



**PAY CLAIM FOR 2024/25
SUBMITTED BY UNISON TO MEDWAY COUNCIL**

This pay claim is submitted by UNISON on behalf of staff working for the Authority.

The claim is set at a level that we believe recognises the following key points.

- Substantial increases in the cost of living over recent years have significantly reduced the value of staff wages.
- Appropriate reward is needed to sustain the morale and productivity of staff in their crucial role of delivering high quality public services.
- Appropriate reward is needed for the increased workload and stress placed on staff against a background of unprecedented changes in working practices. Public sector workers kept the country going during the Covid-19 crisis, providing vital services, and keeping our communities safe.
- Average pay settlements across the economy have been running ahead of those received by Council staff since we moved onto Medpay. As the Trade Unions warned this has not only massively impacted on staff morale but is culminating in the present difficulties the council finds itself in recruiting and retaining staff.

SUMMARY OF CLAIM

We are seeking:

- A return to NJC by the third year of this administration.
- A 10% flat rate, consolidated increase for all staff
- The introduction of a 35-hour working week with no loss of pay.
- An uplift to the sleep-in payments of 3.88 %

Tania Earnshaw
Unison Branch Secretary

Mark Hammond
Unison Regional Organiser 11/10/23

