



# Cost of living crisis special



## Unison is there for you

We're hearing on a daily basis from members who are struggling with the cost of living crisis. Dedicated public services workers should not have to choose between heating their homes, putting petrol in their vehicles or food on the table.

We've been engaged in discussions with the Local authority on how we can work together to address the issues that are having the greatest impact on our members at the moment.

We recently undertook a survey of our membership to ask their views on how they have been affected by crisis. We will be sharing this information with the local authority and the new Leader and Cabinet as we believe that a Home Working allowance is needed to address the significant rise in energy prices . Energy increases are affecting everyone but working from home is increasing these costs. We are clear - work shouldn't cost the employee!

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## Mileage allowance rates - a change is needed

The mileage rate is a major cause for concern right now without a doubt. At the moment HMRC set the rates and the Chancellor of the Exchequer has failed to increase the current 45p rate despite pressure from trade unions and other parties to do so.

This doesn't mean to say that we can't vary these rates at a local level which we believe is badly needed. We are pushing for this to be done and for it to be increased to a level which is more reflective of the current cost of fuel.

We have also opened up discussions around other possible options including having the mileage allowance paid up front to our members which will mean that they aren't out of pocket - we hear our members and we are listening!

Keep up to date on the latest developments by providing your up-to-date contact details to [caerphillyunison@caerphilly.gov.uk](mailto:caerphillyunison@caerphilly.gov.uk)

## The pay campaign - we need more!

On a national level, we're waiting for a response from the Employers Side to our 2022 pay claim. We've asked for a flat rate pay increase of £2,000 or the current RPI rate, whichever is the greater, which will mean that everyone gets an increase and those on the lowest pay bands will get the boost so badly need.

However, we can't achieve a fair pay settlement without YOU getting involved. We know a pay rise is needed now more than ever - don't you agree?

So, what can you do? - continue reading to find out how to achieve the pay award you deserve...







## Below inflation pay offer is "no good to workers"

Lianne Dallimore, Branch Secretary of UNISON Caerphilly, says of the current pay negotiations:

"A below inflation pay offer is no good to workers who are 20 per cent poorer than a decade ago as a direct result of UK government severe spending cuts.

"Local government staff have kept vital services like adult social care, school hubs and refuse collection going throughout the pandemic. We need more."



## 3 ways you can help make a difference

**Attend one of our 'UNISON matters' webinars:** Over the coming weeks we're planning to hold webinars to share with you the details of the pay claim and to keep you updated on how you can get involved, and what we need you to do, so keep a check on your Inbox for more information coming soon.

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**Vote for action:** Industrial action is the very last thing we want to do as a Union but if we need to take action we certainly will not shy away from it. However, the mechanisms to take action are very prescriptive because of the restrictions placed on Unions under the UK Trade Union Act. For us to be able to fight for the pay you deserve we need a 50% turnout - last year we got just over 14%! If we were to ballot it's really important that whichever way you feel you want to vote, that you vote.

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**Join Unison:** Being in a trade union right now has never been more important, so if you have friends and/or colleagues that you know aren't in a trade union please encourage them to join at <https://join.unison.org.uk>.