

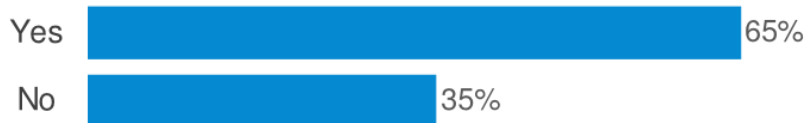
# MODEye Pay Special

# 65%

## Survey Result Shows Strong Support for Prospect Stance

The result of the Members survey on pay and campaigns has shown that your Group Council's assessment of the level of membership support once the pay proposals were properly explained was sound; as was the decision to reject the offer. 65% of the members who took the time to complete the survey have indicated their support for the Group Council's principled opposition to funding pay increases by sacrificing terms and conditions.

**Do you support Prospect's principled opposition to funding pay increases by sacrificing terms and conditions?**



Interestingly, the same percentage of members are prepared to campaign for a fair and fully funded pay award from 2020.

**Would you be prepared to take part in a campaign calling for a fair and fully funded pay settlement for MOD civil servants from 2020?**



This result sends a clear message to the Permanent Secretary and the ExCo. Contrary to the propaganda the Department keeps issuing saying there is overwhelming support for the offer which they tabled; of the Trade Unions that have so far engaged with their members, 65% of Prospect members do not support the taking away of T&Cs for an increase; 90% of Unite members do not support it and 30% of FDA members do not support it. Hardly a ringing endorsement of the proposal and a clear and definitive sign that they need to change tack on pay. Your Group Council will now need to consider the scope of the campaign and how best to achieve the desired outcome we all want, and the Permanent Secretary says he wants - a fair consolidated pay increase for all MOD civil servants.

## Members Report Overtime and Travelling Time Payments Being Forcibly Withheld

As well as generating 27 pages of free text comments, the survey also produced interesting feedback around the issues which emerged from our engagement with members as being of major concern; namely, the forced use of TOIL instead of payment for overtime and travelling time and the levels of subsistence being paid. 21% of respondents work overtime and 70% of those receive TOIL rather than overtime in return with 66% taking TOIL because of a management instruction rather than personal choice. This indicates that more than one third of staff who work overtime are currently being bullied out of their entitlement to be paid for overtime worked.

25% of our members who responded accrue travelling time with only 17% of those receiving payment in full in recompense. Of the other 83%, 63% took TOIL because they are being directed to by management. A clear indicator that over half of those who accrue travelling time to meet operational requirements are currently being bullied out of their contractual entitlement to opt to be paid. It is totally unacceptable for a government department to forcefully deny staff their contractual rights to payment for additional time spent at work or travelling for work.

## 60% Show Support for Campaign to Ensure Department Honours Members' Contractual Entitlements

Thankfully, just under 60% of members who responded recognise the blatant unfairness of the current management approach and are prepared to take part in a campaign to ensure that the Department honours their contractual rights so watch this space. For those members who expressed concerns that the intended campaign may involve industrial action, this would always be the last resort. We would only consider industrial action over any issue if members clearly felt strongly enough to support it. We will discuss the scope of a campaign at the MOD Group Council then engage with members on how best to undertake this campaign; what activities would be most appropriate, probably; post cards/letters to the PS, use of the Dept Bulletin Board, multiple grievances being raised, letters to MPs, etc; and where best to target the activity to coordinate it to maximum effect.

## Subsistence Levels at Subsistence Level

53% of respondents claim subsistence and/or motor mileage allowance and 65% of those believe that the current subsistence caps and mileage rates are inadequate. There is clearly work to be done in raising the inadequacies of these rates but the free text comments also raised concerns over the standard of accommodation being provided, driven by the quest to find the cheapest hotel no matter the quality or location to the business. 50% of members are prepared to take part in a campaign to increase the caps and rates so your MOD Group Council will consider the best way to take this issue forward.

## Uplifting and Gratifying Response from Members on Becoming Active in Prospect

Over a quarter of respondents indicated they would be prepared to get involved and participate more fully in the activities of Prospect. That is an uplifting and gratifying response given the current environment and the Group Council is very keen to welcome those members into the representative fold. First point of call for volunteering is the Section or Branch annual general meetings (AGMs). We never turn volunteers away and AGMs are the best way to build up an understanding of Prospect activities at the local level and how they feed into TLB, Departmental and national level. They are also the quickest and most appropriate route for becoming more involved and potentially a Prospect Representative. Whether starting off as a correspondence or consultation rep or becoming a personal case handler, you won't be thrown in at the deep end. Prospect provides excellent training including how to handle personal cases; how to engage in consultation and how to carry out negotiations. There are also specialist rep positions covering pensions, health and safety, environmental issues and mental health for which training is provided. Missed your local AGM? Get in touch with your nearest local Prospect rep or email the Prospect MOD Group Organiser, Robert.Lauder@prospect.org.uk for details of available opportunities within your Branch or Section and how to go about getting involved. As a new Prospect representative support is always available through experienced local representatives and Prospect HQ.

## Wealth of Opinions Expressed

Members have taken the opportunity to use the free text box to give your MOD Group Council some powerful feedback. Comments range from being supportive of the Group Council's stance, often explaining why, to those, having suffered years of pay constraint, just wishing to receive the award. Some members are adamant we should fight to retain hard fought for T&Cs; others challenge the decision not to ballot. Some are asking for a simpler explanation of the whole issue; others wanted less 'binary' questions in the survey and many wanting more detail on what 'campaign and action' might mean. There are also numerous comments regarding what has happened to pay as well as terms and conditions over the recent years and the role the Trade Unions have played in these. Many are based on misconceptions of what actually happened and most assume that Prospect and the other Trade Unions can simply snap their fingers (or bang a table) to improve pay or prevent detrimental changes, which in the past 10 years have been driven by decisions taken at Government level, with Departments instructed to make detrimental changes to the terms and conditions of new entrants, and promotees. It is important that we put the record straight on how we got to where we currently are. Many opinions are being based on inaccurate understanding of events. The Group Council intends to publish a supplementary paper discussing the feedback in greater depth.

## Current Position on 2019 Pay

To understand how we arrived at the position we are now in on pay in the MoD; we spent over a year making it absolutely clear that we would not sell terms and conditions to fund pay increases. (Indeed, we were bound by a conference motion which cannot simply be overturned by a ballot, it would have to be changed at another conference decision). The MOD presented the TUs with a formal offer, nearly half (47.8%) of which relied on funding based on cuts to terms and conditions of existing MoD staff to the tune of removing £13.8M from 7000 staff to distribute over the remainder. This was rejected in negotiation by all five recognised Trade Unions. Following months of frustrating negotiations, on 30th October we were presented with 5 options for discussion by the Department, one option, which we have referred to as Option C, was highlighted as negotiable. Further discussions took place, where both sides explored areas we could look at in more detail to fund pay in excess of the 2% HM Treasury pay remit figure, for example the Department's spend on consultants/contractors. At that pay meeting modelling took place indicating a figure of 7.19% in terms of consolidated pay. Our view was that including the non-consolidated monies available, we could achieve at least 9% as a mixture of consolidated and non-consolidated pay over the 3 years proposed. It was agreed at the conclusion that the Department's pay team would model Option C further and we would return to negotiations the following week. This discussion took place during formal pay negotiations, and the Trade Union Side were hopeful that we had a positive way forward. As members will now be aware, the following week, we were called to a meeting with the Permanent Secretary and told that the MoD Executive Committee (ExCo) had taken the decision to cease negotiations and publish the 11.5% offer. No further negotiations would take place on the alternative proposal, which would have delivered a cost of living increase to staff, without funding being provided by reductions in contractual terms and conditions.

It is extremely disappointing that the Department has not made any reference to this alternative proposal in its communications with MoD staff. We are now told that the Department's view is that the alternative offer would not be advantageous to staff, locking staff into a sub-optimal long term deal, when other Departments might be doing better. This is a bizarre statement, given that the Department have now indicated that negotiations will take place around the 2% 2019 remit figure, absolutely refusing to engage on what clearly be a more beneficial outcome for staff, delivering at least 3% per year (in cash terms), for all staff over the 3 years. Since October last year, we have made it clear to the Department that we would be happy to explore how we could improve on this figure, through evidenced negotiation on policy changes but this has been ignored.

Members will be aware, as it was published by Department at the same time, that the Trade Unions have now been presented with a formal 1 year offer, based on a 2% pay remit figure for 2019 only. We have been informed that DBS are in the process of setting this offer up for payment prior to negotiations taking place on 12 February. This does not bode well in terms of meaningful negotiation around this woefully sub-optimal offer but we will be meeting on 12th February to take forward those discussions.

## 2020 and Beyond: Fair Pay is Funded Pay

The Department has also indicated in their communication to the Trade Unions, and we believe elsewhere, that their intention is to return to discuss a new business case covering 2020 and beyond. Whilst we would hope that the Department includes the Trade Unions in the development of a business case this time, it is fair to say that our experience of the Department's actions in the past year has left our confidence at an all-time low as to their listening and acting on our stance that we will not countenance staff funding their own pay increases with cuts to their terms and conditions (and take home pay). A decent pay increase can, and must, be fully funded by the Department.

### Recruit a colleague.

Unions are about strength in numbers as well as expert services for members. Prospect members who recruit a colleague will be able to [choose a reward](#). The more members Prospect has, the better we can represent and support you.

Colleagues can join online at [www.prospect.org.uk/joinus](http://www.prospect.org.uk/joinus), ensure that you fill in the 'recruited by' section to claim your incentive.

**Support.  
Grow.  
Succeed.**

