



**Section 1: Pay Claim**

The following claim on behalf of our member is for:

* A substantial percentage increase across all hourly rates of pay – 15%
* Increase to Company Sick Pay scheme
* Reinstate double time payments for all stat holidays

**Section 2: Living Costs across the UK and Regionally**

(look to include the following: house prices rent & mortgages, food price increases, electricity, water, gas, fuel, travel trains buses etc. All this information is available online.

**Section 3: Wage Inflation/RPI**

**(look to the current average increases, organisations such as payline, LRD etc will have this, also the increases to the actual Living Wage (not the tory NLW!) and then look to RPI being the lowest case scenario.**

**Section 4: Affordability of the company to pay**

**(company accounts are available by applying to companies house, look at the trading performance over the year and include any changes that employees have worked with the company on as a way of showing they have been part of the company success)**