

# Pay Ballot Result

Unite members have spoken loud and clear to accept the latest pay offer. In a larger turnout than was seen in the previous ballots, just over 70% of members voted to accept the following offer:

- A settlement that runs for the period 1 April 2021 to 31 March 2022
- An £850 flat rate payment based on a 37 hour working week for those earning up to £25,000; or
- 2% for those earning between £25,000 and £40,000; or
- 1% for those earning up to £80,000
- An underpinning minimum rate of £9.78 per hour
- Backdate implementation to 1 January 2021.
- A commitment to discuss professional fees including SSSC outwith the settlement
- All nationally negotiated allowances uplifted by 2% but excluding First Aid Allowance
- Remain committed to parity of award across all bargaining groups
- Agreed to explore a commitment to exploring ways in which to achieve a no-detriment reduction in the working week

**Unite's national local government committee met today accepting the democratic voice and has informed COSLA that pay implementation, including back pay, needs to be paid before Christmas.**

**Unite also sent COSLA a stark warning:**

***This year's pay deal, as far as Unite is concerned, is now concluded however pay increases are not a one year wonder and we will keep the pressure on COSLA and the Scottish Government on improving the standards of living for all local authorities' workers.***

***Unite's campaign continues immediately for 2022 with a survey of members and we will not tolerate the nonsense of waiting months at a time for offers and improved offers. Unite will be insisting that talks begin immediately so that local government workers get their pay rise at the right time and that time is 1 April.***

***For too long, there has been a reliance on local government workers putting up with little or no pay rises but this now has to stop!***

**UNITE - BECAUSE YOU  
DESERVE BETTER**