



To: Simon Cameron, COSLA SJC Joint Secretary

c.c: Cllr Katy Hagmann, COSLA Resources Spokesperson
All Scottish Council Leaders
Keir Greenaway, GMB
Wendy Dunsmore, Unite

Date: 3rd April 2023

- sent via e-mail -

Dear Simon,

SJC Pay 2023

We write further to your correspondence of 3rd April 2023 outlining COSLA's SJC pay offer for 2023.

Our local government committee met this afternoon to consider this offer and have decided to consult our members on it with a recommendation to reject. In doing so we note that the offer:

- Falls short of the Joint Trade Union's claim, which was submitted on 26th January 2023.
- Falls far short of the current rate of inflation, which remains above 10%. It would therefore amount to a real-terms pay cut for our members during the current cost of living crises and as such will plunge more of them into debt.
- For those on the lowest pay, falls short of the offer made to local government workers in England, Wales and Northern Ireland.
- Has a cost envelope which falls short of that which has applied to other areas of the public sector.
- Fails to address other items contained within our claim including any real proposals to move to a minimum rate of pay of £15 per hour.

Our consultation will commence in the coming days and conclude prior to the next scheduled meeting of COSLA Leaders.

It is very clear to us that the current cost envelope means that we cannot lift those on the lowest pay up without disadvantaging those on the middle-income brackets and our members there would, quite understandably, not agree to that. The current cost envelope needs to be increased to deliver a decent uplift for all.

Should you need to make further representations to the Scottish Government for additional financial support to improve this offer we would be happy to support such an approach, but we would urge that this takes place as soon as practically possible.

We look forward to hearing from you at the earliest possible opportunity.

Regards,

Johanna Baxter
Head of Local Government
UNISON Scotland

Mark Ferguson
Chair, Local Government Committee
UNISON Scotland