



Work across Public Services

March 2017

End the Public Sector Pay Pinch!

NEW GMB REPORT

The GMB has today published a major new report on the future of public sector pay.

The report makes the case that the 1% pay cap is deeply unfair on individual workers, and that it is a major contributor to the recruitment and retention crisis across the sector.

As Theresa May has said, “**if your pay has stagnated for several years in a row and fixed items of spending keep going up, it doesn’t feel like the economy’s working for you.**”

GMB believes that Ministers need to stop asking public sector staff to pay the price for the mistakes of the financial sector over a decade after the banking crash.

It turns out the public agree: 75% want a real-terms pay rise for public sector workers this year, according to a poll GMB commissioned.

And the GMB report exposes the fact that the pinch on your salaries is even more severe than the public sector pay squeezes under Margaret Thatcher and John Major.

Brexit is pushing inflation up, costing the average full-time worker an extra £1,426 in lost earnings by 2020 if the 1% cap isn’t lifted.

Enough is enough.

That’s why GMB is taking the message to the Government that they must change course. After seven years of pay cuts, only a real pay rise will do.

Read the report at [<http://www.gmb.org.uk/pinched-report>] and sign the petition by visiting [<http://www.gmb.org.uk/pinched-petition>]

Key Findings

The report’s major findings are that:

- **The pay cap is directly contributing to the recruitment and retention crisis in the public sector**
- **The Government’s squeeze on public sector wages is even worse than under Margaret Thatcher and John Major**
- **Breaking the cap would be hugely popular – 75% of people support above-inflation wage rises for public sector workers this year, including 69% of Conservative voters**
- **Seven years of pay freezes and caps have cost individual public sector workers thousands of pounds each in real terms (see tables on the next page)**
- **If the pay cap isn’t lifted then an average full-time public sector worker is set to lose £4,073 in real terms by 2020. £1,426 of this is due to the extra inflation triggered by Brexit alone**
- **Women have borne a disproportionate burden from the pay cap – the gender pay gap within the public sector has actually widened since the policy came into force**

Not a member of a trade union? Then sign up to the GMB today to support the campaign.

Join online at www.gmb.org.uk/join



Want to get involved? Sign up today

Joining the GMB is easy, quick and fast. You, or your colleagues, can join via one of the following methods:

1. Online at www.gmb.org.uk/join
2. Complete the GMB application form and post to GMB Public Services Section, 22 Stephenson Way, London. NW1 2HD.
3. Ring 020 7391 6700 and ask how you can join.
4. Email info@gmb.org.uk asking for a membership form.
5. Ask the GMB to visit your workplace and work colleagues: Email info@gmb.org.uk and arrangements can be made to have a face-to-face meeting.

Ensure your membership details are correct by registering with GMB online: <https://www.gmb.org.uk/login>

Why Join GMB?

GMB is Britain's fastest growing trade union. GMB is a campaigning trade union; its job is to get the best deal for GMB members at work and is committed to building a strong organisation in every GMB workplace and to help make every workplace safer. Whoever you are, wherever you work, joining GMB is the right decision.

GMB Membership Subscriptions:

Full time - £3.00 a week - £13,00 per month

Part time - £1.75 a week - £7.59 per month

GMB estimates Real-terms cuts to public sector pay 2010 to 2017

| Job title | Real-terms cut in this year | Total real-terms cut 2010 - 2017 |
|--|-----------------------------|----------------------------------|
| Catering Assistant | £549 | £4,417 |
| NHS Cleaner | £893 | £6,025 |
| Hospital Porter | £1,161 | £7,285 |
| 999 Call Handler | £1,567 | £8,646 |
| Teaching Assistant | £1,680 | £6,531 |
| Library Assistant | £1,714 | £6,659 |
| Refuse Collector | £1,714 | £6,659 |
| Administrative Assistant | £2,017 | £7,838 |
| Qualified Residential Care Worker | £2,219 | £8,624 |
| Social Worker | £2,543 | £9,565 |
| Higher Level Teaching Assistant (SEN Specialist) | £2,624 | £10,196 |
| Homelessness Prevention Officer | £2,860 | £11,114 |
| Staff Nurse | £3,013 | £14,572 |
| Midwife | £3,833 | £18,011 |

GMB estimates Real-terms cuts to public sector pay 2017 to 2020

| Job title | Real-terms loss 2017 - 2020 | <i>Of which - cost of Brexit</i> |
|-----------------------------------|-----------------------------|----------------------------------|
| Teaching Assistant | £2,337 | £818 |
| Refuse Collector | £2,383 | £834 |
| Hospital Porter | £2,394 | £838 |
| 999 Call Handler | £2,617 | £916 |
| Qualified Residential Care Worker | £3,085 | £1,080 |
| Social Worker | £3,422 | £1,198 |
| Staff Nurse | £3,788 | £1,326 |
| Homelessness Prevention Officer | £3,976 | £1,392 |
| Midwife | £4,691 | £1,642 |

GMB**GMB@WORK**

GMB—EXPERTS IN THE WORLD OF WORK

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now. GMB membership covers you wherever you work. Only GMB members get GMB help. **IF YOU WORK YOU NEED GMB@WORK**

Join now at www.gmb.org.uk/join or fill in the form below

then hand it to your local GMB representative, or post it—simply write FREEPOST GMB on an envelope—you don't need a stamp or any other address details.

If you have any questions contact GMB: email info@gmb.org.uk or visit our website www.gmb.org.uk

FOR GMB USE ONLY

Section

Branch number

Membership number

Date of joining

GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname First name Title Mrs/Miss/Ms/Mr Date of birth

Home address Postcode Home phone number Mobile number

Email

We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members
 Bangladeshi / Black African / Black Caribbean / Black British / Chinese / Indian / Irish / Pakistani / White / Other:

National Insurance number I agree to abide by GMB rules Signed Date

Tick here if you do not wish to contribute to the GMB collective affiliation to the Labour Party

2 TELL US ABOUT YOUR JOB

Employer Your job

Address where you work Postcode How many hours a week do you work? Pay number

I give my employer permission to notify GMB of any future change of address Pay date

I authorise my employer to pass my bank details on to GMB to activate my union membership — Signed

3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT

If you are paid monthly 1st day of the month* 8th day of the month* 16th day of the month* 23rd day of the month* Last day of the month* * or next working day

OR if you are paid 4 weekly 1st Friday 2nd Friday 3rd Friday 4th Friday

4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form below and send to: GMB, 22 Stephenson Way, LONDON NW1 2HD

Service User Number

Name and full postal address of your Bank or Building Society branch

To the Manager of Bank/Building Society

Address

Postcode

Instructions to your Bank or Building Society: Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s) Date

Name(s) of account holder(s)

Bank/Building Society account number

Bank/Building Society Sort Code

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Banks or Building Societies may not accept Direct Debit instructions for some types of account

Reference number (GMB use only)