



fair pay for our service providers

WHY YOU SHOULD REJECT THIS OFFER

What is the Offer?

It's a 3 year offer from 1 April 2008 till 31 March 2011 and is worth 2.5% in each year.

Why are the Joint Unions recommending rejection?

We believe that it is a poor offer. Our claim was for a single year deal, £1000 or 5% whichever is the greater plus additional annual leave and public holiday entitlements. The offer falls far short of our claim.

We also believe that it is not in your best interests to sign up to a 3 year deal at this stage. Especially when there is no opportunity to reopen negotiations during the 3 years. Inflation is continuing to rise. Longer term forecasts would

suggest that by 2010 inflation will still be higher than 2.5% and there is growing uncertainty given the current economic climate.

What does 2.5% mean to me now and in 2010?

Someone on SCP 3 with a current hourly rate of £5.99 stands to gain the princely sum of 0.46p after three years. If any evidence was needed this highlights the fact that we have a low pay issue within local government and its about time the employers realised this.

Hourly Rate

Now	1/4/08	1/4/09	1/4/10
£5.99	£6.14	£6.29	£6.45
£6.74	£6.91	£7.08	£7.25
£7.83	£8.03	£8.23	£8.43
£8.95	£9.17	£9.40	£9.64

How does this compare with inflation?

Local Government workers' pay awards have consistently been below inflation (RPI) since 2005. Inflation currently sits at 4.1% and while it is predicted that this figure will fall it is expected to still be above 3.5%, considerably higher than the employers offer.

Date	Inflation (RPI)	Pay Award
April 05	3.2%	2.5%
April 06	2.6%	2.5%
April 07	4.5%	2.5%
April 08	4.1%	2.5% offered

What happens next?

UNISON, GMB & UNITE (T&G) are recommending that you reject this offer and campaign for an improved offer. **To achieve this it may require significant industrial action on your part.**

HOW TO MAKE SURE YOUR VIEWS ARE HEARD

The consultation is short and **closes on 9 May**, so the branch has set up a number of ways to canvass your views....

Workplace or Area Meetings: Stewards should be setting up meeting - use this leaflet/poster to publicise it.

Set up your own meeting: Not every workplace has a steward so why not set up your own meeting? Call 220 5655 to get a Branch Officer or Steward to attend.

Give your views online: Go to www.unison-edinburgh.org.uk

UNISON PAY MEETING

Date.....Time.....

Place.....

THE QUESTION

Do you accept the Employers' Offer of:
 2.5% on all spinal column points, on all scales, with effect from 1 April, 2008
 2.5% on all spinal column points, on all scales, with effect from 1 April, 2009
 2.5% on all spinal column points, on all scales, with effect from 1 April, 2010
YES or NO

