

Stuart Bain
SJC Employers Side Joint Secretary
COSLA
Verity House
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19 February 2025

By email: stuartb@cosla.gov.uk

Dear Stuart

Our Local Government Committee met this morning, 19th February 2025, to review the employer's pay offer from 17th February 2025.

The committee was unequivocal in its decision to reject the offer.

In reaching this decision, the committee considered the following points:

- The offer fell significantly short of our pay claim submitted on 17th January 2025.
- Today's announcement saw inflation rise and is projected to rise further, beyond the level of the offer.

The committee was clear that the offer, when considering the current and projected inflation increases, would result in pay either stagnating or decreasing in value while the cost of living continues to rise.

UNISON believes our claim was set at a level that is both pragmatic and necessary to provide a fair settlement for all staff, ensuring pay restoration and moving us closer to our goal of a £15 per hourly rate.

The Committee noted that the employer's offer utilises the full mandate provided by leaders. If this means we have reached the limit available, we would welcome a joint approach to the Scottish Government.

UNISON remain committed to discussion around achieving a fair pay settlement for all staff, that provides a commitment to parity across all bargaining groups.

Yours sincerely



David O'Connor
Lead Organiser – Local Government (Bargaining)
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