

# EQUAL PAY IN SCOTLAND'S LOCAL COUNCILS



## - why do we have a problem?

You may have seen media reports about some high profile job evaluation disputes in local councils in different parts of Scotland.

Job evaluation came about after the Single Status Agreement was implemented by local government unions and employers in 1999.

## What is this and what is UNISON doing?

Single Status was signed to harmonise pay and conditions of different groups of local government workers (APT&C and Manual). The aim was to adopt a single pay spine and same conditions. **UNISON signed up to deliver fairness, and counter discrimination.**



### In last 6 years

Much has changed. Despite constant pressure from UNISON many local authorities have failed to address their responsibility to assess jobs timeously.

Equal pay legislation has also meant that job evaluation has had to be used to address pay discrimination in local authorities. Plus funding settlements for local authorities have failed to include the extra money needed and local authorities have tried to deliver equal pay at little or no extra cost.

### What we're doing

UNISON wants to deliver equal pay and fair compensation for those who have suffered discrimination. We have pursued compensation claims and negotiated on job evaluation. We have spent much time identifying equal pay cases that we can pursue at Tribunal.

We have also argued that all staff should be fairly treated. Negotiating maximum protection where people lose out; changes to jobs; improved training and career progression and have taken action to defend members.



We have also want this to be introduced without sackings and service cuts. Local authorities have wanted to do this with little or no cost. UNISON says that this is not possible - **we are being proved right.**

## Pay Up for Equal Pay

We also want the government to shoulder its share of the responsibility. Funding settlements for Scottish Local Government have taken no cognisance of the requirement to provide equal pay in local government. We are campaigning to ensure that the Scottish Executive funds the creation of pay systems in Local Government that are objective, transparent and free from sex bias. They should also fund compensation for previous discrimination. This they are doing in other parts of the public service - why not in local government?

UNISON members deserve fair pay scales, and deserve compensation for past discrimination. Other members pay jobs and conditions should not have to pay for this. Nor should the public through cuts in services or big rises in Council Tax.



# Back the UNISON Campaign

If you work in Scottish Local Government and want a union that will deliver fair pay and protection - why not join UNISON? Tel UNISON Direct 0845 355 0845; email [c.a.judge@unison.co.uk](mailto:c.a.judge@unison.co.uk); or contact Carol Judge, Scottish Organiser (Local Government), UNISONScotland, 60, Belford Rd. Edinburgh EH3 4UQ. Check out the latest developments on our website.

[www.unison-scotland.org.uk/localgovt](http://www.unison-scotland.org.uk/localgovt)