



## **GMB PAY CLAIM FOR ALS MANAGERS**

On behalf of managers working across ALS GMB submits our first pay claim.

### **1. Cost of Living Pay Rise**

GMB seeks an above RPI pay increase that protects managers' living standards.

### **2. A review of the current pay banding and rates of pay within pay bands**

GMB is concerned there are equal pay issues within the current pay structure and that unfairness exists with higher grades being paid less than lower grades where bandings cross over. There needs to be a harmonisation and alignment on base pay rates to create a transparent, tiered structure.

### **3. Shift Premiums in Line with Hourly Paid Colleagues**

GMB members are asking for alignment of shift premiums with hourly paid colleagues on afters and nights.

### **4. Sick Pay and Policy Parity with Hourly Paid Colleagues**

GMB seeks parity in both sick pay entitlement and sickness policy application.

This includes:

- Equal access to enhanced sick pay arrangements.
- Removal of inconsistencies in triggers, monitoring and management processes.

- A fair, transparent policy that treats managers and hourly paid colleagues on the same basis.

### **5. A Fair and Transparent Bonus Payment**

GMB calls for a fair, and transparent bonus payment. The bonus should be based on clear, achievable criteria that are communicated in advance and not be subject to arbitrary or excessive managerial discretion.

### **6. An Award Not Linked to Performance Management**

GMB strongly opposes any link between annual pay awards and performance management through the continuous performance improvement policy.

We call for a consolidated pay award for all managers regardless of appraisal outcomes.

Performance management processes should not be used to exclude individuals from cost-of-living pay protection.