

Derek Mackay MSP  
Cabinet Secretary for Finance, Economy and Fair Work  
St Andrew's House  
Regent Road  
Edinburgh  
EH1 3DG

19th March 2019

Dear Derek

### **Scottish Public Sector pay policy 2019/2020**

As you will probably know our members are very much aware of the pay settlement which has been reached with Scottish teachers and the fact that the headline figures goes beyond the Scottish public pay policy for 2019/20 which covers the areas where we have members.

We also understand that colleagues in UNITE have now requested COSLA reopen the local government pay settlement. Our members have already noted that this three year deal currently delivers higher awards over its three year period than your pay policy will give to them.

Whilst we support the pay campaign led by our sister unions in the education sector our members are very much of the view that similar offers should be made in our sector and we would now invite you to re-open the pay policy in order that we can access similar offers

We would strongly argue that this is only fair and reasonable following almost 10 years of pay austerity suffered by our members and the fact that our members were promised a pay journey towards restoration of lost earnings and the current policy does not deliver on that commitment.

I should also remind you of the content of a letter that your Finance Secretary predecessor John Swinney sent to unions on 12 May 2015 where he stated that "notwithstanding the merits of individual cases, it would be wholly unfair to have one part of our public service with substantially more generous employment terms than others".

We would also contest that Fair Pay is very much a part of the Fair work agenda and the pay policy should be reopened in order that our members can get access to similar increases to reflect their hard work and dedication to Scotland's civil and public services.

Given that pay talks are currently ongoing and we would not want to see these suspended at this critical stage we would be grateful if you could address this inherent unfairness as a matter of urgency.

Yours sincerely

**Lynn Henderson**  
PCS

**Richard Hardy**  
PROSPECT

**Allan Sampson**  
FDA

**Andy Hogg**  
POA(s)

