pay offer, the recognised Trade Unions have committed to working constructively and collaboratively with the business in our partnership and engagement with each other, and any consultation relating to future efficiency or new technology requirements.

In scope populations

For the avoidance of doubt, all SSE Group businesses covered by the Joint Agreement, are in scope for the recommended Pay Offer for the purposes of base pay and existing contractual allowances, including:

- Final Salary employees falling under the respective Managed Service Agreements for Neos, Enerveo and Aureos who have been retained under the employment of SSE and seconded to the relevant businesses on an ongoing basis;
- All employees on Networks Contract terms within the Distribution Business.

For the avoidance of doubt, any employees in the direct employment of Neos, Enerveo, Aureos or any other non-SSE entity whether affiliated by joint venture or otherwise, are out-with the scope of the Joint Agreement and this Pay Offer.

Estimated timings (subject to change)

- Trade Union rep consultation **11 to 25 May 2026**
- Trade Union ballot **28 May to 19 June 2026**
- Trade Union ballot result confirmation by **22 June 2026**
- Pay awards processed through payroll **23 July 2026 (backdated to 1 April 2026)**.

Recommendation

All elements of this full and final offer are conditional on full recommendation by the Trade Unions and a positive Trade Union ballot result.

Signed, on behalf of SSE



.....
Ashley Topping
JNCC Company Joint Secretary