

## £500 for Care Workers

The Council have received the list of Health and Social Care roles eligible for the £500 “bonus” payment from the Scottish Government.

The task of who qualifies is now with the Council who are aiming to have this in the end of May’s pay.

Staff will be notified and there will be an appeals process for those who think they qualify but were not included run by the Scottish Government.

UNISON have produced a guidance document on which benefits may be affected by the payment and confirmation that

tax and National insurance will be deducted from the £500.

You can get a link if you go to the UNISON Scotland webpage: <https://www.unison-scotland.org/>

We will pass on further details as soon as we have them.

## Consolidation of the Scottish Living Wage

As part of the 2019 pay deal all Scottish Councils were to stop paying the living wage as a top up for those paid below £9.34 an hour and consolidate the living wage in to the pay structure.

Following consultation with the trade unions this will go ahead in April with improved pay bands for grades 1 to 3 (and a slightly higher starting salary for grade 4).

The pay rise due in April will also raise amount of each spinal point.

**Staff on Grade 1** will now move from £9.34 to £9.47 in April , spinal point 19, with a further step to point 20 in 2022.

**Grade 2** will move from £9.34 to £9.47 in April with a further step to point 22 in 2022 (£9.90).

**Grade 3** – staff currently paid the living wage will move from £9.34 to £10.04 in April, with a further step to point 24 in 2022 (£10.19).

**Grade 3** – staff currently at the top of grade 3, spinal point 23, will move to spinal point 24 this April which is the new top of the grade.

**Grade 4** will now start at spinal point 25 so this will only affect those newly started on the lowest 2 spinal points.

19	GR 1	£9.47	£17,790
20	GR 1	£9.60	£18,034
21	GR 2	£9.74	£18,297
22	GR 2	£9.90	£18,597
23	GR 3	£10.04	£18,860
24	GR 3	£10.19	£19,142
25 -33	GR 4	£10.34	£19,424

There will be a Question and answer page on the ORB to deal with specific points that may relate to your situation.

### What happens Next on Pay?

£5 million has been added to the pay bill to provide meaningful differentials between grade 1 and 4 following consolidation of the living wage.

The increase in pay discussed above costs an additional £1.7 million, leaving £3.2 million still to be spent on pay. The UNISON proposal to spend all of this to increase the spinal points for grades 1 – 4 was rejected by management.

Instead management have requested talks on how to make the pay structure “fairer and more transparent” including terms and conditions. These are due to start shortly and we will let you know when we have further information as the talks proceed.

# Pay offer from COSLA Rejected

The COSLA offer will be added to the spinal points with the £800 based on a 37 hour week.

- **£800 flat rate for those earning up to £25,000**
- **2% for those earning between £25,000 and £40,000**
- **1% for those earning between £40,000 and £80,000 with a cap of £800**

The Joint trade unions claim is still £2000 for all workers, or 6%

whichever is greater, with a minimum rate of £10.50 an hour.

UNISON has rejected the offer and said:

“COSLA has been quick to praise our members for their efforts during this pandemic yet have presented our members with a dismal pay offer. Our members have gone above and beyond to provide the services we have all relied on during this pandemic, the least they deserve is to be paid fairly. This offer is a slap in the face to our dedicated local government workforce.”

## Budget

We are still waiting for the final council budget to be set following the initial council approval in February, amended by the Westminster budget setting, the draft Scottish budget and the final Holyrood budget agreement with the Greens.

The final figures and how much has to be cut from the councils budget is expected in the April Finance and resource committee. After this we hope to be able to provide further detail on the reviews being carried out in 2021/22

## Criminal Justice Social Workers

It has been brought to our attention that staff working in Criminal Justice Social Work have been having issues accessing the COVID vaccine, and that the information provided by management has been unclear. UNISON have raised this issue with Carey Fuller, and requested an update from her on staff

vaccination within Criminal Justice Social Work.

If you have had issues getting the vaccine, please contact the branch so that we can make sure this is addressed: your call will be treated confidentially, and individual members will not be identified

## Electing your Branch Officials

The AGM created the following Branch Officer posts which we are now seeking nominations for. These posts were created to strengthen the branch, help deal with the environmental challenges the branch faces and support our self-organised group structures. You can nominate yourself or other members for any of the following roles as set out on the nomination form:

**Environment Officer:** Co-ordinate the union's green and environmental agenda in the branch.

**Women's Officer:** Co-ordinates, supports and campaigns on behalf of women whilst developing the women's self-organised group for which they would qualify.

**Black Members Officer:** Co-ordinates, supports and campaigns on behalf of black members whilst developing the black member's self-organised group for which they would qualify.

**Disabled Member's Officer:** Co-ordinates, supports and campaigns on behalf of disabled members whilst developing the disabled member's self-organised group for which they would qualify.

**LGBTQ+ Officer:** Co-ordinates, supports and campaigns on behalf of black LGBTQ+ members whilst developing the LGBTQ+ member's self-organised group for which they would qualify.

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We are also looking for nominations to these roles which were not filled and carry a really important set of responsibilities. Whether you're face to face with managers in negotiations, representing members in a disciplinary, or helping members with a welfare claim, all are necessary to create an effective union team. You can nominate yourself or other members for any of the following roles as set out on the nomination form:

**Vice Chairs (1):** Deputises for Chair chairing of meetings.

**Treasurer:** Keeps the financial accounts, financial overview, provides budgets, ensures books audited. This role is extremely important to the Branch and cannot remain vacant. Training and support will be provided.

**Service Conditions Officers (1 women post):** Responsible for general representation and negotiation.

**Equalities:** Co-ordinate's equalities strategy. Brings equality perspective to service conditions. Keeps up with legislation.

**Young Members Officer:** Co-ordinates and campaigns on young members issues, encourages involvement of young members.

**Membership/Recruitment Officer:** Co-ordinate's recruitment. Assists in keeping statistics. Builds services to members.

**Lifelong Learning Officer:** To identify and co-ordinate opportunities for members who wish to access further learning.

**Auditors:** To conduct an efficient audit in accordance with NEC principles at least yearly.

If more than one nomination is received for any post an election will take place and the decision will be made by Branch Committee of the **7th April 2021**. In this case the candidates will be asked to submit a 250-word profile. This can either be submitted with the nomination or by request, but it must be received **by Noon on the 7th April 2021**.

Nominations should be received in the branch office **by NOON Tuesday 6th April 2021**. Please click here for a branch officer nomination form.



**Encourage your colleagues to join UNISON now**

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