

NJC PAY 14

Campaigning for a fair deal for
local government
workers



WORTH*it*

The 2014-15 pay claim

- A minimum increase of £1 an hour on scale point 5 to achieve the Living Wage and
- the same flat rate increase on all scale points.
- The Living Wage has risen to £7.65 an hour, so we would need an increase of £1.20 on scale point 5 to reach it.

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What the claim means for you (outer London)

SCP	1 April 2013		1 April 2014	
	per year	per hour	per year	per hour
5	£14,961	£7.97	£17,746	£9.45
10	£16,452	£8.76	£19,170	£10.21
20	£20,406	£10.87	£22,941	£12.22
30	£27,498	£14.65	£29,972	£15.97
40	£35,772	£19.06	£38,208	£20.35
49	£43,803	£23.34	£46,118	£24.57



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What the claim means for you (inner London)

SCP	1 April 2013		1 April 2014	
	per year	per hour	per year	per hour
5	£15,459	£8.24	£18,337	£9.77
10	£17,352	£9.24	£20,219	£10.77
20	£21,969	£11.70	£24,698	£13.16
30	£29,058	£15.48	£31,673	£16.87
40	£37,329	£19.89	£39,871	£21.24
49	£45,360	£24.17	£47,858	£25.50



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Local government workers

- 1.6 million on NJC pay and conditions in local government.
- 77% are women.
- 55% are part-time workers – over 90% of them are women.
- Hourly basic pay gap of $\frac{1}{3}$ between equivalent full-time and part-time workers.



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Why our claim is a fair claim

- The real value of your pay has fallen by 18% since 2010.
- Half a million local government workers earn less than the Living Wage – that's 30% of the workforce.
- Over 1 million earn less than £21,000 – the Coalition's own low pay threshold.
- Everyone on NJC pay is low paid for the job they do.
- Local government pay and conditions are the worst in the public sector.



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More for less

- Cost of living rises, a three-year pay freeze and 1% this year means you are doing more for less.
- 407,000 jobs lost in local government since 2010 means heavier workloads.
- Vacant and frozen posts not being filled either.
- Stress levels are rising and morale is falling.
- Fuel, travel, food prices and childcare costs are all rising.



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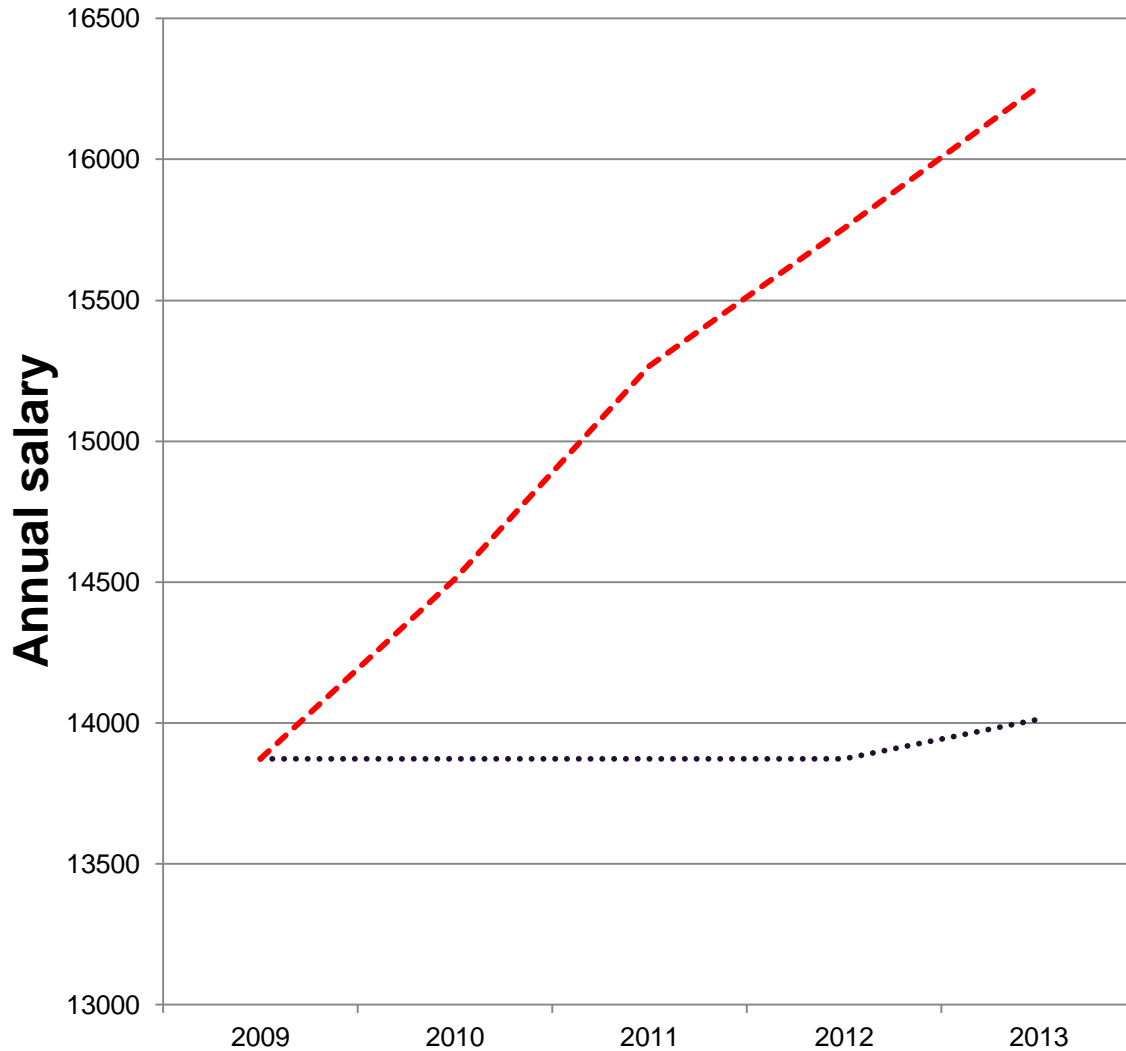
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Half a million earn less than the living wage

- The Living Wage: the bare minimum for an acceptable standard of living.
- £7.65 outside London and £8.80 in London.
- Over half a million local government workers earn less.
- In the NHS only 22,000 earn as little.
- It's a scandal!



Below the Living Wage: Impact of inflation on pay since 2009 for SCP10



..... Actual pay level after pay award

- - - Pay level if past pay awards had matched inflation

If SCP 10 pay had matched inflation, you would be earning £16,260 today or £8.43 per hour

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Living Wage: support is growing!

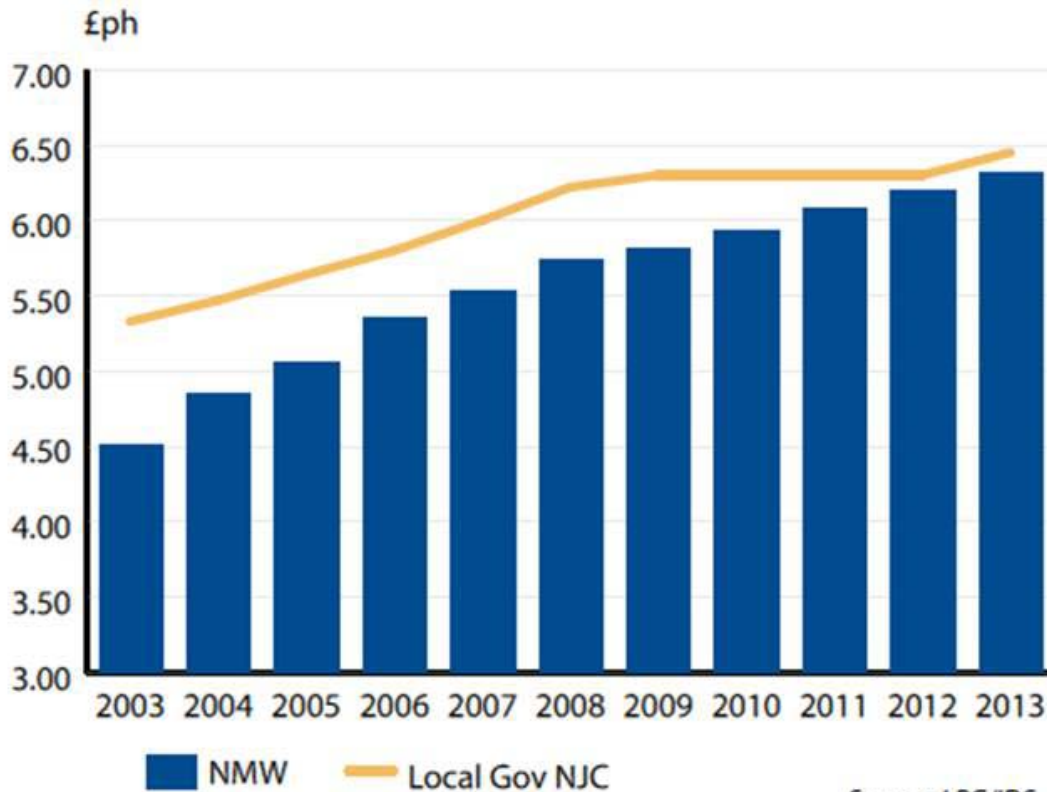
- 28% of councils have already brought in a living wage, 41% are considering it and 7% have it under review or already pay more.
- Political leaders from all parties support the living wage.
- 60% of the public think the National Minimum Wage should be raised to the level of the Living Wage.
- Recent research shows that this would increase tax and NI income by £1.3 billion – and make savings on the benefits bill.
- The tax payer is subsidising poverty wages - it makes no sense!



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The NMW and the lowest local government pay rates

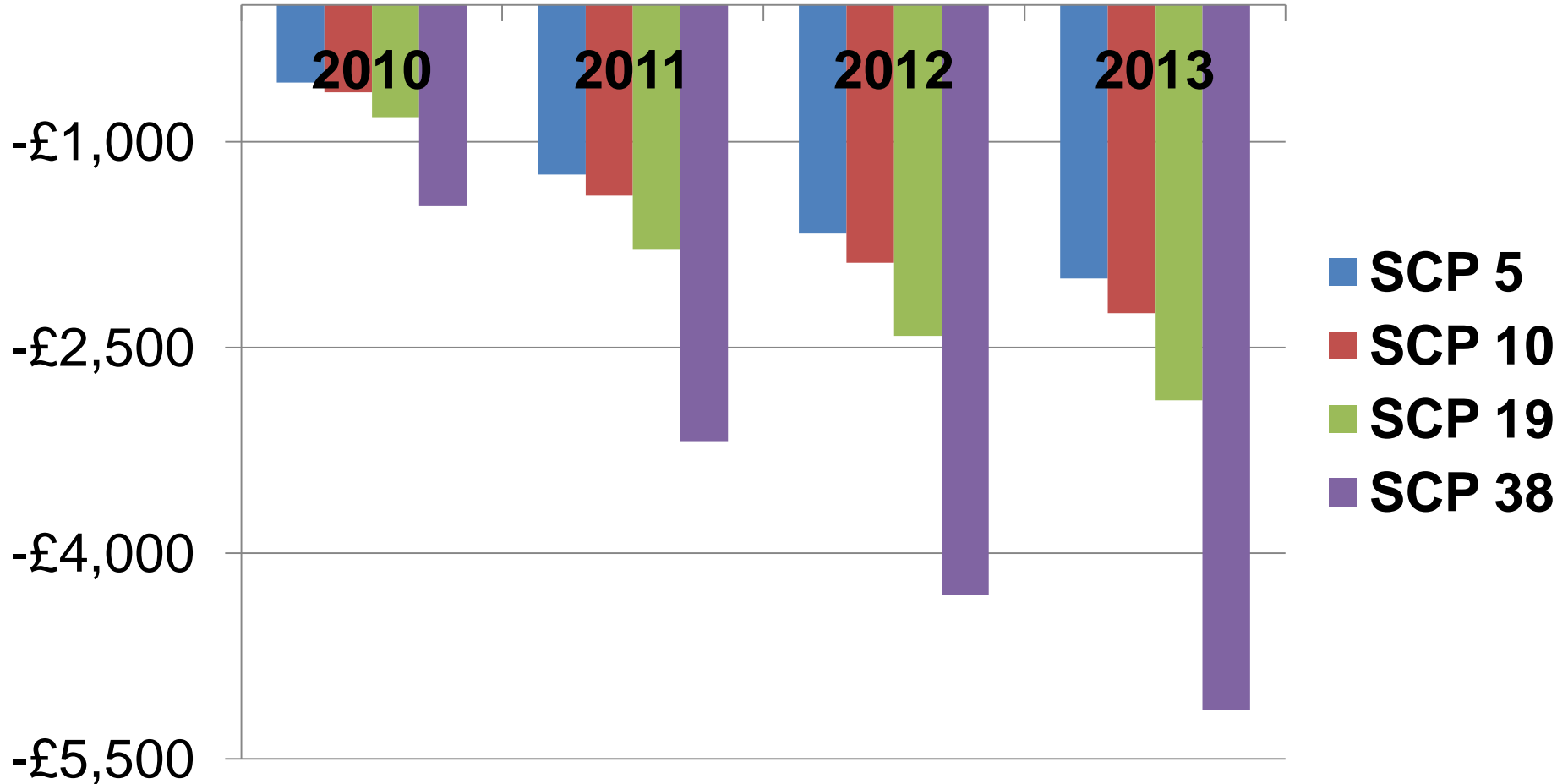


If the NMW increases as much as many politicians would like, it will be between 49p – 62p **above** the bottom NJC pay rate of £6.45 per hour.

Source: LPC/IDS



**Its not just the lowest paid struggling...
... everyone is worse off now than in 2009**



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Poor relations of the public sector

- Local Government has the worst pay and conditions in the whole of the public sector for comparable jobs.
- From the bottom of the pay spine through to the top.
- Cleaners and catering assistants earn about £800 a year (6%) more in the NHS.
- And about £950 a year (7%) more in the police service.



Comparing NJC and NHS pay

NHS	NJC	NJC	NHS		
Job title	Job title	Average salary	Average salary	Difference between NJC and NHS	% NHS pay higher than NJC Pay
Domestic support worker	Cleaner	£14,003	£14,813	£810	5.8%
Clinical support worker (higher level)	Community care assistant	£17,980	£19,011	£1,031	5.7%
Social worker	Social worker	£33,051	£34,070	£1,019	3.1%
Senior social worker	Senior social worker	£37,287	£40,017	£2,730	7.3%
Nursery nurse	Nursery worker	£17,983	£21,722	£3,739	20.8%

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Cuts add insult to injury!

Shabby treatment by employers on pay and conditions:

- Over 60% of councils have cut car allowances.
- Many have cut unsocial hours and overtime.
- Sick pay, basic pay and redundancy pay have been cut.
- Others have imposed unpaid holidays and cut annual leave.
- The Employers are coming hard for annual leave and sick pay.



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The cuts don't work!

- The cuts are not necessary. They are making the deficit rise!
- The crisis was caused by the unsafe and greedy practice of the banks and the finance sector – not public spending.
- Cutting pay and jobs is not the answer. We need to get the economy working again.
- Research shows that for every £1 a local government worker earns – 50 pence gets spent in their local economy.
- Higher wages means more local spending - boosting local businesses, increasing tax and NI returns and creating jobs.
- A pay rise for 1.6 million local government workers will make a big difference.



The employers will say...

...they can't afford it. But...

- Over the last three years councils saved a quarter of their staffing costs.
- Their reserves rose from £2.6 billion to £19 billion!
- The extra £2.6 billion last year alone would pay for a 10% pay increase.
- They chose to boost reserves further instead of rewarding their overworked staff.

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But there is an alternative

An increase in your pay of at least £1 an hour will:

- Generate significant savings for the Treasury in benefits and tax credits.
- Plus income from increased tax and national insurance.
- Our claim could be funded by recycling these savings to local authorities in the 2014 budget.



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What can you do?

- Join in campaign activities organised by your branch.
- Become an NJC pay ‘champion’ and help the campaign.
- Write to your local councillor and MP – get them to support our claim.
- Sign our Worth It! postcard to the Local Government Employers.
- Follow us on Twitter: @LocalGovPay.
- Join our facebook campaign:
facebook.com/UnisoninLocalGovernment



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Recruit!.... We're stronger together!

- Talk to your work mates about what's going on – let them know UNISON is fighting to win them a pay rise and defend their jobs.
- If they're not UNISON members sign them up – we're stronger together.
- It's easy to join us – talk to your rep or join online:
www.unison.org.uk/for-members/joining-unison/

