

**BRITISH WATERWAYS
NATIONAL JOINT FORUM**

**2009/10 PAY & CONDITIONS
CLAIM**



INTRODUCTION

This claim is submitted to the British Waterways National Joint Forum on behalf of UNISON and UNITE (T&G). In preparing the claim both trade unions have consulted their members to ensure it fully reflects their views and aspirations.

Inflation

Each year inflation erodes the value of BW's pay, and our members' income, and at the very least the annual pay round should address this.

In the past the rate of inflation had been central to our pay negotiations. At the moment inflation is falling, the level of inflation for the rest of the year is difficult to determine, whether measured by the RPI or CPI. The 2009 pay round is an opportunity to make up for past settlements that have been below the rate of inflation. The employers would be making a mistake if they used this opportunity for a minimal pay increase. Amongst other things this would have a disastrous effect on staff and morale.

THE CLAIM

The Trade Union Side claim for 2009/10 calls for:

- A significant increase on all salary bands and allowances or £1,000, whichever is the greater
- Increase in sick leave payments
- Bank Holiday supplement for Saturday and Sunday over Christmas 2009
- Improvements to bereavement leave
- £150 well-being grant for gym membership

Salary Increase

We are seeking a significant increase on all salary bands and allowances or £1,000 whichever is the greater. Whilst the unions recognise these are difficult times, not only for BW but also for our members, however, we believe this is an ideal opportunity to substantively increase salaries, inline with BW's own aspirations, and therefore, to move pay into the upper quartile.

Increase in Sick Leave Payments

When returning from long term sick leave on phased return to work, to receive full pay.

Bank Holiday Supplement

For the weekend of December 26/27 2009 to receive the bank holiday supplement for each day, which is £20 per day.

Compassionate Leave

Paid compassionate leave to be increased to 5 days for close relative and 3 days for other family members or close friends.

Well-Being Grant

We would like to see the introduction of a well-being grant of £150 that can be used for gym membership or equivalent with sufficient receipts.

CONCLUSION

Clearly, both UNISON and UNITE (T&G) believe the implementation of this claim will assist in rewarding BW staff for all their loyalty and hard work over the past 12 months. We also believe these improvement would be a substantive step in the right direction in achieving a good work life balance that benefits all parties and can be a good recruitment/ retention tool for the organisation as a whole.
