

Work Voice Pay:

UNITE THE UNION MEMBERS' PAY CLAIM FOR ST MUNGO COMMUNITY HOUSING ASSOCIATION



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)
- A Good Childcare Package
- Improvement to Maternity Leave Arrangements
- Agreement to undertake the Unite Equal Pay Audit

ABILITY TO PAY

ST MUNGO COMMUNITY HOUSING ASSOCIATION accounts of 03/2020 show a mixed performance. Nonetheless we note that ST MUNGO COMMUNITY HOUSING ASSOCIATION did benefit from:

Key Figures from ST MUNGO COMMUNITY HOUSING ASSOCIATION Accounts 03/2020

ACCOUNTS ITEM	2019	2020	% CHANGE
TURNOVER	£94.5m	£106.9m	13%
TURNOVER PER EMPLOYEE	£62,201	£72,452	16.5%

- An increase in turnover of 13% to £106.9m
- An increased turnover per employee to £72,452

We therefore find that this claim is affordable, fair and reasonable and that it is particularly important at this time for ST MUNGO COMMUNITY HOUSING ASSOCIATION 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 ST MUNGO COMMUNITY HOUSING ASSOCIATION needs to increase.

THE COST OF LIVING

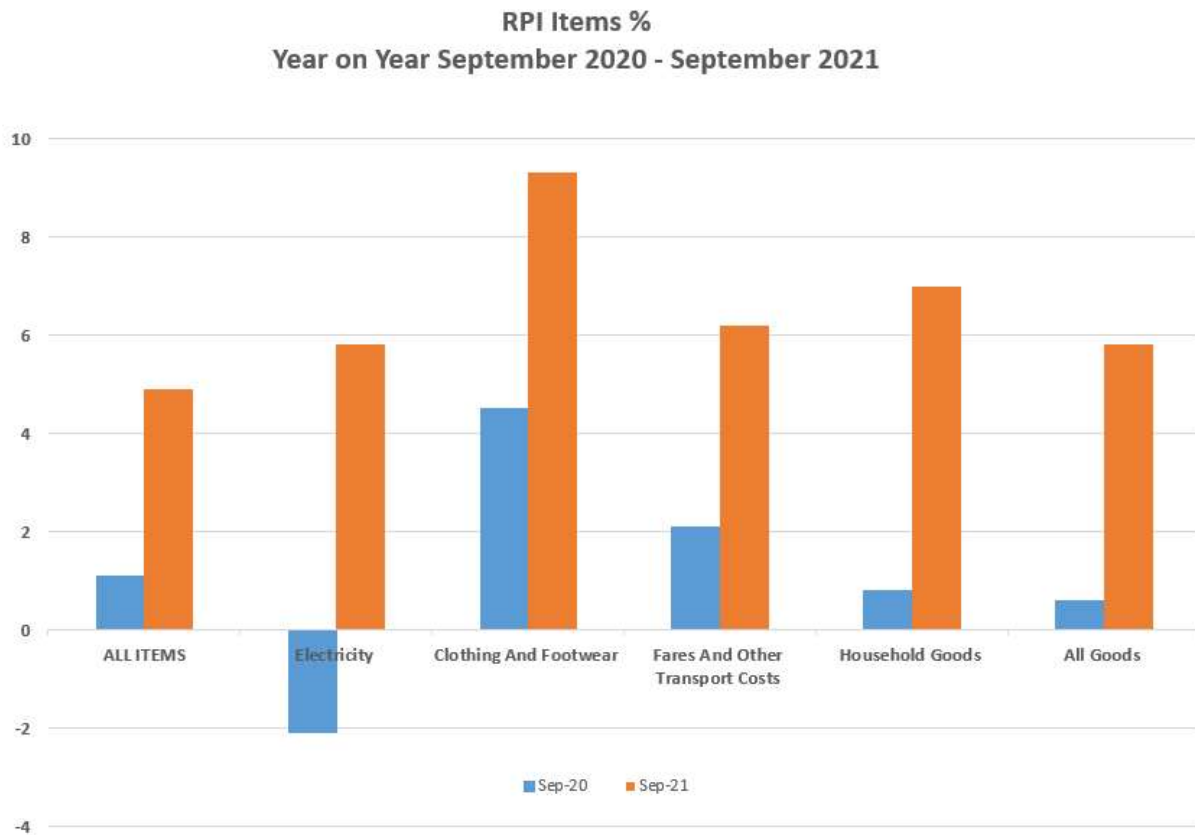
Year-on-year rises in the cost of living are a direct hit to the livelihoods of Unite members. While ST MUNGO COMMUNITY HOUSING ASSOCIATION can plan to offset the inflation of its operating costs, this option is not open to our members outside of this claim. The evidence below proves that the employer 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%
Clothing & footwear	4.5%	9.3%
Fares & other transport costs	2.1%	6.2%
Household goods	0.8%	7%

RPI BASIC ITEMS ²	LAST YEAR	THIS YEAR
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.

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 ST MUNGO COMMUNITY HOUSING ASSOCIATION 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

A Good Maternity Leave Policy

The law entitles all pregnant employees to 52 weeks' maternity leave made up of 26 weeks' Ordinary Maternity Leave and 26 weeks' Additional Maternity Leave. However, pregnant women continue to be subject to pregnancy discrimination and unfair treatment. Implementing a good Maternity Leave Policy that allows pregnant workers to have the confidence to exercise decent maternity rights and retain their jobs improves the lives of workers and their families. It also benefits employers by:

- Improving loyalty and commitment from workers
- Improving motivation and productivity
- Improving staff retention /lowering turnover – leading to cost savings
- Lowering rates of absenteeism and making it easier to manage sickness policies
- Improving corporate image and recruitment
- Improving equality of opportunity so that staff can be retained and promoted according to merit, not caring responsibilities¹

With this in mind our members are asking for ST MUNGO COMMUNITY HOUSING ASSOCIATION to negotiate a good Maternity Leave Policy without delay. This should include:

- The right to return to the same job
- Flexible working arrangements
- Keeping parents on leave informed as to any important developments in the workplace
- Possible extensions to the leave period in special circumstances
- Maintenances of all contractual benefits during Maternity Leave
- Refresher training on return to work
- Paid time off for post-natal clinics or parenting classes
- Keeping in Touch (KIT) days
- Making it explicit that pregnancy is not to be equated with sickness

- Facilities for breastfeeding mothers to safely express and store milk
-

¹ <https://www.unitetheunion.org/media/1478/unite-family-rights-guide-september-2015.pdf>

Agreement to Undertake an Equal Pay Audit

Our members have raised concerns regarding the levels of pay for men and women employed by ST MUNGO COMMUNITY HOUSING ASSOCIATION carrying out what they see as work of equal value.

The union should not have to remind ST MUNGO COMMUNITY HOUSING ASSOCIATION 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 ST MUNGO COMMUNITY HOUSING ASSOCIATION 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 ST MUNGO COMMUNITY HOUSING ASSOCIATION 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>
