



SUPPORT GMB SCOTLAND'S PAY CLAIM 2018/19

- **A Decent Pay Rise**
£1500 or 6.5% increase to annual salary
- **No Compulsory Redundancy**

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Decent Pay & No Compulsory Redundancy

In the last five years alone Scottish local government has lost 30,000 jobs and suffered an estimated £1 billion worth of budget cuts – and that's just the tip of the iceberg.

For ten years council workers have seen their workload increase, their pay frozen or below inflation pay awards and living standards have dropped.

During the Autumn we surveyed our members and 88% said their living standards have dropped in the last 5 years and they expect a decent pay rise this year.

GMB Scotland says, 'Enough is enough'. It's time to end this austerity shame. This has to start with a proper pay rise for local government workers next year and it's time to be bold.

The GMB have submitted our pay claim into COSLA on behalf of all our local government workers. The home carers, gardeners, classroom assistants, catering assistants, refuse workers and many more...

Our demands are simple:

- **A Decent Pay Rise - £1500 increase to annual salary (resulting in a 9% increase for the lowest paid) or 6.5%, whichever is the higher of the two based on a 37 hour working week.**
- **No Compulsory Redundancy – It's time council workers had the same protection as their public sector colleagues in Scottish Government and NHS with a no compulsory redundancy guarantee.**

Over the next few months, GMB will negotiate with COSLA and GMB members will be kept up to date with how these discussions are going. At the end of negotiations every GMB member will get a vote on the final offer. GMB members will decide if the final pay offer is good enough.

Non union members will not have a say on their pay, it's times like this we need as many workers in GMB as possible to keep the pressure on the councils. Anyone working in local authority can join the GMB via our website www.gmb.org.uk/join or email gmbscotlandcampaigns@gmb.org.uk

The Scottish Government says it's committed to ending austerity and lifting public sector pay. So Derek Mackay needs to make good on his promise to local government workers and deliver an increases pay, provide job protection and the defence of our services.

GMB Scotland expects nothing less

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