

## **Document 1**

**From:** Leaver E (Ellen) <Ellen.Leaver@gov.scot>

**Sent:** 31 August 2022 14:14

**To:** redacted <redacted@cosla.gov.uk>

**Subject:** RE: 2022/23 options

Hi [redacted],

Thanks again for this - hope you've managed to get a minute for a break. Here is what we pulled into our note, we needed to send it the minute we got off the call, we focused on 2 options to reduce the complexity [redacted] -

Option 1: Increase the consolidated pay rise over 2 years

- This would entail making 50% of the 'cost of living payment' a part of the consolidated pay increase in year one; and increasing that to consolidation of 100% of the cost of living payment in year two.
- [redacted]
- In 2022-23 this is 10.2% increase for the lowest paid (7.6% consolidated = £1434) and makes the new Scottish Local Government Living Wage £10.52p/h
  - For someone currently on SCP38 (£24,984) this is 7.7% increase (6.35% consolidated = £1587)
  - For someone currently on SCP52 (£30,212) this is 6.37% increase (5.69% consolidated = £1718)
- In 2023-24 they would see the cost of living payment fully consolidated within their pay, alongside the outcome of the pay negotiations for 2023-24.
- [redacted]

Option 2: Increase the consolidated pay rise in its entirety this year

- This would entail making all of the 'cost of living payment' a part of the consolidated pay increase
- [redacted]
- This is 10.2% increase for the lowest paid (£1925) and makes the new Scottish Local Government Living Wage £10.78p/h
  - For someone currently on SCP38 (£24,984) this is 7.7% increase (£1925)
  - For someone currently on SCP52 (£30,212) this is 6.37% increase (£1925)
- [redacted]

**Ellen Leaver | Deputy Director, Local Government and Analytical Services | Scottish Government | LL: 0131 [redacted] | Mob: 07[redacted]**

*I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.*

**From:** Redacted <redacted@cosla.gov.uk>

**Sent:** 31 August 2022 13:19

**To:** Sally Loudon <sally@cosla.gov.uk>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>

**Subject:** Fwd: 2022/23 options

[redacted]

Chief Officer – Workforce and Corporate Policy Team

## COSLA

CONVENTION OF SCOTTISH LOCAL AUTHORITIES

[www.cosla.gov.uk](http://www.cosla.gov.uk)

Verity House, 19 Haymarket Yards, Edinburgh, EH12 5BH

Tel: 0131

Mob: 07

Email: [redacted@cosla.gov.uk](mailto:redacted@cosla.gov.uk)



Save paper and energy - Do you really need to print this email? Turn off your pc when you go home.

Begin forwarded message:

**From:** redacted <redacted@cosla.gov.uk>

**Subject:** 2022/23 options

**Date:** 31 August 2022 at 13:18:29 BST

**To:** redacted <redacted@cosla.gov.uk>

**Cc:** redacted <redacted@cosla.gov.uk>

Best regards

[redacted]

[redacted]

**Policy Manager – COSLA Workforce and Corporate Policy Team**

Email: redacted@cosla.gov.uk Phone: 0131

Our Business Address is : COSLA, Verity House, 19 Haymarket Yards, Edinburgh, EH12 5BH. t: +441314749200 w: <http://www.cosla.gov.uk>

**Document 1a**

Document 1a was attached to email of 31 August 2022 at 13:19.

Document withheld.

**Document 2**

**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 27 August 2022 17:36

**To:** Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Sally Loudon <sally@cosla.gov.uk>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>

**Cc:** Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Chief Financial Officer <cfo@gov.scot>

**Subject:** RE: Official - Sensitive - cost of living support payments

Thanks Ellen,

Much appreciated – just to give you a bit of an update on where I've got to today with DoFs.

[redacted]

If we could a meeting on Monday (probably afternoon?) or Tuesday for two LAs – [redacted].

[redacted]

[redacted]

**From:** Ellen.Leaver@gov.scot <Ellen.Leaver@gov.scot>

**Sent:** 27 August 2022 09:54

**To:** redacted <redacted@cosla.gov.uk>; Sally Loudon <sally@cosla.gov.uk>; Paul.Johnston@gov.scot; Sean.Neill@gov.scot

**Cc:** DirectorForLocalGovernment&Housing@gov.scot; cfo@gov.scot

**Subject:** RE: Official - Sensitive - cost of living support payments

[redacted]

If you need anything from me before meeting dofs or during just call.

[redacted]... I can call in [redacted] and [redacted] too if helpful today.

Ellen

Sent with BlackBerry Work (www.blackberry.com)

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**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 27 Aug 2022 09:28

**To:** Sally Loudon <sally@cosla.gov.uk>; "Johnston P (Paul)" <Paul.Johnston@gov.scot>; "Neill S (Sean)" <Sean.Neill@gov.scot>

**Cc:** Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; "Leaver E (Ellen)" <Ellen.Leaver@gov.scot>; Chief Financial Officer <cfo@gov.scot>

**Subject:** RE: Official - Sensitive - cost of living support payments

Morning Paul and Sean,

Thanks for the below. Also to confirm that I am in the process of contacting all Directors of Finance to discuss, including a meeting at 11am today for as many of them who are able to attend that.

[redacted]

**From:** Sally Loudon <sally@cosla.gov.uk>

**Sent:** 27 August 2022 08:13

**To:** Paul.Johnston@gov.scot; redacted <redacted@cosla.gov.uk>

**Cc:** DirectorForLocalGovernment&Housing@gov.scot; Ellen.Leaver@gov.scot; cfo@gov.scot

**Subject:** Re: Official - Sensitive - cost of living support payments

Paul I'm assuming I'm ok to say that at leaders today

Hope you have a lovely weekend

Sally

Get Outlook for iOS

---

**From:** Paul.Johnston@gov.scot <Paul.Johnston@gov.scot>  
**Sent:** Saturday, August 27, 2022 12:49:30 AM  
**To:** Sally Loudon <sally@cosla.gov.uk>; redacted <redacted@cosla.gov.uk>  
**Cc:** DirectorForLocalGovernment&Housing@gov.scot  
<DirectorForLocalGovernment&Housing@gov.scot>; Ellen.Leaver@gov.scot  
<Ellen.Leaver@gov.scot>; cfo@gov.scot <cfo@gov.scot>  
**Subject:** Official - Sensitive - cost of living support payments

Sally, [redacted]

We had a range of discussions in the course of the day on Friday about the funding of cost of living support payments, proposed by the SG as a way of addressing the challenges faced by lower paid local government workers in the current financial climate.

I appreciate you will need to seek the agreement of leaders to mechanisms that will be deployed around the funding of these payments. This note sets out a proposed way forward. When agreed we can capture this in a formal letter.

[redacted]

Happy to discuss

Paul  
Paul Johnston  
Director General Communities  
Scottish Government

07[redacted]

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\*\*\*\*

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\*\*\*\*

Our Business Address is : COSLA, Verity House, 19 Haymarket Yards, Edinburgh, EH12 5BH. t: +441314749200 w: <http://www.cosla.gov.uk>

**Document 3**

**From:** Leaver E (Ellen) <Ellen.Leaver@gov.scot>  
**Sent:** 25 August 2022 12:19  
**To:** redacted <redacted@cosla.gov.uk>  
**Subject:** RE: Actions out of today's meeting

Hi [redacted]

do you have the figures for a possible non-consolidated payment?

Ellen

**Ellen Leaver | Deputy Director, Local Government and Analytical Services | Scottish Government | LL: 0131 [redacted] | Mob: 07[redacted]**

*I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.*

**From:** Leaver E (Ellen)  
**Sent:** 24 August 2022 13:47  
**To:** redacted <redacted@cosla.gov.uk>; redacted <redacted@cosla.gov.uk>  
**Cc:** redacted <redacted@gov.scot>; redacted <redacted@gov.scot>; redacted <redacted@gov.scot>; redacted <redacted@gov.scot>  
**Subject:** Actions out of today's meeting

Hi both

I just wanted to start a bit of a chain to capture actions and next steps out of today's meeting and make sure we're all on the same page - things I have:

- You (COSLA) are likely to issue a line out of today's meeting, noting DFM's concern about the use of the figure, could you confirm what the line is you're likely to issue. I had something like: *there is a shared commitment to jointly explore a suite of flexibilities which will provide a solution for local government which supports the 5% pay offer. Importance of solutions for future years too.*
- [redacted] you're able to share with us in confidence some possible scenarios and costs for a one off non-consolidated payment for the lowest paid. [reacted]
- DFM is in principle open to further exploring all the asks in the letter, in terms of flexibilities this year and future years among officials we need to work through testing how that might operate in practice. I'll catch up further later on with Paul and Sean but if you've ideas of how we best do that and have those discussions let us know. Do we need something more working level then send up to Paul and Sally? or vice versa? A mix?
- On Mr Macpherson's ask about SLARC, you're going to get back to us tomorrow (ideally as early as possible or we won't be able to publish tomorrow anyway) about a view on whether to progress or delay a bit further. [redacted]

**Ellen Leaver**

**LL: 0131 [redacted] | Mob: 07[redacted]**

**Deputy Director, Local Government and Analytical Services Division**

**Directorate for Local Government and Housing**

**Scottish Government**

*I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.*

#### **Document 4**

**From:** Redacted <redacted@unison.co.uk>

**Sent:** 24 August 2022 11:58

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>

**Cc:** Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; redacted@cosla.gov.uk; katie.hagmann@dumgal.gov.uk; redacted@gmb.org.uk; redacted@unitetheunion.org

**Subject:** Re: URGENT correspondence from the SJC Joint Trade Unions

Thanks. See you then.

best wishes

Redacted

---

**From:** Redacted@gov.scot <Redacted@gov.scot> on behalf of DFMCSCR@gov.scot <DFMCSCR@gov.scot>  
**Sent:** 24 August 2022 11:52 AM  
**To:** DFMCSCR@gov.scot <DFMCSCR@gov.scot>; Redacted <Redacted@unison.co.uk>; CabSecSJHLG@gov.scot <CabSecSJHLG@gov.scot>  
**Cc:** DirectorForLocalGovernment&Housing@gov.scot <DirectorForLocalGovernment&Housing@gov.scot>; Ellen.Leaver@gov.scot <Ellen.Leaver@gov.scot>; redacted@cosla.gov.uk <redacted@cosla.gov.uk>; redacted@dumgal.gov.uk <katie.hagmann@dumgal.gov.uk>; redacted@gmb.org.uk <redacted@gmb.org.uk>; redacted@unitetheunion.org <redacted@unitetheunion.org>  
**Subject:** RE: URGENT correspondence from the SJC Joint Trade Unions

**CAUTION:** This email originated from outside the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Redacted,

Apologies, to clarify this meeting will take place at **17:45** in person at St Andrews House, Regent Road, Edinburgh, EH1 3DG.

Kind regards,  
Redacted

**Redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

T: 0131 | M: 07 | E: DFMCSCR@gov.scot

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**From:** Redacted <Redacted@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

**Sent:** 24 August 2022 11:51

**To:** Redacted <Redacted@unison.co.uk>; Deputy First Minister and Cabinet Secretary for

Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>

**Cc:** Director for Local Government and Housing

<DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen)

<Ellen.Leaver@gov.scot>; redacted@cosla.gov.uk; katie.hagmann@dumgal.gov.uk;

redacted@gmb.org.uk; redacted@unitetheunion.org

**Subject:** RE: URGENT correspondence from the SJC Joint Trade Unions

Hi redacted,

Thank you for confirming attendees. This meeting will be taking place in person at St Andrews House, Regent Road, Edinburgh, EH1 3DG.

Kind regards,

Redacted

**Redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

T: 0131 | M: 07 | E: DFMCSCR@gov.scot

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**From:** Redacted <redacted@unison.co.uk>

**Sent:** 24 August 2022 10:29

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery

<DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local

Government <CabSecSJHLG@gov.scot>

**Cc:** Director for Local Government and Housing

<DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen)

<Ellen.Leaver@gov.scot>; redacted@cosla.gov.uk; katie.hagmann@dumgal.gov.uk;

redacted@gmb.org.uk; redacted@unitetheunion.org

**Subject:** Re: URGENT correspondence from the SJC Joint Trade Unions

**Importance:** High

Dear Redacted,

Thank you for this. I have liaised with my trade union colleagues and we can attend either time. Attendees from the trade union side will be:

Unison - Redacted

Unite - Redacted

GMB – Redacted (if 4pm) or Redacted (if 5.45pm)

Can you clarify as soon as possible where the meeting will be held.

Many thanks

Redacted

---

**From:** Redacted@gov.scot <Redacted@gov.scot> on behalf of DFMCSCR@gov.scot <DFMCSCR@gov.scot>  
**Sent:** 24 August 2022 8:26 AM  
**To:** Redacted<Redacted@unison.co.uk>; DFMCSCR@gov.scot <DFMCSCR@gov.scot>; CabSecSJHLG@gov.scot <CabSecSJHLG@gov.scot>  
**Cc:** DirectorForLocalGovernment&Housing@gov.scot <DirectorForLocalGovernment&Housing@gov.scot>; Ellen.Leaver@gov.scot <Ellen.Leaver@gov.scot>; Redacted@cosla.gov.uk <Redacted@cosla.gov.uk>; katie.hagmann@dumgal.gov.uk <katie.hagmann@dumgal.gov.uk>; Redacted@gmb.org.uk <Redacted@gmb.org.uk>; Redacted@unitetheunion.org <Redacted@unitetheunion.org>  
**Subject:** RE: URGENT correspondence from the SJC Joint Trade Unions

**CAUTION:** This email originated from outside the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Redacted,

The Deputy First Minister would like to offer a meeting to discuss this. I would be grateful if you could advise if a meeting at either 16:00 or 17:45 today would be suitable for yourself and the other authors of this letter. If so, please could you also advise who will be in attendance.

If the timings above do not suit then we can offer an alternative time tomorrow for this meeting.

Kind regards,  
Redacted

**Redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery  
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG  
T: 0131 | M: 07 | E: DFMCSCR@gov.scot

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**From:** Redacted <Redacted@unison.co.uk>  
**Sent:** 23 August 2022 21:55

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery  
<DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local  
Government <CabSecSJHLG@gov.scot>  
**Cc:** Director for Local Government and Housing  
<DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen)  
<Ellen.Leaver@gov.scot>; Redacted <redacted@cosla.gov.uk>;  
katie.hagmann@dumgal.gov.uk; redacted <redacted@gmb.org.uk>; redacted  
<redacted@unitetheunion.org>  
**Subject:** URGENT correspondence from the SJC Joint Trade Unions

Please see attached urgent correspondence from the SJC Joint Trade Unions.

best wishes,  
Redacted

**Redacted**  
**Head of Local Government Scotland**

Direct Dial: 0141 UNISON Direct: 0800  
SLG Website I SLG Twitter I SLG Facebook I Join UNISON  
UNISON House, 14 West Campbell Street, Glasgow G2 6RX



\*\*\*\*\*  
\*\*\*\*

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\*\*\*\*\*  
\*\*\*\*

**Document 4a**

Document 4a was attached to email of 23 August 2022 at 21:55.



To: Mr John Swinney MSP, First Minister of Scotland  
Ms Shona Robison MSP, Cabinet Secretary for Social Justice, Housing & Local Gvt

c.c.: Katie Hagmann, COSLA Resources Spokesperson  
[redacted], COSLA SJC Joint Secretary

23<sup>rd</sup> August 2022

-- via e-mail --

Dear Deputy First Minister and Cabinet Secretary,

We are writing to you both following our most recent discussions on pay with COSLA where we were unable to reach any agreement on the basis of the cost constraints presented.

Both parties did agree however that there is an urgent need for a face to face meeting with you and COSLA representatives to discuss the challenges the local government settlement presents for the vital workers we represent. We understand you are due to meet the COSLA Resources spokesperson tomorrow which might provide an opportunity to discuss this.

In seeking these talks, we would reiterate our strong concerns at the plans outlined for Local Government funding for the remainder of the Scottish Parliamentary term. The RSR sets out what is a 7% real terms cut to funding, in contrast to a 4.7% real terms increase in Scottish Government funding over the same period. For Local Government, this cut comes on top of the significant real terms reductions in councils' core funding since 2013/14.

These cuts have already had an adverse impact on the local government workforce which can be seen through the staffing shortages that exist in many essential occupation groups. We are now told that the continued financial constraints will have a direct impact on staff numbers and ultimately the ability to maintain essential services.

Whilst COSLA made a revised offer today we are a long way off reaching an agreement we could put to our members and there remains a need for this meeting to take place at the earliest possible opportunity.

We look forward to an early response.

Best wishes,

**[redacted]**  
**SJC Joint Secretary**  
**UNISON**

**[redacted]**  
**SJC Joint Secretary**  
**UNITE**

**[redacted]**  
**SJC Joint Secretary**  
**GMB**

## **Document 5**

**From:** Redacted <redacted@gov.scot> **On Behalf Of** First Minister

**Sent:** 24 August 2022 12:32

**To:** Public Engagement Unit <CorrespondenceUnit@gov.scot>  
**Cc:** First Minister <firstminister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Cabinet Secretary for Education and Skills <CabSecES@gov.scot>; Cabinet Secretary for Health and Social Care <CabSecHSC@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Minister for Public Finance, Planning & Community Wealth <MinisterPFPCW@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; Redacted <redacted@gov.scot>; DG Education & Justice <dgej@gov.scot>; Redacted <redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Chief Financial Officer <cfo@gov.scot>; Redacted<Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; Redacted<Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Redacted <Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Redacted Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Redacted<Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted<Redacted@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Redacted <Redacted@gov.scot>; O'Donnell J (Jane) <Jane.O'Donnell@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Livey D (David) <David.Livey@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Redacted<Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Redacted<Redacted@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>  
**Subject:** UNISON

Grateful if a response can be drafted for the relevant portfolio Minister please

Thanks

Redacted

Office of the First Minister

Scottish Government

5TH floor/St Andrews House/Regent Road

Edinburgh EH1 3DG

Tel 0131

Mobile 07

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**Document 5a**

Document 5a was attached to email of 24 August 2022 at 12:32.

Our ref:

Your ref:



Scotland

UNISON House

14 West Campbell Street

GLASGOW

G2 6RX

Tek 0141 redacted

Fax: 0141 redacted WIVW. unison-scot/ã%d org

Nicola Sturgeon

First Minister of Scotland

St Andrews House

Regent Road

Edinburgh

EHI 3DG

Dear Nicola

We are writing to you as leaders of UNISON the public services union and the largest trade union in Scotland to suggest a meeting to discuss public sector pay and reform. There are significant issues brewing in local government, the NHS and social care and perhaps we should explore what more we can mutually do to improve relationships and find solutions.

Strikes are planned in councils for waste and recycling workers throughout September, and we will give notice to employers regarding our mandate for education staff in the next few days. There is general acknowledgement on all sides that the offer on the table is not enough to stop the forthcoming industrial action. All sides seem to want to find a solution and - for our part - we will do everything we can to avoid unnecessary disruption and bring this to a satisfactory solution.

We would also welcome discussion around the future reform of local government, particularly the consequences emanating from the Scottish government spending review and the National Care Service bill. We were hoping early talks might tackle some issues before they become problems, at least we could foster better understanding between UNISON and the Scottish government.

We welcome the letter from the Cabinet Secretary for Health (16 August) in which he states his desire to get back around the negotiating table to find a mutually satisfactory NHS pay deal. Again, we will do everything we can to support this work. For the first time since devolution, we are preparing to ballot NHS staff for industrial action. This was unthinkable just a few years ago, and we hope to avoid NHS strikes.

We would also welcome some discussions around NHS staffing, vacancies and workforce planning. We feel much of the anger amongst NHS staff is driven by the significant staffing issues they are facing now.

---

GeneralSecular. Redacted Scottish Secretary Redacted

-2-

Lastly, the problems in social care in Scotland were stark in the pandemic. UNISON welcomed the announcement of a National Care Service in Scotland. We hoped it could be a vehicle to bring about solutions to some large problems in the sector, for example installing Fair Work principles to tackle considerable mismanagement in social care. However, we are concerned about some of the key provisions within the National Care Service Bill and we think it would be beneficial if we could discuss these with you.

We hope any discussions would help us get through what is clearly going to be a challenging period in industrial relations. We hope to hear from you shortly.

Yours sincerely

REDACTED  
Regional Secretary, Scotland

REDACTED  
Convenor, UNISON Scotland

### **Document 6**

**From:** Redacted <Redacted@unison.co.uk>

**Sent:** 29 August 2022 16:12

**To:** Redacted <redacted@cosla.gov.uk>

**Cc:** Redacted <redacted@cosla.gov.uk>; Redacted <redacted@unitetheunion.org>; redacted <redacted@gmb.org.uk>; katie.hagmann@dumgal.gov.uk; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>

**Subject:** Urgent - Communication from UNISON re revised SJC pay offer

**Importance:** High

Redacted,

Please find attached a letter from UNISON regarding COSLA's revised pay offer.

We look forward to hearing from you as soon as possible.

best wishes

Redacted

**Redacted**  
**Head of Local Government Scotland**

**Direct Dial: 0141 UNISON Direct: 0800**  
SLG Website | SLG Twitter | SLG Facebook | Join UNISON  
UNISON House, 14 West Campbell Street, Glasgow G2 6RX

**Document 6a**

Document 6a was attached to email of 29 August 2022 at 16:12.



To: Redacted, COSLA SJC Joint Secretary  
c.c: Cllr Katie Hagmann, COSLA Resources Spokesperson  
John Swinney MSP, Deputy First Minister  
All Scottish Council Leaders  
Redacted, GMB  
Redacted, Unite

Date: 29<sup>th</sup> August 2022

*- sent via e-mail -*

Dear Redacted,

**SJC Pay 2022**

Thank you for your revised offer, outlined to us in writing today.

I write to let you know that this offer was considered by our Local Government Committee this morning and they have agreed:

- That we will consult our 80,000 local government members on your revised offer.
- That consultation will be with a Committee recommendation that members reject the offer.
- That whilst the consultation will be conducted as quickly as possible it will take place alongside the current and planned industrial action that has already been notified to the local authorities in which we have legal mandates.

In making the decision to recommend that members reject the offer our Committee was clear that the progress that has been made over the past week - to increase the total pay-bill value of the offer by £200m, agree the removal of SSSC fees, agree the additional day's annual leave for all staff, agree the uplifting of allowances in line with the percentage increase and sign off reforms to the SJC constitution by the November this year – is welcome.

However the sticking point remains, as we have said repeatedly prior to and throughout the past week, that the cost envelope is simply not big enough to provide a decent, consolidated, increase for the majority of our members.

You know that we have explored every possible mechanism to distribute what is available in as fair a way as possible but no matter how you cut it the fact remains that the size of the current funding 'pie' is simply not big enough to deliver a decent enough increase for the majority.

Inflation is now running at over 10% and is only projected to increase further in the months ahead. Energy, food and fuel prices continue to push up the cost of living for our members. We fundamentally need to see an increase to the consolidated element of the offer to deliver the best possible chance of our members' wages keeping up with these spiralling costs.

As always our negotiators will make themselves available at any time necessary to try to reach a resolution to this as quickly as possible.

We look forward to hearing from you at the earliest possible opportunity.

Regards,

**Redacted**  
**Head of Local Government**  
**UNISON Scotland**

**Redacted**  
**Chair, Local Government Committee**  
**UNISON Scotland**

### **Document 7**

**From:** McAllister C (Colin) <Colin.McAllister@gov.scot>

**Sent:** 02 September 2022 15:19

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; First Minister <firstminister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government

<CabSecSJHLG@gov.scot>

**Cc:** Neill S (Sean) <Sean.Neill@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>

**Subject:** FW: Pay - COSLA Release

FYI

Regards

**Colin McAllister**

0131

07



Scottish Ministers, Special advisers and the Permanent Secretary to the Scottish Government are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot).

**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 02 September 2022 15:16

**To:** McAllister C (Colin) <Colin.McAllister@gov.scot>

**Subject:** Pay - COSLA Release

## **POSITIVE RESPONSE FROM COUNCIL LEADERS TO CONCERNS OF THE WORKFORCE**

COSLA has said it was delighted to get to a point in this year's pay negotiations whereby a fresh pay offer has been put to the Trade Unions.

Commenting today (Friday) following a meeting of Council Leaders, Councillor Katie Hagmann COSLA's Resources Spokesperson said: "Firstly I would like to thank all our Trade Union colleagues for the constructive discussions.

“The revised offer made shows that Scotland’s Council Leaders have listened to the concerns of our workforce and have responded positively.

“Council Leaders have said consistently throughout these negotiations that we very much value and are grateful to the Local Government Workforce.

“We have sent letters to our union colleagues following today’s meeting and hope that this enables strike action to be suspended and allows our workforce to get back to doing what they do best, delivering high quality essential services for the people within our communities right across Scotland.”

ends

Redacted

Head of Media and Communication

COSLA

T: 0131 M: 07

E: redacted@cosla.gov.uk

Twitter: @COSLA



Our Business Address is : COSLA, Verity House, 19 Haymarket Yards, Edinburgh, EH12 5BH. t: +441314749200 w: <http://www.cosla.gov.uk>

### **Document 8**

**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 29 August 2022 17:42

**To:** redacted <redacted@unitetheunion.org>

**Cc:** anicoll@aberdeencity.gov.uk; iyuill@aberdeencity.gov.uk;

cllr.m.findlater@aberdeenshire.gov.uk; cllrwhiteside@angus.gov.uk; robin.currie@argyll-

bute.gov.uk; cammy.day@edinburgh.gov.uk; eforson@clacks.gov.uk; paulf.steele@cne-siar.gov.uk;

linda.dorward@dumgal.gov.uk; stephen.thompson@dumgal.gov.uk;  
john.alexander@dundeecity.gov.uk; douglas.reid@east-ayrshire.gov.uk;  
gordan.low@eastdunbarton.gov.uk; nhampshire@eastlothian.gov.uk;  
Owen.ODonnell@eastrenfrewshire.gov.uk; cecil.meiklejohn@falkirk.gov.uk;  
cllr.david.ross@fife.gov.uk; susan.aitken@glasgow.gov.uk; raymond.bremner.cllr@highland.gov.uk;  
stephen.mccabe@inverclyde.gov.uk; kelly.parry@midlothian.gov.uk; Neil.McLennan@moray.gov.uk;  
Kathleen.Robertson@moray.gov.uk; marieburns@north-ayrshire.gov.uk; lindenj@northlan.gov.uk;  
james.stockan@orkney.gov.uk; GLaing@pkc.gov.uk; cllr.iain.nicolson@renfrewshire.gov.uk;  
Euan.Jardine@scotborders.gov.uk; emma.macdonald@shetland.gov.uk; Martin.Dowey@south-  
ayrshire.gov.uk; Cabinet Secretary for Social Justice, Housing & Local Government  
<CabSecSJHLG@gov.scot>; kanec@stirling.gov.uk; martin.rooney@west-dunbarton.gov.uk;  
lawrence.fitzpatrick@westlothian.gov.uk; redacted@unison.co.uk;  
Redacted<redacted@gmb.org.uk>  
**Subject:** Re: Letter from Unite

Thank you redacted

Kind regards

Redacted

**Redacted | Chief Officer - Workforce and Corporate Policy Team | Convention of Scottish Local Authorities (COSLA)**

Verity House | 19 Haymarket Yards | Edinburgh EH12 5BH | 0131 | 07

**SAVE PAPER - Please do not print this e-mail unless absolutely necessary**

On 29 Aug 2022, at 17:39, redacted <redacted@unitetheunion.org> wrote:

Redacted

Please find attached.

Redacted

Regional Officer

Unite the Union

John Smith House

145/165 West Regent Street

Glasgow G2 4RZ

Tel: 0141

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### **Document 8a**

John Smith House      Tel:0141-  
145-165 West Regent Street      Fax: 0845  
Glasgow  
G2 4RZ



---

### **REGION: SCOTLAND**

Our Ref: Redacted

Date: 29 August 2022

To: Redacted, COSLA SJC Joint Secretary

c.c: Cllr Katie Hagmann, COSLA Resources Spokesperson

John Swinney MSP, Deputy First Minister

All Scottish Council Leaders

Redacted, GMB

Redacted, Unison

Dear Redacted

## SJC Pay Offer

Thank you for your letter outlining the latest COSLA offer on the above.

I am writing to inform you that Unite the Union is rejecting this offer. Throughout our negotiations of the last week, Unite, along with our sister unions, have consistently stated that the funding for the 2022 pay offering is simply not enough to give local government workers a fair and decent pay rise.

Today's offer has not changed the monies that will be consolidated in workers pay. Instead those on the lower pay scales have been offered a one-off payment which does not address the ongoing cost of living crisis nor future challenges.

Unite does recognise and welcomes the additional £200m that has been found for the current pay round as well as the commitment to an additional 1 day's annual leave, the increase in allowances and the meeting of SSSC registration fees.

However the fact is that the pay pot is not adequate to give the low paid workers what they deserve.

Unite will make itself available to meet with COSLA and/or Scottish Government in attempt to resolve this dispute.

I look forward to hearing from you in due course.

Yours sincerely

**Redacted**

**Regional Officer**

**Redacted**  
General Secretary

[www.unitetheunion.org](http://www.unitetheunion.org)

## **Document 9**

**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 29 August 2022 18:17

**To:** Redacted <Redacted@gmb.org.uk>

**Cc:** Redacted <redacted@cosla.gov.uk>; Redacted <redacted@unitetheunion.org>; katie.hagmann@dumgal.gov.uk; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Redacted <redacted@unison.co.uk>

**Subject:** Re: GMB position on COSLA offer

Hi Redacted

Thanks for the clarification of your current position.

I think that our position regarding the Pay Offer is clear from the letter earlier today. I have no ability to revisit that, especially during the period where I await a formal response from the trade union side. You will be aware that the other unions have indicated that they will refer to their members for a view on what has been offered, albeit they are recommending refusal. I have to respect that process and until those positions are confirmed then there can be no further negotiation around the detail.

As with the other unions, I await the GMB's formal position on the offer as made.

Kind regards

Redacted

**Redacted**

Chief Officer – Workforce and Corporate Policy Team

**COSLA**

CONVENTION OF SCOTTISH LOCAL AUTHORITIES

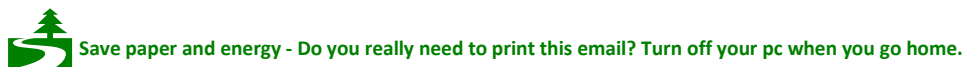
[www.cosla.gov.uk](http://www.cosla.gov.uk)

Verity House, 19 Haymarket Yards, Edinburgh, EH12 5BH

Tel: 0131

Mob: 07

Email: redacted@cosla.gov.uk



On 29 Aug 2022, at 17:43, Redacted <Redacted@gmb.org.uk> wrote:

That will depend on whether COSLA would be looking to reconvene the negotiating group to concentrate on delivering a fresh offer based around a flat rate.

If COSLA do not wish to do that my committee will meet tomorrow and outline how we plan to consult our members on rejecting the offer.

Many thanks,

**Redacted**

**GMB Scotland Senior Organiser**

**GMB Scotland, Fountain House, Glasgow. G3 7UJ**

**Tel: 0141 | Email: Redacted@gmb.org.uk | Web: [www.gmb.org.uk/join](http://www.gmb.org.uk/join)**

**For our privacy policy go to [www.gmb.org.uk/legal/privacy-policy](http://www.gmb.org.uk/legal/privacy-policy)**

**From:** Redacted <Redacted@cosla.gov.uk>

**Sent:** 29 August 2022 17:27

**To:** Keir Greenaway <Redacted@gmb.org.uk>

**Cc:** Redacted <Redacted@cosla.gov.uk>; Redacted

<Redacted@unitetheunion.org>; katie.hagmann@dumgal.gov.uk; DFMCSR@gov.scot; CabSecSJHL

G@gov.scot; Ellen.Leaver@gov.scot; DirectorforLocalGovernment&Communities@gov.scot;

Redacted<Redacted@unison.co.uk>

**Subject:** Re: GMB position on COSLA offer

Thank you for your email Redacted.

I note the outcome of your committee. Can I confirm that you are not consulting with a recommendation to reject?

Kind regards

Redacted

**Redacted | Chief Officer - Workforce and Corporate Policy Team | Convention of Scottish Local Authorities (COSLA)**

Verity House | 19 Haymarket Yards | Edinburgh EH12 5BH | 0131 | 07

**SAVE PAPER - Please do not print this e-mail unless absolutely necessary**

On 29 Aug 2022, at 17:16, Redacted <Redacted@gmb.org.uk> wrote:

Redacted,

GMB has been incredibly clear throughout the negotiations that any offer needs to be based around a flat-rate as per the joint union claim.

Our committee has today outlined that anything other than a flat rate offer is not credible and not acceptable.

We would urge COSLA to come back to the negotiating table to concentrate on delivering a fresh offer based around a flat rate.

Regards,

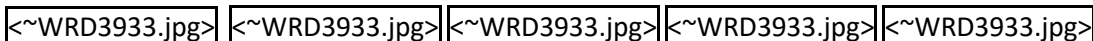
**Redacted**

**GMB Scotland Senior Organiser**

**GMB Scotland, Fountain House, Glasgow. G3 7UJ**

**Tel: 0141 | Email: [redacted@gmb.org.uk](mailto:redacted@gmb.org.uk) | Web: [www.gmb.org.uk/join](http://www.gmb.org.uk/join)**

**For our privacy policy go to [www.gmb.org.uk/legal/privacy-policy](http://www.gmb.org.uk/legal/privacy-policy)**



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### **Document 10**

**From:** Redacted <[redacted@cosla.gov.uk](mailto:redacted@cosla.gov.uk)>

**Sent:** 18 August 2022 12:05

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <[DFMCSCR@gov.scot](mailto:DFMCSCR@gov.scot)>

**Subject:** RE: Letter from the Deputy First Minister to Cllr Hagmann

Hi Redacted,

Many thanks for the letter attached.

I confirm receipt and have sent on to Cllr Hagmann.

Have a lovely afternoon.

Redacted

**From:** Redacted@gov.scot <[Redacted@gov.scot](mailto:Redacted@gov.scot)> **On Behalf Of** DFMCSR@gov.scot

**Sent:** 18 August 2022 11:26

**To:** Megan Ross <[Redacted@cosla.gov.uk](mailto:Redacted@cosla.gov.uk)>

**Cc:** Sally Loudon <[sally@cosla.gov.uk](mailto:sally@cosla.gov.uk)>; Redacted <[redacted@cosla.gov.uk](mailto:redacted@cosla.gov.uk)>; Redacted <[redacted@cosla.gov.uk](mailto:redacted@cosla.gov.uk)>; [anicoll@aberdeencity.gov.uk](mailto:anicoll@aberdeencity.gov.uk); [iyuill@aberdeencity.gov.uk](mailto:iyuill@aberdeencity.gov.uk); [cllr.m.findlater@aberdeenshire.gov.uk](mailto:cllr.m.findlater@aberdeenshire.gov.uk); [cllrwhiteside@angus.gov.uk](mailto:cllrwhiteside@angus.gov.uk); [28](mailto:robin.currie@argyll-</a></p></div><div data-bbox=)

bute.gov.uk; eforson@clacks.gov.uk; linda.dorward.labour@gmail.com;  
Stephen.Thompson@dumgal.gov.uk; john.alexander@dundeecity.gov.uk; douglas.reid@east-  
ayrshire.gov.uk; gordan.low@eastdunbarton.gov.uk; nhampshire@eastlothian.gov.uk;  
owen.odonnell@eastrenfrewshire.gov.uk; Cammy.Day@edinburgh.gov.uk; paulf.steele@cne-  
siar.gov.uk; cecil.meiklejohn@falkirk.gov.uk; cllr.david.ross@fife.gov.uk;  
susan.aitken@glasgow.gov.uk; raymond.bremner.cllr@highland.gov.uk;  
stephen.mccabe@inverclyde.gov.uk; Kparrysnp@gmail.com; kathleen.robertson@moray.gov.uk;  
marieburns@north-ayrshire.gov.uk; loguej@northlan.gov.uk; james.stockan@orkney.gov.uk;  
GLaing@pkc.gov.uk; cllr.iain.nicolson@renfrewshire.gov.uk; Euan.Jardine@scotborders.gov.uk;  
emma.macdonald@shetland.gov.uk; martin.dowey@south-ayrshire.gov.uk;  
joe.fagan@southlanarkshire.gov.uk; kanec@stirling.gov.uk; martin.rooney@west-dunbarton.gov.uk;  
lawrence.fitzpatrick@westlothian.gov.uk; DFMCS@gov.scot

**Subject:** Letter from the Deputy First Minister to Cllr Hagmann

Good afternoon Redacted,

Please find attached a letter from the Deputy First Minister and Cabinet Secretary for Covid Recovery, for the attention of Cllr Hagmann.

This has been copied to all Local Authority Leaders.

Kind regards,

Redacted

**Assistant Private Secretary to John Swinney MSP, Deputy First Minister and Cabinet Secretary for Covid Recovery**

The Scottish Government | Riaghaltas na h-Alba

St Andrew's House | Regent Road | Edinburgh | EH1 3DG



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### **Document 10a**

Document 10a was attached to email of 18 August 2022 at 11:26.

An Leas-phrìomh Mhinistear agus Ath-shlànachadh Cobhid  
Deputy First Minister and Cabinet Secretary  
for Covid Recovery  
John Swinney MSP  
T: 0300  
E: [DFMCSCR@gov.scot](mailto:DFMCSCR@gov.scot)  
Councillor Katie Hagmann  
COSLA Resources Spokesperson



**Scottish Government**  
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**gov.scot**

By email:  
[redacted@cosla.gov.uk](mailto:redacted@cosla.gov.uk)  
Copy to:  
[redacted@cosla.gov.uk](mailto:redacted@cosla.gov.uk),  
[redacted@cosla.gov.uk](mailto:redacted@cosla.gov.uk),  
[sally@cosla.gov.uk](mailto:sally@cosla.gov.uk)  
Local Authority Leaders

18 August 2022

Dear Councillor Hagmann,

Thank you for the meeting on 17 August with yourself, Councillor Redacted and Councillor Redacted to discuss the current pay position.

At the meeting I set out the current challenging Scottish Government budget position, with the 2022-23 Scottish Budget fully committed against a backdrop of inflationary pressures and the cost crisis. Indeed, the Scottish Fiscal Commission has highlighted the overall 2022-23 Scottish Budget is 2.6% lower than last year in cash terms primarily because of reduced Covid19 funding and falling capital funding from the UK Government.

We are all experiencing unprecedented pressures on public finances, which have been further exacerbated with the increase in inflation and the situation in Ukraine. Nevertheless, the Scottish Government has made difficult decisions across our public service provision to offer the financial contribution of £140 million in recurring funding to local authorities in order to support a revised pay offer.

All areas of the public sector will have to make challenging savings to live within existing budgets. The UK Government has not provided further funding for these pressures, with last year's UK Spending Review not taking account of the levels of pay uplift now proposed or the wider effects of inflation.

Turning to fiscal powers, the Scottish Government has limited borrowing powers, and is not permitted under the relevant statutory arrangements to revisit sufficiently significant revenue raising policies, such as income tax, in-year.

A number of comments have been made stating the Scottish Government should utilise the funding in its reserves. I do not recognise the numbers being discussed, as the Scottish Government has used reserves in full to deliver the 2022-23 budget. Indeed, the additional £120 million provided to local government at stage 2 of the 2022-23 budget was delivered through the use of the Scotland reserve. Given that, and now the offer of a further £140 million to support a pay deal, any suggestion that we have not fully utilised all avenues open to us to provide additional funding to councils is wholly unfounded. I would again encourage all councils to consider the use of reserves for other short term cost pressures so as to redirect resources to the pay offer.

Throughout our discussions I have sought to work collaboratively while providing full transparency around our financial position, as part of this I have set out the reserve position in detail in Annex A. I would also note, much like borrowing, the Scottish Government has very limited reserve powers (with the ability to only hold £700 million in reserve, which is under 2% of the full Scottish Government budget), with Local Government having greater powers in this respect.

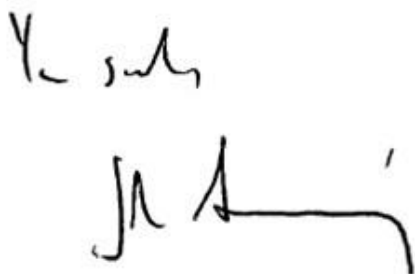
As I have previously made clear, the Scottish Government is not in a position to provide a further additional contribution and I would ask councils to again consider carefully how they too could increase available funding for pay. I would also note that it is councils which are the employers here and there is no direct role for the Scottish Government in this relationship.

It is essential that urgent action is now taken; I do not need to tell you that waste collection services in Edinburgh will strike from today and that further action in the weeks following has already been called across a number of councils. Moreover, council employees now face the prospect of meeting inflationary pressures on their cost of living this autumn without having received a pay increase from their employers.

I know difficult decisions will need to be made by Local Government to meet the pay offer. This is equally the case for the Scottish Government, and I would emphasise that if we are to have a mature partnership that we must both recognise this shared reality.

Finally, at our meeting I committed to looking at any detailed proposals that COSLA will put forward for flexibilities with regards policy delivery and the use of reserves. While this work is underway, it is critical that a meaningful, revised offer is made at pace, and that negotiations with the Unions proceed to reach a swift agreement.

I look forward to hearing from you,

A handwritten signature in black ink, appearing to read 'John Swinney', written in a cursive style.

**JOHN SWINNEY**

## **Annex A Scottish Government Reserves Position**

### **Scotland Reserve Background**

The Scotland Reserve provides the Scottish Government with a limited facility to manage the smoothing of all types of spending, assist the management of tax volatility and determine the timing of expenditure.

The Reserve is split between Fiscal Resource and Fiscal Capital and is capped in aggregate at £700 million.

In normal times, annual drawdowns from the Reserve are limited to £250 million for Fiscal Resource and £100 million for Fiscal Capital (including Financial Transactions) in any given year.

However, in the event of a 'Scotland-specific economic shock', this cap on draw down does not apply.

### **Scotland Reserve 2022-23 Position**

At the 31st March 2022 funding of £650 million was transferred to the Scotland Reserve, £421 million of this was Resource funding. All of the £650 million is being utilised to support 2022-23 (i.e. there is no remaining funding in reserves), and is reflected in the latest 2022-23 Resource, Capital and FT position.

	Resource £m	Capital £m	FTs £m	Total £m
Provisional Outturn Underspend (2021-22)	(421)	(183)	(256)	(860)
Repayment of Financial Transactions to HM Treasury			210	210
<b>Provisional Scotland Reserve Position (2021-22)</b>	<b>(421)</b>	<b>(183)</b>	<b>(46)</b>	<b>(650)</b>
2022-23 Budget Bill targeted carry forward balance	332	118	61	511
Reserve draw down planned for 2022-23 ABR	89	65	(15)	139
<b>Balance available</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Much of the carried forward funding was anticipated within the 2022-23 Scottish Budget; £324 million was anticipated within the initial 2022-23 Budget, and £120 million was announced by the Cabinet Secretary of Finance and Economy to support Local Government 2022-23 costs at stage 1 of the Budget Bill process. Overall the targeted Scotland Reserve carry forward in the 2022-23 Budget Bill was £511 million. The remaining £139 million of the £650 million in the Scotland Reserve will be disclosed to Parliament as part of the Autumn Budget Revision (ABR) process but as noted above is already factored in to the latest 2022-23 position.

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## Document 11

**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 19 August 2022 16:45

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>

**Cc:** Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Shona Morrison <shona.morrison@moray.gov.uk>; Katie Hagmann <Katie.Hagmann@dumgal.gov.uk>; Steven Heddle <steven.heddle@orkney.gov.uk>; Sally Loudon <sally@cosla.gov.uk>; redacted <redacted@cosla.gov.uk>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; redacted <redacted@gov.scot>

**Subject:** Letter from Cllr K Hagmann to DFM regarding Local Government Pay

Dear Deputy First Minister

Following COSLA Leaders meeting today, please find attached a letter from Councillor Katie Hagmann.

Kind regards

Redacted

Redacted | Chief Officer - Workforce and Corporate Policy Team | Convention of Scottish Local Authorities (COSLA)

Verity House | 19 Haymarket Yards | Edinburgh EH12 5BH | 0131 | 07 |

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**Document 11a**

Document 11a was attached to email of 19 August at 16:45.



**From the COSLA Spokesperson for Resources, Councillor Katie Hagmann**

19 August 2022

Mr John Swinney MSP  
Deputy First Minister of Scotland

Ms Shona Robison MSP  
Cabinet Secretary for Social Justice, Housing and Local Government

The Scottish Government  
St Andrew's House  
Regent Road  
Edinbur  
gh EH1  
3DG

By email: ;

cc: Sean Neill [DirectorforLocalGovernment&Communities@gov.scot](mailto:DirectorforLocalGovernment&Communities@gov.scot) Ellen Leaver  
[ellen.leaver@gov.scot](mailto:ellen.leaver@gov.scot)

Dear Deputy First Minister,

COSLA Leaders met today, to discuss your letter of 18<sup>th</sup> August, in which you outlined the Scottish Government financial position. In doing so they considered the impact of no further additional funding to our ongoing pay negotiations and they recognised the financial constraints that Scottish Government is now experiencing but would assert that Local Government has been managing these pressures for over a decade now.

Leaders are clear that if no further funding is available from Scottish Government, then flexibilities in relation to specific policy funding is the only option. This is on the basis that an attempt to protect the workforce, avoid job losses and further reductions in services, and ensure that people can be supported during the current cost of living crisis, must be made.

Leaders therefore ask Scottish Government to agree that each Council area, after careful consideration and due governance, are afforded the flexibility they require over the next few years to make the choices necessary in relation to specific policies and associated funding – ring-fenced and directed - without reputational or audit impacts. They were clear that in doing so this should include heavily directed funding that is transferred to Integrated Joint Boards for delegated services.

I can confirm that I have been mandated as Resources Spokesperson to make an offer today of 5%, with the addition of the £10.50 minimum hourly rate, to our Trade Union partners.

Given the uncertainty making such an offer will create, and the considerable time Scottish and Local Government colleagues will have to commit to this, given its significance, Leaders ask Scottish Government to delay the Capital Accounting Review by at least 12 months.

I must reaffirm that in using Local Authority reserves is imprudent and would leave communities vulnerable to winter and other uncertainties. However, given significant IJB reserves that exist, we would request that consideration should be given to use of these during 22/23.

Finally given the revised position Leaders have reached today I am writing, on their behalf, to seek a further urgent face to face meeting on these matters. We wish to discuss what other support Scottish Government can provide for this enhanced Local Government pay offer.

Yours sincerely,



Councillor Katie Hagmann  
**COSLA Spokesperson for Resources**

**Document 12**

**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 23 August 2022 09:25

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; redacted <redacted@cosla.gov.uk>

**Subject:** RE: Correspondence from the Deputy First Minister

Thanks so much redacted!

redacted

**From:** redacted <redacted@gov.scot> **On Behalf Of** DFMCSR@gov.scot

**Sent:** 22 August 2022 16:10

**To:** redacted <redacted@cosla.gov.uk>; redacted <redacted@cosla.gov.uk>

**Cc:** DFMCSR@gov.scot

**Subject:** RE: Correspondence from the Deputy First Minister

Hi redacted,

Thanks for following up.

Those with a valid pass will be able to enter the building. Visitors should have a form of valid photo ID such as a passport, driving licence or government issued ID when reporting to the reception at St Andrews House. A member of Private Office will be at reception to assist if required.

Many thanks,

**Redacted**

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 22 August 2022 16:03

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; redacted <redacted@cosla.gov.uk>

**Subject:** RE: Correspondence from the Deputy First Minister

Thanks so much redacted – I'll update the diary now.

Can I check with you please, are the team required to present ID?

Sally has a pass for SAH, but just want to make sure everyone has what they need.

Thank you

redacted

**From:** redacted@gov.scot <redacted@gov.scot> **On Behalf Of** DFMCSCR@gov.scot

**Sent:** 22 August 2022 16:01

**To:** redacted <redacted@cosla.gov.uk>; redacted <redacted@cosla.gov.uk>

**Cc:** DFMCSCR@gov.scot

**Subject:** RE: Correspondence from the Deputy First Minister

Hi redacted,

Thank you for confirming that all noted can attend on Wednesday at 11:30. I will firm this up in the Deputy First Ministers diary and have noted the full address for the meeting below;

**St Andrews House, Regent Road, Edinburgh, EH1 3DG**

A member of the Private Office will be happy to welcome the Councillors and those supporting at the Main Reception shortly before 11:30.

Many thanks,

**redacted**

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCS@gov.scot



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**From:** Redacted <redacted@cosla.gov.uk>

**Sent:** 22 August 2022 15:28

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCS@gov.scot>; Redacted <redacted@cosla.gov.uk>

**Subject:** RE: Correspondence from the Deputy First Minister

Hi Redacted,

Please ignore my last regarding the Teams link.

I've managed to change Cllr Heddle's flights, so he will also be in attendance on Wednesday at 11:30am.

Many thanks

Redacted

**From:** Redacted <redacted@gov.scot> **On Behalf Of** DFMCSCR@gov.scot

**Sent:** 22 August 2022 11:35

**To:** Redacted <redacted@cosla.gov.uk>; Redacted <redacted@cosla.gov.uk>

**Cc:** DFMCSCR@gov.scot

**Subject:** RE: Correspondence from the Deputy First Minister

Good morning Redacted,

Thanks for following up.

Does 11:30 – 12:30 on Wednesday 24<sup>th</sup> August at St Andrews House, Edinburgh work?

Many thanks,

**Redacted**

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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**From:** Redacted <redacted@cosla.gov.uk>

**Sent:** 22 August 2022 10:57

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Redacted <redacted@cosla.gov.uk>

**Subject:** RE: Correspondence from the Deputy First Minister

Morning Redacted,

I've spoken to Cllrs Morrison, Heddle and Hagmann, and they would be delighted to meet with the DFM this week.

I'm afraid we're really struggling with the suggested time slot as Cllr Heddle is travelling from Orkney to Edinburgh, late on Thursday afternoon and Cllrs Morrison and Hagmann have confirmed diary commitments.

Are there any other slots you can suggest on Wednesday or Thursday?

Many thanks

Redacted

Redacted

PA to Chief Executive and Presidential Team

COSLA

Verity House

19 Haymarket Yards

Edinburgh

EH12 5BH

☎0131 or 07

✉redacted@cosla.gov.uk



**From:** redacted@gov.scot <redacted@gov.scot> **On Behalf Of** DFMCSR@gov.scot

**Sent:** 22 August 2022 08:26

**To:** redacted <redacted@cosla.gov.uk>; redacted <redacted@cosla.gov.uk>

**Subject:** RE: Correspondence from the Deputy First Minister

Apologies, sending from the correct box this time. Grateful if you can respond to this address.

Thank you,

redacted

redacted | DPS/DFM

0131 | 07 | DFMCSR@gov.scot

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**From:** redacted

**Sent:** 21 August 2022 12:15

**To:** 'redacted@cosla.gov.uk' <redacted@cosla.gov.uk>; 'redacted@cosla.gov.uk' <redacted@cosla.gov.uk>

**Subject:** FW: Correspondence from the Deputy First Minister

Dear redacted,

Further to the attached, the DFM has requested a face to face meeting on Thursday 25th August. The location will be St Andrews House and I should be grateful if you can confirm if you are able to make a 16:00 slot?

Thank you,

redacted

**redacted** | DPS/DFM

0131 | 07 | DFMCSR@gov.scot

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**From:** redacted **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

**Sent:** 19 August 2022 18:19

**To:** 'redacted@cosla.gov.uk' <redacted@cosla.gov.uk>; 'redacted@cosla.gov.uk' <redacted@cosla.gov.uk>; 'redacted@cosla.gov.uk' <redacted@cosla.gov.uk>; 'redacted@cosla.gov.uk' <redacted@cosla.gov.uk>; 'redacted@cosla.gov.uk' <redacted@cosla.gov.uk>

**Cc:** Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; 'Shona Morrison' <shona.morrison@moray.gov.uk>; 'Katie Hagmann' <Katie.Hagmann@dumgal.gov.uk>; 'Steven Heddle' <steven.heddle@orkney.gov.uk>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; redacted <redacted@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>

**Subject:** Correspondence from the Deputy First Minister

Dear Councillor Katie Haggmann,

Please find attached correspondence from the Deputy First Minister.

All good wishes,

redacted

**redacted** | Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

0131 | 07 | DFMCS@gov.scot



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**Document 12a**

Document 12a was attached to email of 19 August at 18:19.

An Leas-phrìomh Mhinistear agus Ath-  
shlànachadh Cobhid  
Deputy First Minister and Cabinet Secretary  
for Covid Recovery  
John Swinney MSP  
T: 0300 244 4000  
E: DFMCS@gov.scot



**Scottish Government**  
**Riaghaltas na h-Alba**  
**gov.scot**

Councillor Katie Hagmann  
COSLA Resources Spokesperson

By email:

[redacted@cosla.gov.uk](mailto:redacted@cosla.gov.uk)

Copy to:

Councillor Morrison

Councillor Heddle

—

19 August 2022

Dear Councillor Hagmann

Thank you for your letter of regarding the outcome of the Special Leaders meeting called earlier today.

I recognise that difficult decisions will have to be made by both Scottish Government and Councils in order to deliver an affordable pay offer but warmly welcome COSLA's proposal to bring forward an improved five per cent pay offer for Local Government employees.

I believe that the discussions we have undertaken in recent weeks have been productive in developing a shared understanding of the fiscal pressures facing the public sector in Scotland. The discussions also highlight the potential of the Fiscal Framework and a new outcomes focused Partnership Agreement to deliver greater flexibility over financial arrangements and improve accountability for the delivery of national priorities, whilst ensuring maximum value for money.

In this regard, I would very much welcome the opportunity to discuss the fiscal flexibilities you reference in your letter in order to ensure the pay offer is sustainable over the longer term.

I would welcome a face to face meeting with the COSLA leadership next week to progress these discussions and my office will be in touch to arrange this.

**JOHN SWINNEY**

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**Document 13**

**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 23 August 2022 21:55

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>

**Cc:** Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Sally Loudon <sally@cosla.gov.uk>

**Subject:** Letter from COSLA Resources Spokesperson

Dear Deputy First Minister and Cabinet Secretary

Please find attached a letter from Cllr Katie Hagmann following recent pay discussions with our SJC Trade Unions.

Kind regards

redacted

redacted

Chief Officer – Workforce and Corporate Policy Team

**COSLA**

CONVENTION OF SCOTTISH LOCAL AUTHORITIES

[www.cosla.gov.uk](http://www.cosla.gov.uk)

Verity House, 19 Haymarket Yards, Edinburgh, EH12 5BH

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Mob: 07

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**Document 13a**

Document 13a was attached to email of 23 August at 21:55.



**From the COSLA Spokesperson for Resources, Councillor Katie Hagmann**

23 August 2022

Mr John Swinney MSP

First Minister of Scotland

Ms Shona Robison MSP

Cabinet Secretary for Social Justice, Housing and Local Government

The Scottish Government

St Andrew's House

Regent Road

Edinburgh

EH1 3DG

By email: [DFMCSCR@gov.scot](mailto:DFMCSCR@gov.scot) ; [cabSecSJHLG@gov.scot](mailto:cabSecSJHLG@gov.scot)

cc: Sean Neill [DirectorforLocalGovernment&Communities@gov.scot](mailto:DirectorforLocalGovernment&Communities@gov.scot) Ellen Leaver  
[ellen.leaver@gov.scot](mailto:ellen.leaver@gov.scot)

Dear Deputy First Minister and Cabinet Secretary,

I am writing to you both following our most recent discussions on pay with our SJC Trade Unions where they continue to express their disappointment in not being able to meet with you both, prior to ongoing pay negotiations with ourselves.

There is an outstanding request to the Cabinet Secretary for Finance and Economy, and now yourselves, to seek an urgent face to face meeting, together with our Trade Union colleagues.

In seeking these talks, I would reiterate Leaders' strong concerns at the plans outlined for Local Government funding for the remainder of the Scottish Parliamentary term. The RSR sets out what is a 7% real terms cut to funding, in contrast to a 4.7% real terms increase in Scottish Government funding over the same period. For Local Government, this cut comes on top of the significant real terms reductions in councils' core funding since 2013/14.

I would stress that Local Government has been at the forefront of leading reform due to the financial constraints placed on us and we are in a position where further reform will have a direct impact on staff numbers and ultimately our ability to maintain essential services.

Whilst Local Government has made a firm offer to the SJC today, there are significant pressures on Local Government services and there remains a need for this meeting to take place.

I look forward to an early response.

Yours sincerely,



Councillor Katie Hagmann

**COSLA Spokesperson for Resources**

**Document 14**

**From:** redacted <redacted@unison.co.uk>

**Sent:** 25 August 2022 10:59

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

**Cc:** DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>

**Subject:** Re: Meeting with the Deputy First Minister - Thursday 25th August

Thank you so much redacted. I can confirm that the attendees from the trade union side will be the same as yesterday:

Unison - redacted

GMB - redacted

Unite - redacted

See you then.

best wishes

redacted

---

**From:** redacted@gov.scot <redacted@gov.scot> on behalf of DFMCSCR@gov.scot <DFMCSCR@gov.scot>

**Sent:** 25 August 2022 10:20 AM

**To:** redacted <redacted@unison.co.uk>

**Cc:** DGCommunities@gov.scot <DGCommunities@gov.scot>; DirectorForLocalGovernment&Housing@gov.scot <DirectorForLocalGovernment&Housing@gov.scot>; Ellen.Leaver@gov.scot <Ellen.Leaver@gov.scot>; DFMCSCR@gov.scot <DFMCSCR@gov.scot>

**Subject:** RE: Meeting with the Deputy First Minister - Thursday 25th August

**CAUTION:** This email originated from outside the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi redacted,

Further to our phone call about Unison's policy with regards to attendees, I can confirm that we can facilitate 2 attendees from each Trade Union.

I would be grateful If you could pass this message on to each of the other Trade Unions and confirm names of who will be attending from each.

Many thanks,  
redacted

**redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG  
T: 0131 | M: 07 | E: DFMCS@gov.scot

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**From:** redacted<redacted@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

**Sent:** 25 August 2022 09:33

**To:** redacted@unison.co.uk

**Cc:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMC@gov.scot>; DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>

**Subject:** Meeting with the Deputy First Minister - Thursday 25th August

Good morning redacted,

The Deputy First Minister would like to invite COSLA and one representative of each Trade Union to a meeting this afternoon at 2:30pm at St Andrew's House.

Due to capacity within the room, we would be grateful if the meeting could be kept to the specific attendees listed above.

Please could you confirm if this timing is suitable and specify which one representative will attend from each Trade Union.

Kind regards,  
redacted

**redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

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T: 0131 | M: 07 | E: DFMCSR@gov.scot

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### **Document 15**

**From:** redacted <redacted@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

**Sent:** 25 August 2022 13:04

**To:** redacted <redacted@cosla.gov.uk>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSR@gov.scot>

**Cc:** DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>

**Subject:** RE: Meeting with the Deputy First Minister - Thursday 25th August

Hi redacted,

Yes someone from our office will meet Sally, Shona and redacted at reception when they arrive.

Kind regards,

redacted

**redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

T: 0131 | M: 07 | E: DFMCSR@gov.scot

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**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 25 August 2022 12:56

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

**Cc:** DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>

**Subject:** RE: Meeting with the Deputy First Minister - Thursday 25th August

Thanks redacted.

I really appreciate your help.

Sally, Shona and redacted will be leaving Verity at 2pm via taxi to SAH.

Will someone meet them at reception?

Thank you

redacted

**From:** redacted <redacted@gov.scot> **On Behalf Of** DFMCSR@gov.scot

**Sent:** 25 August 2022 12:54

**To:** redacted <redacted@cosla.gov.uk>

**Cc:** DGCommunities@gov.scot; DirectorForLocalGovernment&Housing@gov.scot; Ellen.Leaver@gov.scot; DFMCSR@gov.scot

**Subject:** RE: Meeting with the Deputy First Minister - Thursday 25th August

Thanks redacted,

Yes, we can accommodate Cllr Hagmann joining virtually. Please see the below MS Teams link for Cllr Hagmann to use.

# Microsoft Teams meeting

**Join on your computer or mobile app**

REDACTED

Kind regards,

redacted

redacted

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

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**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 25 August 2022 12:20

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSR@gov.scot>

**Cc:** DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>

**Subject:** RE: Meeting with the Deputy First Minister - Thursday 25th August

Hi redacted,

Thank you very much.

I've just spoken with Cllr Morrison and Sally, and they've let me know that COSLA Resources Spokesperson Cllr Hagmann will now also be joining the meeting.

I'm afraid that Cllr Hagmann is in Dumfries at present and will not be able to attend in person, so I wonder if you could please arrange a Teams link so that I can add to the diaries?

Many thanks

redacted

**From:** redacted <redacted@gov.scot> **On Behalf Of** DFMCSCR@gov.scot  
**Sent:** 25 August 2022 10:49  
**To:** redacted <redacted@cosla.gov.uk>; DFMCSCR@gov.scot  
**Cc:** DGCommunities@gov.scot; DirectorForLocalGovernment&Housing@gov.scot; Ellen.Leaver@gov.scot  
**Subject:** RE: Meeting with the Deputy First Minister - Thursday 25th August

Hi redacted,

Thanks for your email. I can confirm that we can facilitate redacted at this meeting, which is being hosted by the Scottish Government to encourage a resolution to the dispute.

Kind regards,

redacted

**redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

T: 0131 | M: 07 | E: DFMCSCR@gov.scot

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**From:** redacted <redacted@cosla.gov.uk>  
**Sent:** 25 August 2022 10:18

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>  
**Cc:** DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>  
**Subject:** RE: Meeting with the Deputy First Minister - Thursday 25th August

Morning redacted,

I hope you're well.

I can free Cllr Morrison and Sally up this afternoon so that they can join the DFM and Trade Union colleagues at St Andrew's House at 2:30pm.

Thank you for the invite.

We appreciate the capacity issues, but Cllr Morrison has requested that redacted, Chief Officer of our Employers function also be in attendance as he is leading on this work.

Many thanks

redacted

**From:** redacted@gov.scot <redacted@gov.scot> **On Behalf Of** DFMCSCR@gov.scot  
**Sent:** 25 August 2022 09:32  
**To:** redacted <redacted@cosla.gov.uk>  
**Cc:** DGCommunities@gov.scot; DirectorForLocalGovernment&Housing@gov.scot; Ellen.Leaver@gov.scot; DFMCSCR@gov.scot  
**Subject:** Meeting with the Deputy First Minister - Thursday 25th August

Good morning redacted,

The Deputy First Minister would like to invite the COSLA President, Chief Executive and one representative of each Trade Union to a meeting this afternoon at 2:30pm at St Andrew's House.

Due to capacity within the room, we would be grateful if the meeting could be kept to the specific attendees listed above.

Please could you confirm if this timing is suitable for the COSLA President and Chief Executive.

Kind regards,

redacted

**Redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

T: 0131 | M: 07 | E: DFMCSR@gov.scot

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## **Document 16**

**From:** redacted <redacted@gmb.org.uk>

**Sent:** 30 August 2022 08:50

**To:** redacted <redacted@unison.co.uk>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; redacted@unitetheunion.org

**Cc:** Johnston P (Paul) <Paul.Johnston@gov.scot>; DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>

**Subject:** RE: Meeting with DFM today in SAH at 1230 - RSVP please

I will be attendance along with redacted.

Many thanks,

**redacted**

**GMB Scotland Senior Organiser**

**GMB Scotland, Fountain House, Glasgow. G3 7UJ**

**Tel: 0141 | Email: redacted@gmb.org.uk | Web: www.gmb.org.uk/join**

**For our privacy policy go to [www.gmb.org.uk/legal/privacy-policy](http://www.gmb.org.uk/legal/privacy-policy)**

**From:** redacted <redacted@unison.co.uk>

**Sent:** 30 August 2022 08:36

**To:** DFMCSCR@gov.scot; redacted <redacted@gmb.org.uk>; redacted@unitetheunion.org

**Cc:** Paul.Johnston@gov.scot; DGCommunities@gov.scot; DirectorForLocalGovernment&Housing@gov.scot; Sean.Neill@gov.scot

**Subject:** Re: Meeting with DFM today in SAH at 1230 - RSVP please

I will attend along with redacted, UNISON Scotland's Deputy Convenor (redacted is out of the country until Sunday).

best wishes

redacted

---

**From:** redacted@gov.scot <redacted@gov.scot> on behalf of DFMCSCR@gov.scot <DFMCSCR@gov.scot>

**Sent:** 30 August 2022 8:03 AM

**To:** redacted <redacted@unison.co.uk>; redacted@gmb.org.uk <redacted@gmb.org.uk>; redacted@unitetheunion.org <redacted@unitetheunion.org>

**Cc:** DFMCSR@gov.scot <DFMCSR@gov.scot>; Paul.Johnston@gov.scot <Paul.Johnston@gov.scot>; DGCommunities@gov.scot <DGCommunities@gov.scot>; DirectorForLocalGovernment&Housing@gov.scot <DirectorForLocalGovernment&Housing@gov.scot>; Sean.Neill@gov.scot <Sean.Neill@gov.scot>

**Subject:** Meeting with DFM today in SAH at 1230 - RSVP please

**CAUTION:** This email originated from outside the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good morning

The Deputy First Minister would be grateful if you could attend St Andrew's House, Edinburgh at 1220 today to meet with him for one hour from 1230-1330.

Please could you respond to confirm your attendance as soon as possible.

Thanks very much

redacted

**redacted** | Private Secretary to Deputy First Minister of Scotland and Cabinet Secretary for Covid Recovery - John Swinney MSP | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | Tel: 0131 /07 | E: DFMCSR@gov.scot

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## **Document 17**

**From:** redacted <redacted@unitetheunion.org>

**Sent:** 30 August 2022 09:46

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

**Cc:** redacted@unison.co.uk; redacted@gmb.org.uk; Johnston P (Paul) <Paul.Johnston@gov.scot>; DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>

**Subject:** Re: [EXTERNAL] Meeting with DFM today in SAH at 1230 - RSVP please

redacted

I can confirm redacted and myself will be attending.

redacted

Regional Officer

Unite The Union

John Smith House

145/165 West Regent Street

Glasgow G2 4RZ

Tel: 0141

On 30 Aug 2022, at 08:21, DFMCSCR@gov.scot wrote:

**EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.**

---

Good morning

The Deputy First Minister would be grateful if you could attend St Andrew's House, Edinburgh at 1220 today to meet with him for one hour from 1230-1330.

Please could you respond to confirm your attendance as soon as possible.

Thanks very much

redacted

**redacted** | Private Secretary to Deputy First Minister of Scotland and Cabinet Secretary for Covid Recovery - John Swinney MSP | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | Tel: 0131 /07 | E: DFMCSR@gov.scot

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## **Document 18**

**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 30 August 2022 11:58

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

**Subject:** RE: Meeting with DFM today in SAH at 1700 - RSVP please

Thanks so much redacted!

redacted

**From:** redacted@gov.scot <redacted@gov.scot> **On Behalf Of** DFMCSCR@gov.scot

**Sent:** 30 August 2022 11:51

**To:** redacted <redacted@cosla.gov.uk>; DFMCSCR@gov.scot; redacted <redacted@cosla.gov.uk>

**Cc:** Paul.Johnston@gov.scot; DGCommunities@gov.scot; Sean.Neill@gov.scot;

DirectorForLocalGovernment&Housing@gov.scot; redacted <redacted@cosla.gov.uk>; Sally Loudon <sally@cosla.gov.uk>

**Subject:** RE: Meeting with DFM today in SAH at 1700 - RSVP please

Hi Redacted,

Not a problem, we will let DFM know that Cllr Morrison will be joining via Teams.

Kind regards,

Redacted

### **Redacted**

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

T: 0131 | M: 07 | E: DFMCSCR@gov.scot

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**From:** redacted <redacted@cosla.gov.uk>

**Sent:** 30 August 2022 11:48

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; redacted <redacted@cosla.gov.uk>

**Cc:** Johnston P (Paul) <Paul.Johnston@gov.scot>; DG Communities <DGCommunities@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; redacted <redacted@cosla.gov.uk>; Sally Loudon <sally@cosla.gov.uk>

**Subject:** RE: Meeting with DFM today in SAH at 1700 - RSVP please

Hi redacted,

Could you please let the DFM know that Cllr Morrison will also join this afternoon's meeting via Teams.

I'm afraid due to other diary commitments, it's just not possible to get her down from Moray in time.

Many thanks

redacted

**From:** redacted@gov.scot <redacted@gov.scot> **On Behalf Of** DFMCSCR@gov.scot

**Sent:** 30 August 2022 10:31

**To:** redacted <redacted@cosla.gov.uk>; DFMCSCR@gov.scot; redacted <redacted@cosla.gov.uk>

**Cc:** Paul.Johnston@gov.scot; DGCommunities@gov.scot; Sean.Neill@gov.scot; DirectorForLocalGovernment&Housing@gov.scot; redacted <redacted@cosla.gov.uk>; Sally Loudon <sally@cosla.gov.uk>

**Subject:** RE: Meeting with DFM today in SAH at 1700 - RSVP please

Hi redacted

Thanks very much. A teams link is below

Microsoft Teams meeting

**Join on your computer or mobile app**

Redacted

Many thanks

Redacted

**Redacted**

Private Secretary/DFM

07

**From:** Redacted <redacted@cosla.gov.uk>

**Sent:** 30 August 2022 10:11

**To:** Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; redacted <redacted@cosla.gov.uk>

**Cc:** Johnston P (Paul) <Paul.Johnston@gov.scot>; DG Communities <DGCommunities@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; redacted <redacted@cosla.gov.uk>; Sally Loudon <sally@cosla.gov.uk>

**Subject:** RE: Meeting with DFM today in SAH at 1700 - RSVP please

Morning redacted,

Many thanks for your email, and apologies for the delay in replying.

We're doing some manoeuvring at our end to accommodate travel.

I can confirm that Cllr Hagmann, Sally Loudon and redacted will all attend St Andrew's House in person. I'll let you know as soon as possible if we can get Cllr Morrison down from Moray to attend.

Can I please also request a Teams link for this meeting Rachel. Cllr Heddle is back on Orkney and would like to join virtually.

Many thanks

redacted

redacted

PA to Chief Executive, Senior Management Team and Presidential Team

COSLA

Verity House

19 Haymarket Yards

Edinburgh

EH12 5BH

☎0131 or 07

✉redacted@cosla.gov.uk



**From:** redacted@gov.scot <redacted@gov.scot> **On Behalf Of** DFMCSR@gov.scot

**Sent:** 30 August 2022 08:07

**To:** redacted <redacted@cosla.gov.uk>; katie.hagmann@dumgal.gov.uk; redacted <redacted@cosla.gov.uk>

**Cc:** DFMCSR@gov.scot; Paul.Johnston@gov.scot; DGCommunities@gov.scot; Sean.Neill@gov.scot;

DirectorForLocalGovernment&Housing@gov.scot; redacted <redacted@cosla.gov.uk>; Sally Loudon <sally@cosla.gov.uk>

**Subject:** Meeting with DFM today in SAH at 1700 - RSVP please

Good morning

The Deputy First Minister would be grateful if you could attend St Andrew’s House, Edinburgh at 1650 today to meet with him for one hour from 1700-1800.

Please could you respond to confirm your attendance as soon as possible.

Thanks very much

redacted

**redacted** | Private Secretary to Deputy First Minister of Scotland and Cabinet Secretary for Covid Recovery - John Swinney MSP | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | Tel: 0131/07 | E: DFMCSR@gov.scot

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**Document 19**

**From:** Redacted <redacted@unison.co.uk>  
**Sent:** 31 August 2022 15:25  
**To:** redacted <redacted@unison.co.uk>  
**Cc:** katie.hagmann@dumgal.gov.uk; redacted <redacted@cosla.gov.uk>; redacted <redacted@unitetheunion.org>; redacted <redacted@gmb.org.uk>  
**Subject:** Urgent - Communication from UNISON re SJC pay

Dear Council Leader,

Please find attached a letter from UNISON regarding the current position re SJC Pay.

We are happy to discuss this matter further with any of you.

best wishes

Redacted

**Redacted**

## Head of Local Government Scotland

Direct Dial: 0141 UNISON Direct: 0800

SLG Website | SLG Twitter | SLG Facebook | Join UNISON  
UNISON House, 14 West Campbell Street, Glasgow G2 6RX



### **Document 19a**

Document 19a was attached to email of 31 August at 15:25.



To: All Scottish Council Leaders

c.c. Redacted, COSLA SJC Joint Secretary  
Cllr Katy Hagmann, COSLA Resources  
Spokesperson

John Swinney MSP, Deputy First Minister

Redacted, GMB

Redacted, Unite

Date: 31<sup>st</sup> August 2022

- sent via e-mail -

Dear Council Leader,

### **SJC Pay 2022**

We understand that you have received representation to mandate your Resources Spokesperson to convert the current offer to a flat rate pay increase for all.

We understand why this sounds simple and attractive *and* if we were talking about a flat rate the size of which was in the joint trade union's pay claim - £3k for all – we would of course welcome that.

BUT, unless you can tell us otherwise, that is not where we currently are.

The only way a flat rate will work for the majority is if you increase the size of the cost envelope.

If we converted the current 5% cost envelope that is currently on the table to a flat rate a huge number of members, who are not highly paid, will get less than the 5% the Scottish Government and COSLA have already promised them.

If it was as simple as taking from those at the very top and giving it to the bottom we would have reached agreement before now. The problem is there are not enough people at the very top of the tree for any cap on their pay rise to generate enough money to fully consolidate all of the £1925 for everyone under £39k - and that's 85% of your local government workforce.

The only way a flat rate for those on the lowest wages would work within the current cost envelope would be to take from those workers in the middle income bracket (between £25k-£40k) - literally taking money out of the pockets of early years practitioners, social work assistants, Senior Residential Care Workers and Housing Officer.

UNISON will not agree to do that to those members. They are not the lowest paid but they could not by any definition be deemed highly.

UNISON has always, and will always, fight for those on the lowest wages but we will also fight for the many members we have in the squeezed middle who are also struggling to get by.

The only way to lift everyone up is to increase the amount of money on the table.

Regards,

**Redacted**  
**Head of Local Government**  
**UNISON Scotland**

**Redacted**  
**Chair, Local Government Committee**  
**UNISON Scotland**

### **Document 20**

Document withheld.

### **Document 21**

Document withheld.

### **Document 22**

<b>From:</b>	Johnston P (Paul)
<b>Sent:</b>	25 August 2022 22:37
<b>To:</b>	Leaver E (Ellen); Director for Local Government and Housing; Sally Loudon (sally@cosla.gov.uk); Simon Cameron
<b>Subject:</b>	Notes
<b>Attachments:</b>	Document1.docx
<b>Follow Up Flag:</b>	Follow up
<b>Flag Status:</b>	Flagged

### **Document 22a**

Document withheld.

**Document 23**

**From:** Johnston P (Paul)

**Sent:** 28 August 2022 17:26

**To:** Redacted <redacted@cosla.gov.uk>

**Subject:** RE: Official - Sensitive - cost of living support payments

Many thanks for all you have done to take this forward redacted – good news at least re Year 1.

Redacted

Redacted

Director General Communities

Scottish Government

07

**From:** Redacted <redacted@cosla.gov.uk>

**Sent:** 27 August 2022 09:29

**To:** Sally Loudon <sally@cosla.gov.uk>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>

**Cc:** Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Chief Financial Officer <cfo@gov.scot>

**Subject:** RE: Official - Sensitive - cost of living support payments

Morning Paul and Sean,

Thanks for the below. Also to confirm that I am in the process of contacting all Directors of Finance to discuss, including a meeting at 11am today for as many of them who are able to attend that.

Redacted

**From:** Sally Loudon <sally@cosla.gov.uk>  
**Sent:** 27 August 2022 08:13  
**To:** Paul.Johnston@gov.scot; Redacted <redacted@cosla.gov.uk>  
**Cc:** DirectorForLocalGovernment&Housing@gov.scot; Ellen.Leaver@gov.scot; cfo@gov.scot  
**Subject:** Re: Official - Sensitive - cost of living support payments

Paul I'm assuming I'm ok to say that at leaders today

Hope you have a lovely weekend

Sally

Get Outlook for iOS

---

**From:** Paul.Johnston@gov.scot <Paul.Johnston@gov.scot>  
**Sent:** Saturday, August 27, 2022 12:49:30 AM  
**To:** Sally Loudon <sally@cosla.gov.uk>; Redacted <redacted@cosla.gov.uk>  
**Cc:** DirectorForLocalGovernment&Housing@gov.scot  
<DirectorForLocalGovernment&Housing@gov.scot>; Ellen.Leaver@gov.scot  
<Ellen.Leaver@gov.scot>; cfo@gov.scot <cfo@gov.scot>  
**Subject:** Official - Sensitive - cost of living support payments

Sally, Redacted

We had a range of discussions in the course of the day on Friday about the funding of cost of living support payments, proposed by the SG as a way of addressing the challenges faced by lower paid local government workers in the current financial climate.

I appreciate you will need to seek the agreement of leaders to mechanisms that will be deployed around the funding of these payments. This note sets out a proposed way forward. When agreed we can capture this in a formal letter.

We have agreed to work together to maximise the extent to which the payments can be funded through a capital allocation from the SG. This would allow authorities to utilise revenue in their reserves that is allocated for capital purposes. They can use this revenue to make the cost of living support payment, and will have it topped up through the SG contribution.

In discussions, we have agreed that a capital contribution of at least £50m should be capable of being dealt with in this way, but further work is needed to establish

whether councils hold sufficient revenue reserves to accommodate the £100m that is now envisaged as the total quantum of the cost of living support payment.

The proposed way forward is:

- Take forward urgent work with councils and the SG to establish and agree the maximum that can be accepted by way of capital for these purposes.
- Should it not be possible to accept £100m of capital funding for these purposes, work with the SG on the extent to which the balance can be funded through the increased use of flexibilities (linked to the work on flexibilities that is in hand).
- If needed, and as a last resort, a revenue allocation would be provided by the SG for any remaining element of the quantum that could not be funded through the first two measures above.

Happy to discuss

Paul

Paul Johnston  
Director General Communities  
Scottish Government

07

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## **Document 24**

**From:** Johnston P (Paul)  
**Sent:** 28 August 2022 17:24  
**To:** Redacted <redacted@gmb.org.uk>  
**Subject:** RE: Details of Yesterday

Hi Redacted

Sorry for the delay in replying – number below if you'd still like a word. Appreciate the issue may now have been dealt with following discussions yesterday and today.

Paul

Paul Johnston  
Director General Communities  
Scottish Government

07

**From:** Redacted <Redacted@gmb.org.uk>  
**Sent:** 27 August 2022 07:57  
**To:** Johnston P (Paul) <Paul.Johnston@gov.scot>  
**Subject:** Details of Yesterday

Hi Paul,

Could you send me your number so I can check a detail of something that was mentioned yesterday?

Many thanks,  
Redacted

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### **Document 25**

**From:** Johnston P (Paul)  
**Sent:** 01 September 2022 21:30  
**To:** Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Sally Loudon (sally@cosla.gov.uk) <sally@cosla.gov.uk>  
**Subject:** FW: Local Government Pay [OFFICIAL]

Paul Johnston  
Director General Communities  
Scottish Government

07

**From:** Sally Loudon <sally@cosla.gov.uk>  
**Sent:** 01 September 2022 20:23  
**To:** Johnston P (Paul) <Paul.Johnston@gov.scot>  
**Subject:** FW: Local Government Pay [OFFICIAL]

**From:** redacted <redacted@argyll-bute.gov.uk>  
**Sent:** 01 September 2022 20:21  
**To:** Sally Loudon <sally@cosla.gov.uk>  
**Subject:** RE: Local Government Pay [OFFICIAL]

**Classification: OFFICIAL**

Redacted

**From:** Redacted  
**Sent:** 01 September 2022 20:08  
**To:** Sally Loudon <sally@cosla.gov.uk>  
**Subject:** RE: Local Government Pay [OFFICIAL]

**Classification: OFFICIAL**

Some comments from me below. Happy to discuss.

**From:** Sally Loudon <sally@cosla.gov.uk>  
**Sent:** 01 September 2022 19:56  
**To:** Redacted <Redacted@argyll-bute.gov.uk>  
**Subject:** FW: Local Government Pay

Few points from me

110m will be replaced with 130.1m if based on 35 hour working week

Need the bit in about flexibilities and use of revenue for 22/23 as well

It is for LG to conclude if there isn't enough capital – not we

**From:** Paul.Johnston@gov.scot <Paul.Johnston@gov.scot>  
**Sent:** 01 September 2022 19:35  
**To:** Sally Loudon <sally@cosla.gov.uk>  
**Cc:** DGCommunities@gov.scot; DirectorForLocalGovernment&Housing@gov.scot;  
Ellen.Leaver@gov.scot; cfo@gov.scot  
**Subject:** Local Government Pay

Redacted

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**Document 26**

**From:** Sally Loudon <[sally@cosla.gov.uk](mailto:sally@cosla.gov.uk)>

**Sent:** 01 September 2022 22:11

**To:** Leaver E (Ellen) <[Ellen.Leaver@gov.scot](mailto:Ellen.Leaver@gov.scot)>; Johnston P (Paul) <[Paul.Johnston@gov.scot](mailto:Paul.Johnston@gov.scot)>; Neill S (Sean) <[Sean.Neill@gov.scot](mailto:Sean.Neill@gov.scot)>

**Cc:** Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>  
**Subject:** RE: Local Government Pay [OFFICIAL]

Thanks

Think this is better and we'll put in Leaders report

Sally

**From:** Ellen.Leaver@gov.scot <Ellen.Leaver@gov.scot>  
**Sent:** 01 September 2022 21:59  
**To:** Paul.Johnston@gov.scot; Sean.Neill@gov.scot; Sally Loudon <sally@cosla.gov.uk>  
**Cc:** DirectorForLocalGovernment&Housing@gov.scot  
**Subject:** FW: Local Government Pay [OFFICIAL]

Sally - I've proposed some changes below which seeks to respond to your comments, I've left the number where it is for now.

Redacted

Does this meet what you need?

Redacted

**Ellen Leaver | Deputy Director, Local Government and Analytical Services | Scottish Government |  
LL: 0131 | Mob: 07**

*I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.*

**From:** Sally Loudon <sally@cosla.gov.uk>  
**Sent:** 01 September 2022 19:56  
**To:** redacted <redacted@argyll-bute.gov.uk>  
**Subject:** FW: Local Government Pay

Redacted

**From:** Paul.Johnston@gov.scot <Paul.Johnston@gov.scot>  
**Sent:** 01 September 2022 19:35  
**To:** Sally Loudon <sally@cosla.gov.uk>  
**Cc:** DGCommunities@gov.scot; DirectorForLocalGovernment&Housing@gov.scot;  
Ellen.Leaver@gov.scot; cfo@gov.scot  
**Subject:** Local Government Pay

Sally

Redacted

Paul

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**Document 27**

Document withheld.