

Appendix A



ROYAL BOROUGH OF WINDSOR & MAIDENHEAD LOCAL PAY CLAIM 2017

INTRODUCTION

This pay claim is submitted by UNISON and GMB on behalf of UNISON and GMB members employed by the Royal Borough of Windsor & Maidenhead.

The claim is for the following:

- Appropriate reward for the major change our members have experienced. Large numbers of reorganisations took place during the last financial year, and now every Directorate is facing the potential for further major reorganisation over the coming months, potentially involving outsourcing and alternative delivery models. Overall there has been and promises to be a high level of upheaval and disturbance in staff's working lives this year and next;
- reward for the increasing stress faced by front line workers arising from the anxiety caused by an uncertain future given these proposals, and the pressures caused by severe staffing shortages in Adult and Children's social care;
- a substantial above inflation pay rise to help restore and maintain employees living standards;
- a settlement weighted towards the, often female, lower paid members of the workforce who have done least well in monetary terms out of recent pay awards.

UNISON and GMB are therefore submitting the following joint claim for 2017, which seeks to improve and enhance the morale and productivity of our members. Meeting our claim will give the the Royal Borough of Windsor & Maidenhead the opportunity to demonstrate its commitment to creating a workforce, which is well paid and high in morale and productivity. The claim is straightforward and realistic.

SUMMARY CLAIM

We are seeking:

- A 5% across the board increase on all salary points and allowances, or a flat rate increase on all salary points of £500 whichever is the greater
- a commitment to abide by the outcome of the review of term time working called for by the NJC trade union side

1. BACKGROUND TO THE CLAIM

A substantial increase will help restore and maintain living standards of the staff who have seen their real pay eroded considerably.

UNISON consultation – UNISON consulted all affected members employed by RBWM through an online survey, and in person at the main RBWM workplaces. The respondents to the survey were predominantly women, earning over £30,000 a year and working full-time. For most of them this is their main and only job and most are the sole wage earner in their household. We asked members whether or not they wanted us to put in a pay claim asking for a percentage rise for all staff, or a set of percentages based on performance, and the vast majority responded that we should ask for a percentage rise for all regardless of performance with a lump sum for those at the lower end of the pay scale. We also asked members what they most wanted to see as changes to the current Pay Reward Scheme, and these responses will be fed into the consultation process on this.

GMB consultations - GMB undertook a collective consultation with members through the summer period. There were a number of consultation meetings at different venues of RBWM whereby GMB members had an opportunity to complete an anonymous pay survey followed by an open discussion regarding their expectations. GMB reps also consulted with members on an individual basis. Following workplace consultations, GMB members who were unable to attend in person, were sent via email, the pay survey to ensure that as much feedback as possible be obtained. This was to ensure that the submitted pay claim fully represented our members views and expectations. GMB members would welcome the increase to their hourly rate or a lump added to the yearly salary as this will reflect permanently on their earnings.

The greatest asset of the the Royal Borough of Windsor & Maidenhead is its employees. In this pay round, our members are looking for evidence of the value that the the Royal Borough of Windsor & Maidenhead places upon them and a share in the economic recovery.

This claim is both realistic and fair. The following gives full justification for the claim. UNISON and GMB hope that the the Royal Borough of Windsor & Maidenhead will give this claim the full consideration and response which employees expect and richly deserve.

2. COST OF LIVING

According to the Office for National Statistics (ONS):

The Retail Prices Index rose from 222.8 (April 2010) to 261.4 (April 2016) – an increase of 17.3% (January 1987 = 100). Over the same period the Consumer Prices Index rose from 89.2 (April 2010) to 100.2 (April 2016) – an increase of 12.33% (2015=100).

Salary April 2010	April 2016 salary that maintains real value. (Salary April 2010 uprated in line with RPI)
10000	11733
12000	14079
15000	17599
18000	21119
20000	23465
25000	29331
30000	35198
40000	46930
50000	58663

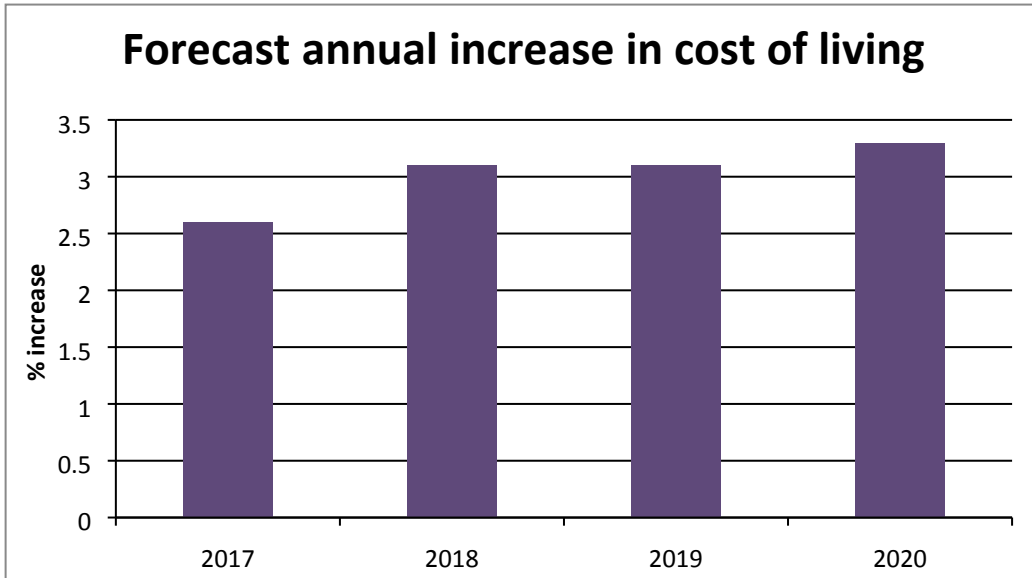
Between April 2010 and April 2016 pay in the Royal Borough of Windsor & Maidenhead rose by a variable amount according to grade and performance while inflation rose by 17.3%. This represents a fall in real living standards for the Royal Borough of Windsor & Maidenhead employees.

UNISON and GMB believe that the Retail Prices Index (RPI) remains the most accurate measure of inflation faced by employees. The most widely quoted figure for inflation in the media is the Consumer Prices Index, However, UNISON believes that CPI consistently understates the real level of inflation for the following reasons:

- CPI fails to adequately measure one of the main costs facing most households in the UK – housing. Almost two-thirds of housing in the UK is owner occupied, yet CPI almost entirely excludes the housing costs of people with a mortgage
- CPI is less targeted on the experiences of the working population than RPI, since CPI covers non working groups excluded by RPI – most notably pensioner households where 75% of income is derived from state pensions and benefits, the top 4% of households by income and tourists
- CPI is calculated using a flawed statistical technique that consistently underestimates the actual cost of living rises faced by employees. The statistical arguments are set out exhaustively in the report “Consumer Prices in the UK” by former Treasury economic adviser Dr Mark Courtney, which is summarised [here](#)

3. FORECAST INFLATION RATES

Treasury forecasts indicate that the cost of living is set to rise significantly once more, with the 2017 rate hitting 2.6% followed by an acceleration to over 3% a year between 2018 and 2020. If these rates turn out to be correct, the cost of living employees will face will have grown by almost 15% by the close of 2020, following the pattern set out in the graph below.

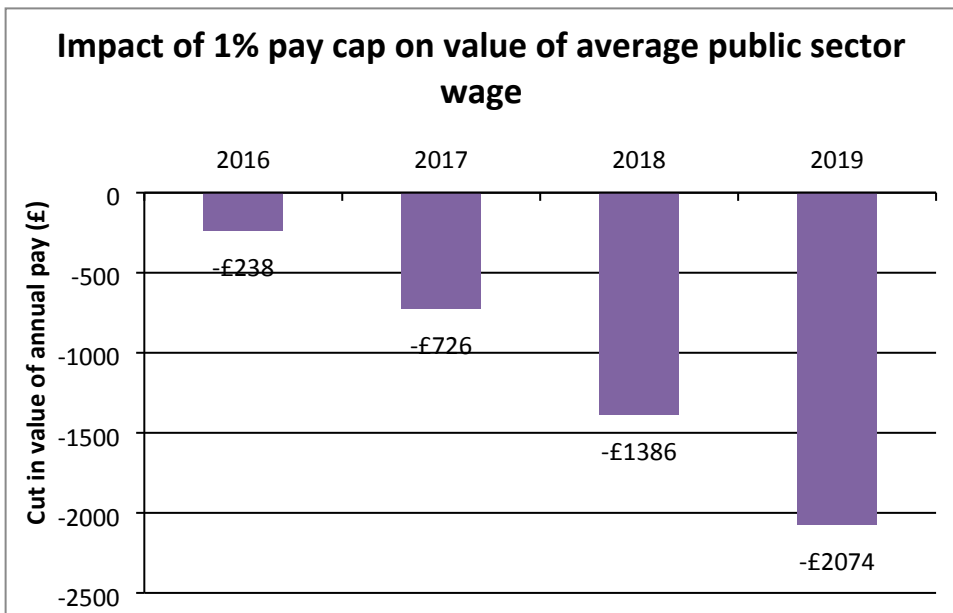


Source: HM Treasury, Forecasts for the UK Economy, May 2016

Pay increases below these forecasts will only lead to a further erosion in the real value of take home pay and increase the debts which many of our members face.

4. IMPACT ON REAL WAGES

Given the government's intention to extend the 1% public sector pay cap to 2019, the potential impact of this inflation forecast on the value of an average public sector wage is shown below. By 2019, the average wage would have declined in value by over £2,000.



The most recent data from the Annual Survey of Hours and Earnings suggests that the real value of average UK pay packets has fallen by 12% since 2010, with employees losing almost £2,800 a year from the value of their pay packet since the government came to office. The average worker would have accumulated more than £16,700 more had their wage kept pace with inflation.

For those public sector workers who have not benefited from any incremental progression in their pay, the decline has been even sharper. Between 2010 and 2015, the public sector worker on the median wage saw a 14% cut in the real value of their earnings, leaving their 2015 wage £4,854 down on the value of their earnings at the start of 2010 and the accumulated loss from their wage failing to keep pace with inflation each year stood at over £21,447.

5. INFLATION COMPONENTS

The changes in the price of components of the Retail Prices Index over the year to June 2016 are shown in the table below.

Item	Average % increase to June 2016
Personal expenditure	3.2
Housing and household expenditure	2.4
Consumer durables	2.3
Mortgage interest payments & council tax	1.6
Alcohol and tobacco	1.5
Travel and leisure	1.5
Food and catering	-1.2
All goods	-0.6
All services	2.8
All items	1.6

Source: Office for National Statistics, Consumer Price Inflation Reference Tables, June 2016

The drop in the inflation rate over recent years has been driven by declines in energy prices after years of strong growth, along with falls in food prices. However, the biggest cause has been the major fall in oil prices. Nonetheless, some costs are rising significantly, with a 5.5% acceleration in prices for clothing and footwear among the most notable features of the latest inflation figures.

The price of housing also remains one of the biggest issues facing employees and their families. Across the UK, house prices rose by 8.1% in the year to May 2016, taking the average house price to £211,230¹. In the South East, annual house price inflation was 12.9% over the year to May 2016, taking South East average house prices to £306,037.

¹ Office for National Statistics, House Price Index March 2016, published May 2016

The rate of increase in rents has generally been well ahead of general price increases. However, a surge in homes to let before introduction of the stamp duty surcharge on second homes took the annual rate of increase down to 1.8% over the year to May across England and Wales, when average rents hit £793². The same trend was apparent in new tenancy rates, though prices still jumped by 3.5% across the UK (excluding London) in the year to June 2016³. At the same time, the South East saw average monthly rent hit £978. In UNISON's local government membership survey⁴, 51% of South East respondents reported that they were finding housing costs more or much more difficult to meet compared to the previous twelve months.

UNISON surveys have consistently found that around one third of employees have child caring responsibilities. Though not specifically assessed by CPI or RPI figures, childcare costs represent a key area of expenditure for many employees. Therefore, it is also worth noting that the annual Family & Childcare Trust survey⁵ for 2016 found that the cost of a part-time nursery place for a child under two grew by an average annual rate of 5.3% since 2010. This means that it now costs £6,072 per year to place a child in nursery care for 25 hours a week.

Current inflation rates can mask longer term changes in the cost of living that have taken place since 2010. For instance, food price inflation is currently quite low, but between 2010 and 2015 it saw major rises, as reflected in the table below.

Item	% price rise 2010 - 2015	Item	% price rise 2010 - 2015	Item	% price rise 2010 - 2015
Beef	26%	Fruit	16%	Gas	32%
Fish	18%	Mortgage interest payments	16%	Electricity	28%
Butter	24%	Bus and coach fares	21%	Water	18%
Potatoes	15%	Rail fares	23%		

6. PAY SETTLEMENTS AND AVERAGE EARNINGS

The ability of RBWM to attract and retain staff in the long term will be damaged if pay continues to fall behind the going rate in the labour market.

The table below shows that pay settlements over the last year across the economy have been running at 2%.

A huge gap opened up between private and public sector settlements in 2010. This grew during 2011-12 when the public sector pay freeze was accompanied by average private sector pay rises of 2.5%. Since then, the 1% public sector pay cap has been running at

² LSL Property Services. Buy to Let Index, May 2016

³ HomeLet Rental Index, June 2016

⁴ Under pressure, underfunded and undervalued- UNISON members keeping communities together June 2016

⁵ Family & Childcare Trust, Childcare Costs Survey 2016

around half of the average rate in the private sector. Latest figures show public sector pay settlements at 1% over the last year, private sector settlements at 2% and voluntary sector settlements at 1%

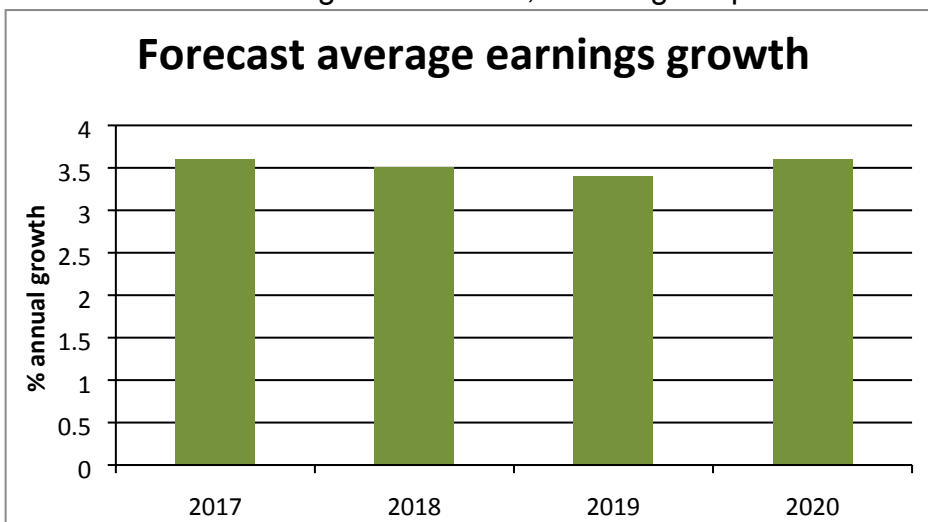
A sample of economic sectors that can provide alternative career options for RBWM staff shows pay settlement rates varying between 2% and 2.4%.

Sector	Average reported pay settlements
Across economy	2.0%
Private sector	2.0%
Public sector	1.0%
Not for profit	1.0%
Retail & wholesale	2.4%
Transportation & storage	2.0%
Information & communication	2.0%
Admin & support services	2.0%

Source: Labour Research Department, based on reported settlements in sector over last year

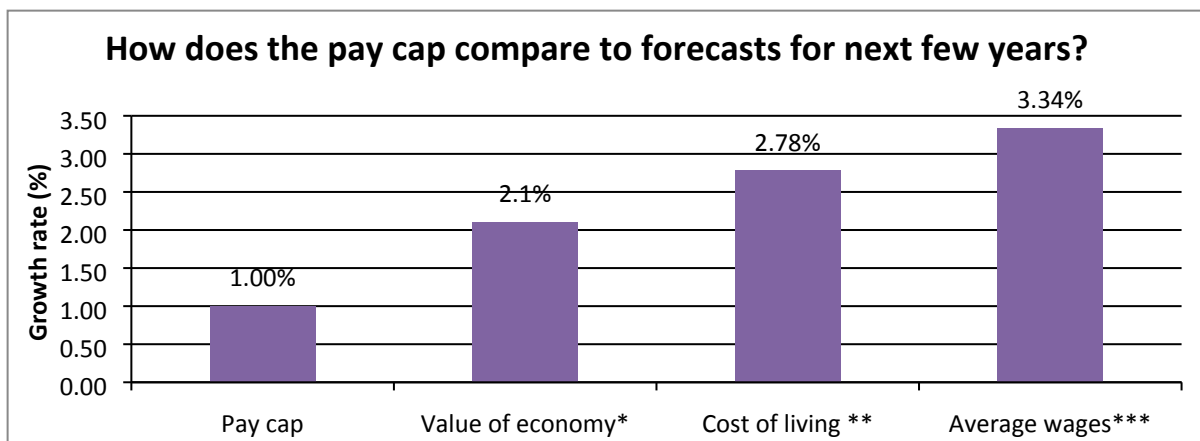
These trends add to wage differentials, which already show that local government pay rates are the worst in the public sector.

In order to remain competitive with wages across the economy, RBWM will need to keep up with average earnings growth predicted to rise across the economy at 3.6% in 2017 and continue in that region until 2020, following the pattern shown below.



Source: Office for Budgetary Responsibility, Economic and Fiscal Outlook, March 2016

When examining the outlook over the next four years, the average increase in the value of the economy is set to run at 2.1%, the cost of living is due to grow at 2.8% a year and average earnings growth is expected to average 3.3%.



Sources:

* Based on average GDP forecasts from Office for Budgetary Responsibility, Economic and Fiscal Outlook, March 2016

** Based on average RPI forecasts from HM Treasury, Forecasts for the UK Economy, May 2016

*** Based on average earnings forecasts from Office for Budgetary Responsibility, Economic and Fiscal Outlook, March 2016

7. RECRUITMENT AND RETENTION PRESSURES BUILDING

The unemployment rate has been on a marked downward trend over most of the last three years. This decline is predicted to continue into 2016, vacancies are getting harder to fill and staff turnover is on the rise. Latest figures from UK Commission’s Employers Skills Survey estimate that vacancies have grown by 42% over the last two years. Median turnover rates are estimated at 13.4% in the public sector as a whole, 14.9% in local government and 18.5% across the economy. RBWM has been facing an increasing crisis in relation to the recruitment of social workers and exceptionally high turnover rates in Adult Social Care.

The use of temporary and agency staff can be linked to issues around workload and morale, as temporary and agency staff are used to deal with staffing problems caused by absenteeism or recruitment and retention difficulties. In UNISON’s local government membership survey⁶, 39% of South East respondents said the use of temporary/agency staff had increased in the last twelve months. This is also the case in RBWM.

8. LOW PAY

It is vital that pay settlements continue to address the ongoing general problem of low pay in the Royal Borough of Windsor & Maidenhead.

Recent studies show that those on low incomes have suffered inflation rates that are 1% higher than the average over recent years because of the rapid rise in basic costs such as food, energy and transport⁷, eroding the value of wages for low-paid staff even further. With less disposable income, low paid workers are having increasing difficulty providing an adequate living standard for their children.

⁶ Under pressure, underfunded and undervalued- UNISON members keeping communities together June 2016

⁷ Institute of Fiscal Studies, IFS Green Budget 2014

9. NATIONAL LIVING WAGE

The minimum statutory rate for employees aged 25 and over in the National Living Wage (NLW) rose to £7.20 an hour from April 2016. This equates to an annual wage of £13,890.10.

The government has labelled the new minimum statutory wage of £7.20 for employees aged over 24 as the “National Living Wage.” The hourly rate from 1 April 2017 has not yet been announced. However, this rate is calculated without reference to the cost of living. It should also be noted that, despite the introduction of the government’s higher minimum wage rate in the NLW, many low-paid employees are set to suffer major cuts in their income due to welfare cuts.

Currently the lowest pay point in the Royal Borough of Windsor & Maidenhead is £14.018 – £7.26 an hour or just £0.06 above the NLW. For an employer aiming to provide high quality services, this kind of poverty pay is unacceptable. It is even more concerning that this is happening in an area with a higher-than-average cost of living.

UNISON believes that all employees doing the same or similar work should be paid at least at the level of the NLW, whatever their age. This claim is therefore for all employees, not just those over 25.

10. A LIVING WAGE

The Living Wage (LW) has become a standard benchmark for the minimum needed for low-paid workers to have a “basic but acceptable” standard of living. The Living Wage is calculated and announced annually by the Living Wage Foundation. It remains the most accurate indicator of the wage needed to achieve a basic, but acceptable, standard of living. It is currently £8.25 pence an hour outside London - £15,916 for a 37 hour week – and £9.40 pence an hour in London.

The Royal Borough of Windsor & Maidenhead is now competing in a labour market in which over 50% of councils are now paying the Living Wage as the minimum point in their pay scales.

Studies supported by Barclays Bank have shown that Living Wage employers report an increase in productivity, a reduction in staff turnover / absenteeism rates and improvements in their public reputation.

Consequently, there are now approximately 2,300 employers accredited as Living Wage employers by the Living Wage Foundation, including some of the UK’s largest private companies, such as Barclays, HSBC, IKEA and Lidl.

Within the public sector, the Living Wage is now the minimum rate in collective agreements in all Scottish governmental organisations, the Welsh NHS and among police support staff.

At the same time, local agreements have resulted in over half of local authorities across the UK paying the Living Wage to their directly employed staff.⁸ However, over 30% of the workforce is still estimated to earn below the Living Wage.

11. WELFARE CUTS – WHAT DOES IT MEAN FOR RBWM WORKERS?

Household income for people on low incomes consists of pay and in-work support provided by the Government. This pay claim needs to be seen in the context of reductions in the system of 'in-work' support that is provided through tax credits and housing benefit. Although the government has now reversed its plans to change the tax credit threshold and the taper, the elements have been frozen and are not adjusted for inflation. The family element for new claimants will be removed in April 2017 and support will be limited to two children.

Local housing allowances - housing benefit for private sector and housing association tenants - are being frozen. This means that tenants will have to find the money to pay any rent increase. Family premium is also being withdrawn from new claims. Child benefit has now been frozen since April 2010.

13. FAIR TREATMENT FOR SCHOOL SUPPORT STAFF

As part of the 2016/18 pay settlement, the NJC for Local Government Services has agreed to conduct a joint review of term-time working and fair, consistent and transparent contracts for school support staff. As part of our pay claim, UNISON is asking the Royal Borough of Windsor & Maidenhead for a commitment that it will abide by the outcomes of this review for your term time staff

Our members are critical to the smooth running of all sections of the education system and make a vital contribution to delivering improved educational outcomes for children and young people. The whole school team is a range of professional, technical, managerial and site staff. We believe that treating teachers as full-year and reducing the salaries of support staff by up to 20% through term-time working is divisive, bad for morale and unfair.

These contracts penalise a predominantly female workforce and compound the problems of low pay within it. There are also many variations and inconsistencies in the formulas used for reducing pay from the full-year rate to a term-time figure and no clarity on holiday entitlement. Employers, even within a single authority, have a variety of term-time contract

⁸ This data was derived from a Freedom of Information request sent to all UK local authorities over the summer of 2015, which received a 93% response rate

options, which makes it difficult to identify who is being paid what, and for how many weeks.

Added to this, employees are also often confused about their own entitlements due to the complexities and inconsistencies in term-time contracts and formulas. Holiday entitlement suffers from a lack of legal clarity: term-timers are in continuous employment, unable to claim out-of-work benefits, but able to claim in-work benefits. It follows that they should accrue holiday throughout the year. Term-time contracts make it difficult to recruit and retain high calibre staff and to promote school employment as a career.

Support staff are routinely working record levels of unpaid hours on planning, preparation and assessment, parent contact, liaison with teachers and other professionals, staff meetings and training. Under the School Workforce Agreement in 2003, school support staff gained additional responsibilities to add to a growth in job complexity and professionalisation since the 1980s. The school team in the 21st century is distantly related to the professional/non-professional divide of the past.

Support for fair treatment for school support staff can be seen from UNISON's survey of councillors and local government officers attending the LGA's 2015 annual conference. 82% of respondents strongly agreed or agreed with the statement 'Is it divisive and unfair that many school support staff (such as teaching assistants) are on term time contracts of around 39 weeks a year whilst teachers are paid the whole year?'

Our members' feelings are evidenced in the IDS research for UNISON⁹. Teaching assistants make up over half of the school support workforce. 71% of teaching assistant respondents believe that they are not fairly paid for the work they do – nearly a third strongly disagreeing. Term-time contracts will be a significant factor in their feelings on pay.

This is also apparent from UNISON's survey of school support staff, which received over 15,400 responses representing the whole school support staff team.¹⁰ The survey results revealed a dedicated but demoralised workforce. There were very high levels of concern about pay (89%), closely followed by concern over levels of workload and stress. While they loved their job, they also felt very undervalued. Many comments referred to term-time contracts. Frustration was expressed that they were expected to take on additional responsibilities without any financial recognition for their hard work and professionalism.

14. CONCLUSION

There can be no doubt that all employees working for the The Royal Borough of Windsor & Maidenhead have seen a significant fall in their living standards. Their real earnings have fallen substantially.

⁹ . Under pressure, underfunded and undervalued- UNISON members keeping communities together June 2016

¹⁰ UNISON survey of school support staff, Autumn 2014.

To deliver a quality service, the Royal Borough of Windsor & Maidenhead relies on its workforce and the retention of a specialist, skilled, experienced and dedicated workforce is important to the quality of service delivery. Competition for that workforce from other sectors is strong.

2016 is the year in which the Royal Borough of Windsor & Maidenhead can begin to demonstrate that its workforce is included in the recovery. This is a fair and realistic claim which we ask the Royal Borough of Windsor & Maidenhead to meet in full.