

David O'Connor, UNISON  
Keir Greenaway, GMB  
Graham McNab, Unite

Copy to:  
Cllr Katie Hagmann, COSLA Resources Spokesperson  
Stuart Bain, COSLA Chief Officer

8 November 2024

Dear David, Keir and Graham,

Firstly, I want to reiterate that this government hugely values the Local Government workforce and the key role it plays in delivering excellent public services. It is important that we all continue to relay that message clearly and consistently and I give my commitment to continuing to do so.

I understand that Cllr Hagmann has written to you to respond to the range of non-pay issues proposed by UNISON. Her letter highlighted that COSLA and the Scottish Government are keen for there to be further meaningful engagement on these issues and I write to assure you how strong my commitment is to taking forward all points raised by Cllr Hagmann.

I welcome the work that has been undertaken by the three Trade Unions and COSLA to consider the opportunities and challenges relating to a reduction in the working week and with regards to the aspiration to achieve a £15 per hour minimum rate of pay. I am looking forward to meeting with you, alongside Cllr Hagmann, for a political-level discussion in December to discuss both of these important issues further.

I have also asked my officials to meet with you and COSLA officers following the Scottish Budget to discuss Local Government finances. There is real value in all parties having a shared understanding of the reality of the financial context as we look towards 2025/26 and beyond. I hope you find these sessions transparent, meaningful and informative.

More broadly, whilst it is important to note that the Scottish Government has no formal role in Local Government pay negotiations, I am supportive of all efforts that could allow a credible pay offer for 2025/26 to be accepted by all SJC unions as early as possible next year.

I very much hope that commitments to deliver these non-pay elements will encourage all three SJC unions to reach a collective agreement and avoid further industrial action.

Yours sincerely,



**SHONA ROBISON**

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