

Work Voice Pay

GETTING THE BEST FROM OUR BARGAINING DATA

FOR SHOP STEWARDS AND REPRESENTATIVES



National Organising & Leverage Department
July 2016

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Work Voice Pay

Work, Voice, Pay is the cornerstone of our Union's industrial strategy. At Unite we know that it is only by delivering at the workplace that we remain relevant to working people. It is our success or failure at the bargaining table that we are ultimately judged on.

I am delighted that our research consistently proves that Unite negotiations secure better pay deals for working people. But we are determined to help further improve delivery for our members at the workplace. At its core this pledge focuses on what our Union does best.

- Securing good jobs and decent *work*
- Making sure workers have a strong and effective *voice*
- Getting decent *pay* and conditions

As part of this programme Unite is producing a range of Work, Voice, Pay guides to assist you, our Shop Stewards and Representatives, in your critical work on behalf of our members. I hope that this latest guide to getting the best from our collective bargaining data will assist you in negotiating the best outcomes for our members.

Yours fraternally



Len McCluskey,
General Secretary

An introduction to Unite's Broad Industrial Strategy

Why we need a Broad Industrial Strategy

It is no coincidence that as collective bargaining coverage has declined over the last thirty years, so too has the share of national wealth going to wages. This shows just how important trade unions are.

We must close the pay gap faced by working people. To do that we need an industrial strategy. We need to intensify our focus on the workplace and improve results at the bargaining table.

To be effective we have to drive up standards across the Union, developing best practice and creating a Unite culture that sets the standard for trade unions.

The core principles of Unite's Broad Industrial Strategy

To help introduce broad but consistent workplace standards, we have focused on three core principles, relevant to every sector, which can define our industrial brand: Secure Work; A Strong Voice; Decent Pay.

We believe that every worker should know what Unite stands for. That our Union fights for better pay and conditions. That is why we are seeking to establish common standards for negotiating issues, such as agency working and trade union facilities.

Secure Work

- Permanent employment
- No compulsory redundancies
- Rate for the job to stop "undercutting" and "exploitation"
- A safe workplace
- No discrimination or victimisation
- Good apprenticeships

A Strong Voice

- A Unite voice for workers without a trade union
- Extending the scope of bargaining. Negotiating on agency working, job security and other issues.
- A good deal for everyone. Campaigning together, to deliver the same standards across companies and sectors
- A stake in the future. Meaningful consultation and negotiation on the future of the workplace

Decent Pay and Conditions

- Good pay that reflects your contribution
- A strong work-life balance with reasonable hours and decent holidays
- Learning and development at the centre of the workplace
- A good pension that provides a comfortable retirement

The pillars of "Work, Voice and Pay" will underpin efforts to develop our industrial culture, through practical action to support our Shop Stewards at the workplace.

How we are developing the Broad Industrial Strategy

Now, we are going further and intensifying our focus on delivery at the bargaining table. In phases, we are introducing supported 12 week pay campaigns to drive up standards and incorporate “Work, Voice & Pay” principles into our negotiating strategy. In addition, we are intent on better co-ordinating our bargaining, making sure that we maximise our industrial power to the benefit of Unite members. We are establishing combines and networks of Shop Stewards across companies and sectors.

To help provide practical assistance, we have produced a toolkit for Shop Stewards, launching a series of guides and templates on core industrial questions and now, for the first time, giving you access to the latest pay and anniversary data. At present we have produced the following guides and templates:

- Guide to Producing Pay Claims
- Guide to Campaigning on Pay
- Template Facilities Agreement
- Template Recognition Agreement
- Template Agency Working Agreement
- Guide to Apprenticeships

In time, you, our Shop Stewards will also be able to find and search Unite agreements, and in doing so to help deliver the best deals for our members.

Using your guide to getting the best from the industrial data

The purpose of this guide is to explain how Unite is using its resources to gather and maintain collective industrial data for Shop Stewards/Representatives. By using the information available, you can ensure that you can better co-ordinate your bargaining to deliver the best pay and conditions deals for our members.

The Union is involved in a large collective effort to develop and use this information and so there are three guides in the “Getting the Best from our Bargaining Data” series. This guide is for our Shop Stewards.

INDUSTRIAL SUPPORT FOR SHOP STEWARDS

What support is available?

As of May 2016, we have details of the Pay Anniversary Date and Current Pay deal percentage resulting from thousands of negotiations. We expect this database to reach full coverage of the workplaces where we negotiate pay during 2016. In addition, we have produced an expanding list of industrial guides and bargaining templates.

The next stage of providing industrial information will then be to hold the actual pay agreements themselves and make them available to you.

The existing information is contained in:

- An overall list of anniversary date and pay percentage details for all the workplaces
- Lists that contain the anniversary date and pay percentage details for the workplaces in each Sector
- Lists that contain the anniversary date and pay percentage details for the workplaces in each Unite Region.

What can the industrial data be used for?

This information can be used to support your pay claim

- When determining the employer's ability to pay – what have they agreed in other regions?
- When finding out what **other employers within your region** have agreed
- When comparing what **other employers in the same sector** have recently agreed
- By aligning anniversary dates of an employer or a sector to increase bargaining strength

How to access the industrial data

You can gain access to the Pay Anniversary and Current Pay Deal percentages from the main Unite web site.

1. Go to <http://www.unitetheunion.org> or enter **Unite the Union** into your search engine.



2. Select "Work Voice Pay" from the options at the top of the page. This will bring you to the Work Voice Pay area, as shown below.

Accessing our Industrial Guides and Templates

You do not need to login or have a password to access our guides and templates.

1. Simply click on “Guides for Work, Voice, Pay” from the menu of options on the left-hand side.

Work Voice Pay

- ▶ Work Voice Pay
- ▶ **Guides for Work, Voice, Pay**
- ▶ Pay and Anniversary Date Details
- ▶ Unite Agreements
- ▶ Growing Our Union


Work, Voice, Pay

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I am delighted that our research consistently proves that Unite negotiations secure better pay deals for working people. But we are determined to help further improve delivery for our members at the workplace. At its core this pledge focuses on what our Union does best:

- Securing good jobs and decent **work**
- Making sure workers have a strong and effective **voice**
- Getting decent **pay** and conditions

As part of this programme Unite is providing this industrial toolkit to support Unite shop stewards. Here you will find:



2. You will then be directed to the screen below. Now just click on whichever guide you want to open and begin reading.






Guides for Work, Voice, Pay

- ▶ Work Voice Pay
- ▶ **Guides for Work, Voice, Pay**
- ▶ Pay and Anniversary Date Details
- ▶ Unite Agreements
- ▶ Growing Our Union

Work, Voice, Pay guides

As part of Unite's industrial strategy, a range of *Work, Voice, Pay* guides have been produced to assist you, our shop stewards and representatives, in your critical work on behalf of our members.


To date, there are five guides and templates covering:

Type	Name	Size
	Pay Claim Guide - July 2016	0.44Mb
	Campaigning Around Pay July 2016	0.36Mb
	Trade Union Recognition Template July 2016	1.11Mb
	Trade Union Facilities Template	1.05Mb
	Agency Workers Template July 2016	0.76Mb

Accessing our Pay and Anniversary Date Details

You will need a login and have a password to access our industrial data.

1. From the menu of options on the left-hand side, choose “Pay & anniversary date details”



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Home > Work Voice Pay > Pay and Anniversary Date Details >

Pay and Anniversary Date Details

▶ Work Voice Pay

▶ Guides for Work, Voice, Pay

▶ Pay and Anniversary Date Details

▶ Unite Agreements

▶ Growing Our Union

Pay and Anniversary Date Details

You must be logged in to view the files.

[Login](#)

This industrial data is for Unite shop stewards who negotiate on behalf of our members. You are now able to search for Unite workplaces and find the latest % Pay Rises and Anniversary Dates by Unite Sector and Unite Region. These tools will help to deliver our strategy to campaign for better pay and conditions for members, through improved co-ordination of industrial bargaining.

[Please click this link for a simple way to search the data](#)

If you'd prefer the raw data, you can download the following spreadsheets. You can search within them as follows:

When searching for pay and anniversary details for an employer:

- Click on the list you want from those below
- Hold down the "Ctrl" key and then F (Command F on Mac)
- Enter part or all of the name of the employer you're looking for
- Select "Find Next" and that will position you at the first mention of the employer in the list

For further help, see "Getting the best from our industrial data"

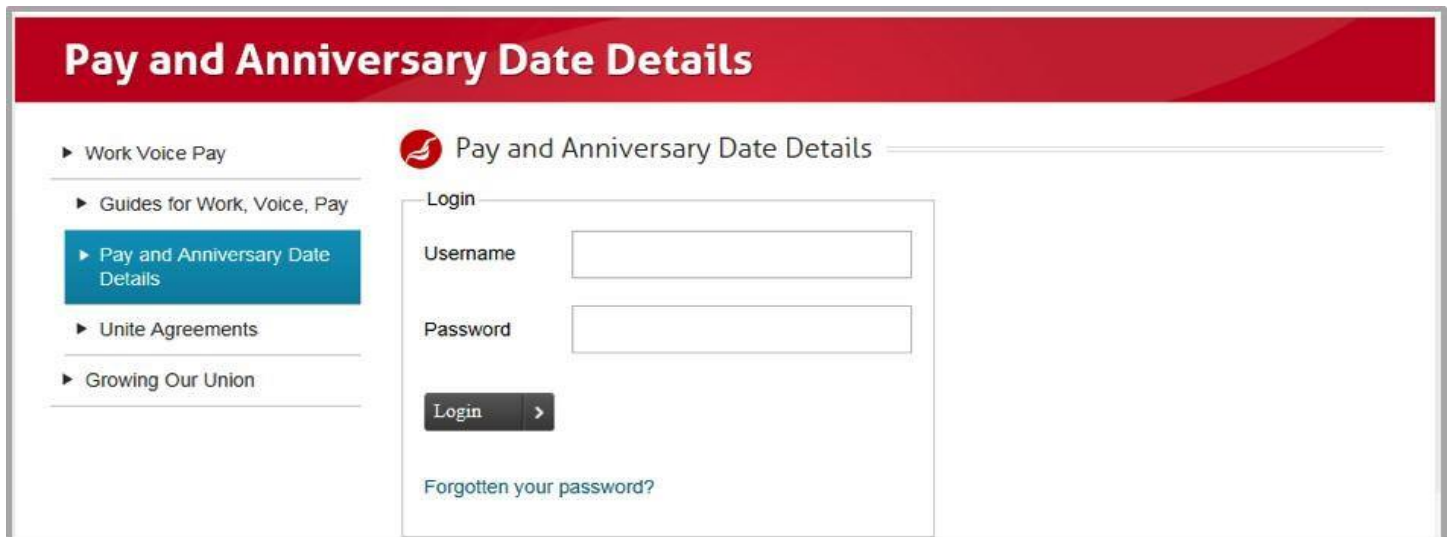
By Unite Regions

- [East Midlands](#)
- [Ireland](#)
- [London & Eastern](#)
- [North East, Yorkshire & Humber](#)
- [North West](#)
- [Scotland](#)
- [South East](#)

By Unite Sectors

- [Aerospace & Shipbuilding](#)
- [Automotive Industries](#)
- [Construction](#)
- [Chemicals Pharmaceuticals Process & Textiles](#)
- [Civil Air Transport](#)
- [Community Youth Workers & Not for Profit](#)
- [Docks Rail Ferries & Waterways](#)

2. Select “Login”. You will see a log in screen like the one that follows:



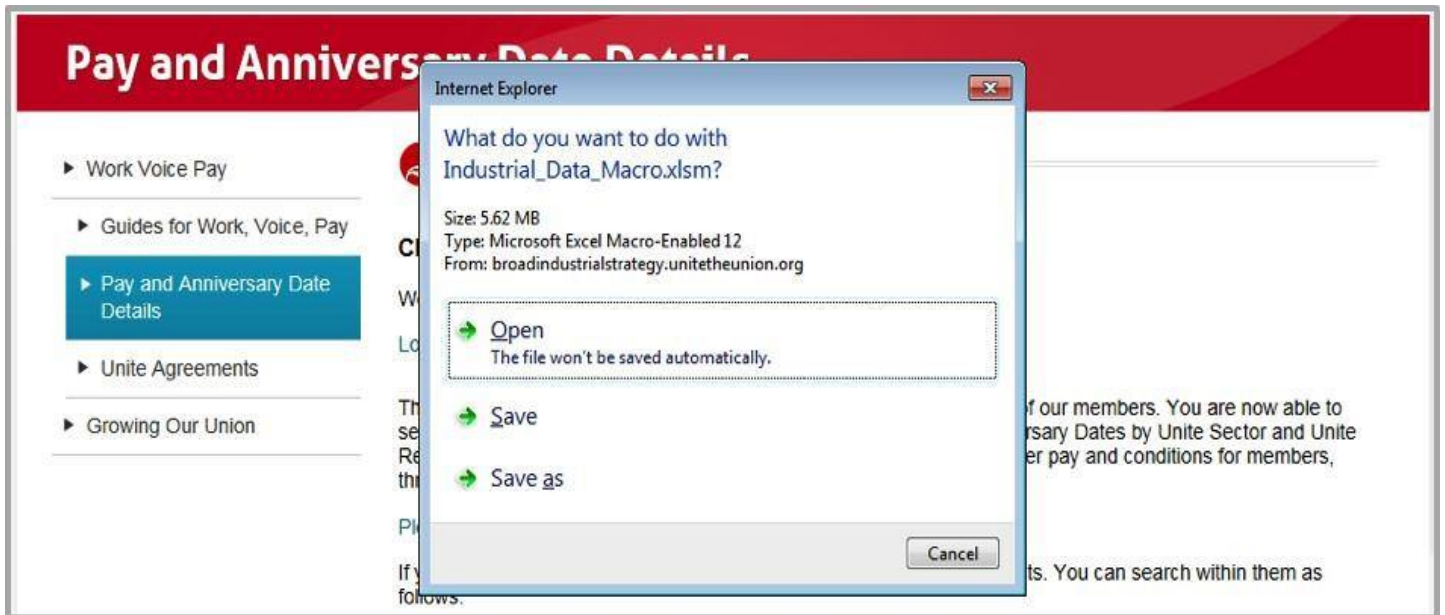
3. Enter the username and password that you have been provided with and select “Login”.
4. If the details you’ve entered are correct, then you will return to the main Pay and Anniversary Date Details page.
5. You will now have two options to search the data:
 - You can use our searching tool
 - Or, you can search the raw data yourself

The Recommended Search for Pay & Anniversary Date Details



1. Click on the highlighted text “Please click this link for a simple way to search the data”.

If you use Internet Explorer you will see a question as follows appear. If you use any other web browser this will not happen – move on to 2.



Click on 'Open' (which is highlighted) to continue.

2. For all users, the first time you click on the link you will get these messages:




3. Now, simply click on "Enable Editing"



4. Then click on "Enable Content" to continue.
5. Once loaded, the search screen will look like this.

Search for Pay and Anniversary Details



Employer Name

Region

Sector

Post Code

6. To display the data you want, you will now need to fill in one or more of the fields and click "Search". Please remember you only have to fill in one field to complete a search.

The search facility above allows you to display our data in a number of ways.

You can search using just one field. For example, by entering the name of a specific employer or a postcode.

Alternatively, you could search using a combination of fields. For example, selecting both a Region and a Sector. This would give you all the pay and anniversary data for a Unite sector in the Region you selected. You can search using as many fields as you like.

Employer Name: Enter all or part of the employer's name

Region: Click on the white box and then click on the arrow that appears to the right to get a list of Regions. Your selection will be entered into the white box for you.

Sector: Click on the white box and then click on the arrow that appears to the right to get a list of Sectors. Your selection will be entered into the white box for you.


Post Code: Enter all or part of a Post Code. Please use the official format e.g. WC1X 8TN

Over the coming months we will be adding further search functionality that will deliver increased flexibility for users.

Example

If you want to see the Pay and Anniversary Details for all data related to Northern Powergrid, enter **Northern Powergrid** into the Employer Name and click search.

Search for Pay and Anniversary Details



Employer Name

Region

Sector

Post Code

Northern Powergrid

Search

The results will look like this:

Click here to do a new search									
Employer Name	Region	Workplace Name	Postcode	Regional Officer	RCO Name	Anniversary Date	Current Pay Deal	Recognition	Sector Name
Northern Powergrid Limited	NE	Northern Powergrid (c&a)	DH1 1LB	Mr K Mawer	Mr T S Sangha	01/10/2018	1.5 Y		Energy & Utilities
Northern Powergrid Limited	NE	Integrated Utility Services (wakefield)	WF2 0XQ	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Electric Distribution Ltd (nedl)	DH4 7LA	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid	NE27 0LP	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid (industrial)	DH1 1LB	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid (stockton On Tees)	TS18 3TU	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid (technical)	DH1 1LB	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Yedl	WF10 5DS	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid (middlesbrough)	TS3 8DG	Mr K Mawer	Mr T S Sangha	01/04/2016	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid Ltd (rotherham)	S66 8RY	Mr K Mawer	Mr T S Sangha	01/04/2016	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Vehicle Lease & Service Ltd (durham)	DH1 5SF	Mr K Mawer	Mr T S Sangha	01/04/2016	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Vehicle Lease & Services Ltd (newcastle Upon Tyne)	NE5 2SF	Mr K Mawer	Mr T S Sangha	01/04/2016	2.96 Y		Energy & Utilities

Here is some additional detail on the information you see in the Anniversary Date, Current Pay Deal and Recognition columns.

Anniversary Date

The Anniversary Date is the date when the current Pay Agreement ends and when the next Pay Agreement will come into force.

This date may be more than a year in the future if the current Pay Agreement is a multi-year deal.

If it's blank, then the date when the current pay agreement ends is unknown or Unite does not negotiate pay at that workplace.

Current Pay Deal

The Current Pay Deal is the pay increase that was negotiated for the current year.

For a multi-year deal, this is the pay increase that was negotiated for the current year and it will change next year to the increase that was negotiated for that year of the deal.

The Current Pay Deal will be the pay increase that was negotiated for the current year.

Recognition

If Unite doesn't negotiate pay at a workplace then this contains "N".

If Unite does negotiate pay at a workplace then this contains "Y".

It will be blank if Unite doesn't know if there is recognition at the workplace.

What if the information looks out of date or incorrect?

If you see that the information for a workplace hasn't been updated (last year's details are still showing) or are incorrect then please contact your Regional Official.

When did the current deal start?	e.g. 01/04/2016
What is the length of the current deal?	e.g. 1 year, 2 years, 3 years etc.
What is the pay increase for the current year?	e.g. 1.0%, or 0 if there is no pay increase this year
If it's a multi-year deal, what are the pay increases for subsequent years?	e.g. Year 2: 2%, Year 3 2.4% etc.

Please also provide the Workplace Name and Post Code from the list to help the Officer identify the correct workplace.

FOR EXCEL USERS: Searching the raw data with Unite Region or Sector lists.

The lists of Pay & Anniversary Date details are in two sections:

■ “By Unite Regions”

Pay & Anniversary Date lists that contain all the Pay & Anniversary Date details for a Region

■ “By Unite Sectors”

Pay & Anniversary Date lists that contain all the Pay & Anniversary Date details for a Sector

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By Unite Regions

- [East Midlands](#)
- [Ireland](#)
- [London & Eastern](#)
- [North East, Yorkshire & Humber](#)
- [North West](#)
- [Scotland](#)
- [South East](#)

By Unite Sectors

- [Aerospace & Shipbuilding](#)
- [Automotive Industries](#)
- [Construction](#)
- [Chemicals Pharmaceuticals Process & Textiles](#)
- [Civil Air Transport](#)
- [Community Youth Workers & Not for Profit](#)
- [Docks Rail Ferries & Waterways](#)

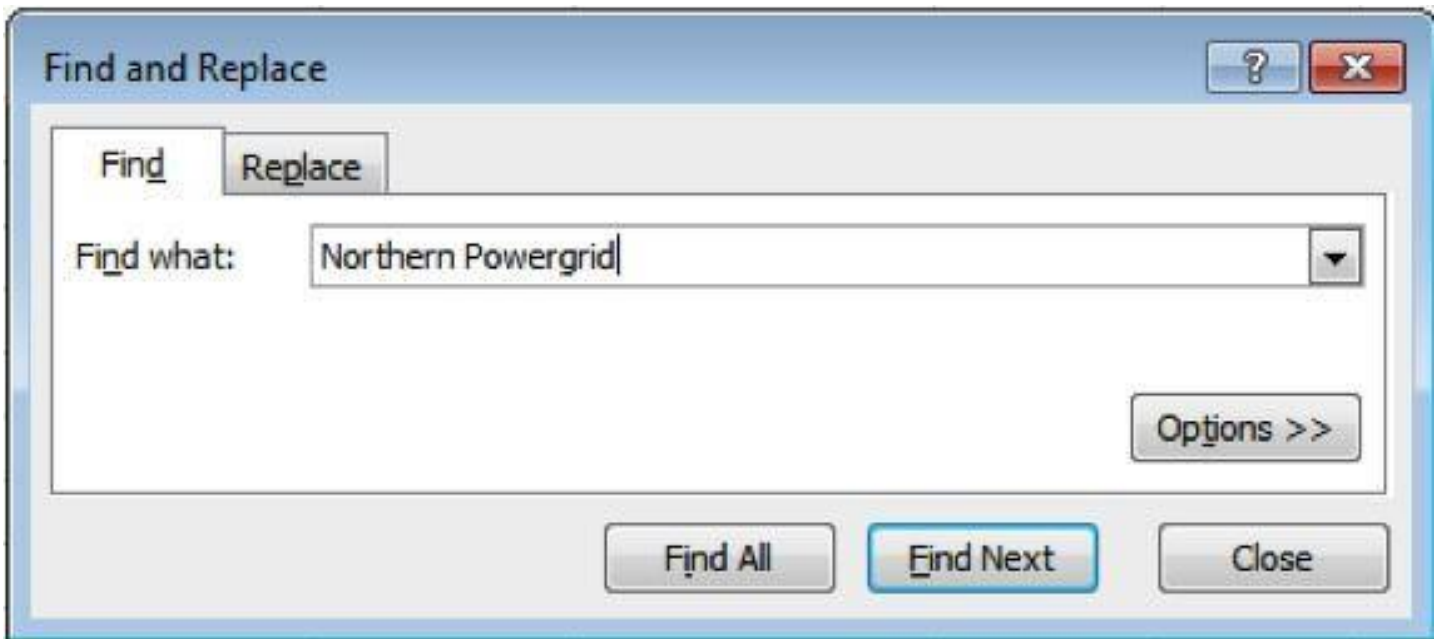
Searching for the information you want for an Employer

These lists have been grouped together so that you can easily find workplaces for a particular employer.

Click on the list that you want.

Once it's loaded, if you want to find a particular employer then hold down the "Ctrl" key on your keyboard and then press the "F" key (Use "Cmd" and "F" if you're using a Mac).

This will bring up a screen like this:



Enter all or part of the employer name and then select "Find Next".

This will position you at the first workplace for that employer and you will see the Region, Workplace Name, Postcode, Regional Officer, Regional Co-Ordinating Officer, Anniversary Date, Current Pay Deal, Recognition and Sector Name.

Here is an example of the basic information that a regional list contains:

Employer Name	Region	Workplace Name	Postcode	Regional Officer	RCO Name	Anniversary Date	Current Pay Deal	Recognition	Sector Name
Northern Powergrid Limited	NE	Northern Powergrid (c&a)	DH1 1LB	Mr K Mawer	Mr T S Sangha	01/10/2018	1.5 Y		Energy & Utilities
Northern Powergrid Limited	NE	Integrated Utility Services (wakefield)	WF2 0XQ	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Electric Distribution Ltd (nedl)	DH4 7LA	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid	NE27 0LP	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid (industrial)	DH1 1LB	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Northern Powergrid (stockton On Tees)	TS18 3TU	Mr K Mawer	Mr T S Sangha	01/04/2017	2.96 Y		Energy & Utilities
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Northern Powergrid Limited	NE	Northern Powergrid Ltd (rotherham)	S66 8RY	Mr K Mawer	Mr T S Sangha	01/04/2016	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Vehicle Lease & Service Ltd (durham)	DH1 5SF	Mr K Mawer	Mr T S Sangha	01/04/2016	2.96 Y		Energy & Utilities
Northern Powergrid Limited	NE	Vehicle Lease & Services Ltd (newcastle Upon Tyne)	NE5 2SF	Mr K Mawer	Mr T S Sangha	01/04/2016	2.96 Y		Energy & Utilities

Here is some additional detail on the information you see in the Anniversary Date, Current Pay Deal and Recognition columns.

Anniversary Date

The Anniversary Date is the date when the current Pay Agreement ends and when the next Pay Agreement will come into force.

This date may be more than a year in the future if the current Pay Agreement is a multi-year deal.

If it's blank, then the date when the current pay agreement ends is unknown or Unite does not negotiate pay at that workplace.

Current Pay Deal

For a multi-year deal, this is the pay increase that was negotiated for the current year and it will change next year to the increase that was negotiated for that year of the deal.

The Current Pay Deal is the pay increase that was negotiated for the current year.

Recognition

If Unite doesn't negotiate pay at a workplace then this contains "N".

If Unite does negotiate pay at a workplace then this contains "Y" or it's blank.

It will be blank if Unite doesn't know if there is recognition at the workplace.