



## Pay Claim 2013/14

After consultation with staff this letter sets out the Test Valley Unison/Unite/GMB pay claim for 2013/14 and asks TVBC to do three things:-

- **To delete the bottom two pay points on Hay Grade 2 so that no-one at TVBC earns less than the Living Wage**
- **An overall increase on all scale points of 5%**
- **All overtime worked by part timers outside of core hours to be paid at overtime rates once the daily contractual hours have been completed**

### Background to the Claim

#### 1. The Living Wage

The living wage is set at £7.45 an hour outside of London. As the living wage is regarded as the minimum hourly pay needed to provide a working family with the minimum essentials of life, this is a demand that must not be ignored. As at 29<sup>th</sup> January 2013, 33 Councils in England and Wales have committed to paying a living wage, in addition to most of those in Scotland.

There are currently 11 staff at TVBC that are earning less than the Living Wage, the basic cost for moving them all to HG2.3 would be just under £12k.

#### 2. 5% Increase on all scale points

TVBC workers struggling to make ends meet have been faced with the fastest rise in the cost of living for 20 years. The headline rate of inflation, as measured by the annual change in the consumer price index (CPI) for the year to Jan 2013, was 2.7%. RPI currently stands at 3.3% (Jan 2013) rising from 3.1% in December 2012.

TVBC has reduced its workforce by 11% since March 2012, but still expects its staff to deliver the same or improved services. Staff feel they are being asked to do more for less and are feeling the squeeze.

Over 50% of staff at TVBC are considered low paid workers, earning less than £21k per annum.

The TVBC workforce have endured an alarming reduction in their spending power. If we look at the effect of pay awards and price inflation we see the cumulative effect of the last few years is that since 2009, pay has fallen by 12% and is now more than 9% below where it was in 1996<sup>1</sup>

---

<sup>1</sup> Living on the edge: pay in Local Government, New Policy Institute, 2012.

### 3. Overtime payments for part-time workers

Part-time workers, mostly low paid women are not paid overtime until they reach the full-time equivalent hours (37). This means these staff are attending evening meeting and being paid flat rate, when working alongside colleagues being paid time and a half. We do not think this is fair. We think that once the daily contractual hours have been completed, staff time is treated equally.

The Trade Union Side believes that our claim this year for a sensible increase in pay is a just one and long overdue. We hope that elected members and officers will give its contents very serious consideration and recognise that without a new deal for TVBC workers, the council will not be able to recruit and retain the staff they need into the future.