

Submitted To Organisation

This pay claim is submitted by Unite on behalf of members at **Organisation**

1. We will show that:

- Major increases in the cost of living over recent years have significantly reduced the value of staff wages;
- Appropriate reward is needed for the increased workload and stress placed on staff against a background of major budget cuts;
- Average pay settlements across the economy have been running ahead of those received by staff over recent years, increasing the likelihood of recruitment and retention problems in the long term;
- Nobody should be paid less than the nationally recognised Living Wage rate, which has become a benchmark for the minimum level of decent pay across the UK and is now paid by large sections of the public services and many major private companies.
- There is clearly the ability to pay

2. We are seeking:

- A 4% increase on all salary points and allowances
- An additional increase in rates for staff at the bottom of the pay scale to bring their pay up to the level of the Living Wage.
- A Housing Premium for those living in **X** where housing costs are at their highest.
- Extended pay protection for those subject to pay cuts.

3. Pay has fallen in contrast to the rise of the cost of living:

The table below demonstrates falling living standards suffered by staff over 5 years.

	[ORG NAME] pay increases	Rise in cost of living (as measured by Retail Prices Index)
2012	%	x%
2013	%	x%
2014	%	x%
2015	%	x%
2016	%	x%

This means that, while the cost of living has risen by more than 10% over the last five years, pay has risen by just x% .

Treasury forecasts indicate that the cost of living is set to rise significantly once more thanks to a

weak sterling, with the 2017 rate hitting 2.6-4% (BoE, CS, OBR)

In recent weeks energy companies have announced price increases of as much as 9% (British Gas, nPower).

It has been reported by RICS that the cost of private renting is due to increase by more than the cost of home ownership of the coming years. This has a regressive impact as the lowest earners are likeliest to be renters.

The regressive and callous austerity measures which continue to be pursued by central government have also particularly impacted the bottom quartile of earners (as has been repeatedly pointed out by the Institute of Fiscal Studies, Resolution Foundation and others).

4. Impact on Recruitment and Retention

Provide details of any functions where the organisation is struggling to recruit and retain staff.

5. Living Wage

[Organisation] is now competing in a labour market where the Living Wage of £8.45 an hour outside London and £9.75 an hour in London has become an increasingly common minimum point in the pay scale.

Almost 2,000 employers are accredited as living wage employers by the Living Wage Foundation, including some of the UK's largest private companies, such as Barclays, HSBC and PriceWaterhouseCoopers. More and more local councils are keen to see nothing lower than the Living wage as part of the bid.

7. Affordability

The affordability of this claim is clear from the latest **[organisation]** accounts, which show a surplus of **£X** for 2015/16. Circle £85m and AS £145m

8. Conclusion

There can be no doubt that all **[organisation]** staff have seen the value of their earnings fall considerably over recent years and evidence suggests that they are also falling behind pay settlements for comparable jobs. With over 80% of those recently surveyed in debt. This is startling and deeply unfair comparison with the increases seen at senior levels.

This pay claim represents a very reasonable estimate of the reward staff deserve for their dedication, skill and hard work and the minimum improvement in pay needed to maintain workforce morale for delivering consistently high quality services.