

# REPORT TO SCOTTISH LOCAL GOVERNMENT CONFERENCE

3<sup>RD</sup> DECEMBER 2010

## PAY 2010 AND BEYOND

### 1 Introduction

This report updates conference on Pay 2010, considers the shape of a claim to the employers for 2011 and suggests wider trade union engagement regarding a Pay Strategy for the future

### 2 Pay 2010

Following the employers imposition of a non negotiated pay award this year, the joint trade unions lodged a formal dispute with the employers and sought a meeting of the SJC in order that the employers outline to the council the reason for their actions and their future commitment to national bargaining. We also sought to invoke a reference to ACAS for arbitration. Regrettably the employers on both matters refused to participate. These will be matters raised by the trade unions at the forthcoming SJC Annual Meeting.

### 3 Living Wage Campaign

The Living Wage Campaign continues to be a priority for UNISON and formed part of our claim lodged in November 2009. Both the Labour Party and the SNP have made commitments to introduce a Living Wage. The Living Wage currently stands at £7.15ph which equates to SCP 11 in the SJC. The current lowest point on Grade 1 is £6.16 ph. The Joint Trade Unions have put pursuance of a Living Wage as an agenda item for the forthcoming SJC Annual Meeting both in terms of an outstanding claim from 2010 but also as part of our claim for next year.

### 4 Pay Claim 2011

Conference on 3<sup>rd</sup> September 2010 agreed that we should lodge a pay claim for next year. The Scottish Local Government Committee has agreed the following points as a basis for referral to this conference and for further consultation with branches. In respect of the issues listed

- Claim should be for a one year period 1 April 2011 – 31 March 2012 in line with previous conference decisions and claims
- Pursuance of a Living Wage should continue to be central to our claim. This formed part of our claim for 2010.
- We should seek a flat rate payment for all members.
- We should pursue with the employers a 'social contract' that would contain a 'no compulsory redundancy' agreement as a central theme.

Consultation timescales are short, however we have given notice to the employers at the Scottish Joint Council Annual Meeting on 30<sup>th</sup> November that the trade unions will lodge a Pay Claim for next year before the end of January. It is the view of the Scottish Local Government Committee that given previous conference decisions the

principle issue for consultation with branches will be the amount of the Flat Rate Payment. The figure of £250 is being widely trawled by a number of political parties for those earning under £21,000.

## **5 Pay Strategy**

Pay restraint over the next two years is a major headline in the Scottish Government's Draft Budget proposals. It is also a policy likely to be supported by most if not all other political parties in Scotland. CoSLA are of the view that pay is frozen for the next two years in both the SJC and Craft Councils and that a similar freeze will apply to the Teachers Council as a consequence of the local government financial settlement and agreement between CoSLA and the Scottish Government. Given that all negotiating councils within CoSLA will now have broadly similar pay anniversary dates it would seem that there maybe merit in discussions with all trade unions as to whether we could agree elements and key objectives of a broad pay strategy going forward.

**SCOTTISH LOCAL GOVERNMENT COMMITTEE**