



5<sup>th</sup> Sep 2018

Dear Cllr MacGregor,

**COSLA Pay Offer 2018/19 – Do more for the lowest paid in Scottish local government**

As you are aware GMB members rejected the current COSLA pay offer by an overwhelming majority of 92 percent.

Our reasons for rejection remain clear: The offer is unfair and unequal - it is not acceptable that a part-time cleaner will receive eight times less than their Chief Executive. After ten year of cuts, more must be done to help the lowest paid in local government.

I now understand that following last week's COSLA leaders' meeting in Forfar, extra money has been sourced for a revised offer. If this is indeed the case, I urge you to ensure this is allocated to workers employed on the lower end of the local government pay scales.

If we are credible about tackling austerity then our priorities must focus on those who have been affected by it the most. That's the message GMB delivered to the Scottish Government over the summer but our members' voices have fallen on deaf ears.

The people in power are ignoring members like Dinah Turnbull, a GMB member and full-time cleaner from Falkirk Council. Dinah earns the Scottish Local Government Living Wage and the current offer would only deliver an increase of £500 a year.

Dinah came with me to meet the Finance Secretary Derek Mackay and she asked him why he thinks she is worth less than her Chief Executive who will receive an increase of £1,600 on top of their six figure salary. Dinah was told that the current pay offer treats staff with "*equal value*".

A pay offer that puts the biggest cash lift into the pockets of the highest earners just isn't right or fair. There is nothing equal about this.

COSLA chiefs need to seriously examine this impending inequality. Failure to do more for the lowest paid means they are valuing the highest paid more than the home carer, school cleaner, refuse collector or school support staff.

If more money is being brought forward and a fresh offer formulated, then this is an opportunity for COSLA to do the right thing and ensure low paid workers get a fair and decent pay rise after a decade of cuts.

I know that at our meeting next week, GMB's 30,000 members in local government will be hoping that COSLA do just that; allocate any additional monies to those mired in low pay and who absolutely need it most.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Drew Duffy', with a long horizontal flourish extending to the right.

Drew Duffy  
Senior Organiser  
GMB Scotland