

UNISON response to pay award 2023/24

Following the Joint Employee Committee meeting on 1st August UNISON have consulted members and can confirm that the majority of members (95%) who responded to our survey, responded to:

- ACCEPT the pay proposal on the condition that if the national (NJC) award is more favourable, that an adjustment is made to revise and backdate it this year.

Clarification was given that 'more favourable' would be if the final NJC settlement is more than 1% higher.

Two other issues were raised which do not affect the budget:

- The £750 cost of living payment should be made in a single lump sum unless employees opt to have this paid monthly.
- Talks on the 2024/25 pay award should start as soon as 2023/24 is settled.

UNISON have informally notified management of the request for a single lump sum in order to help with payroll planning, as members are keen to ensure that these discussions do not cause any further delays and that the pay award be made as soon as possible.

UNISON members welcome the weighting given to employees on lower pay scales together with the cost-of-living payment and recognise that this award would increase the minimum wage to above the real living wage. These go a small way to addressing the effective pay cut caused by pay increases that have not kept in step with inflation. Members requested that the cost-of-living lump sum be paid in a single payment unless they specifically opt out. This will help with household budgeting, especially increased food and energy costs and the increased costs of travel including work travel which is not fully met at HMRC mileage rates.

UNISON also welcome the change to the higher end of pay scales as members have requested measures to help with recruitment and retention of experienced employees. This will go some way to recognising the dedication to the role, and training and development that loyal employees undertake to maintain skills and competency.

Following the JEC meeting UNISON carried out a survey of members on the pay award and also their living costs so that the findings can be considered as part of this pay award and in discussions on pay for 2024/25. A summary of responses to the pay award is below together with information gathered to understand how the responses represent our membership's jobs, pay and gender.

Question	Percent
I ACCEPT the pay proposal above on the condition that if the national (NJC) award is more favourable, that an adjustment is made to match it this financial year.	95%
I REJECT the pay proposal above and understand that this may require action from	5%

members.	
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Responses were received from members in the following categories:

Working pattern	Percent
I am a full-time worker	78%
I am a part time worker	21%
Prefer not to say	1%
Salary	
Less than £10,000 per year	1%
£10,000 to £20,000 per year	15%
£21,000 to £35,000 per year	54%
£36,000 to £50,000+ per year	28%
Prefer not to say	2%
Gender	
Female	60%
Male	37%
Prefer not to say	3%