

20th February 2017

Valerie Hughes-D'Aeth  
Group HR Director  
BBC  
New Broadcasting House  
Portland Place  
London  
W1A 1AA

Dear Valerie

### **Joint Unions' Pay Claim 2017**

I am writing to submit the annual pay claim for 2017 on behalf of the Joint Unions (BECTU, NUJ and Unite).

Last year's settlement was below the rate of inflation as measured by RPI and inflationary pressures have only increased since then. In effect our members' pay has been eroded against the cost of living and the Joint Unions' respective members are keen to see this addressed.

The inflation data released by the ONS on 14<sup>th</sup> February 2107 puts RPI at 2.6%.

Underneath this figure, the cost of many of the necessities of life such as rent, fuel and public transport are rising at a faster rate than the headline figure. Additionally, local authorities are preparing budgets with council tax rises above inflation with many looking to set an increase at the maximum permissible of 4%.

Every credible source of economic forecasting (including the Bank of England) are forecasting inflation to grow even further throughout 2017.

It is against the backdrop of these pressures on our members' incomes that we are mandated to seek an award which delivers a real term pay increase whilst doing more to help those at the lower end of the pay scale.

Our claim is for an increase significantly above RPI underpinned by a minimum increase of £1500 for all staff employed in bands 2-11 irrespective of contract type (e.g. continuing, flexicons, W12, P and PAYE casual contracts).

The same percentage rise will be applied to:

- Flexibility Allowances, UPA, London Weighting, Night Pay, Christmas Day, Boxing Day and New Year's Day and all other continuing allowances



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a sector of Prospect



- The floors and ceilings of the grades (which must be applied before any salary management increases are applied)
- All associated salary management agreements, local ERR agreements and all acting payments

Finally, you will note that this claim is deliberately restricted to a percentage increase on pay and allowances. The Joint unions have previously documented and detailed claims for more significant reform on a range of issues such as London weighting, pay progression, night pay and sick pay. These matters are being considered within the ongoing terms and conditions review. We remain committed and hopeful of resolving them through that process but in the event that this does not prove to be the case, we must reserve our right to reintroduce them within the annual pay negotiations.

We look forward to hearing from you and co-ordinating diaries to arrange formal negotiating meetings.

Yours Sincerely



**Noel McClean**  
**National Assistant Secretary**