



Pay Claim 2014/15

After consultation with staff this letter sets out the Test Valley Unison/Unite/GMB pay claim for 2014/15 and asks TVBC to do two things:-

- **To make £7.65/hour the lowest pay point so that no-one at TVBC earns less than the Living Wage**
- **An overall increase on all scale points of 3.1% to reflect the current Retail Price Index**

Background to the Claim

1. The Living Wage

The living wage is set at £7.65 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 an ethical demand that must not be ignored.

There are currently 11 staff at TVBC that are earning less than the Living Wage.

2. 3.1% 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. Pay settlements since 2010 have been well below the rate of inflation, with the result that we believe that TVBC staff have effectively suffered an 18% pay cut in this time. This is of course in a climate of a rapidly rising cost of living, utility bills etc.

RPI rose by 3.1% in 2013, we believe that the RPI measure of inflation represents the best measure in changes in prices faced by employees, as it includes the housing costs that form a significant part of most employee's expenditure, data collection is tied more tightly to working households than the Consumer Price Index (CPI). However CPI also utilises a statistical method, called the geometric mean, which is based on the idea that consumers switch to cheaper products when faced with price rises. We do not believe that this is an appropriate method for calculating inflation and results in a consistent under-estimation of the real inflation in the cost of living faced by members.

Therefore, we the above Unions support the use of RPI, which remains the most widely used basis for pay negotiations across the public sector.

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.

HAY PAY SCALES (Current)**1st APRIL 2013**

1 / 2	HG0200	13547	14234	14924	15629	16331
3	HG0300	14360	15095	15863	16595	17345

Hourly Rate						
1 / 2		7.02	7.38	7.74	8.10	8.46
3		7.44	7.82	8.22	8.60	8.99

**HAY PAY
SCALES**

Increase 1.5%

1 / 2	HG0200	13750	14448	15148	15863	16576
3	HG0300	14575	15321	16101	16844	17605

Hourly Rate						
1 / 2		7.13	7.49	7.85	8.22	8.59
3		7.55	7.94	8.35	8.73	9.13

**HAY PAY
SCALES**

Increase 2.0%

1 / 2	HG0200	13818	14519	15222	15942	16658
3	HG0300	14647	15397	16180	16927	17692

Hourly Rate						
1 / 2		7.16	7.53	7.89	8.26	8.63
3		7.59	7.98	8.39	8.77	9.17

HAY PAY
SCALES

Increase 2.5%

1 / 2	HG0200	13886	14590	15297	16020	16739
3	HG0300	14719	15472	16260	17010	17779

Hourly Rate						
1 / 2		7.20	7.56	7.93	8.30	8.68
3		7.63	8.02	8.43	8.82	9.22

HAY PAY
SCALES

Increase 3.0%

1 / 2	HG0200	13953	14661	15372	16098	16821
3	HG0300	14791	15548	16339	17093	17865

Hourly Rate						
1 / 2		7.23	7.60	7.97	8.34	8.72
3		7.67	8.06	8.47	8.86	9.26