

For the benefit of people across Scotland, COSLA expects a UK government, working with their devolved governments, to respect the democratic mandate of Councillors and put the **LOCAL** back into Local Government by:

Providing Fair Funding for essential Local Services and infrastructure, by setting multiyear budgets that enable long term planning and fair pay for our workforce.

What this would unlock for our communities:

- **Fair, sustainable funding for Scotland's councils is essential** to ensure that local authorities can continue to deliver and make further progress in relation to fair pay, terms and conditions for our almost quarter of a million strong workforce.
- **Local Government would be enabled to further build on our aspirations to advance fair pay, terms and conditions**, and offer more high-quality, fair employment opportunities, benefiting individuals and their families and helping to alleviate and prevent poverty.
- **Councils would be in a much better position to attract, recruit and retain high-quality employees in important roles** and ensure all service are fully staffed, including offering longer-term contracts, enhancing the effectiveness of local service delivery for the benefit of Scotland's communities.
- **We would all see wider economic and social benefits, supporting communities to thrive**, because fair funding supports competitive pay for council staff which in turn would increase employees' spending power, benefiting local businesses and helping communities to thrive.
- **Local Government is a significant employer in Scotland, with Scotland's 32 councils employing over 240,000 people.** In some communities the council is one of the largest providers of job opportunities. Local Government is fully committed to delivering on fair work principles and providing the best possible package of pay, terms and conditions for our workforce, whilst ensuring sustainability of services for the benefit of all our communities.