

# Unite OHG members Newsletter



November 2015

## The difference between consolidated pay increases and unconsolidated pay awards and what this means for you

**Those of you who were fortunate to have received a gross payment of £1,500 in your June pay packet might be forgiven for thinking all is well when it comes to OHG and its generosity of spirit.**

Yet a recent pay survey conducted by Adam Lambert, Regional Industrial Officer for Unite, showed that 88% of Unite members at OHG are 'dissatisfied' with how they are remunerated, with more than half of these stating that they are 'very dissatisfied'.

This might be because OHG has, for several years now, failed to award front line staff within One Support consolidated pay increases to equal the rising cost of living. This is despite the organisation having recorded an operational surplus of £40million in the year to 2014 as well as surpluses of £35.8million, £24.6million, and £23.1million in the respective years preceding this.

With profits like this it would not be unreasonable to wonder why staff, are, year-upon-year, not being awarded consolidated pay increases. But what is a consolidated pay increase? What is a non-consolidated pay increase and what is the difference?

To clarify, a non-consolidated rise is a one off payment paid as a lump sum or over a year (your bonus falls into the former category). A consolidated payment is a recurring rise to your salary. Consolidated pay increases mean your salary can not go back to what it was before the increase came into effect. The problem with a non-consolidated pay increase, on the other hand, lies in the fact that your basic salary will remain at the rate it was at the point it was set with no guarantee it will rise any further.

So a lump sum bonus might feel good at the time, but what

about your pay prospects for the next year, and the next?

Bear in mind too that if there is no increase in your pay year-upon-year, there will be no corresponding rise in your pension contributions either. This means that you will be worse off in this respect also as I would challenge anyone who wouldn't desire a more financially secure retirement.

With the above in mind, Unite's position on pay is clear: we believe OHG can, and should, begin to offer all front line staff pay consolidated pay increases. We can negotiate with the powers that be at OHG on this issue though we need your input. You can help us shape this process by letting us know what kind of pay increase you feel is reasonable in exchange for your services. What does this annual rise look like in percentage terms? 2, 3, 4 percent maybe (as other housing associations have proposed recently for their front line staff)?

Email your thoughts on this to Michael Isaac, Unite Rep at [michaelisaac204@hotmail.com](mailto:michaelisaac204@hotmail.com) and we'll keep a record of each email to help us with our future pay negotiations.

website at [www.housingworkers.org.uk/](http://www.housingworkers.org.uk/)

### Dates for your diary

OHG Unite members' meeting – occurs on the first Tuesday of every month 6-8pm at Unite HQ, 128 Theobald's Road, WC1X 8TN. Next meeting on Tuesday 1st December.

### Contact Us!

Michael Isaac (OHG rep) Tel: 07852 917 269  
Email: [michaelisaac204@hotmail.com](mailto:michaelisaac204@hotmail.com)

**MEMBERSHIP FORM GB**

Mr  Miss  Mrs  
 Ms  Rev  Dr  
 Male  Female

Surname \_\_\_\_\_

Forename \_\_\_\_\_

NI No. \_\_\_\_\_ Date of Birth \_\_\_\_\_

House No./Name \_\_\_\_\_

Street \_\_\_\_\_

City/Town \_\_\_\_\_

Postcode \_\_\_\_\_

Home Tel. \_\_\_\_\_ Mobile \_\_\_\_\_

Email \_\_\_\_\_

**About Your Job**

Employer/Company Name \_\_\_\_\_

Job Title \_\_\_\_\_

Work Address \_\_\_\_\_

Postcode \_\_\_\_\_ Work Tel. \_\_\_\_\_

Enhanced full time (more than 21 hours per week)  
 Enhanced part time (10-21 hours per week)  
 On certified apprenticeship scheme  
 Year 1  Year 2  Year 3  Year 4  
 Driver Care (a separate Driver Care application form will be sent to you for completion)

Basic full time (more than 21 hours per week)  
 Basic part time (10-21 hours per week)  
 Other (eg Unemployed member of the community working less than 10 hours per week, under 18, full time student, retired members or permanently disabled members who are not in paid employment)

One of the ways Unite works on your behalf is through political campaigning. We ask all our members to support us in this work by agreeing with the declaration below. Every supporter makes us stronger - and it costs you nothing!

**I support Unite in campaigning on our policies and members' priorities in the Labour Party** (tick if you agree)

**Equal Opportunities**

Unite the union is committed to the promotion of equal opportunities for all and it is the union's aim to provide services and support to members that is free of discrimination on the basis of race, gender, religion, sexual orientation or disability. What ethnic group do you belong to?

**Please tick**  Mixed White & Black Caribbean  Asian or Asian British Pakistani  Black or Black British African  
 White British  Mixed White & Black African  Asian or Asian British Bangladeshi  Black or Black British Other  
 White Irish  Mixed Other  Asian or Asian British Other  Chinese  
 White Other  Asian or Asian British Indian  Black or Black British Caribbean  Mixed White & Asian  
 Other/please specify \_\_\_\_\_

Please tick if you regard yourself as disabled  Lesbian  Gay  Bisexual  Trans

**For Office use only**

Branch No. \_\_\_\_\_ Job Code \_\_\_\_\_ Workplace Code \_\_\_\_\_

Employer Code \_\_\_\_\_ Recruitment Code \_\_\_\_\_ Membership No. \_\_\_\_\_

**Direct Debit Details - Instructions to your Bank or Building Society to pay by Direct Debit**



Originators ID Number 9 7 1 4 6 7

Name of bank/building society \_\_\_\_\_

Town of the Bank \_\_\_\_\_

Sort Code \_\_\_\_\_

Account Number \_\_\_\_\_

Name(s) of Account Holder(s) \_\_\_\_\_

On the selected day of the month:  7th  14th  21st  28th

**Instruction to your Bank or Building Society**

Please pay Unite the union Direct Debit monthly from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Unite the union and, if so, details will be passed electronically to my Bank Building Society.

**Authorisation of deduction of your trade union contribution from your pay (check-off)**

**Note: Not all employers operate check-off.** I hereby authorise the deduction of Unite the union subscriptions from my pay of such amounts as shall be notified to my employer on my behalf from time to time by Unite the union. I also authorise my employer to inform Unite the union of any changes of address.

Paid weekly or monthly?  Weekly  Monthly Payroll No. \_\_\_\_\_

**Please read the Data Protection Notice.**

You have the right at any time to stop us using your details for third party marketing purposes. If you do not wish us to communicate with you or share your contact data for these purposes, please tick this box.  Please note that this will preclude you from receiving our special offers or promotions.

Are you or have you been a member of a trade union? (including Unite the union)  Yes  No  
If yes, please give the name of the union and date of last payment \_\_\_\_\_

When you join Unite, you are also authorising the Union to deduct an additional amount for your subscription to your local branch fund.  
I agree to abide by the union's rules. I authorise the payment above:

Signature \_\_\_\_\_ Date \_\_\_\_\_

Please tick if you wish to receive the union's magazine