



What COSLA aren't telling you!

LOCAL GOVERNMENT STRIKES – Frequently Asked Questions

Who are UNISON fighting for?

This dispute is about getting a fair pay settlement for ALL staff. Most local government staff are paid below the average Scottish wage of £33k. We are fighting for a fair settlement for everyone including a firm commitment to a minimum wage in local government of £15 per hour.

We are proud to have argued for more for our lowest paid members, but that doesn't mean other workers should lose out on a decent pay rise.

Won't most people get a £2000 pay rise?

No. COSLA are talking about a £2000 uplift – but that's only for people on the very lowest pay point AND working 37 hours a week. Most local government staff aren't on the lowest pay point – and most of those who are don't work 37 hours a week so won't get the full amount, but the equivalent percentage.

Is the revised offer an inflation busting pay rise?

No. This is a BELOW inflation increase. COSLA are moving the goalposts to conceal the truth. This deal was meant to be done, dusted and in wages by April – when inflation in the past year had been 11.4%. Inflation has slowed a little since then – but prices are still going up.

A pay increase based on the current rate of inflation is a real terms cut.

How much will I get?

Well, we can't be absolutely sure. In a break with normal practice, COSLA didn't publish new pay scales along with the offer. That doesn't fill us with confidence.

Aren't COSLA promising a £15ph minimum?

Not now. They are saying they will come up with "a road map" to a minimum of £15ph. Previously they have set up working groups to reduce the working week and pay professional fees... you'll have seen how far those have got. £15ph will need proposals and a budget – COSLA have come up with neither.

Does this offer put services and jobs at risk of further cuts?

The COSLA press release announcing the new offer stated, “No new money has been identified for this offer”, and then said there “will be delays to programmes and projects within communities”.

COSLA made it clear in meetings on 20 September that the result would be further cuts to services and jobs. The Scottish Government need to get involved and provide financial stability to local government to protect services and jobs.

Where’s the money coming from?

COSLA have said and briefed several different things at different times about the money for the revised offer, including giving different total amounts and different ways they were “reprofiling” / “reusing” money from other budgets.

The bottom line is that this below inflation pay offer follows years of cuts

Local government has been hit hard and years of below inflation pay rises have left you thousands of pounds out of pocket.

Pay rises since 2010, including the 6.95% average from this revised offer, add up to a 33% increase.

But RPI inflation in that period totals 58.4%. That shows how much pay has fallen. UNISON members work under more and more pressure keeping vital services going. Claps and praise during COVID have not put £s in your pocket.

This industrial action campaign helps you make your case to COSLA and the Scottish Government to

#PayUpForCouncilStaff