

# FAIR PAY FOR ACTION FOR CHILDREN STAFF

## 9 MARCH

### **UNISON members in Action for Children are on strike today across the UK**

The strike is in response to management imposing a pay deal of just 1% – and it excludes two-thirds of staff.

Staff have had almost no pay increase in the last five years. Their real-terms pay has dropped 18.4%, or £4,750 for a full-time employee.

Despite this, in recent years staff and their trade unions have worked with management to deliver two huge change programmes and save £3.2million last year.

In response, last year, management unilaterally cut car mileage payments and have now removed pay increments from new staff. They added five more top jobs paying £70,000 a year, and another director on £120,000 a year.

**We are not asking for much –  
just a pay rise that covers all staff.  
It's time to pay up!**

# PLEASE SHOW YOUR SUPPORT TODAY

The public knows how hard charities work to look after vulnerable people in our society, but charity workers are suffering enormously.

Over 40% of UNISON's members in the charity sector can't always pay their own household bills and one in five has over £10,000 of personal debt. Three in five have unrealistic workloads.

UNISON works with other unions to make sure Action for Children staff deliver a high-quality service to safeguard the vulnerable children and families that they support. The staff are utterly dedicated, and striking is the last thing they want to do, but they have been pushed beyond breaking point by management's refusal to listen.

## Those numbers again...

- A 1% pay offer, but excluding two-thirds of staff.
- A real terms pay drop of £4,750
- Five new top jobs on £70,000 a year, plus a director on £120,000
- Cuts to mileage payments
- Removal of incremental pay for new staff.

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