

FAQs

Pay offer 2013

Q What is the offer from the employers, COSLA?

A There are two main parts. First, a 1% increase on all spinal column points. Second, there will be a Scottish Local Government Living Wage set at £7.50 per hour. The offer is for a single year, applicable from 1 April 2013.

Q Is there any chance the offer will be improved?

A COSLA has stated very clearly that this offer is the Final Offer. UNISON, along with the other trade unions, has tried very hard to engage the employers in negotiations to seek to improve the offer. However the employers have refused to have any negotiations on the offer and are not willing to go back to council leaders to seek a mandate to improve it.

Q What is UNISON's position on the offer?

A UNISON's Scottish Local Government Conference on 15 March will determine a recommendation on the offer.

There is no doubt that we welcome the fact that we have broken the pay freeze - and that the employers have finally gone some way to addressing low pay by the introduction of a Living Wage. This has been a key component of our pay claims for the last few years. However, we are disappointed at the 1% element of the offer.

This has to be seen in the context of local government workers only having seen pay increase by 0.65% over the last three years, while many other public sector workers earning under £21,000 have received an annual payment of £250.

UNISON, GMB, UNITE

FAIR

PAY

for local government workers

FAIR PAY FOR COUNCIL WORKERS





FAQ - Frequently Asked Questions

Pay offer 2013

Scottish Local Government

● **Q Is the Living Wage element pensionable?**

A Yes. The employers have confirmed that it is and that it will apply to all hours worked up to the overtime level. However, it will not necessarily be uprated. This will be left to individual authorities to determine whether they can afford to do so or not. This is a matter that UNISON will continue to pursue.

● **Q Will I get the opportunity to vote on the offer?**

A Yes. A full members postal ballot will be conducted following the special conference on 15 March, where every member conditioned to the SJC will have the opportunity to record their vote. Full details of the ballot timetable will be on the UNISON Scotland website.

1 ● **Q What should my branch be doing just now?**

A All branches have been asked to consult as many members as possible between now and 15 March to enable their delegates to vote for a recommendation on an informed basis.

● **Q What happens if I reject the offer?**

A If the offer is rejected by the members in the postal ballot, we would consider a further members' ballot on taking industrial action to try and force the employers to improve the offer.

● **Q Are there any leaflets and posters that branches can use to engage members?**

A Yes. A number of leaflets, posters and up to date information is on UNISON Scotland's website. Branches can download what they need.



For more information on the Fair Pay campaign, please contact your local branch

FAIR PAY FOR COUNCIL WORKERS