



To; COSLA  
From: SJC Trade Union Joint Secretaries  
Date; 12<sup>th</sup> January 2018  
Subject; SJC Pay Claim 2018

Colleagues,

### **SJC Pay Claim 2018**

The pay claim outlined below is submitted by the SJC Trade Union Side for the period 1 April 2018 to 31<sup>st</sup> March 2019. The detailed points of the claim are:

- A settlement that runs for the period 1 April 2018 to 31 March 2019
- A £1,500 flat rate increase to all spinal column points, or 6.5%, whichever is greater (based on a 37 hour working week). This includes an above inflation increase plus an element of restoration and should be applied after the Scottish Local Government Living Wage increase has taken effect.
- An equivalent percentage uprating of the Scottish Local Government Living Wage (SLGLW), with the SLGLW being used as the minimum pay level for pay and all allowances.
- An equivalent percentage or, the median paid where the base salary increase is paid as a flat rate, uprating of all allowances.
- A commitment to redress the imbalance in pay, caused by previous pay awards which have been below the rate of inflation, over a period of not more than 5 years.

The Trade Unions welcome the Scottish Government's stated intention to lift the public sector pay cap for public service workers. Our members, working hard to deliver a good public service in local authorities across the country, should be covered by this commitment. The Trade Unions argue that an above inflation increase is therefore both realistic and in line with the Government's stated objective of lifting the pay cap for public sector workers.

### **Restoration**

Despite the introduction of, and the employer's commitment to, the Scottish Local Government Living Wage our members have not been immune to the squeeze in living standards brought about by years of austerity and below inflation pay increases.

We calculate that our members have suffered a real terms loss in pay over the past ten years of some 15%.

The Trade Union's are therefore clear that this year's pay settlement must not only protect workers from the sharp rise in inflation (the OBR is forecasting RPI inflation this year of 3.3.%) but start to reverse the many years of real terms cuts to wages through pay restoration.

This pay claim is therefore designed to protect the lowest paid workers but also start to bring workers earnings back into line with where they should be. We appreciate this cannot be done in one year but it must be an aim for everyone at SJC and that is why we seek a commitment to full restoration of pay over a period of not more than 5 years.

### **Parity across the bargaining groups**

The Trade Unions note the additional funding which has been found to increase Teachers pay for the 2017/18 pay round and for the forthcoming 2018/19 pay round.

It is COSLA policy to apply parity of pay increases across the bargaining groups and we look forward to this policy continuing this year.

### **Fair Funding for Local Government**

As Trade Unions we do not underestimate the effect that austerity economics is having on Local Authorities. We know that that there has been £1.4bn of efficiency savings made in Local Government since 2012. We also know that 15,000 FTE (30,000 people) have lost their jobs in Local Government over the last 5 years.

We deal with the consequences of this on a daily basis in our regular discussions with all 32 authorities and their partner organisations.

It is untenable for the Scottish Government to starve Local Authorities of funding when it has received a £188m cash increase in its budget from Westminster. We have supported calls for a fair funding settlement for Local Government to the Scottish Government and we will continue to press for this.

However whilst many services have been cut or outsourced the remaining staff are being expected to do more for less. This is having an impact on staff morale and job security.

The key to the future of Local Government will lie with the dedicated staff who provide the services to our communities. This must be recognised and staff properly rewarded through this pay round and in the future in redressing the balance of earnings against the cost of living.

### **Conclusion**

The points above form the basis of the Trade Union claim. The SJC Trade Unions believe this claim is fair and justified.

Our claim is being submitted at a time to seek to influence ongoing discussions over the future of Local Government settlements and to seek an agreed conclusion to pay discussions in order that the settlement date of 1 April 2018 can be met.

We look forward to the employer's full consideration of this claim and early engagement in negotiations.

Best wishes,

**Johanna Baxter**  
**Joint Secretary**  
**UNISON**

**William McGonigle**  
**Joint Secretary**  
**UNITE**

**Drew Duffy**  
**Joint Secretary**  
**GMB**