

Work Voice Pay:

UNITE THE UNION MEMBERS' PAY CLAIM FOR SINGLE HOMELESS PROJECT(THE)



2022 - 2023

MAIN HEADINGS OF CLAIM

The claim on behalf of our members is for:

- A 14.9% Increase in Pay (across all grades and allowances)
- A Good Childcare Package

ABILITY TO PAY

SINGLE HOMELESS PROJECT(THE) has experienced solid results so there is no cause for concern over the ability to meet this claim in full. This is clear from the SINGLE HOMELESS PROJECT(THE) accounts of 03/2020, which show:

Key Figures from SINGLE HOMELESS PROJECT(THE) Accounts 03/2020

ACCOUNTS ITEM	2019	2020	% CHANGE
TURNOVER	£21.5m	£27.8m	29.3%
TURNOVER PER EMPLOYEE	£40,840	£48,232	18.1%
PRE-TAX PROFIT	-£184,157	£36,951	back in profit
PROFIT PER EMPLOYEE	-£349	£64	back in profit

- An increase in turnover of 29.3% to £27.8m
- An increased turnover per employee to £48,232
- An increase in Pre-Tax profits to £36,951
- A rise in profit generated per employee of back in profit

We therefore find that this claim is nothing more than a demand that our members get a fair and reasonable proportion of the value they continue to create for SINGLE HOMELESS PROJECT(THE).

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 SINGLE HOMELESS PROJECT(THE) 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 welfare and housing associate professionals n.e.c. is now at £475.80.
- ONS data shows that median gross weekly earnings over the last year for youth and community workers is now at £503.70.

THE COST OF LIVING

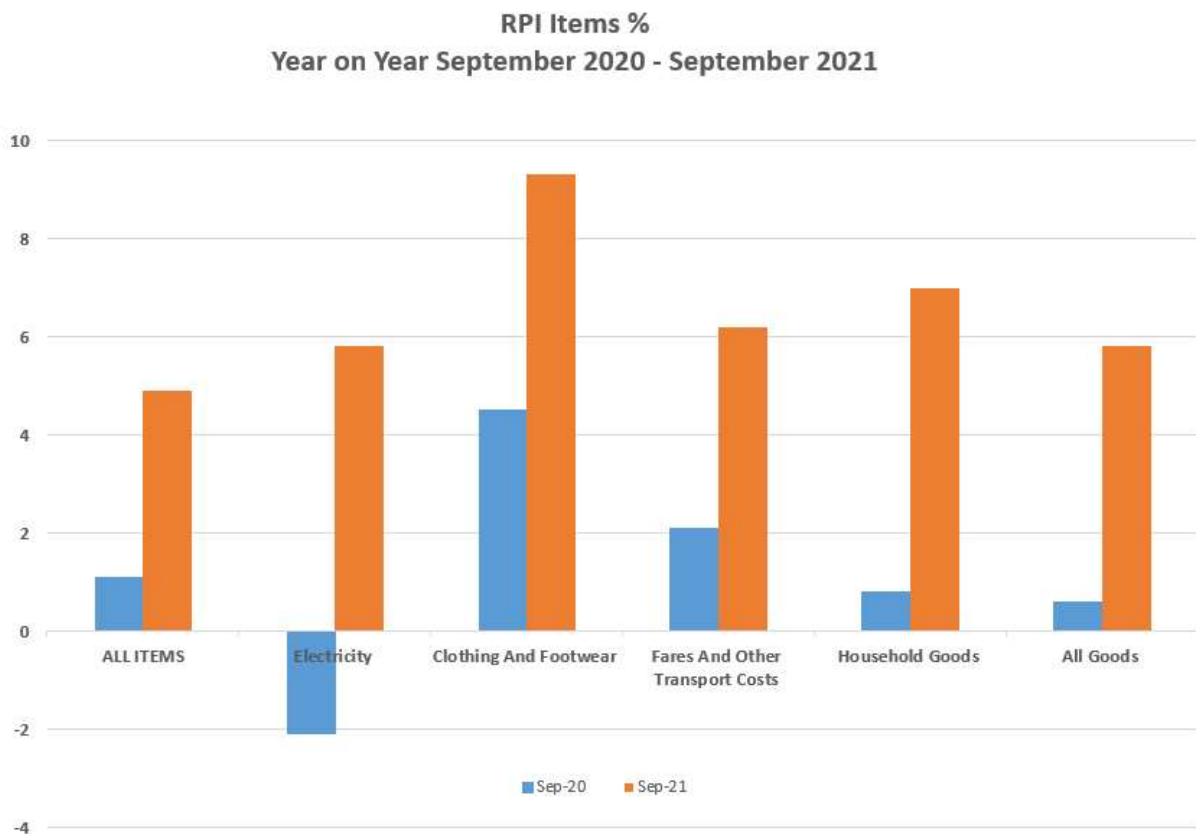
Year-on-year rises in the cost of living are a direct hit to the livelihoods of Unite members. While SINGLE HOMELESS PROJECT(THE) can plan to offset the inflation of its operating costs, this option is not open to our members outside of this claim. The evidence below proves that the employer must significantly 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
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RPI BASIC ITEMS ²	LAST YEAR	THIS YEAR
ALL ITEMS	1.1%	4.9%
Electricity	-2.1%	5.8%
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 14.9% Increase in Pay (across all grades and allowances)

On the grounds set out above, our members are demanding a 14.9% increase in all pay grades and allowances.

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 SINGLE HOMELESS PROJECT(THE) 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

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