

Time For Better Pay Campaign



Executive Council Statement
to the 2019 ADM



Usdaw
*Union of Shop, Distributive
and Allied Workers*

Foreword by Paddy Lillis, Usdaw General Secretary



In September 2018, Usdaw launched our 'Time for Better Pay' Campaign aimed at tackling the issues of low pay, short-hours contracts and insecure work. These issues are significant problems affecting millions of workers across the UK.

In-work poverty is increasingly common. It is estimated that almost 60% of people in poverty in the UK are in families where someone works. Despite living in the world's sixth richest economy, there is still no guarantee that going out to work will provide people with enough money for a decent standard of living.

Too many people are being held back by low pay, zero and short-hours contracts and job insecurity. These types of contracts are not providing people with an opportunity to progress in the workplace.

This Executive Council Statement looks at how Usdaw members are affected by a lack of decent workplace protections, making the case for radical action to ensure that the economy delivers for working people.

At the same time, the Conservative Government has continued to attack the social security safety net. Over the past five years, it has become increasingly clear that Universal Credit is failing the very people who it is meant to serve.

Across the country, the roll-out of Universal Credit for new claimants has been met with significant increases in reliance on food banks as people can no longer afford to even feed themselves. Universal Credit has also caused a four-fold increase in the number of people being late or missing rent payments.

Usdaw's 'Time for Better Pay' Campaign is calling for improvements to workers' rights which will move people away from having to rely on in-work benefits. In addition, we need an adequate safety net in place to protect people when things go wrong.

During the course of last summer, Usdaw surveyed the membership on the issues behind this campaign. The survey received over 10,500 responses, which is an incredible response rate and testament to how well our reps deliver the Usdaw brand in the workplace.

These responses, which have formed the basis of our 'Time for Better Pay' Campaign, are detailed in this Executive Council Statement. I urge you to read this statement, join in the debate and then get involved in the campaign.

A handwritten signature in blue ink that reads "Paddy Lillis". The signature is written in a cursive, flowing style.

Paddy Lillis
General Secretary

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The Need for the Campaign

Usdaw has a proud history in campaigning against low pay and in-work poverty. Over the past eight years, we have seen a Conservative Government actively reversing these gains. As a result in-work poverty, job insecurity and work-related mental health conditions are all rising. It is clear that now is the 'Time for Better Pay'.

Low Pay

The financial crisis of 2008, along with the Conservative Government's austerity policies, have had a lasting impact on the UK economy and people's wages. According to the Institute of Fiscal Studies, annual wages are £760 lower than they were over a decade ago. This has been backed up by official figures from the Office of National Statistics showing that earnings have lagged behind prices for most of the last decade.

As price rises have continued to outstrip increases in pay, low paid workers and their families have found it increasingly difficult to make ends meet. A report by the Child Poverty Action Group suggests that two parents working full-time at the National Living Wage earn £49 less per week than the income needed to cover their family's basic weekly needs.

Whilst the initial introduction of the National Minimum Wage 20 years ago was a significant step forward in the fight against in-work poverty, there is now a clear shortfall between the Government's so-called National Living Wage and what people need to be able to live on.

Short-hours and Insecure Work

Although the Government insists that employment levels are at a record high, they fail to address the problem of insecure work and underemployment. This problem is created by employers offering zero or short-hours contracts. Trade union campaigning, along with negative media coverage has brought about a reduction in the number of zero-hours contracts being used; however the use of short-hours contracts is rising and can be just as exploitative. The TUC has previously estimated that there are 3.2 million people regularly working hours which are not guaranteed from one week to the next.

Whilst in some instances these contracts allow workers to fit their job around their lifestyle, childcare and caring commitments, we know many workers on these types of contracts want to work more hours with their employer. At the end of 2017, Usdaw's Insecure Hours survey of 6,000 members showed that 64% of members are regularly working hours not guaranteed in their contract and of these, 68% would like to see their normal working hours guaranteed.

Short-hours contracts are leaving workers without the hours that they want and need to get by. The 2017 survey results also showed that one in three workers wanted to work longer hours but were unable to increase their contract with their employer, whilst 98% agreed that workers should have a right to contracts that reflect their normal hours.



The Need for the Campaign

Over recent years, low paid workers have been impacted by significant increases in the cost of living, pay increases that are no longer guaranteed to match inflation and substantial cuts to the value of in-work benefits. The number of workers in poverty has increased by over 60% during the last 20 years. The UK is the sixth richest economy in the world but a deep rooted problem of low pay and job insecurity means that people's living standards are actually declining.

People who are forced into in-work poverty all too often face other penalties. It is common for people using prepaid mobile phones to face higher tariffs than those who can set up a contract. Furthermore, low income households are unable to access the best finance deals meaning they are reliant on pay day loans or expensive credit cards. Research from the Joseph Rowntree Foundation has identified that such costs create a 'poverty premium' of £490 per year for low income households.

The issues around in-work poverty play a significant role in the UK's mental health crisis. Financial worries are having an impact on our members' mental health and as such addressing in-work poverty will also help in tackling the mental health crisis.

Furthermore, it is completely unacceptable that working people and their families are having to miss meals or struggle to pay essential bills. It is not right that there are millions of people in this country going to work to do the jobs that we all rely on, yet are on such low pay that their wages are subsidised by the state, just so they can survive.

For this reason, in September 2018, Usdaw launched our 'Time for Better Pay' Campaign. In the build up to the campaign launch, the Union surveyed over 10,500 members to understand their experiences of low pay, zero and short-hours contracts and insecure work. Based on this evidence, the Union is now calling for four key actions. These actions are:

£10 PER HOUR MINIMUM WAGE

MINIMUM 16 HOUR CONTRACTS

RIGHT TO 'NORMAL HOURS' CONTRACT

NO TO ZERO HOURS CONTRACTS



Survey Results

Usdaw's 'Time for Better Pay' survey has ensured that the campaign can truly act on the issues caused by low pay, short-hours contracts and insecure work. The survey received 10,546 responses, the highest number we have ever received and the largest survey of low paid workers in recent times. A detailed analysis of the responses is outlined over the next few pages.

KEY RESULTS FROM THE SURVEY

Compared to the last five years,
do you feel financially...

WORSE OFF



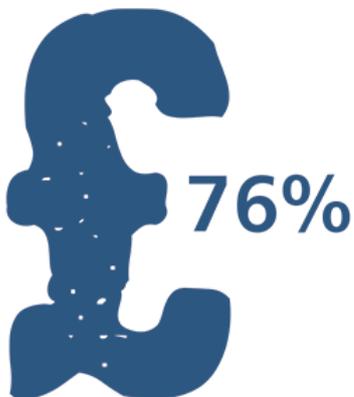
ABOUT THE SAME



BETTER OFF



YES



NO



Over the past 12 months, have you had to rely on any form of unsecured borrowing to pay everyday bills?

TIME FOR BETTER PAY

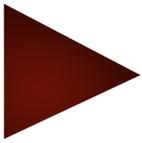
Are financial worries having an impact on your mental health?



Have you been able to go on holiday in the last 12 months?



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Survey Results

Summary

The survey received responses from individuals on a range of pay rates with over half of people being paid between £7.83 and £8.50 per hour and just over one in ten earning at least £10 per hour.

Full-time and part-time workers are represented in the results. Around six in ten work 30 hours per week or less. One in four respondents are on short-hours contracts (contracted to work 16 hours per week or less).

Our results show workers are increasingly experiencing financial pressure. Six in ten of those surveyed feel financially worse off compared to five years ago, with less than one in ten feeling better off.

As a result, workers are struggling to pay for essential costs, such as bills and rent. Half of respondents occasionally have difficulty paying their gas and electric bills with a further one in five struggling every month. Just under a third of those surveyed occasionally miss or are late with their rent or mortgage payments.

In an effort to make ends meet, workers are relying on borrowing money. Over the past 12 months three-quarters of respondents had to borrow in some form. Borrowing from family and friends was the most common form, with nearly half of respondents relying on this type of borrowing. Just under one in ten workers have had to use pay day loans just to be able to afford everyday bills. Subsequent debt repayments are then adding to the strain with over half struggling to keep up with the repayments.

The survey responses show these circumstances are having serious repercussions. A clear majority of 63% said that financial worries are having an impact on their mental health. Workers are not earning enough to afford to be able to rest and recuperate from work. Close to two-thirds (62%) said that they could not afford to go away on holiday in the last 12 months.

Nearly a quarter of respondents are claiming some form of in-work benefits/tax credits. The most common benefits being claimed are Child Tax Credit and Working Tax Credit. Just over one in ten of those relying on benefits are claiming Universal Credit.

Workers are almost unanimously demanding; better pay, an end to zero and short-hours contracts and a contract based on their normal hours of work. A £10 per hour minimum wage is supported by 96% of respondents, 95% think that all workers should have a right to a minimum 16 hour contract, and a massive 99% believe workers should be given a contract that reflects their normal working hours.



Employers should be required to provide workers with sufficient wages to guarantee a decent standard of living. At the same time, there must be a safety net for instances where bad employers drive down wages to unsustainable levels.

Nearly a quarter of all Usdaw members claim some form of in-work benefits but we know that many more are likely to be entitled to some form of assistance.

Universal Credit – What is it?

Universal Credit (UC) is a new benefits payment for people both in and out of work.

This single payment replaces the following list of welfare payments:

- ▶ Working Tax Credit (WTC).
- ▶ Child Tax Credit.
- ▶ Housing Benefit.
- ▶ Income Support.
- ▶ Job Seeker's Allowance.
- ▶ Employment and Support Allowance.

People can no longer make a new claim for any of these individual benefits, now termed legacy benefits. All new claims are now processed as UC.

However, there are still millions of people who claimed these benefits before UC was introduced. Most will still receive their legacy benefits however thousands of people have been forced to move onto UC when they experience a change of circumstance, such as a partner leaving or joining the household.

What are the issues with Universal Credit?

A key part of the Government's UC agenda is to reduce the amount that low paid workers receive in welfare payments. As a result, UC is **less generous** than previous benefits for many people. In addition, there are many other worrying issues with UC:

- ▶ It is **much more difficult** to make a claim meaning that people can only access help if they can fill in incredibly complex online forms. Government figures show nearly half of claimants could not complete a claim without help.

- ▶ **Delays before payment** is made plunges thousands of families into unsecured debt and a spiral of poverty. In March 2018, one in five new claimants did not receive their full payment on time.
- ▶ Payment is assessed and **paid monthly, not weekly**, which causes significant difficulties to four-weekly paid staff. Individuals paid four-weekly have 13 pay days per year, leading to one month where they have two payments in one UC assessment period. Consequently, benefits are either drastically reduced or stopped entirely the following month.
- ▶ Finally, the '**claimant commitment**' requires individuals to commit to earning up to 35 hours' worth of wages at the minimum wage; the commitment may be lower for parents of young children, carers and people with limited ability to work. Failure to meet a claimant commitment can result in sanctions whereby UC payments will be reduced or entirely withheld.

Universal Credit – What Next?

Universal Credit has driven people into extreme poverty and even caused homelessness. The current UC system is clearly not fit for purpose.

Udaw believes that no one should be forced to move onto UC until the system has been fundamentally overhauled to ensure that it delivers for low income households.

We are also calling for new claimants to be better supported – both financially, and in terms of assistance in making their claim.

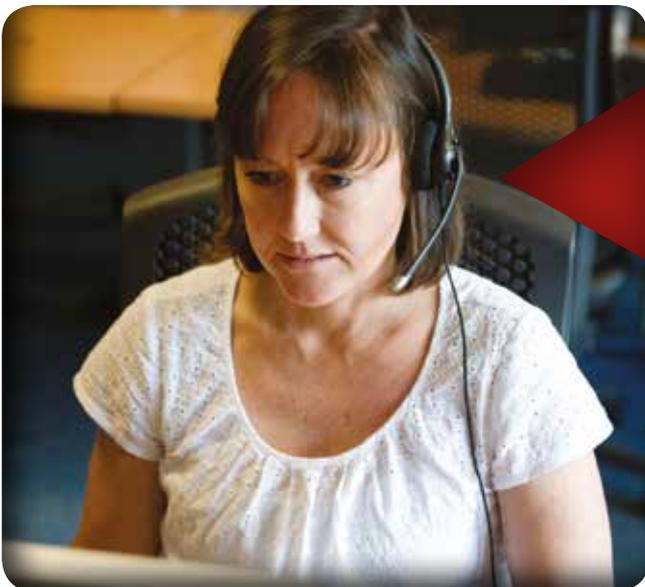


It is clear that the lack of decent employment rights is leaving the majority of workers struggling to afford a decent standard of living. However, some groups of workers are much more likely to be affected by low paid, insecure work. Usdaw's survey gathered information on the gender, ethnicity and age of respondents so that we could analyse the experiences of particular groups of workers.

While stark, Usdaw's findings echo those of the TUC, government bodies and other organisations showing that women, Black workers and young workers are at the sharp end of poor employment protections and Government policies. These groups have also been disproportionately impacted by the Government's austerity agenda which, as outlined by the United Nations, has repeatedly targeted the most vulnerable in society.

Without radical action to address the root causes of inequality the situation faced by workers who occupy the most vulnerable positions in the jobs market is unlikely to change. Unions are key to tackling inequality at work as unionised workplaces are more likely to pay decent rates and less likely to have poor working practices.

Usdaw is committed to reflecting the experience of women, Black workers and young workers both within the 'Time for Better Pay' Campaign and our wider equality agenda. Better pay and an end to exploitative employment practices will help to tackle social inequality and create a fairer labour market for all.



Women Workers

The majority of workers responding to the survey were women (59%). This reflects what we know about Usdaw's membership and the sectors where we organise. Breaking down the results by gender confirms that despite years of action to tackle sexism in the workplace, women remain concentrated in the lowest paid roles.

The survey results showed that only 37% of workers earning over £10 per hour are women, demonstrating that the gender pay gap remains a huge issue for women in low paid sectors like retail.

The gender pay gap is the result of complex interactions and continued labour market discrimination against women. The need to balance work and unpaid care is one of the main concerns for women, something reflected in the survey results with women making up seven in ten of those workers contracted to 16 hours or less. Women have also been disproportionately impacted by Government tax and spending cuts since 2010. With low paid workers on short-hours contracts being much more likely to miss meals to pay essential bills or to access food banks, women are left bearing the brunt of in-work poverty.

New regulations now require large employers to publish information on their gender pay gaps, but employer attitudes to women at work are still decades behind the law. Positive action is needed to tackle the root causes of the gender pay gap and break down the barriers women face to progressing in work. Improving UK performance on workplace gender equality could increase the size of the economy by £150 billion.

Significant increases in the minimum wage, combined with more meaningful contracts that put flexibility and family friendly working back in the hands of women workers, will go some way towards addressing the issues women are facing in low paid, short-hours work.

Black Workers

Of members responding to the survey 6% stated their ethnicity as Black, Asian or other Black Minority Ethnic. This is below what we know about Usdaw membership where approximately double the number of members are Black.

Black workers are significantly over-represented in all negative experiences. The survey results show Black workers are much more likely to report struggling to meet essential bills, missing rent and mortgage repayments, accessing food banks and skipping meals to pay bills.

These results reflect findings from organisations showing that Black workers and their families are at the sharp end of austerity. Black workers are over-represented in low paying, insecure, temporary and short-hours jobs and are therefore more likely to rely on a social security system the Government is intent on dismantling.

Black workers face numerous barriers to participation and progression at work. The Government commissioned the McGregor Smith Review looking at racism at work found the UK economy could benefit by £24 billion if Black workers progressed at work at the same rate as white colleagues.

The Government has consulted on proposals to require large employers to publish their ethnicity pay gap. Transparency is vital to highlight the extent of the institutional and structural racism Black workers face in the labour market. However this needs to be combined with radical action to address the shortage of household income Black workers and their families are facing due to low paid insecure work.



Young Workers

Of the survey responses, one in five were under the age of 27 and the results show that these young workers are much more likely to be impacted by short-hours contracts and insecurity. Insecure work is a huge issue for young workers who are often employed on the most exploitative short and zero-hour contracts. The survey showed young workers are 50% more likely to rely on insecure hours for a significant proportion of their income than those 27 or over.

The survey results revealed a clear link between the number of insecure hours worked and mental health, demonstrating that the lack of decent workers' rights is having a substantial negative impact on the wellbeing of young people.

Young workers are also among the lowest paid. Usdaw has long campaigned to see an end to youth pay rates, and is now clearly campaigning for all workers to be guaranteed a minimum of £10 per hour, irrespective of age.

A higher minimum wage for everyone, along with action to challenge the most exploitative short-hours and zero-hours contracts would ensure young workers do not continue to be put at a disadvantage when entering the workforce.



Usdaw wants to see the issues of low pay, short-hours and insecure work addressed. To do this we are calling for a rebalance of power in the employment relationship through the implementation of a Better Pay Contract. A fair employment relationship can be established through the implementation of a £10 per hour minimum wage for all workers, a minimum contract of 16 hours per week for those that want it and the right to a contract based on an individual's normal hours of work. This would therefore ban zero-hours contracts.

£10 per Hour

A minimum wage rate of £10 per hour would substantially improve workers' living standards, and reduce in-work poverty. Usdaw's evidence, and the experiences of our members, clearly shows that the current minimum wage rates do not provide workers with enough income to meet essential living costs. A significant increase in the minimum wage is required to reduce the heavy financial burden that working people find themselves under.

Working people should not have to rely on borrowing to secure a basic standard of living. However three-quarters of respondents to our survey on or just above the minimum wage rate were relying on borrowing in order to pay everyday bills. Higher wages are needed to stop workers' having to depend on debt and in-work social security just to get by.

Despite the claims of some, there is little evidence of a link between a higher minimum wage rate and an increase in unemployment. A significant pay rise for the lowest paid would enable workers to increase their spending. This in turn would increase businesses sales, creating new jobs. Paying workers a fair amount for their hard work will deliver a better economy for all.



A Minimum of 16 Hours per Week

Many workers find themselves on exploitative short-hours contracts, which leave them unable to make ends meet. Usdaw believes that to tackle this issue, there should be a right to a minimum contract of 16 hours per week for everyone who wants it. Workers need a baseline of guaranteed hours to provide them with some stability.



Flexibility in the employment relationship should work both ways. In practice however this is often not the case and many contracts only offer one-sided flexibility. Over half of the respondents to our survey contracted to work 16 hours or less have had to miss meals to pay their bills. It is hard to see how this one-sided flexibility benefits workers.

At times, working less than 16 hours per week may genuinely suit some workers. Usdaw's proposal to require a trade union rep to be present when members request a contract of less than 16 hours will protect people from being coerced into exploitative contracts. Opting out of the 16 hour minimum should always be a conscious and voluntary decision. This would end the exploitative use of zero and short-hours contracts.

The Right to a Normal Hours Contract

Too often workers have no guarantees that the insecure hours they rely on will be available from one week to the next. For many, this is despite working similar hours each week. The right to a contract based on an individual's normal hours of work would provide workers with the certainty needed to live a normal life.

Within our survey, many of the workers who are not guaranteed at least 40% of their regular hours, told us that financial worries have an impact on their mental health. Constant uncertainty is bringing with it depression, anxiety and other serious mental health conditions.

Employers can alleviate the significant levels of stress in their workforces simply by guaranteeing workers the hours they already normally work. With poor employee mental health estimated to cost UK employers upward of £33 billion per year, this action makes sense both morally and financially. It is time for employers to give workers some much needed support.

Usdaw is calling for workers to be given a right to a contract based on the hours they work in a normal week. We believe that this should be based on an average of the previous 12 weeks. At the same time, any average would need to account for genuine peak periods in a business, eg Christmas.

The Better Pay Contract

Taken together, these three actions would help to address in-work poverty and tackle the mental health crisis. This can be shown by comparing the responses to our survey from those without these rights on a typical contract, with those with the rights on what Usdaw calls the Better Pay Contract.

Workers on a typical low pay/short-hours contract are six times more likely to regularly miss meals in order to pay the bills than those on the Better Pay Contract. They are close to three times more likely to regularly miss rent or mortgage payments, and twice as likely to struggle to pay the gas and electric bills every month.

Whilst three-quarters of people on a typical low pay/short-hours contract said that financial worries were affecting their mental health, for those on the Better Pay Contract this drops to under a half. Workers on the Better Pay Contract are four times less likely to have used a food bank in the last six months.

Over 95% of respondents to our survey agreed that Usdaw should campaign for these three objectives. We have heard their calls and will continue to work to win them a fair deal.



What the Campaign Looks Like

Usdaw has consistently campaigned against the issue of low pay and insecure work. The 'Time for Better Pay' Campaign clearly outlines some of Usdaw's key goals in this area. As a result of the number of responses to the original survey results, we have solid evidence to base our campaign on when influencing other policy makers' employers.

Campaigning with the Trade Union Movement

Usdaw launched the 'Time for Better Pay' Campaign at the TUC Congress in September 2018. Usdaw plays an important role within the Trades Union Congress (TUC) where we work with other unions to progress Usdaw members' priorities.

At the 2018 TUC Congress, Usdaw submitted a motion 'A Better Deal for Low Paid Workers' and received the support of other unions in calling for our goals. This motion clearly outlined our plan to end zero-hours contracts through guaranteeing a right to a minimum 16 hour contract and a contract which reflects their normal hours of work.

Such a campaign must target:

- (i) For young workers to be paid the full adult rate.*
- (ii) A £10 per hour minimum wage rate.*
- (iii) Tackling zero and short-hours contracts through introducing a statutory minimum contract of 16 hours per week which can only be reduced by the individual worker, accompanied by their union representative, requesting to opt-out and take fewer hours.*
- (iv) A statutory right to an employment contract which reflects an individual's normal hours of work.*

We have also raised the campaign at other trade union events such as STUC Congress, TUC Young Workers' Conference and Regional TUC conferences.

Lobbying Politicians

Usdaw has strong links with the Labour Party, which enable us to put forward policies for their campaigns and manifesto. We took the campaign to the 2018 Labour Party Conference through submitting a motion titled 'Workers' Rights – Tackling Exploitation and In-Work Poverty'. This motion was based on the 'Time for Better Pay' survey results which highlighted the bare extent of in-work poverty across the UK.

Conference calls on the Labour Party to make it an urgent priority to strengthen workers' rights, including:

- ▶ *A minimum wage of £10 per hour.*
- ▶ *The right to a minimum contract of 16 hours per week, and a contract that reflects normal working hours.*
- ▶ *The right to equal pay for all agency workers to be guaranteed from day one of work.*
- ▶ *An immediate halt to the roll-out of Universal Credit and a fundamental overhaul of the system.*

The motion ensured we have political support for the objectives of the campaign.

At the beginning of this year, following significant political pressure, the Government confirmed that they would significantly slow down the roll-out of Universal Credit. Whilst this is a step in the right direction, Universal Credit continues to cause unnecessary financial hardship for hundreds of thousands of households. For this reason, we continue to campaign so that no one else is forced to move onto Universal Credit until the system has been fundamentally overhauled to ensure it delivers for low income households.

Usdaw has contacted all MPs asking them to commit to improving workplace legislation. We have also provided all MSPs, Welsh Assembly Members and local councillors with a copy of the results of the survey.

We will continue to press the current Government to adopt the campaign goals, however the Labour Party offers the best chance of winning improvements to workers' pay and conditions. That is why Usdaw will campaign for a Labour victory at the next General Election.

Whilst campaigning for legislation at Westminster to legally guarantee these goals, we will, working alongside the public sector trade unions, lobby the devolved administrations in Scotland, Wales and Northern Ireland to implement these minimum employment standards on a voluntary basis.

Low Pay Commission

The Low Pay Commission is an independent body that advises the Government on annual increases to National Minimum Wage rates. Usdaw has been heavily engaged with the Commission since it was established in 1997.

Last year, the Commission also investigated the practice of one-sided flexibility in the labour market. One-sided flexibility occurs when employers seek to transfer all risk on to the shoulders of workers in ways which make people's jobs more insecure and their lives harder to manage.

Usdaw submitted the survey results and report from the 'Time for Better Pay' Campaign as supplementary evidence to last year's Low Pay Commission work. This included our calls for £10 per hour as well as calling for actions to end exploitative zero and short-hours contract arrangements. The Low Pay Commission listened to Usdaw's evidence and recommended that workers are given a right to a contract which reflects their normal hours of work. Unfortunately, the Government has not yet acted on this recommendation.

Low pay is particularly entrenched for young workers who face continued discrimination caused by the National Minimum Wage age bandings. The Low Pay Commission attended our Young Workers' Weekend last November as part of our initiative to lobby the Commission to recommend abolishing statutory youth rates.

Membership Week

Membership Week is a pivotal event in the Union's calendar and 'Time for Better Pay' was the theme of our Membership Week in January. A key part of the campaign will be to ensure that the campaign goals are taken seriously by politicians and employers. This means having high membership density in well organised workplaces. Therefore recruitment and organising will always be a key part of the campaign.

Bargaining Strategy

The goals of the campaign are a key part of the Union's collective bargaining strategy and we are raising these issues with employers. The survey results have provided solid evidence that our negotiators can use to improve pay and conditions for our members.

We have made it clear during relevant negotiations that not only are the campaign goals a reasonable request but better pay also makes financial business sense. For example, official statistics show that poor employee mental health cost UK businesses £33 billion. Our results show that two-thirds of workers are experiencing poor mental health due to financial worries. With low pay coming at such an economic cost it is clear that the Better Pay Contract is better for business too.



Conclusion

The Union is committed to addressing the issues which have been raised in this Executive Council Statement.

Usdaw's evidence clearly shows that the Government's National Living Wage is no longer living up to its name. For this reason, we are calling on the Government to immediately implement a minimum wage rate of £10 per hour, rising with either inflation or average wages, whichever is greater.

Furthermore, the National Minimum Wage should no longer be confused by different rates of pay for workers of different ages. Young workers typically have the same responsibilities as older colleagues and there is absolutely no justification for the continuation of youth rates.

Over recent years, it has become clear that issues such as zero and short-hours contracts as well as job insecurity can be just as exploitative as low pay. For this reason, the 'Time for Better Pay' Campaign is calling for a range of measures which, taken together, will work to resolve the issues outlined in this statement.

The overriding principle of the campaign is to ensure that individuals are guaranteed a contract which enables them to enjoy a decent standard of living. This will only be done through removing one-sided flexibility whereby workers are at the beck and call of employers without adequate guarantees of their income from one week to the next.

There are instances where flexible working can be extremely useful for both workers and employers but this flexibility needs to be a two way process. Ensuring a minimum 16 hour contract, along with a right to a contract that reflects the normal hours of work, will help to ensure this happens.

At the same time, we need to ensure that the Government provides an adequate safety net for those people who fall through the cracks. Since coming to power, the Conservatives have been determined to drive through ideological cuts to the social security system.

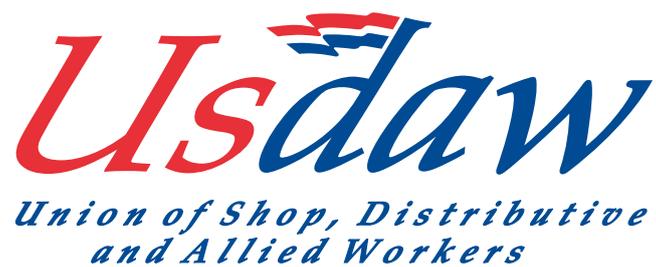
This has resulted in the rate of child poverty continually increasing, the use of food banks becoming a part of 'normal' life for too many people and a mental health crisis taking hold across the country. The impact of the Government's social security cuts can no longer be ignored.

For this reason, we are calling for no one else to be forced to move onto Universal Credit.

The goals of the campaign are clearly ambitious and will not be easily delivered. We have already seen Usdaw reps deliver a magnificent Membership Week.

Through our links with the Labour Party and TUC, as well as direct lobbying of Government we will continue to campaign to deliver Better Pay Contracts for all members. At the same time, the goals of the campaign will feature heavily on our pay bargaining agenda.





Improving workers' lives – Winning for members

