

To: Simon Cameron, COSLA SJC Joint Secretary  
c.c: Cllr Katy Hagmann, COSLA Resources Spokesperson  
John Swinney MSP, Deputy First Minister  
All Scottish Council Leaders  
Keir Greenaway, GMB  
Wendy Dunsmore, Unite

Date: 29<sup>th</sup> August 2022

- sent via e-mail –

Dear Simon,

### **SJC Pay 2022**

Thank you for your revised offer, outlined to us in writing today.

I write to let you know that this offer was considered by our Local Government Committee this morning and they have agreed:

- That we will consult our 80,000 local government members on your revised offer.
- That consultation will be with a Committee recommendation that members reject the offer.
- That whilst the consultation will be conducted as quickly as possible it will take place alongside the current and planned industrial action that has already been notified to the local authorities in which we have legal mandates.

In making the decision to recommend that members reject the offer our Committee was clear that the progress that has been made over the past week - to increase the total pay-bill value of the offer by £200m, agree the removal of SSSC fees, agree the additional day's annual leave for all staff, agree the uplifting of allowances in line with the percentage increase and sign off reforms to the SJC constitution by the November this year – is welcome.

However the sticking point remains, as we have said repeatedly prior to and throughout the past week, that the cost envelope is simply not big enough to provide a decent, consolidated, increase for the majority of our members.

You know that we have explored every possible mechanism to distribute what is available in as fair a way as possible but no matter how you cut it the fact remains that the size of the current funding 'pie' is simply not big enough to deliver a decent enough increase for the majority.

Inflation is now running at over 10% and is only projected to increase further in the months ahead. Energy, food and fuel prices continue to push up the cost of living for our members. We fundamentally need to see an increase to the consolidated element of the offer to deliver the best possible chance of our members' wages keeping up with these spiralling costs.

As always our negotiators will make themselves available at any time necessary to try to reach a resolution to this as quickly as possible.

We look forward to hearing from you at the earliest possible opportunity.

Regards,

**Johanna Baxter**  
Head of Local Government  
UNISON Scotland

**Mark Ferguson**  
Chair, Local Government Committee  
UNISON Scotland