



- Sent via e-mail –

To: Gail MacGregor, COSLA Resources Spokesperson  
Simon Cameron, COSLA SJC Secretary  
Alison Evison, COSLA President  
COSLA Leaders

29<sup>th</sup> November 2021

### **SJC Pay 2021**

I write to inform you of the outcome of UNISON's membership consultation on the revised pay offer tabled by you on 29<sup>th</sup> October 2021. Our ballot concluded today and the result is:

Accept – 75.8%

Reject – 24.2%

UNISON therefore accepts the terms of the 2021 pay offer as outlined in your letter of 29<sup>th</sup> October 2021.

Now that all three SJC trade unions have accepted this revised offer we trust you will draft the requisite SJC salaries agreement for our approval prior to issue to local authorities so that they can proceed with implementation as quickly as possible.

The offer contains a number of commitments which must be honored and some which require urgent attention:

- **Parity** - the offer makes clear that COSLA will maintain the principle of parity across the Local Government workforce and their respective bargaining groups. I need to be clear that if this principle is not maintained UNISON will seek to reopen negotiations on this settlement.
- **Professional fees** – the offer commits you to continuing discussions with us on what the employer can do to alleviate the burden of professional fees on those on the lowest pay. We expect a discussion on this to take place sooner rather than later.
- **No-detriment reduction in the working week** – the offer commits you to exploring with us ways in which we can achieve a no-detriment reduction in the working week for the SJC workforce. This work is urgent and vital given the enormous efforts made by these frontline workers throughout the past 20 months of the pandemic. The survey we conducted of our members earlier this year on the impact of the pandemic on their working life and mental health laid bare the massive toll that it has taken on them and we need to work together to find ways of alleviating that pressure and putting together means by which we can support the mental health and wellbeing of all employees as we work through recovery.

### **Pay 2022**

We will now turn our attention to consulting members on their priorities for our 2022 pay claim and will expect negotiations on the 2022 settlement to begin immediately that claim is submitted.

Never again can we be in a position where implementation of a pay agreement is only being made a year after a claim was submitted and some seven months after the pay implementation day.

We highlighted concerns with the bargaining process when we came out of the 2018 pay negotiations and, whilst we appreciate that attention since then has necessarily been focused on the pandemic response, this needs to be addressed jointly through the revision and modernization of the SJC constitution.

The economic context going into our 2022 pay negotiations is more acute than ever. Local government needs a new deal from the Scottish Government. Empowering our local councils and communities will be critical to our economic recovery. That requires investment in our local services and the key workers who deliver them.

Yours sincerely,

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

c.c.: Kate Forbes MSP, Cabinet Secretary for Finance  
Shona Robison MSP, Cabinet Secretary for Social Justice, Housing & Local Govt