

Work Voice Pay:

UNITE THE UNION MEMBERS' PAY CLAIM FOR
HESTIA HOUSING AND SUPPORT



2022 - 2023

MAIN HEADINGS OF CLAIM

The claim on behalf of our members is for:

- A Substantial Increase in Pay (across all grades and allowances)
- Sick Pay Scheme to be Introduced
- A Good Childcare Package
- Agreement to undertake the Unite Equal Pay Audit

ABILITY TO PAY

HESTIA HOUSING AND SUPPORT accounts of 03/2020 show a mixed performance. Nonetheless we note that HESTIA HOUSING AND SUPPORT did benefit from:

Key Figures from HESTIA HOUSING AND SUPPORT Accounts 03/2020

ACCOUNTS ITEM	2019	2020	% CHANGE
TURNOVER	£30.2m	£31.7m	5%

- An increase in turnover of 5% to £31.7m

We therefore find that this claim is affordable, fair and reasonable and that it is particularly important at this time for HESTIA HOUSING AND SUPPORT to show that it values its employees.

COMPARATIVE PAY

Community, Youth Workers and Not for Profit

Median Earnings in ASHE

Earnings for full-time employees in the UK are recorded by the Annual Survey of Hours and Earnings (ASHE). The most common method of recording pay in ASHE is the median rate (the mid-point where half employees are above and half are below).

The evidence from ASHE proves that the weekly wage for full time workers in HESTIA HOUSING AND SUPPORT needs to increase.

- In November 2020 median gross weekly earnings for full - time employees in London was £760.70.
- ONS data shows that median gross weekly earnings over the last year for care workers and home carers has risen 6.20% to £415.20.

THE COST OF LIVING

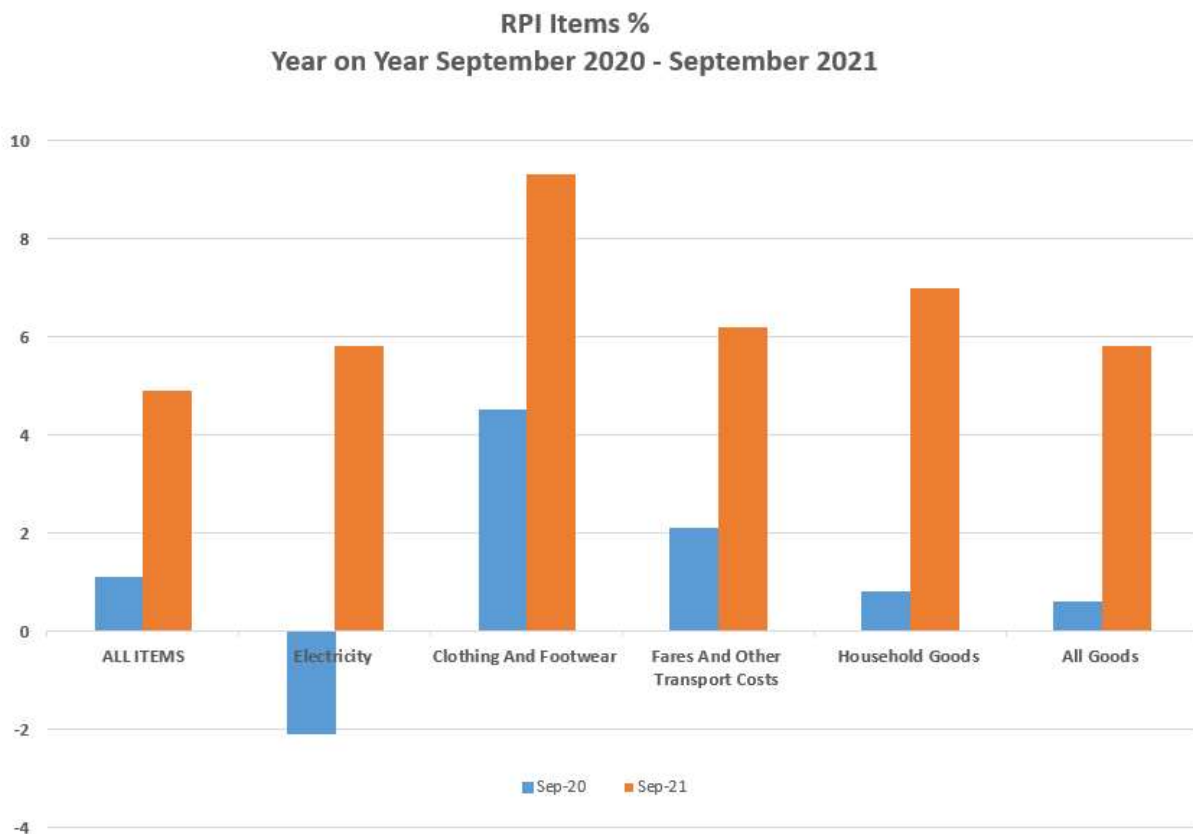
Year-on-year rises in the cost of living are a direct hit to the livelihoods of Unite members. While HESTIA HOUSING AND SUPPORT can plan to offset the inflation of its operating costs, this option is not open to our members outside of this claim. The evidence below proves that the employer must significantly increase rates of pay in this year's pay round.

The UK's Retail Prices Index (RPI) increased to 4.9% in the 12 months to September 2021.

Retail Prices Index (RPI) Changes for the 12 months to September 2021¹

RPI BASIC ITEMS ²	LAST YEAR	THIS YEAR
ALL ITEMS	1.1%	4.9%
Electricity	-2.1%	5.8%

RPI BASIC ITEMS ²	LAST YEAR	THIS YEAR
Clothing & footwear	4.5%	9.3%
Fares & other transport costs	2.1%	6.2%
Household goods	0.8%	7%
All goods	0.6%	5.8%



Source: Office for National Statistics, October 2021

Transport Costs

The cost of transport has increased 6.2% over the last year.

This is higher than the UK's overall RPI figure.

Transport is a basic amenity and transport inflation creates unavoidable costs, including an increase in the cost of getting to and from work. As with other core expenses, such essential travel takes up a greater proportion of our members' earnings than it does for higher paid staff within the organisation.

Electricity

ONS data shows that the cost of paying for electricity has increased by 5.8% over the last year.

This is higher than the UK's overall RPI figure.

These bills are a significant expense for our members, who have no choice but to meet the additional costs from elsewhere in their budgets.

¹ <https://www.ons.gov.uk/economy/inflationandpriceindices/datasets/consumerpriceinflation>

Table 41

² <https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/dogd/mm23>

ITEMS OF THE CLAIM

A Substantial Increase in Pay (across all grades and allowances)

On the grounds set out above, our members are demanding a substantial increase in all pay grades and allowances.

Sick Pay Scheme to Be Introduced

Our claim calls for the introduction of a sick pay scheme across the whole of the organisation. Not providing a sick pay scheme is really unacceptable in the 21st century. This is not only bad for Unite members, it is also bad for the organisation. Exposing employees to financial risk in times of illness has negative impacts on morale and staff retention. Furthermore, studies have shown that failure to provide sufficient extra-statutory sick pay can have adverse effects on productivity by encouraging presenteeism (ill workers attending work).¹

¹ <https://academic.oup.com/oep/article-abstract/54/4/669/2361854?redirectedFrom=fulltext>

A Good Childcare Package For Unite Members

Our members have raised concerns about childcare provision and would like to address this in this pay claim. Affordability of childcare has become an increasingly difficult challenge for many families – rising four times faster than wages since 2008.¹

This should not only be a concern for our members. Not offering adequate childcare support can have a significant impact on the recruiting and retention of workers. It is especially important for women and providing a good childcare package demonstrates a real commitment to equal opportunities. However, it is not only an issue for women. Figures show that 69% of fathers would consider their childcare options before applying for a promotion or a new job.²

Given this, our members are asking HESTIA HOUSING AND SUPPORT to sit down with the union without delay to negotiate a good childcare package for the whole workforce including a range of options to suit the various childcare needs of our members.

Childcare options could include:

- A workplace nursery for all employees
- Directly contracted childcare with a local provider(s)
- Childcare vouchers

¹ <https://www.tuc.org.uk/news/cost-childcare-has-risen-four-times-faster-wages-2008-says-tuc>

² https://www.workingfamilies.org.uk/wp-content/uploads/2017/01/Modern-Families-Index_Full-Report.pdf

Agreement to Undertake an Equal Pay Audit

Our members have raised concerns regarding the levels of pay for men and women employed by HESTIA HOUSING AND SUPPORT carrying out what they see as work of equal value.

The union should not have to remind HESTIA HOUSING AND SUPPORT that paying women less than men is illegal. Under the Equality Act 2010, women are entitled to equal pay with men doing equal work.¹ Ensuring that this is happening in HESTIA HOUSING AND SUPPORT is in the best interests of the organisation. As the Equalities and Human Rights Commission states "Pay systems that are transparent and reward the entire workforce fairly send a positive message about an organisation's values and ways of working".²

As a consequence, our members demand that HESTIA HOUSING AND SUPPORT implements an equal pay audit without delay. The audit should be organisation wide and must have the active involvement of all Shop Stewards/Reps, in both its planning and execution.

As a minimum, this audit should:

- Identify any differences in pay between men and women doing equal work

- Investigate the causes of any differences in pay between men and women doing equal work
- Eliminate any instances of unequal pay that cannot be justified

¹ <https://www.equalityhumanrights.com/en/multipage-guide/equal-pay-audit-larger-organisations>

² <https://www.equalityhumanrights.com/en/advice-and-guidance/importance-equal-pay>

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