



14<sup>th</sup> September, 2017

**To: GMB Reps and Members (Non Pay Review Body Staff)**

Dear Colleagues

**GMB Public Sector Pay Pinch Campaign - Update**

The GMB Pay Pinch Campaign demanding the Government to rethink their Public Sector Pay policy is working. We need you to keep the pressure up! We all need to redouble our efforts and build further support for the GMB Pay Pinch Campaign.

To support our efforts further in putting pressure on government, we have launched part 2 of the pay pinch report which focuses on the 55% of public sector workers not covered by a pay review body. The report is titled ***'Public Sector Pay and the Forgotten Three Million,'***

Please note NHS Staff are covered by a pay review body and a separate communication will be issued to them.

I wanted to make sure that you had early sight of the GMB Pay Pinch Part 2 report's conclusions. The key arguments we are putting forward are that:

- **Public sector pay played a critical role in the 2017 election** and the case for lifting the one per cent cap has strengthened since the March Budget. However, Ministers appear to only be considering higher pay awards for the minority of public sector workers covered by Pay Review Bodies – excluding the forgotten three million in local government, schools, police forces and other non-Pay Review Body occupations.
- Contrary to claims that public sector workers are 'overpaid' **there is now no meaningful difference in average take-home pay between public and private sectors** and low-pay is endemic in local government employment. The apparent public sector pay 'premium' largely reflects the weaknesses of private sector pension provisions, and the rate of average pension

contributions made by some public sector workers has increased by 47 per cent in just five years.

- Since 2010 **the independence of the Pay Review Bodies has effectively been lost** after Ministers directed them to make recommendations in line with the one per cent cap. It is wrong to claim that the Government automatically respects their findings. Recommendations for a consolidated one per cent increase for NHS workers were rejected in 2014/15 in both England and Northern Ireland, and a Review Body for school support staff was abolished after 2010.
- **Public sector workers not covered by Pay Review Bodies have suffered significant real-terms salary cuts.** Most councils are experiencing recruitment and retention problems, and GMB analysis suggests that there are similar challenges for police staff in forces across the UK. **Despite Ministers' claims that they are not responsible for wider public sector pay settlements, local government budgets been subject to additional cuts to enforce the one per cent cap – which included a £737 million reduction to local government funding over two years.**
- The pay cap is having a significant impact on family life as **real-terms pay cuts affect 2.3 million children in 1.3 million households.** The pressures created by rising demand and job cuts are also being met in many cases by unpaid overtime. Approximately **1.8 million public sector workers regularly work unpaid overtime, averaging 7.8 hours a week each.** This unpaid contribution is worth over **£11 billion** to the Treasury every year.

### How to get involved:

1. Join the Public Sector Pay Lobby taking place Tuesday 17<sup>th</sup> October, Westminster, London. Assemble from 6pm. Further details at:

<https://www.facebook.com/events/292900864517210/?ti=icl>



2. Visit the GMB Pay Pinch website [www.paypinch.org](http://www.paypinch.org) and sign our petition.
3. Like our Facebook Page: <https://m.facebook.com/GMBPSS/>
4. Follow link to see how you can get more involved <http://mailchi.mp/672b53e0f0b0/help-stop-the-public-sector-pay-pinch?e=%5BUNIQID%5D>

5. GMB Public Services is campaigning to End a Decade of Pay Cuts. Details of the Pay Pinch Campaign can be found at [www.paypinch.org.uk](http://www.paypinch.org.uk)
6. Arrange a meeting and show our short pay pinch video at [www.paypinch.org](http://www.paypinch.org)
7. Send us photos of your pay pinch meetings
8. Use #paypinch for all you social media activity
9. Recruit a work colleague [www.gmb.org.uk/join](http://www.gmb.org.uk/join)
10. Part 2 of the Pay Pinch report can be found at the following link:

<https://static1.squarespace.com/static/58b828f44402436b74624b8a/t/59b6af4c80bd5e49f83c2d8c/1505144822522/PAY+PINCH+REPORT+2+--+FINAL+SPREADS.pdf>

Many thanks for all your brilliant support. Now let's keep building our strength and end the Pay Pinch for all Public Sector Workers.

In Solidarity



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**GMB@WORK**

**PUBLIC SECT**  
**#PAYPINCH**



**3 MILLION**

**PUBLIC SECTOR WORKERS ARE NOT COVERED BY A PAY REVIEW BODY**

**HELP END THE PINCH FOR ALL PUBLIC SECTOR STAFF: [WWW.PAYPINCH.ORG](http://WWW.PAYPINCH.ORG)**