



Pay & Conditions Claim – Settlement date 1 October 2010

Introduction

UNISON submits this claim in good faith on behalf of our members within Quarriers. We are fully aware of the challenging financial environment that Quarriers operates in along with other social care providers. Last year our members accepted a pay and increment freeze and significant reductions in terms and conditions as a reflection of the tough economic times. Staff have already made a huge contribution in terms of reducing costs and can no longer be expected to bear the brunt of this.

In previous years we have set out a list of aspirations on behalf of our members. This year in continuing recognition of the economic climate we are solely focusing on a straight pay claim.

Our members are highly committed to the work they do and are not motivated by financial gain but by the contribution they can make. Our members work in a sector whose work is structurally underpaid and undervalued in many ways. They cannot be reasonably expected to see their financial situation continue to deteriorate and indeed UNISON and Quarriers should be working in partnership to improve it.

Economic Background

RPI inflation continues to be high. The RPI inflation rate was 5.1% in May 2010. IRS's panel of expert economic commentators forecast that RPI will average 4.2% in the second quarter of 2010, falling back to 3.1% by the final quarter. For the first three months of 2011, headline inflation is expected to average 2.5%.

In May 2010 CPI was 3.4%. UNISON uses the RPI as a benchmark in pay claims because it more accurately reflects true cost of living movements for members. Our claim does not seek to match RPI and again this is a reflection of our realistic approach in the current economic situation. We are setting our claim at a realistic figure with the expectation it is met in full swiftly

The Claim

- 2.5% on all salaries and allowances;
- Annual increments to be paid;
- That the sleepover allowance be paid for sleepovers up to 8 hours, anything above 8 hours to be paid at hourly rate;
- That Quarriers introduce the Scottish Living Wage as the minimum pay rate within Quarriers. The Scottish Living Wage is currently set at £7.00 per hour (due to rise to £7.15); more info on it can be found at <http://povertyalliance.org/slw-home.asp> .

Stephen Brown
Branch Secretary
07584503858
unisonquarriers@btinternet.com

Simon Macfarlane
Regional Organiser
0141 342 2841
s.macfarlane@unison.co.uk