



## FAIR PAY FOR COUNCIL WORKERS

# Pay offer 2013: Recommendation to reject

### Scottish Local Government Pay Offer

The Scottish employers have now made a first and final pay offer to local government workers conditioned by the Scottish Joint Council Red Book. That is all council employees other than chief officials, teachers and craft workers.

The offer made is:

- **One year offer from 1 April 2013 - 31 March 2014**
- **A 1% increase on all spinal column points**
- **The introduction of a Scottish Local Government Living Wage set at £7.50 per hour**

The offer was the subject of a conference of UNISON branch delegates in Glasgow on 15 March 2013.

The conference welcomed the fact that we had broken the pay freeze which has been imposed over the last two years.

The conference also welcomed the principle contained in the offer to set a Scottish Local Government Living Wage - but there are still some conditions attached to its application that we are concerned about, such as the lack of an uprating mechanism.

We do recognise that this element of the offer is significant for many of our low paid members and has formed part of our pay claims in recent years.

However, delegates to the conference, reflecting the views of members within branches, are very unhappy with the 1% increase. Such an increase does not address inflation or the cost of living - and in real terms is a pay cut for all, given the pay freeze for the last two years.

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SCOTTISH LOCAL GOVERNMENT  
PAY CAMPAIGN 2013

Don't let them rob you of your right to fair pay



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**Local government workers for too long have been the poor relations of the public sector.**

Not only have you not received the £250 that other public sector workers who earn under £21,000 received but the austerity cuts have impacted disproportionately on local government - creating real concerns about your future job security, your terms and conditions and of course your pension.

For these reasons UNISON delegates were of the view that we could not recommend an offer of 1% to you!

**Taking this into account UNISON's Scottish Local Government Committee recommends to all members that this offer be REJECTED.**

We understand that to do so will be a difficult decision for many of you. However we are firmly of the belief that now is the time to stand up and demand Fair Pay for local government workers.

It is also the case that it is not good enough simply to vote to reject the offer. By doing so you must be prepared to take sustained industrial action in support of an improved offer. This will not be an easy decision to take.

However, we are firmly of the view that such a course of action will be required if the Scottish employers are to be forced back to the negotiating table.

**It is now your opportunity to have your say.**

A vote to reject the offer will mean a further ballot asking you to take industrial action. What is important is that you use your vote. Please complete the ballot paper and return it in the pre-paid envelope by **noon on Thursday 11 April**.

Douglas Black  
Trade Union Side Secretary  
UNISON

Stephanie Herd  
Chairperson  
Scottish Local Government Committee

March 2013



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