



10. Red Circles, OR - Why you should vote yes even if you are in detriment and 'red circled'.

It's possible some members may feel disengaged from the campaign because their pay has effectively been frozen as a result of red circling through the Single Status proposals.

This might be the kind of response you will hear from members

"What's the point in losing more money going on strike when I'll not get a pay rise for the next three years anyway?"

If as a result of single status pay has been frozen and protected for a period of three years, members will not see annual cost of living rises in their take home pay until the top point of their new grade catches up and/or exceeds their frozen protected salary. Only then will their salary be "unfrozen" and annual pay rises will apply.

Here's an example

	Frozen Salary	Top of new grade	Salary Status	Salary for next year
October 2007 assimilation	£15828 (top of GS3)	£14940	Frozen	£15828
Cost of living increase April 2008 @ 2.5%		£15314	Frozen	£15828
Cost of living increase April 2009 @ 2.5%		£15697	Frozen	£15828
Cost of living increase April 2010 @ 2.5%		£16089	Unfrozen	£16089

This shows that only in the third year of annual pay rises, at the rate currently offered by the employer, a member comes out of detriment or whose salary becomes unfrozen.

The claim

The hard cash element of our claim is for a one year settlement of 5% or £1000, whichever is the greater.

The claim applied to the example above looks like this

	Frozen Salary	Top of new grade	Salary Status	Salary for next year
October 2007 assimilation	£15828 (top of GS3)	£14940	Frozen	£15828
Cost of living increase April 2008 @ 5% or £1000 whichever is the greater		£15940 (5% equated to £15687 so £1000 added)	Unfrozen	£15940



As can be seen this same member would come immediately out of detriment and would actually experience a small increase in salary.

There is probably an **even greater** incentive for those in detriment or red circled to support the campaign. A successful campaign that gains a higher pay settlement will move the top of their new grade closer to their frozen salaries and reduce the time they are red circled or in detriment.

If the campaign were to produce a settlement of our actual claim anyone whose red circling is £1000 or less would immediately come out of detriment.

It's acknowledged that there will still be some whose red circling will remain however, the basic principle of the higher the pay award the less time in detriment still applies.

UNISON does not take the decision to ballot for strike action lightly and we are aware that many members are facing difficult times with prices riding high and perhaps exacerbated by a frozen salary. However the fact that the consultation exercise delivered a very clear rejection of the offer gives us a mandate to proceed in building our campaign for industrial action. We need as many members as possible to vote so that we have a very clear idea of our member's wishes and can organise effective action.

UNISON members actively collectively, regardless of grade, red circling, high or low paid and staying strong together will achieve results – the offer is simply not good enough for anyone and members should vote **YES** for action in the ballot.