

3 November 2023

Dear Johanna,

### **Scottish Joint Council Pay Negotiations 2023/24**

Thank you for the constructive dialogue we have had this week. Leaders have listened seriously to the concerns that you have raised and have mandated us to present an improvement to the pay offer to you as outlined below.

#### **Backdating to 1<sup>st</sup> April 2023**

We have worked with the Scottish Government to secure an additional £17.2m that will be used to backdate all elements of the current offer for all members to 1<sup>st</sup> April 2023.

#### **Tackling low pay - Reaching a minimum underpinning rate of pay of £15ph**

COSLA supports the desire of UNISON to ensure that a minimum underpinning rate of pay for all local government workers is implemented sooner than it would otherwise naturally occur, using the Real Living Wage as the reference point.

To that end, we agree to establish at pace a taskforce comprised of representatives from both the employer and the SJC trade unions (whose representation will be proportionate to their respective membership across the local government workforce) that will develop the principles and plans for how and when this commitment will be delivered locally. Regular reports of the work of this taskforce will be provided to Leaders and the full SJC whose agreement will be sought on any proposals. The SJC will formally call on Scottish Government to support this work.

Our aspiration would be to achieve implementation by date of 1 April 26 with backstop of 1 April 27 but this would be subject to continued improvement in the overall economic outlook and fiscal conditions for Scottish and Local Government.

#### **Getting money into people's pockets**

Leaders understand that you will wish to consult members on this improved offer. We are also however acutely aware that we continue to live in a cost-of-living crisis and are keen to provide support to members as early as possible.

We will therefore proceed to pay the current offer, 'on account', to ensure all staff receive some monies as early as possible and will implement the additionality set out in this letter as quickly as possible if your members agree their acceptance in your consultative ballot.

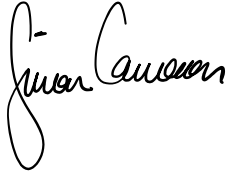
#### **In conclusion**

Leaders hope that this improved offer addresses the key concerns you have raised and hope that your Local Government Committee will agree to put this to members with a positive recommendation and stand down any further planned industrial action.

Leaders have also reaffirmed their commitment to a full review of the negotiating process and would wish to ensure that all Trade Unions are fully involved in this review.

In making this offer I would ask again that you suspend all current and intended strike action to allow for full consideration of the offer by your members and that you let me know as soon as possible the outcome of your committee discussions.

Yours sincerely

A handwritten signature in black ink that reads "Simon Cameron". The signature is written in a cursive style with a large, looping initial 'S'.

Simon Cameron  
Employers' Side Joint Secretary

DRAFT