



To: COSLA
From: SJC Trade Union Joint Secretaries
Date: 4th March 2022
Subject: SJC Pay 2022

Colleagues,

SJC Pay 2022 – Formal Rejection

We write to formally reject the pay offer sent to us on 2nd March and formally tabled at today's meeting of the SJC Steering Group.

In doing so we note:

- Energy prices have gone up circa 54%, food prices have increased circa 5%, transport prices have gone up circa 9%.
- Employees are facing a 1.25% increase in national insurance contributions.
- RPI now stands at 7.8%.
- Many local authorities have chosen to increase council tax by a higher percentage than proposed in this offer.
- This offer will not cover these increases and will further erode the value of our members pay.
- The failure to provide a meaningful increase to the Scottish Local Government Living Wage means that those on the lowest pay would still not reach a £10 per hour rate of pay never mind the £12 per hour called for in our claim.
- This offer is weighted towards those on the highest pay and will further exacerbate the issue of endemic low pay which plagues this sector. Those earning above £40k per annum (12% of the local government workforce) would receive an increase of £800 plus, with some receiving an uplift of £2k, whilst those on the lowest pay (51% of the local government workforce) would only receive an uplift of £500.
- The offer fails to address many of the issues in our claim, which we discussed and explained in detail at our previous meeting on 11th February.
- The proposal to review the issue following the completion of the Spending Review would again take us beyond the 1st April pay implementation date and would again cause complications for our members in receipt of benefits.

How anyone could describe this offer as fair and equitable is beyond us. It is in fact so derisory and insulting to our members significant contribution that we are not prepared to waste time consulting them on it.

We urge you to reflect on this, and the strength of feeling expressed in our meeting today, and come back with a significantly improved offer that would allow our negotiations progress in a timely manner.

Best wishes,

Johanna Baxter
Joint Secretary
UNISON

Wendy Dunsmore
Joint Secretary
UNITE

Keir Greenaway
Joint Secretary
GMB