



## Four good reasons to support the 4 For All pay claim for housing workers

### The Rising Cost of Living

Over the last year, the cost of many essential items outstripped inflation, with double digit rises to fuel, car tax and insurance and housing, while fares and clothing rose.

### Real Term Pay and Pension Cuts

XpertHR reported that charities and housing associations saw the lowest overall pay awards over the past year at a median (average) of only 1%, compared to 2.5% in the private sector. This means that many of us have experienced real terms pay cuts as salaries rose less than the cost of weekly essential outgoings. Pension schemes such as SHPS (the Social Housing Pension Scheme) have also been cut back both in spread and future benefits.

### Working Harder for Longer

The experience of being expected to work harder, take on more responsibility, put in longer hours, with more lone working and isolation is an all too familiar story in our sector, particularly for those providing frontline services. The pay we receive no longer reflects how hard and how complex our work has become.

## The Growing Wealth of the Sector and Executives

In absolute terms, the sector has never been more financially healthy. 2016 provided yet another year of growth and record breaking surpluses for housing associations, which accumulated almost 3m homes, worth almost £139bn, and surpluses of £3bn. They also have a further £88bn of fixed assets to fall back on.

Chief executives have cashed in on this wealth. Places for People's David Cowans received £528,870, a rise of 9.8%, Jane Ashcroft of Anchor took home £400,010, up 12.1%, David Montague of L&Q received a whopping 32.1% pay rise taking his salary to £355,105, Sanctuary Group's David Bennett received £340,000, 6.6%, and Keith Exford of Affinity Sutton (now Clarion) took home £320,933, up 6.7%.



## Your 4 For All pay claim pack

The pack contains:

- A full bargaining brief to help you compile your pay claim,
- A Unite Work, Voice, Pay pay claim guide,
- 4 For All campaign stickers and leaflets,
- A template pay survey.

## Contact

Siobhan Endean, National Officer,  
Unite the Union,  
128 Theobalds Road, London  
WC1X 8TN / T. 0800 709 007  
E. Siobhan.Endean@unitetheunion.org

