



# **Branch Negotiators' Update**

## **Welcome**

**Welcome to the April 2013 edition of Branch Negotiators' Update.** The links below take you to factsheets, guidance, news and information which we hope will be helpful to you in your bargaining activities.

If you're not receiving this bulletin direct and you'd like to sign up to our mailing list, you can do so by emailing [bsg@unison.co.uk](mailto:bsg@unison.co.uk)

## **UNISON Bargaining Guidance and Reports**

### **Inflation Indicators Factsheet**

An explanation of recent changes to measures of inflation and their relevance to pay bargaining

### **Economic Material for Pay Claims**

Analysis of inflation, pay settlement and average earnings trends to assist in the development of pay claims, along with supporting spreadsheets that can be adapted for individual claims

### **TUPE Consultation Response**

The UNISON consultation response to the government's proposed changes to TUPE regulations

### **Public Sector "Pay Premium"**

A UNISON commissioned report that exposes the false claims advanced to support the idea of a "public sector pay premium" is available in summary form and as a full report

### **Workplace Agreement Library**

Branches and officers with a UNISON/Citrix log-on can see the new Sharepoint Library showing our hundreds of UNISON workplace agreements

### **Company Profiles**

Branches and officers with a UNISON/Citrix log-on can now view summary profiles of major private companies engaged in public service contracts through Sharepoint

## Other Research and Reports

### Latest Pay Settlements

Table setting out pay settlements reached by sector over the last six months

### Public Sector Pay Settlement Comparisons

Table setting out pay settlements across major public sector bargaining groups since 1988

### “Britain is Broke” Mythbuster

Analysis of public sector debt from the New Economics Foundation

### Tribunal Case Victory

Details of a second legal victory linked to failure to supply information on agency workers during a redundancy consultation

## Recent and coming up...

**Spring 2013** - The Enterprise and Regulatory Reform Bill is expected to come into force. This Bill is set to:

- allow tribunals to levy financial penalties, payable to the Exchequer, on employers found to have breached employment rights where the employer's behaviour in committing the breach had 'aggravating features';
- require prospective claimants to contact ACAS before they can begin certain types of employment tribunal proceedings, so that parties can be offered conciliation to attempt to resolve their dispute without it reaching the tribunal system;
- create a 'rapid resolution' scheme for certain simple or low value tribunal claims, where the parties consent in writing to the determination of their claim by a 'legal officer' without the need for a hearing;
- allow the Secretary of State to change the maximum compensatory award for unfair dismissal. The new limit could be a set amount, a certain number of weeks' pay or the lower of the two;
- create a power to issue regulations on mandatory equal pay audits for employers who lose employment tribunal claims.

**April 2013** – The government has announced that the current 90-day minimum consultation period where employers are proposing to make 100 or more redundancies at one establishment will be reduced to 45 days. The changes came into force on 6 April 2013.

## Key Stats

| Pay Settlements   |                       |                  |                     |
|---|-----------------------|------------------|---------------------|
| Sector  | Reference Period      | Median %         | Interquart. Range % |
| Whole Economy   | 12 months to Apr 2013 | 2.5              | 1.8 - 3.0           |
| Public  | 12 months to Apr 2013 | 1.0              | 0 – 1.0             |
| Private   | 12 months to Apr 2013 | 2.5              | 2.0 - 3.0           |
| Inflation   |                       |                  |                     |
| Reference Data  | Reference Period      | Growth Rate %    | Index               |
| Retail Price Index (RPI)  | Year to Mar 2013      | 3.3              | 248.7               |
| Consumer Price Index (CPI)  | Year to Mar 2013      | 2.8              | 125.6               |
| Average Weekly Earnings (Total Pay)   |                       |                  |                     |
| Reference Data  | Reference Period      | Growth Rate %    | £pw                 |
| Whole economy   | Dec 2012 - Feb 2013   | 0.8              | £464                |
| Public Sector (excl financial services)   | Dec 2012 - Feb 2013   | 1.8*             | £473                |
| Private Sector  | Dec 2012 - Feb 2013   | 0.5*             | £457                |
| <ul style="list-style-type: none"> <li>Pay growth rates have been dramatically affected by the reclassification of English Further Education and Sixth Form College Corporations as private sector in June 2012. The Office of National Statistics estimates that the single month growth rate for the public sector would be between 0.6 and 0.8% lower and the private rate would be between 0.1 and 0.2% higher ie private sector earnings growth rates would display much closer parity with public sector growth rates if this reclassification had not taken place</li> </ul> |                       |                  |                     |
| Labour Market Statistics  |                       |                  |                     |
| Reference Data  | Reference Period      | Level (millions) | Quarterly Change    |
| Employment  | Dec 2012 - Feb 2013   | 29.70            | -2,000              |
| Unemployment  | Dec 2012 - Feb 2013   | 2.56             | 70,000              |
| Economic Inactivity   | Dec 2012 - Feb 2013   | 8.95             | -57,000             |
| Reference Data  | Reference Period      | Level (millions) | Monthly Change      |
| Claimant Count  | Mar 2013              | 1.53             | -7,000              |

If you'd like to sign up, or be removed from the mailing list, please email [bsg@unison.co.uk](mailto:bsg@unison.co.uk)  
 To see previous editions of Bargaining Negotiators Update, click [here](#)