

How can I support the unTe Fair Pay Charter?

If you would like to see your employer implement the Unite Fair Pay Charter, please visit the website:

www.uniteunion.org/itcharter

On the website, you can:

- Sign the online petition to support our Charter for fair and transparent pay and benefits
- Sign up for updates about the campaign
- Find contact details for your Unite representative, who can provide more details

As part of our campaign for fair and transparent pay and benefits in the IT Services industry, Unite will be gathering information and evidence using a survey of staff. You can help the campaign by completing the survey when it comes out - soon.

JOIN OUR CAMPAIGN

Unite for Fair Pay



Unite for Fair and Transparent Pay and Benefits in IT Services



Unite the Union, the largest trade union in the UK and Ireland with over 1.5 million members, is campaigning in the IT Services sector for fair and transparent pay and benefit systems. We want to end discrimination and deliver fairness at work for all employees.

The campaign follows a meeting of Unite representatives from leading companies (CSC, Fujitsu, HP, IBM and Steria) who discussed the key issues facing employees in our sector.

Though the details vary between and within companies, your Unite representatives recognised a widespread view that pay and benefit systems in the sector are secretive, unfair and may be discriminatory.

Do you recognise:

- People doing similar jobs getting very different pay & benefits without any clear justification?
- Inconsistency or unfairness in objectives and appraisals?
- Secrecy about how pay and benefits are allocated?
- Management “discretion” instead of clear targets and rewards?
- Lack of evidence that discrimination on factors such as gender or age has been successfully prevented?

Change is required to deliver fair and transparent pay and benefits for all of us. With your help we firmly believe this is achievable. Together we can use legal means (Equality Act 2010) and our collective strength to win improvements.

Problems with Performance Related Pay (PRP)

A lot of research on Performance Related Pay has shown it can be counterproductive. It can deliver inaccurate assessments of employees' capabilities, undermine teamwork and co-operation, and can directly lead to the creation of an often hostile work environment.

You need to be sure that your company's pay and benefits system is fair and transparent, with your pay properly reflecting your contribution.

unTe to Prevent Discrimination

Companies should be monitoring and analysing various aspects of their pay systems in terms of diversity criteria, including:

- Objective setting
- Assessments and appraisals
- Scales, guidelines, benchmarks and ceilings used for determining pay and benefits
- Pay increases

If your company does monitor, staff should be able to look at the data to check for fairness. If no monitoring takes place, there is likely to be some form of discrimination going undetected.

unTe to Prevent Division

How can it be fair that, in a company environment where employees are expected to work together as a team towards common goals, there is no transparency on pay and divisive competition between individuals is encouraged?

unTe to Prevent Hypocrisy

How can it be fair that Directors of companies, who pocket hefty salaries and indefensible and secretive bonuses - often regardless of performance - fail to deliver a fair and transparent pay system for all employees?

unTe Fair Pay Charter

To ensure a consistent approach to pay and benefits which is fair, transparent and not discriminatory, Unite is asking companies in the IT Services Sector to sign up to our Fair Pay Charter and incorporate the following principles into their pay systems.

- **Single, transparent pay and benefit structure throughout each company:**
 - › *Detailing the pay and benefits structure from top to bottom.*
 - › *Outcomes after each pay review are visible to employees.*
- **Fairness:**
 - › *Pay and benefits determined on an objective basis as opposed to management discretion.*
 - › *Staff are fairly allocated to grades/roles/job families.*
 - › *Employees can expect to receive similar pay and benefits to those doing similar jobs or jobs of equal value.*
 - › *A cost of living element for all in every pay review.*
 - › *Ensuring that there is no discrimination against employees due to gender, age, disability, race, religion, sexuality, or part-time status, as per Equality Act 2010.*
- **Agreed and realistic performance targets:**
 - › *Pay and benefits based upon targets which can realistically be achieved or exceeded, agreed with employees and their representatives.*
 - › *Achievement does not rely on working more than your contracted hours.*
 - › *Appraisal and assessment scores are based on your achievement, not distorted by fixed percentages or quotas.*