

**LOW PAY?
NO WAY!**

**SCOTTISH LOCAL GOVERNMENT
PAY CAMPAIGN 2013**

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



FAIR PAY FOR COUNCIL WORKERS





SJC PAY UPDATE

February 2013

- The Scottish Joint Council employers made this pay offer last November:
 - **1% increase on all spinal column points from 1 April 2013**
 - **Introduction of a Scottish Local Government Living Wage set at £7.50ph (The living wage element to be applied after the 1% uplift)**

They have now stated that this offer for 2013/2014 is their final offer.

- UNISON, Unite and GMB met the employers on 5 February. We expected to negotiate an agreeable settlement. We wanted the negotiations to cover an improved percentage element to the offer and also to try to address the inequity between local government workers and others in the public sector regarding the payments of £250 for those earning under £21,000. The employers refused to negotiate or go back to Council leaders to seek an improved mandate. It's shameful that the cost of paying the £250 is too much for the employers to consider - that is because of the high percentage of workers earning below £21,000.
- **Living Wage:** the employers have stated that there will be no automatic uprating of this rate. It will be left to individual councils to determine, based on their own financial situation.

Spinal column: the employers have no appetite to delete spinal column points under £7.50ph - stating that to do so will impact on current pay and grading structures.

These positions on Living Wage and spinal column are unacceptable to UNISON and we continue to press the employers at every opportunity.

- The Joint Trade Unions will carry out their own consultative exercises. For UNISON, the final offer will now be the focus of discussion and debate at the next Scottish Local Government Conference on 15 March. The conference can make a recommendation to members on whether the offer should be accepted or rejected. **Every member in local government conditioned to the Scottish Joint Council will have the opportunity to state their view in a full postal ballot.** The timetable for the ballot is not yet finalised and will be advised to branches in the coming days.



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

FAIR PAY FOR LOCAL GOVERNMENT WORKERS