

PAY SETTLEMENT ANALYSIS

The median settlement level for the manufacturing and production sector has risen to 4.2%, up from 4% in previous analysis, (Incomes Data Services, November 08).

- Just over two fifths (44 per cent) are at 4 per cent or above, mostly in the construction, engineering and chemicals sectors.
- The median² pay settlement level for the whole economy for the three months to the end of September 2008 has remained steady at 3.8 per cent.
- The private services sector median has also risen this time, from 3.5% to 3.7%, with deals ranging as high as 5.5%.
- A broad range of the new settlements reflects the implementation of inflation-linked increases under long term deals, for example the deal for university staff increased pay by 5%. This was the final stage of a 5 stage 3 year deal covering 540,000 employees.

Securitas (CVIT)

2,000 workers

6.5% increase, effective date 1st October

Details: Third stage of a 4 stage 29 month agreement with a further increase of 2.25% giving a new hourly rate of £9.70. The final stage of the agreement due on the 1 April 2009 will increase the hourly rate by 3% to £10.00.

Babcock Marine Devonport

2,300 workers

5.3% increase, effective date 1st October

Details: Second stage of a two stage 24 month agreement with an increase of 5.3% on salaries (based on August 2008 RPI of 4.8% + 0.5%).

Morrisons

34,300 workers

5.32 % increase, effective date 1st October

Details: Settlement date moved from August to October in 2008. The 2008 deal is 2 stage 12 month agreement the first stage due on the 1 October 2008.

Furniture JIC

120,000 workers

5.59% increase, effective date 1st October

Details: Second stage of a two stage one year deal with a further increase of 1.57% from 1 Oct 2008

LRD'S LATEST PAY DEALS

3.8% is the overall mid point for pay deals in the 3 months up to and including October 08 according to LRD. 3.9% in the manufacturing sector, 3.9% in the private sector, 2.9% in the public sector and 3.8% in the service sector.

AVERAGE EARNINGS³

Manufacturing average earnings (excluding bonus, not seasonally adjusted) rose 2.5% in the year to September 2008. Similar earnings rose by 3.6% in the whole economy, by 3.6% in the private sector and 3.9% in the public sector. Average earnings in services rose by 3.8%, and earnings in private sector services rose by 3.8%.

Manufacturing average earnings (including bonus, not seasonally adjusted) rose 2.9% in the year to September 2008. Similar earnings for the whole economy rose 3.3%, private sector earnings rose 3.1%, public sector earnings rose 3.9%. Average earnings rose 3.5% in services and private sector services earnings rose 3.4%.

¹ Latest data to November 2008.

² The median is the level at which half of the settlements are above and half below.

³ Next publication date 17 December. Two indices are available from National Statistics. One is seasonally adjusted and the other is unadjusted.

Full-time average weekly earnings by occupation⁴

Average full-time gross weekly earnings for all employees up to September 2008:

All workers	£578.90	Admin & Secretarial	£398.60
All male	£638.20	Skilled/craft	£486.50
All female	£487.30	Services	£342.30
Managers	£871.30	Sales	£322.70
Professionals	£781.20	Operatives	£450.60
Associate professionals	£597.30	Other manual jobs	£351.20

INFLATION⁵ – 4.2% increase in the Retail Price Index (RPI)

In the year to October 2008 the all items retail price index (RPI) rose by 4.2%, down from 5.0% in the year to September.

The prices of many essentials have been rising at a far higher rate than RPI inflation:

- Oil & other fuels up 26.7%
- Fuel and light up 39.0%
- Gas up 51.9%
- Electricity up 35.0%
- Water and other charges up 6.5%

- Petrol & oil up 12.1%
- Maintenance of motor vehicles up 6.8%

- Food up 10.1%, with
 - butter up 12.7%
 - eggs up 17.1%
 - potatoes up 22.7%
 - pork up 23.0%
 - poultry up 15.1%
 - bread up 16.5%
 - beef up 21.1%
 - milk up 11.3%
 - lamb up 20.4%
 - cheese up 14.5%
 - bacon up 11.1%
 - vegetables up 11.5%
 - Cereals up 15.8%
 - fish up 17.8%

- And if there's any money left, the cost of a foreign holiday has gone up by 6.7%

For the complete breakdown of how prices have been rising go to the following link:

www.statistics.gov.uk/pdffdir/cpi1108.pdf

Retail Prices Index (Jan 1987=100)

Date	All items index	% Annual rise	
2007	August	207.3	4.1%
	September	208.0	3.9%
	October	208.9	4.2%
	November	209.7	4.3%
	December	210.9	4.0%
2008	January	209.8	4.1%
	February	211.4	4.1%
	March	212.1	3.8%
	April	214.0	4.2%
	May	215.1	4.3%
	June	216.8	4.6%
July	216.5	5.0%	
August	217.2	4.8%	
September	218.4	5.0%	
October	217.7	4.2%	

As far as negotiators are concerned it is the increase in the RPI that shows the overall rise in the cost of living for our members.

Unite is monitoring any reference by employers to the new target measure, the CPI rather than the RPI. Please let Steve Martin know. A briefing on the CPI is available.

The CPI rose by 4.5% in the year to October, down from 5.2% in the year to September. RPIX rose by 4.7% in the year to October, down from 5.5% in the year to September.

⁴ www.statistics.gov.uk/pdffdir/lmsuk1108.pdf

⁵ Next Publication date 16 December.

Unite's ten priorities to protect millions of families and kickstart the economy

Ahead of the Pre-budget report, Unite the Union will present Gordon Brown and Alistair Darling with ten key priorities - including a freeze on home repossessions as part of government action to invest its way out of the credit crunch and kick-start the faltering economy.

The submission, entitled "A new deal for the real economy" from the two million member-strong union seeks to protect working people from the triple danger of redundancy, repossession and rising prices.

The union's priorities include a freeze on repossessions on homes and the creation of one million new affordable homes, the introduction of a fair tax regime, an increase in public spending and support for manufacturing through procurement and investment. The submission also calls for a new order of regulation in the finance sector.

Unite's 10 key priorities

1. Freezing repossessions on homes and creating one million new affordable homes.
2. The introduction of a fair tax regime to address the poverty gap, including closing tax loopholes and cuts for lower earners.
3. Increasing public spending levels to create demand.
4. Supporting manufacturing through procurement and investment.
5. A Price Commission for energy and a windfall tax on oil and energy companies' profits
6. Maintaining a commitment to full employment.
7. Restoring and defending collective rights for workers.
8. Advancing investment in public infrastructure.
9. Reducing interest rates to stimulate investment.
10. Introducing a new order and regulation into the finance sector.

Payline pay and conditions service

What can it do for me?

The pay and conditions service holds details of 2,300 agreements covering pay, hours, holidays and other conditions of employment, such as maternity arrangement, London weighting and paternity leave, plus short comments on key trends in individual settlements. You can use it to compare pay increases and pay rates in your own industry/region, or you can spread the net wider, perhaps to check on new developments like parental leave. Both the private and public sectors are covered.

The Labour Research Department

The pay and conditions service is provided by the Labour Research Department (LRD) Payline. Now in its 91st year, LRD remains dedicated to supporting the trade union

movement through its extensive research and information facilities. LRD Payline has developed over the past ten years and is used to analyse collective bargaining trends and provide comparative pay and conditions information by trade unionists.

Access to the service

Currently access to the service is dependent upon whether you are originally an Amicus or T&G member.

For Amicus members, please go to:

www.amicustheunion.org/default.aspx?page=28

For T&G members, please go to:

www.tgwu.org.uk/Templates/System/Other.asp?NodeID=89701

Please follow the instructions on screen in each case.

Publications

Unite publishes membership magazines, news bulletins, research information, guidelines, and training resources covering a wide range of topics.

These publications are available via the Union websites as downloadable pdf documents or in the case of hard copies, please contact your Regional Office.

A new guide to the Working Time Regulations 2008 is now available from the Research Department at Transport House, if you wish to receive a copy please call: 0207 611 2535

MULTI SITE EMPLOYERS

If you negotiate with a local employer, which may be part of a multi site company, please contact your sector researcher direct for further information on pay & conditions in other sites.

BARGAINING BRIEF:

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Winning in the workplace is key to organising. Remember to let Bargaining Brief know your successes, particularly in rebuffing attacks on pension schemes. **Please send details of best in class deals – better pay, pensions, shorter working time, family friendly, Union Learning reps agreements etc to Steve Martin:**

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