

Naomi Cooke
Employers' Side Secretary
Local Government Association
18 Smith Square
London
SW1P 3HZ

14th October 2021

Dear Naomi,

We are writing to inform you that the members of UNISON, GMB and Unite have voted overwhelmingly to reject the pay offer of 1.75% (2.75% for those on pay point 1). This means the three unions are now in dispute with the NJC Employers' Side regarding 2021-22 pay.

The percentages of members voting to reject (79% in UNISON, 75% in GMB, 81% in Unite) make clear the strength of feeling among local government workers about how disappointed and angry they are about the pay offer. Over the last year these key workers have shown how indispensable they are, going over and above to provide essential services, often putting their own health and safety at risk. The 1.75% offer is wholly inadequate, and with inflation high and rising, it represents another real terms pay cut for workers who have seen a quarter of the value of their pay wiped out since 2010.

As a result, all three unions will now move towards industrial action ballots, asking our members to vote to take strike action in support of our pay claim.

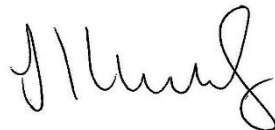
However, we remain keen to reach a fair, negotiated settlement if that can be achieved, and so we would urge the Employers to return to the negotiating table and make an improved offer. We know many local authorities have budgeted for a larger pay increase than the one currently on offer, and they will be anxious to avoid a potentially lengthy dispute.

We would also ask the Employers to re-consider your refusal to work with us to lobby the government for more funding specifically for local government pay. We appreciate that local authorities' finances are difficult, and want to campaign alongside you to try to improve the situation.

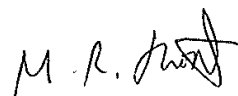
Yours sincerely



Rehana Azam GMB



Jim Kennedy UNITE



Mike Short UNISON

Trade Union Side Secretaries