

# UNISON Northern Living Wage charter

I want to

live  
not just  
exist

# Introduction



As jobs continue to be cut, wages continue to be frozen and services are decimated UNISON is campaigning for the wider implementation of the Living Wage.

The Living wage is an independently set rate calculated as the amount deemed necessary to be able to afford a 'basket of goods' it is calculated annually and has two rates, the first is for the greater London area and includes a London weighting and is calculated by the Greater London authority, the other rate applies to the rest of the UK and is calculated by the Centre for Research in Social Policy at Loughborough university.

The Living Wage is not a new thing and is something UNISON have been striving to achieve for many years, but it even pre-dates us.

A Living Wage has been discussed for many years including religious texts such as the papal encyclical Rerum Novarum in 1891 stated "each one (working man) has a natural right to procure what is required in order to live, and the poor can procure that in no other way than by what they can earn through their work". It goes on to say "a workman's wages be sufficient to enable him comfortably to support himself, his wife, and his children". In plain terms the Living Wage.

The modern Living Wage has begun to grow in recent years with over 500 employers now accredited with the Living Wage foundation, meaning they have committed to not only pay their staff a Living Wage but will continue to do so with annual re-calculations and are either currently or working towards contracted services paying their staff the Living Wage too.

UNISON northern region are committed to campaigning for the Living Wage and believe the benefits to all including employees, employers and society massively outweigh any initial barriers employers may fear.

In October 2013 a report entitled 'The economic Impact of Extending the Living Wage to all Employees in the UK' was published for UNISON by Howard Reed of Landman Economics. In this he concludes that it is unlikely that the extension of the Living Wage to all UK employees would result in any substantial aggregate employment losses. In fact, It is quite plausible that adopting the Living Wage on a statutory basis could actually increase overall employment in the UK. One of the reasons for this he states is that there is considerable scope for the Living wage to stimulate the economy.

# UNISON Northern region Living Wage Charter.

**UNISON Northern region** is committed to ensuring all workers receive a wage which is not only representative of the job they do but also that which is enough and enables the worker to have a decent standard of living. We use the independently, nationally set Living Wage rate as calculated and defined by the Centre for Research in Social Policy, Loughborough University as a base line and we are actively promoting and campaigning for the rate to be adopted by employers as their minimum rate of pay. A number of employers in the northern region have recognised the benefit not only to their employees but also to themselves for becoming an accredited Living wage employer, sadly the north east has some of the highest numbers of people who are paid below the Living Wage rate and over 5 million people nationally are paid below the Living Wage.

## We will:

- Continue to support, promote and campaign for the Living Wage including benefits to employees and employers.
- Support branches and activists in campaigning for the Living Wage.
- Work with employers and support them in implementing the Living Wage.
- Hold regular Living Wage Champions training for activists which is adaptable to changing needs to ensure they have the knowledge, skills and support to be able to run a Living wage campaign.
- Promote employers who adopt the Living Wage.
- Continue to encourage employers to not only pay the Living Wage rate but to become accredited Living Wage employers.

## How can you be involved?

- Identify if there are any directly employed staff paid below the current Living Wage rate in your workplace or branch.
- Are there outsourced/contracted services staff providing a service who are paid below the Living Wage rate in your workplace or branch?
- Speak to your colleagues and other members and identify if there is a will and support for a campaign.
- Does your branch have a Living Wage Champion? If not maybe you could be one.

For further information or to join visit [www.northernunison.org.uk](http://www.northernunison.org.uk)

 **tweet us at @northernunison or telephone 0845 355 0845**

### Three simple ways to join UNISON today:



Join online at  
[joinunison.org](http://joinunison.org)



Call us on  
0800 171 2193



Ask your UNISON rep  
for an application form

# Join UNISON — your friend at work

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR STEWARD OR POST TO UNISON FREEPOST WC5652, 1 MABLEDON PLACE, LONDON WC1H 9AJ

## 1. YOUR PERSONAL DETAILS Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other
First name				Other initial(s)
Surname/Family name				Date of birth / /
Home address				
Postcode				

National insurance number (from your payslip)

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### How would you describe your ethnic origin?

<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Asian Other	<input type="checkbox"/> Black UK
<input type="checkbox"/> Chinese	<input type="checkbox"/> Black	<input type="checkbox"/> Black Other
<input type="checkbox"/> Indian	<input type="checkbox"/> African	<input type="checkbox"/> White UK
<input type="checkbox"/> Pakistani	<input type="checkbox"/> Black	<input type="checkbox"/> Irish
<input type="checkbox"/> Asian UK	<input type="checkbox"/> Caribbean	<input type="checkbox"/> White Other

Please tick this box if you require materials in a different format (eg large print or Braille) - be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work or home

Contact tel/voice/text/email

## 2. YOUR EMPLOYMENT DETAILS

Employer's name
Your job title/occupation
Department/section
Workplace name and address
Postcode
Payroll number (from your payslip)

## 3. WHAT YOU WILL PAY — FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

Weekly pay	Annual pay	YOUR SUBSCRIPTION—WHAT YOU PAY per month	Band
Up to £38.47	Up to £2,000	£0.30	A
£38.48–£96.16	£2,001–£5,000	£0.81	B
£96.17–£153.84	£5,001–£8,000	£1.22	C
£153.85–£211.53	£8,001–£11,000	£1.52	D
£211.54–£269.23	£11,001–£14,000	£1.81	E
£269.24–£326.92	£14,001–£17,000	£2.24	F
£326.93–£384.61	£17,001–£20,000	£2.65	G
£384.62–£480.76	£20,001–£25,000	£3.23	H
£480.77–£576.92	£25,001–£30,000	£3.98	I
£576.93–£673.08	£30,001–£35,000	£4.68	J
£673.08+	over £35,000	£5.19	K

Please tick the appropriate box to indicate how often you are paid

<input type="checkbox"/> Weekly
<input type="checkbox"/> Fortnightly
<input type="checkbox"/> Four Weekly
<input type="checkbox"/> Monthly

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.

## 4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

## 5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date.
- I authorise deduction of the following Political Fund payment as part of my subscription: tick one box only
 

<input type="checkbox"/> Affiliated Political Fund	<input type="checkbox"/> General Political Fund
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### Now please sign and date below

Signature

\_\_\_\_\_

Date

\_\_\_\_\_

OTHER WAYS TO PAY

direct debit  cheque

If you have been a member of a trade union before, please state which one:

\_\_\_\_\_

## DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.

## References

Papal encyclical RERUM NAVARUM Rights and Duties of Capital and Labor.

<http://www.catholiceducation.org.uk/images/living-wage-encyc-rerum-novarum.pdf>

Reed, H (2013) The economic Impact of Extending the Living Wage to all Employees in the UK p17

Return completed application forms to: UNISON Northern FREEPOST (NT765), Newcastle upon Tyne, NE1 1BR