



**2.5%**



**= PayCut**

**With inflation running at 3.5%, 2.5% is a real terms pay cut.**

**When CEO Keith Exford's pay rose by £23.9k to £325k, 2.5% is an insult!**

Unite opposes the below-inflation 2.5% management-Unison deal. This follows our reps and members voting via a survey and meetings to fight for a 4% pay rise.

Major increases in the cost of living over recent years have significantly reduced the value of staff wages. Things are set to worsen as RPI inflation is predicted to reach 4% by the summer. And the 2.5% pay award does not include staff on protected pay who will see no rise at all.

Working against a background of budget cuts, staff have been facing greater workload pressures and excessive targets. In a recent survey of the Unite membership at Clarion, 75% reported working overtime for free. 72% of those surveyed were in debt, way above both the national and regional average.

The 15/16 accounts of Affinity Sutton and Circle reveal respective surpluses of £145million (up 15% upon the previous year) and £85.8million (up 27% on the previous year). CEO Keith Exford's pay rose by £23.9K (7.9%) to £325,527 in 15/16. Clarion can do so much better than 2.5%. **Work with us to build a pay campaign that makes a difference.**

Unite Members meeting

Wednesday 5th July

1-7 Corsica St, N5

Your UNITE reps are:

*Alex Rivers, Errol Corniffe, Nneoma Bellanfante and Saaed Jama (Circle)*

*Kim Nash, Jenny Galley, Graham Sears and Trevor Woods (Affinity Sutton)*

\* Sign and share the petition for a 4% pay rise

\* Attend the meetings or organise one in your workplace.

\* Join Unite or recruit!

"Member get member": Recruit someone who works in your team. You get £25 if they fill in your membership number when joining online.

\* Join the reps team or pay committee

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