



## YODEL

### **GMB Emergency Pay Claim 2021 / 2022:**

**20% pay increase for all 'under the roof' staff from 1<sup>st</sup> December.**

**Backdated 'parity payments' with agency workers.**

**Double time on overtime.**

**A genuine cost of living pay increase for Transport from the original pay anniversary.**

The GMB is submitting the following emergency pay claim for the following reasons:

Research from the jobs website Adzuna shows there are currently double the seasonal job vacancies there were this time last year and more than a quarter higher than 2019.

Yodel are now relying heavily on inflated agency costs to provide the labour they need.

The national minimum wage will now overtake the minimum hourly rates ahead of the normal pay anniversary.

The cost-of-living crisis continues to impact on our members living standards and shows no signs of abating.

Yodel's 'under the roof' rates of pay are now completely out of kilter with other comparable employers, this has arisen due to increased wages in the sector brought about by labour shortages and increased demand for labour following ongoing expansion of employers such as Amazon.

Drivers received a 20% pay increase and double time on over time.

The pay claim is supported by the following:

#### Inflation forecasts:

Inflation forecasts are currently extremely difficult to predict. However, RPI in August sat at 4.8%.

Cost of living pressures including the hike in NI contributions (& further potential tax increases – e.g Council Tax), unpredictable interest rate rises impacting on mortgages and the volatile picture in the energy and fuel markets create an uncertain and potentially damaging impact on our members standard of living which their employer must give due consideration to.

#### Comparable rates:

The ONS Annual Survey of Hours and Earnings published on the 26<sup>th</sup> October 2021 and taken from a sample of PAYE records from April show that basic hourly earnings in warehousing and transport are now £12.94ph (up 6.7% from last year) According to the survey a base rate of £11.08 ph is now in the bottom 40% of the warehousing and storage industries pay distribution.

#### Warehouse:

Ocado (Warwickshire and Devon) £10:52 plus £1ph market supplement

Amazon South Gloucestershire £11 ph (days) plus £2,000 sign on bonus

Asda £11:08 (national) £13:06 (regional)