



Issue 21

FACTS AND FIGURES!

July
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In-depth bargaining
analysis for negotiators

Unite – Fighting for
JOBS • PAY • CONDITIONS



MESSAGE FROM THE GENERAL SECRETARY

No more jam tomorrow - it's time for Labour to deliver



It is true that Labour have taken over an economy ravaged by 14 years of Tory austerity. But that should mean a profound opportunity to deliver change. Britain is broken, yes. But they cannot keep making everyday people pay.

Today MPs will be voting on the government's despicable plan to cut disability benefits. Just as with every other wrong decision, such as scrapping the winter fuel allowance, rowing back on investment in British industry or failing to ensure proper local authority funding, the excuse will be the same – “we have no choice.” And again it will be absolute rubbish. Of course they have choices.

We are the sixth-richest economy in the world. But the way that wealth is divided is increasingly unequal. The richest 50 families are worth about £500 billion, the same as half the entire UK population. In 1990 there were just 15 billionaires in the UK, but since then their number has jumped to 156. So, there is a choice. If we taxed the richest 1% just 1%, that would generate about £25 billion. That is a choice. We need a wealth tax now.

Wealth taxes are long established and successful in other countries. Switzerland has had a wealth tax since 1840, which currently raises over 1% of its GDP. Worldwide, the tide is turning towards restoring taxes on wealth. Norway increased its wealth tax rate in 2023. In Spain, the national government introduced an additional “solidarity tax” on the very wealthiest. Last year, the governments of Brazil, Spain, Germany, and South Africa asked the G20 to draw up plans for an international wealth tax on billionaires.

I have said on many occasions that Labour needs to channel the spirit of the 1945 government. That Labour government was transformational.

We had over double national debt-to-GDP, yet we built the NHS and the welfare state. We went on to be prosperous. Nobody doubted whose side

Labour was on in 1945. But Labour in 2025 has made decisions that have had workers and communities scratching their heads.

Workers and their families see every day that the economy is broken. Real wages are now lower than in 1997. After 15 years of austerity, our public services are collapsing: from the 7.4 million people on hospital waiting lists, to the dozens of local councils facing bankruptcy. Our industries are in crisis as infrastructure collapses, from transport and water to the electricity grid.

So along with a wealth tax, we urgently need investment to rebuild. Germany has a national investment bank worth £520 billion, and recently agreed a new £480 billion infrastructure fund. Whereas so far our government has promised just £28 billion for our new National Wealth Fund.

It took months to move on from the phony fiscal rules that prevented investment in UK infrastructure, despite the obvious problems – something that we had been warning about for two years. And they have still not gone far enough. Fiscal rules aren't real. They're self-imposed. You can change the fiscal rules if you want to, why would you hold back vital investment rather than do that?

This Labour government was elected on a platform of change. Now it has to deliver that change. Not jam tomorrow but change that working-class people can see and feel today. Good jobs, decent pay, a good standard of living. Labour needs to take those who have been at the back of the queue for 14 years and bring them right up to the front.

The stakes are high with democracy under attack and public resentment growing. Without a bold and positive Labour government more workers will turn to Reform and others like them or will turn their back on politics altogether and ultimately democracy itself.

Unions must also be part of the strategy. Collective bargaining remains the tried and tested method of pushing up pay.

If we had the same collective bargaining coverage as 1996, we would see an additional 2.8% rise in GDP. Workers – the working class – don't send their money to banks in the Cayman Islands, they spend it on their local high streets. That is why the choices made in the upcoming Employment Relations Bill are missed opportunities. Access, recognition and sectoral bargaining all watered down. All ways for workers to have effective unions.

Workers and communities need to feel Labour change in the here and now. No-one should have to ask whose side is Labour on. Workers and communities should just know.

In solidarity,

Sharon

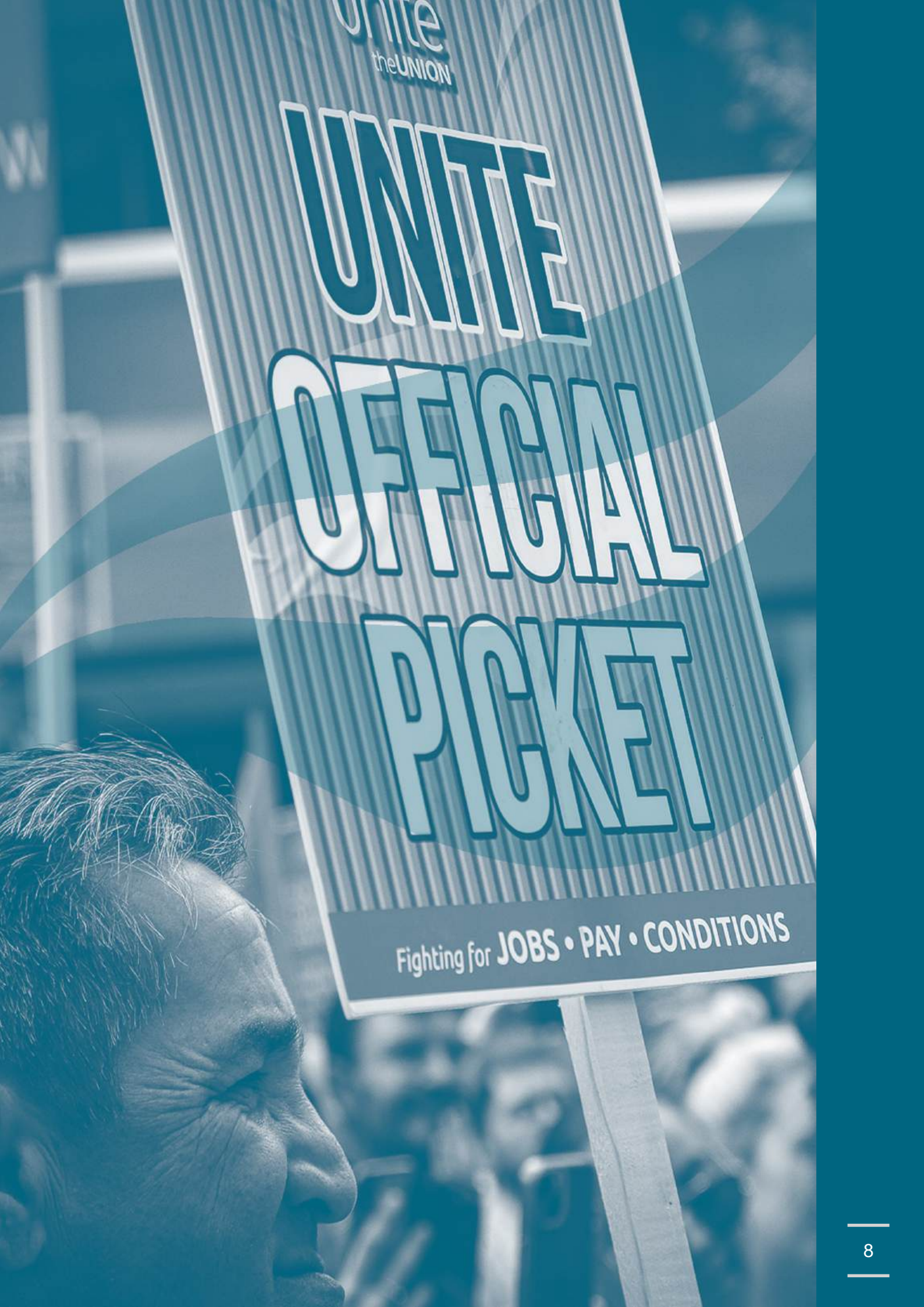
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UNITE OFFICIAL PICKET

Fighting for **JOBS • PAY • CONDITIONS**





SECTION ONE

COLLECTIVE BARGAINING

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Facts and Figures

Collective bargaining is the tried and tested method of pushing up pay. We are the great equalizer; a force for good; getting money into the hands of the working class, the real wealth creators.

Sharon Graham, Unite General Secretary



1. What is the backdrop to collective bargaining this month?

1.1 RPI has risen to 4.4%, driven by rising food prices

Inflation rose again this month, piling more pressure onto workers' cost of living. Prices are up 4.4% compared to this time last year, using the Retail Price Index (RPI).

Rising food prices are driving inflation. Food prices are 5.1% higher than they were a year ago. Industry bodies blame rising costs. But Unite research shines the light on a different cause: corporate profiteering. While food prices soar, supermarkets have declared record returns. Tesco boasted profits of over £3.1 billion in 2025.

This makes inflation-busting pay deals essential. And the inflation measure to use is RPI. Only RPI reflects the real cost of living workers face. Employers may try to link pay to the CPI or CPIH inflation measures, but both short-change workers.

■ Read the [Cost of Living section](#) for more.

1.2 Global stock markets hit all-time highs this month, showing employers' ability to pay

Despite firms complaining about economic uncertainty, global stock markets have hit all-time highs. In London, the FTSE 100 broke 9,000 points for the first time. The global S&P 500 also hit a record high. If investors are making money from these firms, it's time for workers to get their share too!

Employers' ability to pay should also be boosted by government reforms to slash industrial energy bills. Labour's Industrial Strategy released this month lays out plans to slash electricity bills for over 7,000 businesses. Unite will continue to call for more ambitious measures from the government. But this reform should at least reduce firms' costs, creating more money for workers.

■ Read the [Ability to Pay](#) and the [UK Economy sections](#) for more.

Facts and Figures

1.3 Meanwhile, household disposable income is shrinking at its fastest rate since 2023

UK household disposable income shrank at its fastest rate in two years in the first quarter of 2025, by 1%. Disposable income is the money individuals have left after paying taxes, which can be spent or saved. It's important because it affects the living standards of workers.

This comes after real wages have started to stagnate after recent rises; after years of workers being short-changed. In 2024, the latest year for which full data is available, the average full-time employee in the UK earned £728 a week. This was £78 less in real terms than in 2012, where an average full-time employee earned £806.

Unite will continue to fight for RPI+ inflation-busting pay deals for its members to fight wage stagnation.

■ Read the [Real Pay section](#) for more

1.4 Landmark Unite survey finds sexual assault is endemic across UK workplaces

A Unite survey polled female workers across 19 sectors on sexual harassment. Disturbingly, the survey revealed that a quarter of women had been sexually assaulted, 8% had been victims of sexual coercion, and 56% were recipients of sexually offensive jokes.

Even though the Workers Protection Act 2023 has become law, it is clearly not being implemented fully, and female workers are being failed. Unite's Zero Tolerance campaign is calling for greater measures to end the menace of workplace harassment, such as mandatory training on sexual harassment for all employees.

■ Read [Equalities section](#) for more

1.5 All Unite Reps can now download the Work, Voice, Pay app

It has never been so fast and simple to build your pay claim and share it with your members anywhere and any time! The new **Work, Voice, Pay Mobile app** was launched at the Policy Conference this month. Designed to support Reps in collective bargaining and pay campaigns, it puts power back into the hands of its members.

With a few touches, Reps can now generate a bespoke, detailed pay claim on mobile phones. You can also read Facts & Figures on the app!

■ Read the [Real Pay section](#) section for how to download







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Facts and Figures

It's a sign of growing confidence that, through union action, workers are winning the decent wage rises they deserve.

Sharon Graham, Unite General Secretary

2. What have we delivered through collective bargaining?

2.1 Unite members at Heathrow, Amcor, and Stagecoach have won major pay deals through collective bargaining

Last month, Unite members again proved workplace power wins. From strikes to tough negotiations, these pay deals show that collective action delivers real improvements in wages and conditions.

2.2 At Heathrow, Unite members employed by Wilson James won a huge 12.5% pay increase

Strikes by around 800 Heathrow workers employed by Wilson James to provide services for passengers with restricted mobility have ended following the acceptance of an improved pay deal.



The workers voted to accept a 7.5% pay rise backdated to January 2025, with wages increasing by a further 5% in April 2026.¹

The deal also includes a day's extra annual leave, improved holiday booking flexibility, and an industry benchmarking commitment to ensure pay remains fair and competitive well into the future.

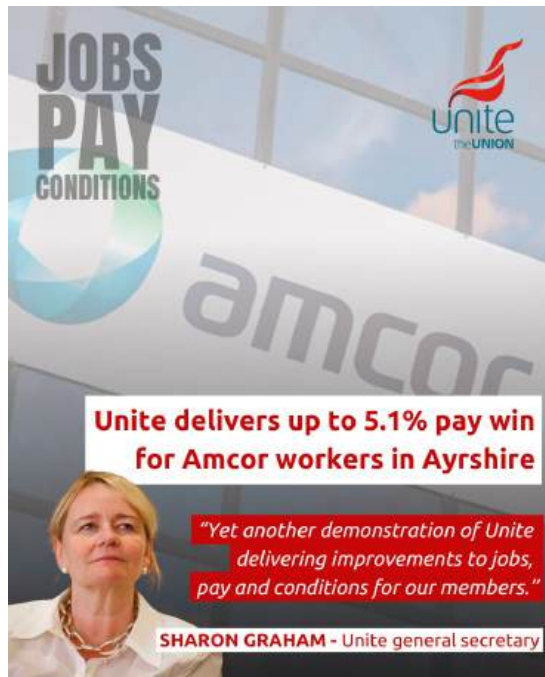
Wilson James' managers accepted the pay deal after industrial action in May. The deal also includes a 1.25% increase in the overtime rate, enhanced sick pay, a day's extra annual leave, and free airport parking.

"Congratulations to our reps and members in winning their fight for fair pay. Those wanting better wages and working lives should join Unite and organise their colleagues to join too – there is power in a union." Unite regional officer, Martin West

Facts and Figures

2.3 Over 100 workers at packaging firm Amcor have accepted an improved pay offer negotiated by Unite

At **Amcor**, which is one of the largest employers in Ardeer, Scotland, and specialises in flexible packaging production, over 100 workers have accepted an improved pay offer. ²



The workers perform a number of roles at the factory, including printing, extrusion, and lamination.

The pay agreement successfully negotiated by Unite will see pay uplifts rising up to 5.1% following a review of skills and pay grades. The process is designed to help with the retention of skilled labour and reward long service.

"The deal was overwhelmingly backed by our Amcor members. It's a good deal which also delivers a new grading structure which will put our members in a better position to negotiate increases in pay in the years to come." Unite industrial officer, Sobhan McCready

2.4 Unite members at Stagecoach West Scotland have called off strike action after accepting an inflation-busting pay deal

A recent pay deal at **Stagecoach West Scotland** once again puts on display the power of collective bargaining in the workplace.

Facts and Figures



The pay deal adds to Unite's recent wins at other bus companies, including First Bus and Arriva, showing that Unite is driving up pay in the bus sector³



Over 430 drivers have called off strike action after overwhelmingly accepting an 18-month pay deal worth 11.5% on basic pay.

The deal amounts to an increase backdated to January which takes basic hourly pay from £13 per hour to £14 in June this year, and then from February 2026 the rate will be lifted to £14.50 until July 2026, when pay negotiations will be renewed.

"Unite's members at Stagecoach West Scotland have stood firm to get an improved pay offer. The dispute has been resolved only through the brave stance of the drivers taking strike action. This dispute was all about decency and fair pay. Unite will always stand up for our members fighting for better jobs, pay and conditions."
Unite general secretary, Sharon Graham

What have we delivered through collective bargaining?





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Unite will do everything it can to support reps building power in the workplace, at the bargaining table and in dispute. Work, Voice, Pay tools, Facts & Figures, Forensic Accounts, strike pay, Strikes Plus and organising campaigns: they're all designed for a clear purpose: To help you win better jobs, better pay, and better conditions.

Sharon Graham, Unite General Secretary

3. How did we win?

3.1 Fuel for the fight: Unite's retired member Irene Graham on winning back the Winter Fuel Allowance

Retired from work, not from the fight, **Irene Graham**, the secretary of the **Unite Retired Members** branch in Glasgow and Renfrewshire, and member of the **National Committee for Retired Members**, talks about how Unite's retired members, together with Unite General Secretary Sharon Graham, made the government U-turn and won back the Winter Fuel Allowance through collective campaigning and the support of their union.



The government announced the policy of removing the winter fuel allowance as an attempt to balance the books. How did you feel when you heard about that?

Irene Graham (IG): It's almost that I didn't have words. I was so shocked as I think every retired member was really, really shocked. Like many people, I was delighted that it was a Labour government, and then almost one of the first announcements they make is to take away the winter fuel. It was like it just left so many of us devastated that what we hope would be our government that would be really speaking up for the poorest and those most in need, was going to take away this very, very essential benefit for most pensioners.

So how did you start the campaign?

IG: First of all, it was great to see the General Secretary come behind it. That made a huge difference, because when she came behind it and put the team for the Workers Economy behind it, it meant we had resources.

Facts and Figures

It was almost like there was a spontaneous reaction up and down the country, branch after branch after branch, and the retired members started to mount their own campaigns, and that was supported, totally, by materials and resources from the centre.



And how did the wider membership support it?

IG: Well, we worked very closely, first of all, with the community sector. They came out and stood alongside us. They gave out leaflets, they were there at the street stalls. And also I don't think there was anyone in the union that I ever really heard say anything other than this is terrible, what can we do? How can we support you?

So take us through how you campaigned. Obviously you went to Labour Party conference. What else?

IG: Actually I wasn't one of the ones who went to the Labour party conference. But what we know is that people were literally outside in the pouring rain. Those who could get in tried to get in. And what we know is that when Sharon delivered her speech at the conference - although it was delayed till pretty late on - it was a stormer, and it was the only thing that the conference leadership was defeated on. I think that strong message that we got, the way in which the publicity Sharon got and Unite got for taking a stance against this, gave heart to everybody who was involved in the campaign.

"Friends, people simply do not understand, I do not understand, how our new Labour government can cut the winter fuel allowance for pensioners and leave the super-rich untouched. This is not what people voted for. It is the wrong decision and needs to be reversed." Unite general secretary, Sharon Graham⁴

So, as you say, some people went down to the Labour Party conference. Other people went down to demonstrations in London. But I think it was the activity up and down the country at a local level that made the difference.

I'll give you an example. Two members of my own branch took a kind of thing you signed to say that you supported Unite's campaign on this. And they went around the doors in their local community for the first time. They'd never done that before. And everyone in their local community supported it. So what I was saying was, you were getting people who would come along to branch meetings, but it gave them something that they could easily go out onto the streets, into their communities, chatting to their neighbors and say: look, come on board with us.



We also got loads of people joining and we had our membership increased. For everybody who was arguing against it, I think they were prepared to listen to why we were saying no, it should still be universal. It should be available for everyone. And that level of engagement, I think, was really important as well.

So what you had was the centralised campaign, like the Labour Party, the big demos in London, but you also had this huge amounts of local activity up and down the country. And it paid dividends, you know, it really did.

I think it's a brilliant example of how you bring two sides of organising together. One traditional, talking to people, leafleting face to face, alongside the Facebook, alongside the Zooms, alongside whatever the

Facts and Figures

other groups do. I mean, I'm limited to Facebook, but you know, other people doing TikTok and all the rest of it. And the fact is you've got WhatsApp groups now, and that allows people to come together. So I think it's a really the good model, for taking forward other campaigns.



What about the unity of the campaign between younger and older age groups?

IG: Our branch has a history of supporting young people. We were on the picket line, for example, at the Glasgow Art School defending young workers and hospitality there. We've always made the case that young people, it's not about dividing us, it's about working together. And we were totally behind the "60s Too Late" campaign, which is too late for us, you know, it doesn't affect people who are already retired, but it's going to affect future generations. So we've worked closely with young people on that as well.

But in terms of this particular campaign, the winter fuel campaign, I very rarely met people who didn't see how wrong it was, how shocked they were. And the young members were equally on our side, and they did what they could.

You talked a bit about what the impact was. Obviously Labour U-turned on it. What do you think was the role that Unite played in that?

I think without Unite's strong stance and all, I have to say, that amazing media coverage that Unite got, I think that put it. I mean, there wasn't a

Facts and Figures



day there wasn't media attention. The government couldn't ignore it. It was there in their face day after day after day. And I think that the coordination and leadership of Unite led to the change in government.



OK, we haven't got exactly what we wanted, but my goodness, nobody, from where we were at this, when they first announced it, to where we are now is, it's miles ahead. And I think, the leadership, coordination, and the fact that we've got so much media coverage. I think there was more media coverage for this campaign than Unite had in anything else.

So I think we can learn from this. How do we do, how do we keep building on this, and again, I think it's the appeal it has beyond our Unite members. It's not a single industrial issue, which obviously is really, really important to our member. Those kind of campaigns on things like winter fuel, threats to PEP, and other things like that have a mass appeal. And I think it's to Unite family's advantage if we're to the fore of all of them, as well as and never ever forgetting the key role we have to play in industrial issues. I think it's pretty clear that our membership has increased, yes because of industrial wins, but also because of who we're seen to be for everyone.

"Unite is spearheading the demand to reinstate the winter fuel payment. We are holding Labour to account over winter fuel. People need to see their lives improve. Taking money off pensioners on as little as £220 a week, while the 50 richest families in Britain own a combined £500 billion, doesn't do that. We aren't backing down."
Chair of Unite Retired Committee and Unite Executive Council member, Monica Taylor

How did we win?

Facts and Figures

3.2 Bite-sized Bargaining: More winning workers are telling us how they won better pay deals in their workplaces

When workers stand together, armed with the facts and supported by their union, real change is possible. Winning workers are telling us how they won better pay deals in their workplaces.

Are you familiar with the Unite's Work, Voice, Pay tools?

There are several tools in the **Work, Voice, Pay** armoury to understand more about your company's financial data and prepare a better collective bargaining negotiations, all of which can be accessed at <https://www.unitetheunion.org/work-voice-pay>

- Senior Unite Rep **Kevin Byrne** at **Livv Housing** and Unite Rep **Lorraine Hanson** at **Capita** told us how they won a pay rise through determined organising, collective strength, and the support of their union. Read the interview at <https://tinyurl.com/d5p4nwhp> or see Facts & Figures June 2025, p.29.
- Unite convenor **Tony McDermott** at **First Glasgow** and Unite Branch Secretary **Ralph William** at **Arriva Midlands** told us how Unite members led successful disputes that delivered wins in their workplaces. Read the interviews at <https://tinyurl.com/2p9j4ees> or see Facts & Figures May 2025, p.23.
- Lead Shop Steward **Sharon Williams** at **Loganir** shared how strong organising, member-led action, and sector comparisons delivered a remarkable 27% pay deal over 18 months, and what others can learn from it. Read the interview at <https://tinyurl.com/53ambvb9> or see Facts & Figures April 2025, p.20.
- Unite lead rep **Dishon Boxer-Gylenhall** shared how they secured a dramatic pay increase for cabin crew of **Qantas** in the UK. Read the interview at <https://tinyurl.com/zu4228bc> or see Facts & Figures March 2025, p.19.







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Facts and Figures

We are under no illusion: this is not the end - the cost of living crisis is not over. Furthermore, those who have profited from the crisis should pay for it.

Sharon Graham, Unite General Secretary



4. What is happening to inflation and the cost of living?

4.1 RPI has risen to 4.4%

The Retail Price Index (RPI) is 4.4% in June, increasing from 4.3% in the previous month. This is the third straight month where RPI was above 4%, representing some of the highest inflation numbers since February 2024.⁵

Inflation builds up month-by-month. So cumulatively, across the last five years, we can see that **prices are 39.2% higher than they were since the start of 2020, prior to the cost of living crisis starting.**

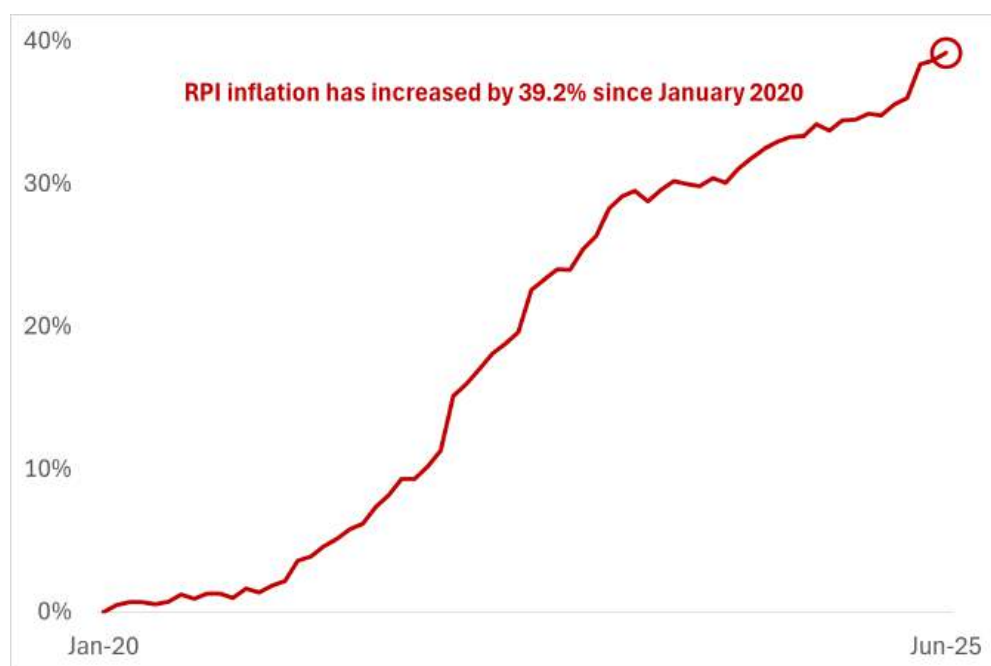


Figure 1 The inflation increase this month builds on previous high levels. Cumulative RPI Mar 21 to June 25. Source: RPI, ONS

The inflation figure that gets repeated by bosses and the media is the Consumer Price Index (CPI) measure of inflation, which is usually lower than RPI.

RPI far more closely tracks the price rises faced by Unite members. As such, **it is more urgent than ever that Unite members fight for RPI+ pay rises, and resist bosses' attempts to make workers pay the price.**

Facts and Figures

Unite's [Financial Insider](#) tool depicts the true financial state of companies and analyses their ability to pay employees a fair wage. This is just one weapon of many that Reps can use to win in the workplace and claim back what our members have lost to inflation.

4.1.1 RPI is forecast to remain above 4% for the remainder of 2025

CPI is 3.6%, well above the Government's target of 2%, but **Unite Reps shouldn't accept CPI being used in pay negotiations**, as it does not reflect the price increases that our members actually experience.⁶

The Bank of England (BoE) expects that CPI inflation is to remain at approximately 3.5% for the rest of the year, with a brief rise to 3.7% in September.⁷ On average, RPI inflation has been 0.95% higher than CPI inflation over the last year. Therefore, we can expect RPI inflation to remain at approx. 4.5% for the remainder of the year, with a brief rise to 4.7% in September.

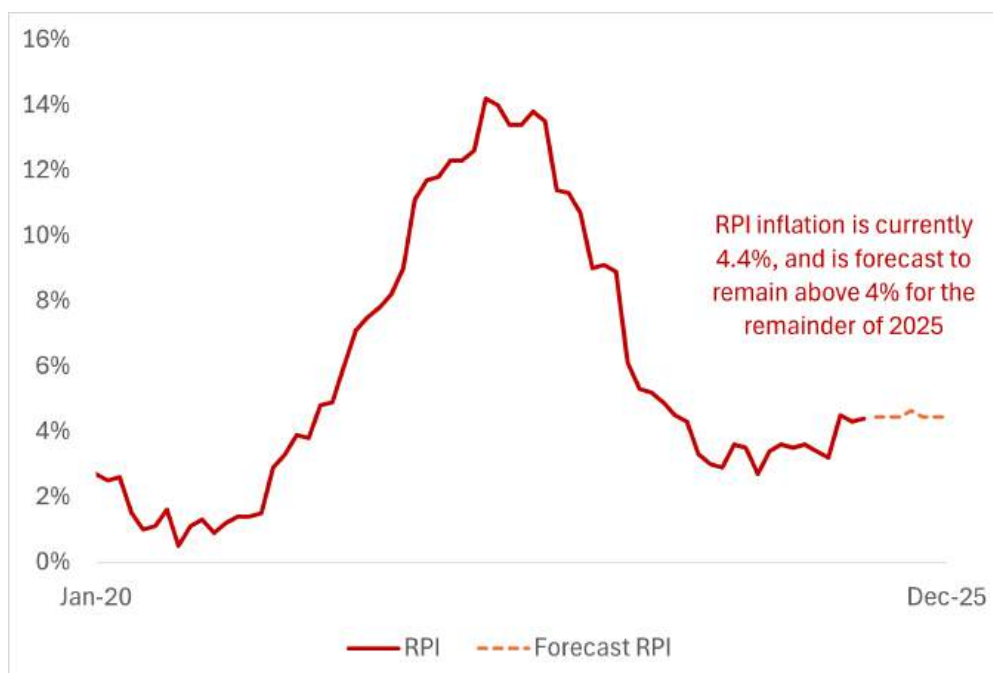


Figure 2 RPI is forecast to stay approximately 4.5% for the remainder of the year. RPI inflation January 2020 to June 2025, and forecast RPI inflation July 2025 to December 2025, Source: ONS, FT

4.2 Inflation is being driven by rising food prices

The inflation rate for food and non-alcoholic beverages was 5.1% in June 2025, pushing the overall rate of inflation up to 4.4%.⁸

This ultimately hurts workers at the tills, while the supermarkets rake in huge profits.



Figure 3 Food RPI inflation and overall RPI inflation since June 2024 to June 2025, Source: ONS

The industry body **The British Retail Consortium (BRC)** blames the geopolitical tensions and the hot weather hitting harvest yields for the accelerated food prices.⁹ However, bosses' claims overlook the fact that large retailers have the capacity – and the profits – to shield consumers from the worst of these pressures.

The BRC also claims that rising employer National Insurance contributions and increases to the National Living Wage are contributing to inflation at the tills – but Unite believes this narrative masks the real issue: corporate profiteering. Despite enjoying strong profit margins, major supermarkets are passing government-imposed cost increases directly onto working people through higher food prices.

The rise in food prices has been happening for five years. Since the start of 2020, food prices have surged by 39.2%.

Facts and Figures

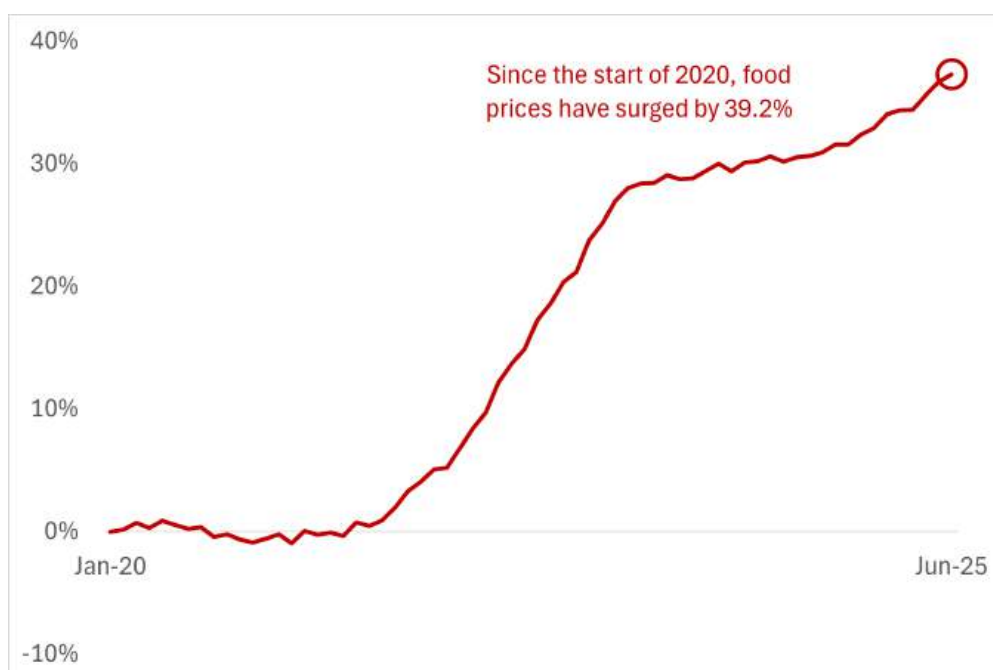


Figure 4 Cumulative food prices RPI inflation, January 2020 to June 2025, Source: ONS¹⁰

Unite is clear: workers shouldn't be made to pay twice – first through low wages, then through inflated food bills. Instead of using inflation as cover for price hikes, profitable supermarkets must be held to account. Unite will continue to expose this profit-driven inflation and fight for a fairer deal for workers – at the checkout and across the economy.

How does the cost of living crisis impact different groups?

Previous editions of Facts & Figures have discussed how the lowest paid workers experience the highest rate of inflation. Find out more here: tinyurl.com/uccet97z

4.2.1 While prices soar, supermarkets are making record profits

Earlier this year, in the latest attempt to make workers pay for the rising National Insurance costs, bosses at Tesco announced plans to cut £500 million in costs.¹¹

This was announced at a similar time to Tesco releasing its results for the 2025 financial year, boasting profits exceeding £3.1 billion - a five-year high.¹² In fact, this record profitability marks a more than two-fold increase compared to the supermarket giant's profits in 2022.¹³



When profits are this high, there is no valid excuse for bosses to threaten job cuts, or to enforce price rises which would only exacerbate the cost of living crisis. Workers must stick together and fight back through collective bargaining to protect jobs, pay, and conditions.

Tesco says that its profits will take a hit as a result of the National Insurance changes, yet it still expects to rake in profits of at least £2.7 billion.¹⁴

How is corporate profiteering contributing to the cost of living crisis?

Research undertaken by *Unite Investigates* has exposed supermarkets of 'price gouging' previously - the act of unfairly raising prices to excessively high levels. Used to boost profit margins, price gouging helps to extract the profits from a company's workforce and customers, shifting this value to the company's shareholders. For more, visit: <https://tinyurl.com/3td2a9c3>

Regardless, Tesco is still shelling out enormous amounts of cash to its shareholders, paying out almost £2 billion in 2025 alone.¹⁵ This makes it evidently clear - the plans to cut £500 million in costs or any plans to rise prices for consumers stem from profit extraction and profiteering, rather than necessity and survival.

Unite believes this is not simply about rising prices. It is about the unequal distribution of value in the economy. Supermarkets are extracting more from both their workers and their customers, in a system where labour generates value, but capital captures the reward.

Facts and Figures

"Tesco continues to bring in huge profits after years of unfairly inflating grocery prices. Profiteering is endemic across our economy, with hard up families and working people paying the price for corporate greed." Unite general secretary, Sharon Graham

4.3 Rents are up by nearly 7% in the last year

The current state of the housing market is working for no one, except the wealthy. As the Resolution Foundation has reported, **the share of families' income dedicate to housing has doubled since 1980.**¹⁶

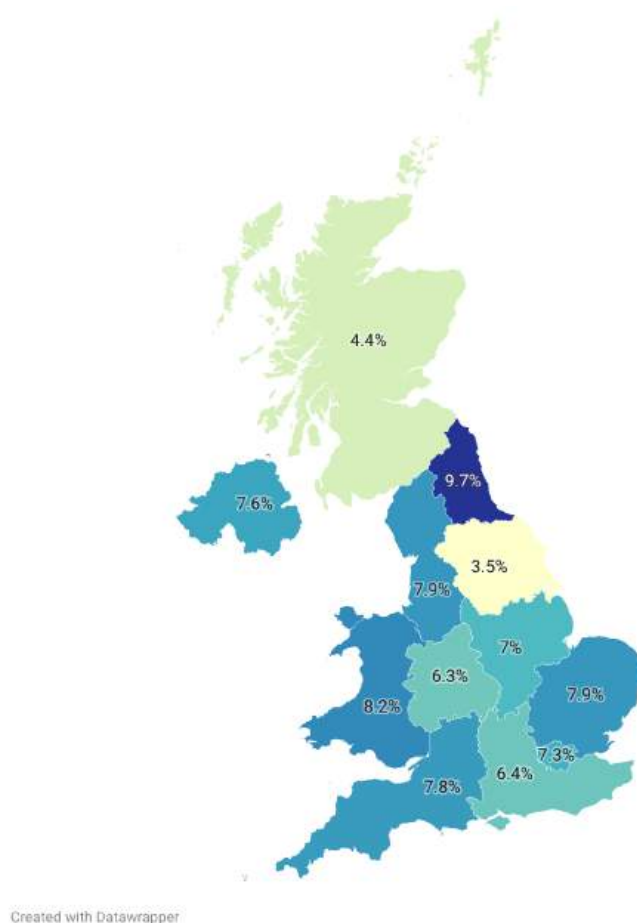


Figure 5 Rents continue to rise across the country. Annual percentage change comparison June 24 v June 25 (Note: for Northern Ireland the data is from April 25).
Source: Price Index of Private Rents, ONS

Successive governments have failed to address this mounting crisis by providing decent, affordable housing - and so workers only option is better pay through collective bargaining. The soaring price of housing is an important cost-of-living element to raise in pay negotiations.

Again, this month's rental data suggests things are only getting worse. Overall, rents have increased by 6.7% in the 12 months to June 2025. This was again driven by the North East, which saw rising rent prices of 9.7%.¹⁷

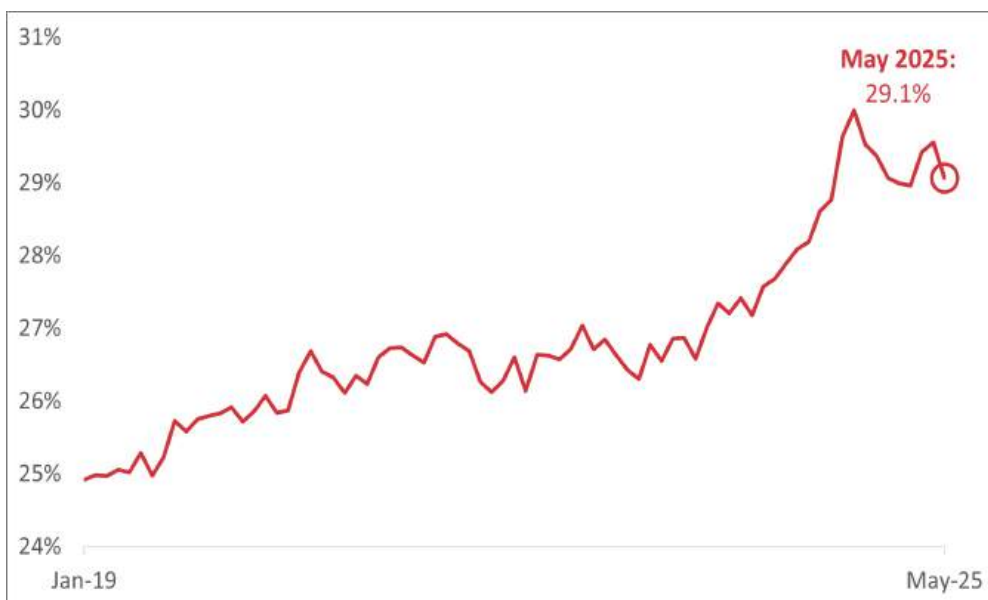


Figure 6 The share of tenants' income spent on rent has shot up in recent years. Monthly data showing the proportion of gross income spent on rent for new tenancies across the UK. Jan 19 to May 25. Source: ONS

For renters across the UK, housing costs now take up 29.1% of gross income on average based on the latest data available. This is slightly down from a peak of 30.0% in September 2024, but it is still a major driver of the cost of living crisis.

While rents have been soaring, wages should not lag behind. For many workers, a growing share of income is swallowed before the month even begins. In collective bargaining, our members should demand pay rises that reflect rising housing costs.

4.4 Average house prices are up more than 3.9% across the UK

In the 12 months to May 2025, house prices have increased by 3.9% on average across the UK. Breaking down by country, Northern Ireland saw the biggest increase at 9.5%. England saw the smallest increase, up 3.4%, while Wales and Scotland house prices grew by 5.1% and 6.4% respectively.¹⁸

Interest rate rises have made borrowing for a mortgage prohibitive to many - making it even harder for renters to get on the housing ladder.

Facts and Figures

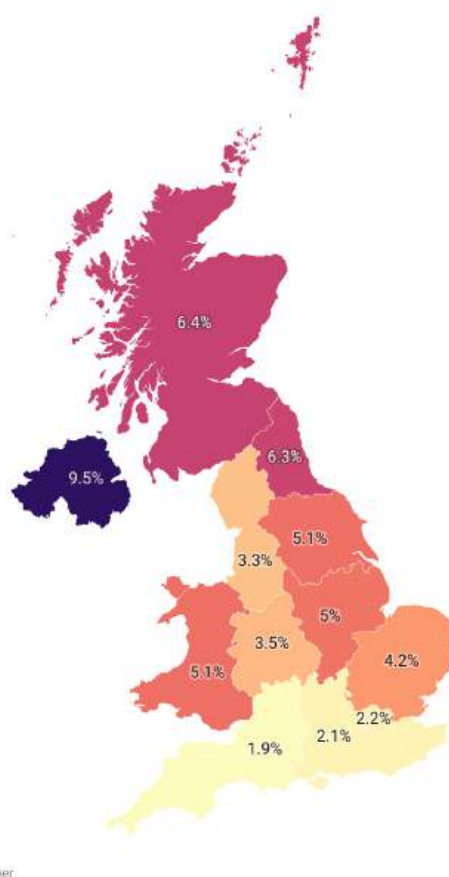


Figure 7 House price percentage change, May 24 to May 25. Source: UK House Price Index, ONS

4.4.1 Average mortgage rates are almost 8%, well above recent historical levels

As of 16 July 2025, the average standard variable mortgage rate was 7.74% across all lenders.¹⁹ This is well above recent historical levels.²⁰

As a result, households with mortgages up for renewal in the UK face significantly higher monthly costs.

Mortgage brokers are reporting that more people seeking to take out a mortgage are saddled with credit card debt they are struggling to pay down. This makes it harder for them to get a mortgage.²¹

The bottom line is that housing is hugely expensive in the UK, and to address this, our members - whether renters or owners - need good pay deals to keep up.



Figure 8 Standard Variable Mortgage Rates in the UK. July 20 to July 25. Source: MoneyFacts and USwitch

The need to ensure that we pursue above-RPI pay increases and resist attempts to use measures which do not cover the costs of housing has never been more important.

What impact are increased mortgage costs having?

Previous editions of Facts & Figures have covered how home owners are falling into arrears because of soaring mortgage costs. Find out more here: tinyurl.com/bd58zw8e

4.5 Bite-sized Bargaining: Increased social care, child care, and leisure costs add to workers burden

Unite backs its members who fight collectively for inflation-busting pay in the workplaces and sectors. See below for a compiled cost-of-living articles in our previous issues. You can (re)read them and use these insights to strengthen your negotiations by addressing the rising cost of living and securing fair wages.

Facts and Figures



- The UK is the most expensive country for childcare in Europe, with costs for an under two-year-olds rising by 43% in the last decade. Find out more here: tinyurl.com/2bcvj8hc or look in the May 2024 edition, p.49-51.
- Social care has been mostly privatised, running for profit and costs its patients over £60,000 a year. Find out more here: tinyurl.com/2xu66av4 or look in the August 2024 edition, p.33-35.
- The lowest paid workers are experiencing the highest rate of inflation Find out more here: tinyurl.com/uccet97z or look in the April 2024 edition, p.51-52.
- Employers will downplay the cost-of-living crisis by using inaccurate inflation forecasts. Find out more here: tinyurl.com/yeywny9n or look in the March 2024 edition, p.274-275.
- The rising cost of living has made personal leisure a privilege as workers have had to prioritise bills and food. Find out more here: <https://tinyurl.com/4nu8vvbd> or look in the December 2024 edition, p.32.
- Consumer debt levels have increased to an average of over £8,300 per household. Find out more here: <https://tinyurl.com/avyvfr98> or look in the June 2025 edition, p.66.
- Housing costs are increasing and take up nearly a third of the average workers' income. Find out more here: <https://tinyurl.com/2pt683pn> or look in the June 2025 edition, p.66-70.

the UNION

UNITE OFFICIAL PICKET

Fighting for **JOBS • PAY • CONDITIONS**





SECTION FIVE REAL PAY

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What is happening to wages?

Facts and Figures

The drop in the value of wages shows just how important it is for unions like Unite to defend workers' pay. We will continue to do whatever it takes to defend our members' Jobs, Pay and Conditions.

Sharon Graham, Unite General Secretary



5. What is happening to wages?

5.1 UK workers are earning £78 a week less than they were in 2012

Median weekly pay for full-time employees in the UK was £728 in 2024, which is the latest data available. After adjusting for inflation (to obtain figures “in real terms”), this is 10% lower than in 2012, where the average worker earned £806 per week - or £78 more per week than workers earn now.

Only by workers coming together in their workplaces through collective bargaining can we begin to reverse the damage done on those at the bottom by the attack of those at the top. Unite members lead the way by securing inflation-busting pay deals.

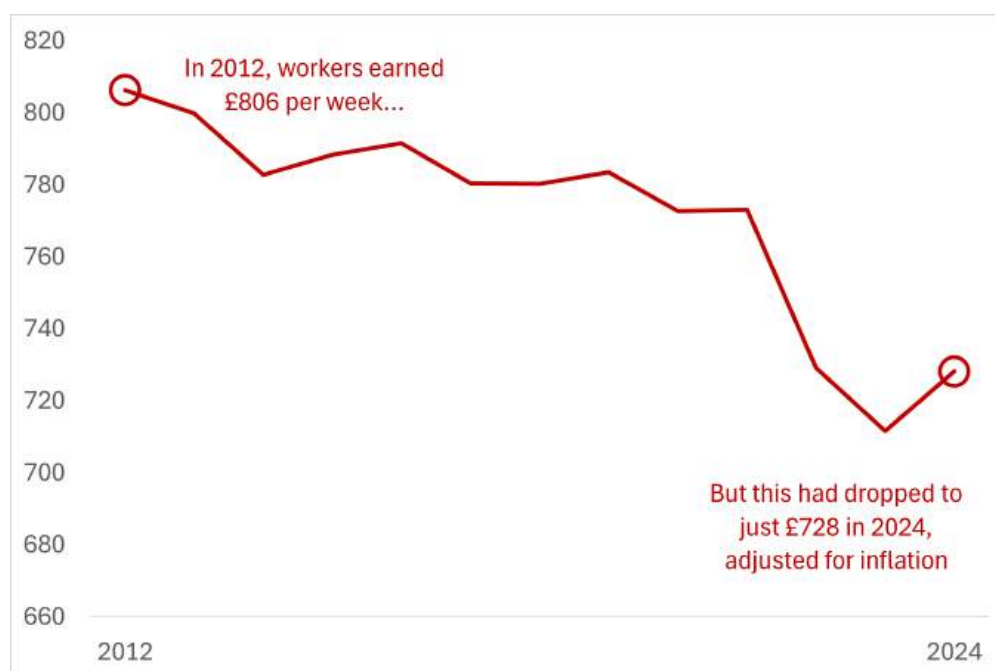


Figure 9 Real median weekly pay of full-time employees 2012 to 2024, the latest data available - adjusted for RPI inflation. Source: ONS, ASHE22

Above-inflation pay deals have helped push up overall pay growth and inspired other workers to build their own workplace power.

In real terms, average pay has increased over the past year. The median employee now earns £16 more per week than they did in 2023.

However, workers last year still earned £1 less per week than they did three years ago, in 2022.

Facts and Figures

5.2 Household disposable income is falling at its fastest rate since 2023

UK household disposable income fell at its fastest rate in two years in the first quarter of 2025, as red wage growth shows. Disposable income is the money individuals have left after paying taxes, which they can spend or save. It's important because it directly affects the living standards of workers up and down the country.

Real household disposable income per head is the inflation-adjusted amount of income available for a household after taxes and subsidies.

This figure decreased 1% in the first quarter of the year, the steepest drop since the first quarter of 2023, according to figures from the ONS published in June. The decline compared with a 1.8% expansion in the last three months of 2024.

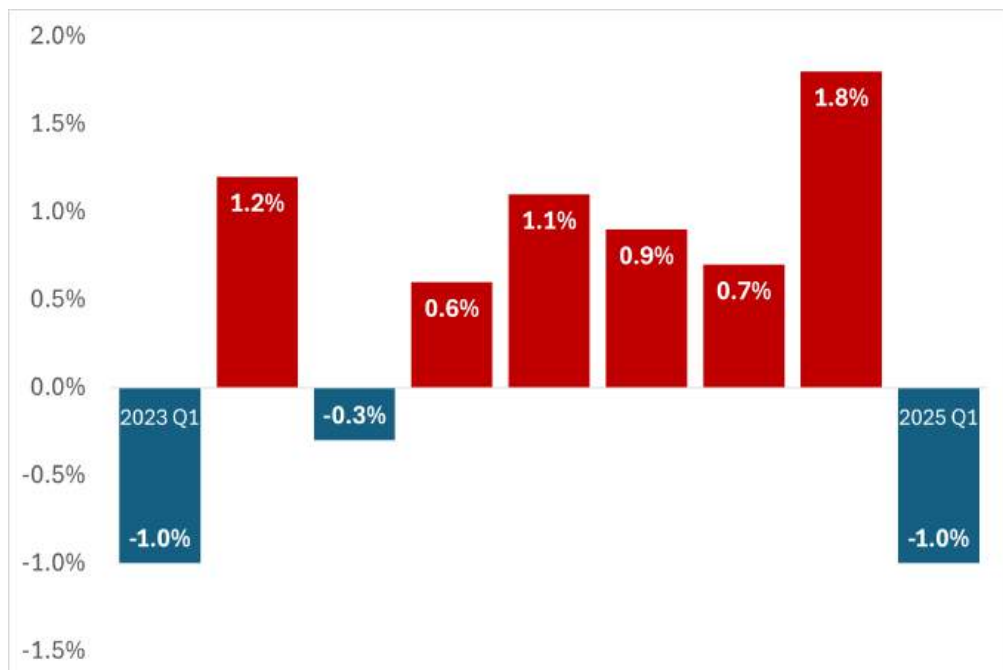


Figure 10 Households real disposable income per year, quarter-on-quarter growth.
Source: ONS²³

The proportion of disposable income that households save - the household saving ratio - decreased to 10.9% in the first three months, down from 12% in the previous three-month period, marking the first decline in two years.

Liz McKeown, ONS director of economic statistics, said: "The saving ratio fell for the first time in two years this quarter, as rising costs for items such as fuel, rent and restaurant meals contributed to higher spending."



She pointed out that the ratio remained “relatively strong,” as it compares with an average of 5.5% in the three years to 2019.²⁴

What is pushing up the cost of living?

Liz McKeown mentioned the savings ratio fell for the first time in three years due to rising fuel, rent, and restaurant costs. To find out what else is pushing up the cost of living, click here or turn to the cost of living section.

5.3 Download Unite's new mobile app to use the Pay Claim Generator for a better pay deal

Work, Voice, Pay has developed tools to help Unite Reps and shop stewards win better terms and conditions. [The Pay Claim Generator](#) allows you to construct your own bespoke pay claim online in less than 10 minutes.

Reps can now access the Pay Claim Generator through the Work, Voice, Pay mobile app which is available on both the Apple and Google Play Store:

Scan the QR code or click the link to download Work, Voice, Pay app on Apple Store: <https://apps.apple.com/gb/app/work-voice-pay/id6745800024>



Google Play Store: https://play.google.com/store/apps/details?id=org.unitetheunion.wvp&hl=en_US



Facts and Figures

The Pay Claim Generator helps reps create data-driven, employer-specific claims that include:

- Company profits data
- Inflation and cost of living data
- Unite's own pay bargaining data - collected from thousands of Reps across the UK and Ireland.

Unite backs its members who fight collectively for inflation-busting pay in the workplaces and sectors.

How to use Pay Claim Generator

[Pay Claim Generator \(GB & NI\)](#) or [Pay Claim Generator \(Republic of Ireland\)](#) can be found by navigating to the Work, Voice, Pay section at the top of Unite's homepage, scrolling down, and selecting one of these Pay Claim Generators.



You will need to then log-in using your Work, Voice, Pay login credentials, and then you will arrive at the Pay Claim Generator dashboard. Press the big red "Pay" button to enter.

Pay Claim Generator (GB & NI)

< Share

If you are a Shop Steward or Rep negotiating with a UK registered company you can now construct your own bespoke pay claim online in less than 10 minutes using the [Pay Claim Generator](#)

Your claim will be complete with the latest pay, inflation and company profits data, sourced from filed accounts, the Office for National Statistics and our own pay bargaining data - collected from thousands of reps across the UK and Ireland.

Within 10 minutes it will be fully laid out and ready to print.

Click [here](#) or on the icon below to get started.



Here's what you would see if you were to search for 'Firstgroup PLC' as your employer:



Your Pay Claim

Employer

Enter the name of your employer

FIRSTGROUP PLC ✓

- This company FIRSTGROUP PLC
- This company turnover £4.7bn
- Month/Year of latest Accounts 03/2024

Year of claim

Choose one of the following

☒ One Year Deal

☐ Two Year Deal

2025 - 2026 x v

Unite Sector

Passenger Transport x v

Even selecting a company's name will give you a brief overview of how the company is performing financially - it is worth double-checking this to ensure you've selected the correct company! When you are sure that this is your company, you then select the deal coverage, the sector, and the region.

Section 1 is about Pay and Pensions. You can include specific items in your pay claim by toggling the grey bar next to each option - it will turn green when activated.

For example, you can add a new pension-related item into your pay claim:

- Introduction of a Defined Benefit Scheme
- Introduction of a new pension scheme
- Introduction of trade union bargaining rights and enhancement to an existing employer pension scheme
- Introduction of trade union bargaining rights and enhancements to an existing National Pensions Savings Scheme (NEST)
- Enhancing a National Pensions Savings Scheme (NEST) with existing union bargaining rights

Facts and Figures

Select Issues for your pay claim - 1. Pay and Pensions

☒ Increase in Pay (across all grades and allowances)

Select a pay claim value

Substantial

☐ A Good Sick Pay Scheme

Choose one of the following

☐ The introduction of a sick pay scheme

☐ Enhancements to the existing sick pay scheme

☒ Secure Pension Income for Members

Select a pension claim type

Introduction of a Defined Benefit Scheme

- Introduction of a Defined Benefit Scheme
- Introduction of a new pension scheme
- Introduction of trade union bargaining rights and enhancements to an existing employer pension scheme
- Introduction of trade union bargaining rights and enhancements to an existing National Pensions Savings Scheme (NEST)
- Enhancing a National Pensions Savings Scheme (NEST) with existing union bargaining rights

Apart from Pay and Pensions, there are six more sections with specific issues and five sections for custom claims. You can choose all the issues related to your workplace conditions, and click on Preview Pay Claim button at the bottom.

Preview Pay Claim

You will be able to see your company's brief overview of turnover and its ability to pay, a comparative list of pay deals which were done in other companies in your sector, and a quick summary of the RPI.

You will also see the details of selected items of the claim. Here, for example, you will see the information on "Introduction of a Defined Benefit Scheme" in Firstgroup PLC pay claim.

ITEMS OF THE CLAIM

Introduction of a Defined Benefit Scheme

Studies have shown that pensions are the company benefit valued most by employees. Employee benefits specialist Thomsons found that employees rate a decent company pension above private medical insurance, extra holiday or childcare vouchers.

It is the view of Unite members that FIRSTGROUP PLC should in consultation with Shop Stewards/Reps introduce a defined benefits pension scheme without delay.

Negotiations should include but not be limited to:

- The right of Shop Stewards/Reps to negotiate with FIRSTGROUP PLC on the pension contribution rate of the employer
- Agreed retirement age for all members of the proposed scheme
- That pensions are covered by a meaningful disclosure of information agreement with the Union
- Pension benefits should be fully recognised as terms and conditions in all existing and future contracts of employment
- Early implementation of the requirement for 50% member trustees with all trustees selected by members of the scheme or their elected representatives
- Joint management committees to be established to oversee the operation of all non-trust based arrangements

¹ <http://www.telegraph.co.uk/sponsored/finance/pension-auto-enrolment/30744934/pensions-motivate-staff.html>



If you have added all the claims your workplace needs, then you can save your pay claim as either PDF or WORD by clicking one of the two options at the bottom.

If you have any questions, suggestions, or corrections, please get in touch at workvoicepay@uniteunion.org.

Are you familiar with the rest of Unite's Work, Voice, Pay tools?

Unite's Pay Claim Generator is one of several tools in the Work, Voice, Pay armoury, all of which can be accessed at

<https://www.uniteunion.org/work-voice-pay>

For mobile users, try flipping your phone to landscape to see Work, Voice, Pay on Unite's homepage.

5.4 Bite-sized Bargaining: Real-terms pay is historically low, while inequality is continuing to widen

Previous editions of Facts & Figures have described how real pay today compares to the past:

- **Since 1977, the income gap between the top and bottom income groups is continuing to widen.** Find out more here: <https://tinyurl.com/3t9ep345> or look in the October 2024 edition, p.45-47.
- **Workers are earning less in real terms today than in 1997.** Find out more here: <https://tinyurl.com/5c7kbzb8> or look in the March 2024 edition, p.87-88.
- **Real-terms wage increases were the norm for over 100 years.** Find out more here: <https://tinyurl.com/5c7kbzb8> or look in the March 2024 edition, p.88-89.
- **Whether real-terms pay at your company has kept pace with inflation.** Find out more here: <https://tinyurl.com/2585t624> or look in the September 2024 edition, p.134-135.
- **CPI and CPIH both short-change workers when used instead of RPI.** Find out more here: <https://tinyurl.com/2wujk5s2> or look in the June 2025 edition, p.54-57





SECTION SIX

ABILITY TO PAY

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How much money are employers making?

Facts and Figures

Put simply: huge profits and dividends show that firms have the ability to pay.

Sharon Graham, Unite General Secretary



6. How much money are employers making?

6.1 Companies reporting results in June have raked in £153 billion in profit over the last six months

Many bosses may point to global uncertainty as an excuse to limit pay increases, pleading poverty and a need to cut costs. **However, in many cases, this simply isn't true. Across the world, companies are posting massive profits, making it clear that the ability to pay is still there.**

This month, we analysed the 645 companies listed on the world's largest stock exchanges that reported results in June. Over the last six months, these companies have declared eye-watering profits of £153 billion.

Regular readers of Facts & Figures might notice that this profit figure is lower than previous months. Unfortunately, this is due to less companies reporting results in June rather than a change in corporate greed.

On the London Stock Exchange, Nationwide topped the most profitable firms by a wide margin, raking in nearly £1.9 billion in profits in the last six months of its financial year, after acquiring Virgin Money at below-market rate.²⁵

Company	Profits in the latest six months (£m)
Nationwide Building Society	1,883
SSE plc	594
Vedanta Resources Limited	490
Ashtead Group plc	488
Experian plc	485
JD Sports Fashion plc	468
Carnival Corporation & plc	379
Investec Group	342
BT Group plc	299
Wise plc	199

Table 1: The top ten largest net profits of London Stock Exchange companies reporting results in June, sourced from Capital IQ Pro. Data excludes Trusts and companies with revenue less than £1 billion.

Facts and Figures

The government's Industrial Strategy has laid out a plan to cut electricity costs for thousands of businesses by up to 25%, a great sign for future profitability, as well as ability to pay.²⁶ See [Section 8](#) for more on the Industrial Strategy.

We also analysed the world's largest stock markets in the US, Asia, and Europe. In June many companies listed on the Tokyo Stock Exchange reported results, led by Toyota and Sony.

Many Unite members are ultimately employed by companies overseas, so it is important to point to earnings of the ultimate parent when pointing to ability to pay.

Company	Stock Exchange	Profits in the latest six months (£m)
Toyota Motor Corporation	TSE	14,759
Oracle Corporation	NYSE	4,964
Accenture plc	NYSE	3,190
Sony Group plc	TSE	2,951
Costco Wholesale Corporation	NASDAQ	2,804
FedEx Corporation	NYSE	1,995
Nationwide Building Society	LSE	1,883
Hitachi Ltd	TSE	1,670
NIKE, Inc.	NYSE	784
FUJIFILM Holdings Corporation	TSE	778

Table 2: Unite employers are amongst the most profitable companies reporting results in June. Sourced from S&P Capital IQ Pro. Data excludes Trusts and companies with revenue less than £1 billion.

Toyota was the most profitable company to report results in June, raking in almost £14.8 billion in the last six months of its financial year alone.

6.2 Shareholders of these companies pocketed £111 billion in cash payouts

We've seen that companies across the world are boasting enormous profits, but where does this money actually go?

Most profits are syphoned out of the company and pocketed by shareholders rather than being used for investment or giving workers a decent pay rise.

In the last six months, **shareholders of the companies who released results in June received £111 billion in cash payouts**. This consisted of £51.4 billion in dividends and £59.4 billion in share buybacks.



Figure 11 Shareholder payments and profits of companies on the largest stock exchanges reporting results in June 2025. Source: S&P Capital IQ Pro

There are two main forms of shareholder payouts. **Dividends** are payments made directly to shareholders out of a company's profits. **Share buybacks** are when a company buys back some of its own shares, increasing rewards for the remaining shareholders.

When companies are shelling out so much cash to shareholders, the workers who actually generate that cash have the right to demand their fair share.

6.3 Case study: The government must step in to protect workers at Prax Lindsey Oil Refinery

Lindsey Oil Refinery (LOR) on the river Humber is one of five major oil refineries in the UK and responsible for around 10% of the UK's fuel.²⁷ It was acquired by the Prax Group in 2021, a multinational global energy conglomerate privately owned by Arani and Sanjeev Kumar Soosaipillai.²⁸

On 30 June, LOR and a significant chunk of the Prax Group went into liquidation, as it was unable to meet obligations.²⁹

Facts and Figures



Prior to the liquidation notice, LOR appeared to have a decently healthy balance sheet - so why did the company go bust?

A **receivables factoring agreement** set up by Prax Group on acquisition could be one of the reasons.³⁰ An agreement like this allows a company to sell accounts receivable (invoices yet to be paid by customers) to a factoring company (usually a bank) in return for immediate cash.

When companies make use of a receivables factoring agreement like this, it likely means that cash flows are tight. This is a problem as cash is vital to fund day-to-day operations. Without enough cash, companies are more susceptible to economic downturns.

Furthermore, in July 2024, LOR had entered into an agreement with commodity giant **Glencore** to buy, sell, and store crude oil.³¹ The collateral for this agreement encompassed the shares of LOR and its sister companies.³² This meant that LOR's operations were even more sensitive to movements in oil prices.

So, a 45-day unplanned shutdown on top of the already unpredicted fluctuations in oil markets left LOR very vulnerable and could have been the tipping point resulting in liquidation.³³

Just days before the liquidation, however, the government was reassured by the Prax Group that there was no risk of immediate closure to LOR.³⁴ As such, the government is calling for an immediate investigation into the conduct of the company's directors and circumstances surrounding failure.³⁵

This comes as the Prax Group paid out a five-year high dividend of over \$5.2 million (approx. £3.8 million) in 2024 - the final set of accounts published before liquidation.³⁶

Prax Group is privately owned, so this dividend was pocketed by Mr and Mrs Soosaipillai. On top of this, Mr Soosaipillai, who also acts as CEO of the Group, paid himself \$3.2 million (approx £2.4 million) in salary and benefits.³⁷

Unite calls for the government to step in immediately to protect workers, oil supplies, and the local community.

"Unite has constantly warned the government that its policies have placed the oil and gas industry on a cliff edge. It has failed to act and, instead, put its fingers in its ears. The government needs a short-term strategy to keep Lindsey operating and a sustainable long-term plan to fully protect all oil and gas workers." Unite general secretary Sharon Graham

6.4 The FTSE100 and S&P 500 hit a record-high in July

Despite the global uncertainty created by Trump's tariffs, the UK's FTSE100 stock index and the US' S&P 500 stock index both hit an all-time high in July³⁸

So if your employer is attempting to use tariffs as a scapegoat to limit pay rises, point to the FTSE100 and S&P 500's all-time highs to dispute this. In fact, Barclays' head of European equity strategy suggests that, "as long as we have this tariff overhang, the FTSE 100 should be doing well."³⁹



Figure 12 The FTSE100 and S&P 500 have hit record-highs this month

Facts and Figures

Driven by investors fleeing the US market for Europe, the FTSE100 broke 9,000 points for the first time. The mining, telecoms, financials, and utilities sectors saw the most growth on the FTSE 100.⁴⁰

Many Unite employers were amongst the fastest growing companies on the FTSE 100⁴¹

Company	Stock market gain over 1 year
Rolls-Royce Holdings plc	120.82%
International Consolidated Airlines Group SA (British Airways)	115.59%
Babcock International Group plc	102.83%
Barclays plc	52.67%
BAE Systems plc	47.77%

Figure 13 Unite employers are among the fastest growing stocks on the FTSE100 index

It's also important to zoom out, and look at the longer picture to fight back against claims of poverty caused by global uncertainty.

The Financial Times Stock Exchange 350 Index (FTSE 350), which expands on the FTSE 100 and contains the 350 biggest companies traded on the London Stock Exchange, is up by 39% compared to five years ago.⁴²

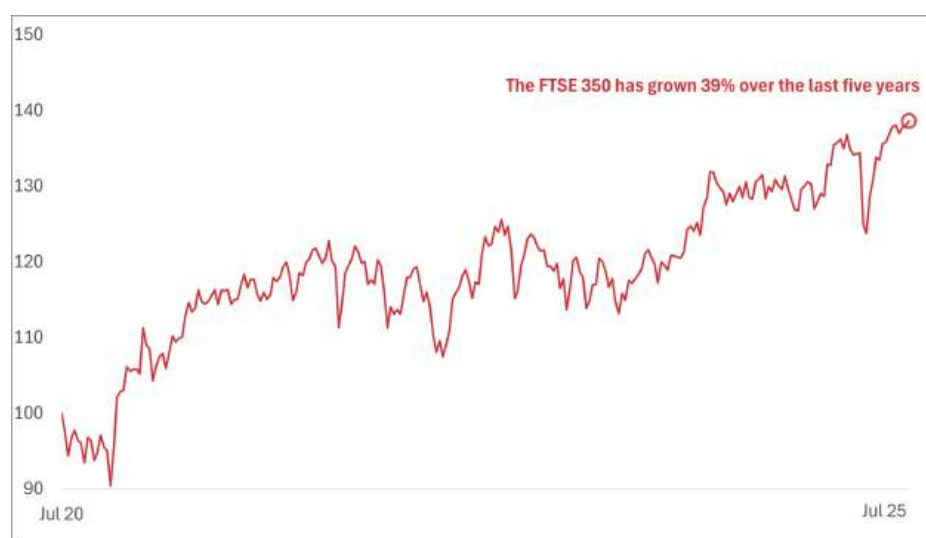


Figure 14 The FTSE 350 is up 39% between. 12 July 2020 to 6 July 25. Source: S&P Capital IQ Pro



Explainer: Why stock markets matter for collective bargaining- better share prices indicate future profitability and an ability to pay its workers. Find out more here: <http://tinyurl.com/4jty253r> or look in the March 2024 edition, p.163-164.

6.5 The S&P 500's record-high showcases Unite employers' ability to pay

The S&P 500, which tracks the 500 leading companies in the US, has also shown great performance. In fact, they have almost doubled in value over the last five years alone, reaching a record-high in July.⁴³

When stock markets boom like this, it reflects increased investor sentiment in publicly listed companies. This likely means that profits, and with it ability to pay, are also on the rise.

Given that over 11% of Unite members are ultimately employed by a parent company registered in the US, you can point to this stock market boom to dispute any pleas of poverty by management.

Unite employers are amongst the highest risers on the S&P 500:⁴⁴

Company	Stock market gain in June 2025
Seagate Technology Holdings plc	24.7%
NIKE, Inc	17.1%
Valero Energy Corporation	16.1%
Ford Motor Company	15.3%
Archer Daniels Midland Co	13.9%
Caterpillar Co	13.8%
Uber Technologies Inc	12.9%

Figure 15 Unite employers are amongst the fastest growing companies on the US S&P500 index

Facts and Figures

6.6 Bite-sized Bargaining: How much money are employers making?

Previous editions of Facts & Figures have identified how companies maximise profits and the methods they use.

- **Unite has identified five main forms of profiteering, including windfall profits.** Find out more here: <https://tinyurl.com/2dvcbwa6> or look in the March 2024 edition, p.76-80.
- **Companies paying dividends and share buybacks to shareholders indicates there is money for workers.** Find out more here: <http://tinyurl.com/3e3f3wv6> or look in the March 2024 edition, p. 235-236.
- **Companies will use various different measures of profit but the main measures can be explained here:** <https://tinyurl.com/4z6jfbwc> or look in the February 2024 edition, p.73-74.
- **Explainer: Why you can use group profits to back up pay demands can be found here:** <https://tinyurl.com/yerzmsh8> or look in the June 2025 edition, p.83-85

Use Work Voice Pay tools to generate a report about your employer's finances. Find out more here: <https://tinyurl.com/yhk7y344> or look in the December 2024 edition, p.114-117.







SECTION SEVEN

CORPORATE

FINANCE

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Facts and Figures

Put simply: rising stock prices show us that many firms have the ability to pay.

Sharon Graham, Unite General Secretary

7. What is going on in the world of corporate finance?

7.1 Investor bond money from the US is flowing into European companies, increasing their ability to pay

Trump's new bill has resulted in investors fleeing the US bond market and instead opting to put their funds into European companies that offer relatively higher returns.⁴⁵

If your company is part of a group ultimately headquartered in Europe, point to all the money flowing out of the US and into Europe to dispute poverty pleas from management.



Governments use bonds (or gilts) to raise funds for public spending and, in return, pay interest on the amount over time to the investor who purchased the bond.

Trump's new bill is set to add trillions of dollars to US debt over the next decade and the Treasury will need to supply more bonds to fund this. This has resulted in falling bond prices.

At the same time, the boost in public spending is also expected to create inflationary pressures in the US due to all the additional money flowing around the economy.⁴⁶

This has squeezed the margin of return that long-term US bond investors receive, and in response, they have been fleeing the US market at the highest rate since COVID-19.⁴⁷

Facts and Figures

Instead, they are opting to invest in Europe, favouring "junk-rated" companies which offer higher returns because credit rating agencies perceive these companies to be riskier investments.⁴⁸

Put simply, European firms are finding it easier to raise debt for growth and investment, which in turn boosts their ability to pay workers' fair pay increases.

Given that almost 30% of Unite members are ultimately employed by companies registered in Europe, this is a great sign for their ability to pay.

For US companies, of which many Unite members are ultimately employed by, it isn't all bad news. As discussed in section 6, the US stock market index S&P 500 hit an all-time high in July. This is in part due to the exodus from US bonds, with many investors choosing to instead invest into publicly listed companies rather than European bonds.⁴⁹

Booming stock prices also suggest rising ability to pay, and Reps must point to this in negotiations to demand fair pay increases.

7.2 Market analysts forecast at least two additional cuts to interest rates this year - good news for firms that borrow

Although interest rates remained unchanged at 4.25% on the Bank of England's latest release on 19 June, analysts are expecting two additional cuts by the end of the year.⁵⁰

As it stands, the BoE is expected to cut rates in August, and then again in November.⁵¹ Market rates are currently pricing in an 82% chance of the interest being cut in August. The BoE has hinted at further interest rate cuts, with Governor Andrew Bailey saying interest rates "remain on a gradual downward path." However, the outlook for interest rates is far from certain, as with so much global instability that could reduce demand and slow growth.⁵²





Debt is often portrayed as a bad thing by bosses, with many pointing to high interest payments as a reason to limit pay increases.

However, this excuse is undermined by falling interest rates.

When interest rates fall, it makes debt relatively cheaper. This is because most firms borrow the cash they invest, through bank loans, overdrafts, or bonds. If your employer has 'variable rate debt' - which fluctuates throughout the year according to interest rates - it will see an immediate benefit from lower rates. If it has 'fixed rate debt' - which is pinned to a particular rate of interest - it will benefit the next time it agrees a loan or issues a bond.

So, if your boss is claiming that debt costs are crippling the company, point to forecast falling interest rates to refute this excuse.

If your company is trying to use debt as a scapegoat to avoid fair pay increases, reach out to Unite's Forensic Accounts team for an in-depth analysis at workvoicepay@unitetheunion.org

7.3 Bite-sized Bargaining: How to use the world of corporate finance to your advantage in negotiations

Previous editions of Facts & Figures have described how you can use knowledge of corporate finance to help during negotiations.

- **Just 8% of people own shares in the UK, with overseas investors dominating UK share ownership.** Find out more here: <https://tinyurl.com/hmb3myex> or look in the November 2024 edition, p.97-99.
- **Unite Reps have been using stock market analyst research to reinforce the ability to pay argument.** Find out more here: <https://tinyurl.com/4tnnvdtf> or look in the March 2025 edition, p.73-74.





SECTION EIGHT

UK ECONOMY

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Facts and Figures

Workers earn less today in real terms than they did in 1997, and the divide between the rich and the rest of us is growing ever wider. We need to fix our broken economy right now and not allow growth targets to be used as an excuse for a smokescreen for fresh rounds of austerity.

Sharon Graham, Unite General Secretary



8. What is happening to the economy as a whole?

8.1 The UK economy has contracted by 0.1% but remains higher than it was pre-pandemic

The government's favourite statistic to describe the state of the economy is gross domestic product (GDP) growth. In the three-month period leading to May, GDP had grown by 0.5%. This comes despite GDP falling by 0.1% in May 2025.

As such, news of GDP falling is **no reason for poor pay and conditions**.⁵³ In the past three years, GDP has increased by 2.4% and is higher than it was pre-pandemic.

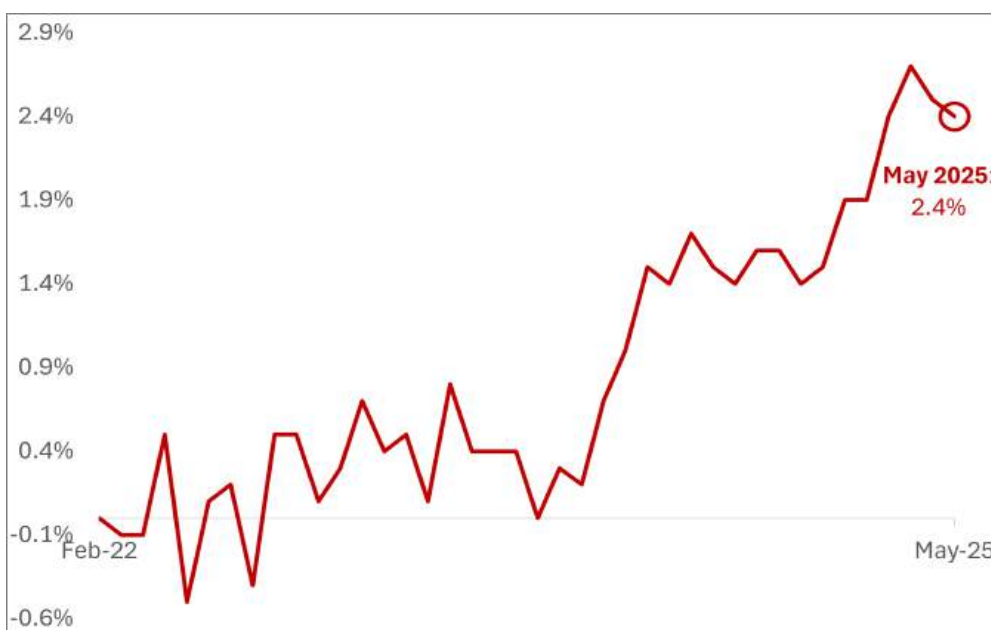


Figure 16 UK GDP growth since February 2022. Despite the fall in GDP in May 2025, GDP has grown by 2.4%

8.2 UK GDP is worth a massive £2.56 trillion, but workers' share has fallen

The UK GDP is currently worth £2.56 trillion, making it the sixth largest economy in the world.⁵⁴ As such, while the media may focus on GDP contractions, it is important to remember that the UK's GDP is still **incredibly high, and there is more than enough money for good jobs, pay and conditions for workers**.⁵⁵

Facts and Figures

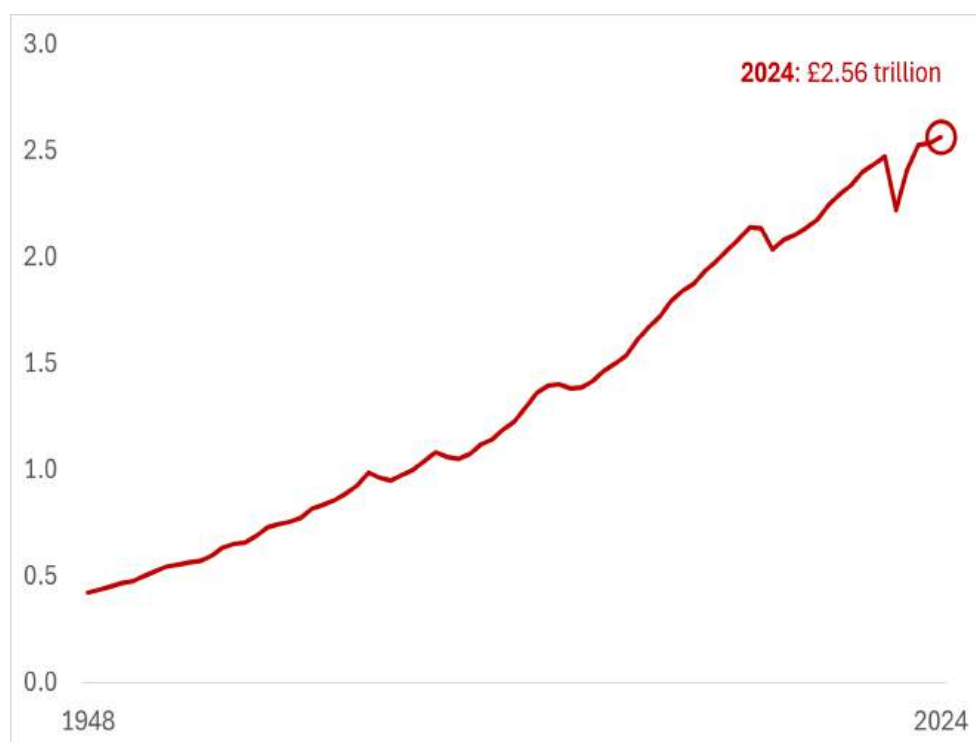


Figure 17 UK GDP since 1948. The economy has rebounded since Covid and its latest figure is worth £2.56 trillion. Source: ONS

Politicians push the importance of GDP growth as being universally beneficial. **Workers should be concerned about the share of GDP that is going to labour.**

There is clearly enough wealth in the UK to ensure workers are adequately paid. However, despite GDP growth, the UK's workers are seeing proportionately less and less of the GDP pie than before, while corporations are seeing more and more.

This isn't a recent issue; it's a long-term phenomenon. As the chart below shows, **workers' share of GDP used to be more than half. However, as GDP has continued to grow over the past 50 years, the labour share of GDP has failed to keep up, falling by more than 11% since 1975.**

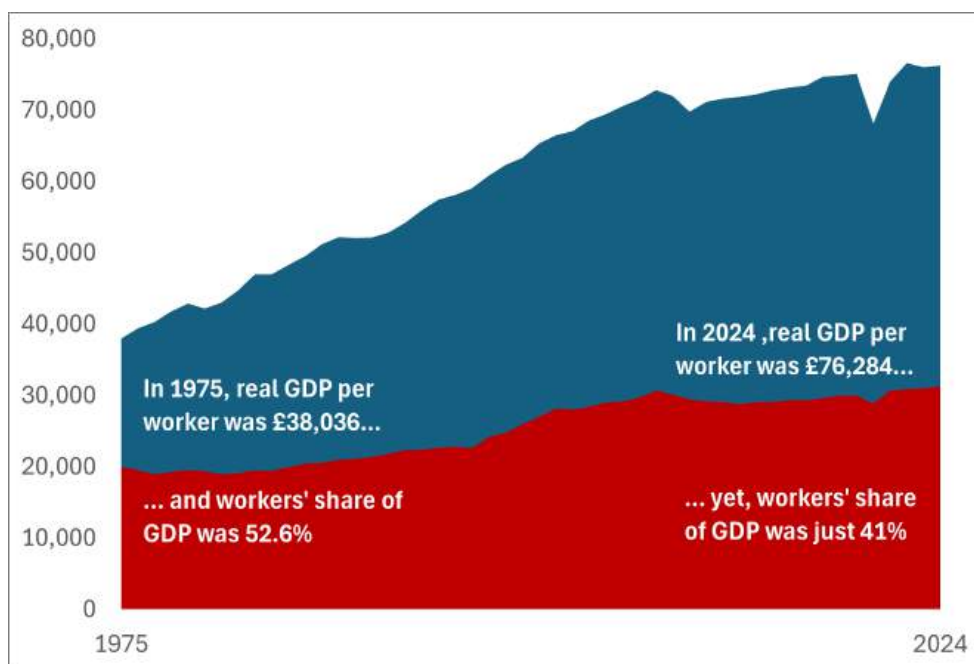


Figure 18 The workers' share of GDP has failed to keep up with GDP growth and has dropped 11% since its peak in 1975. Source: ONS

So while GDP growth can be an important means to an end, excessive focus on it ignores many other measures of the economy, such as inequality.

- **GDP growth ignores income inequality.** Despite boasting the sixth largest GDP in the world, the UK ranks ninth in income inequality among OECD countries.⁵⁶ GDP growth does not measure where the wealth is going. Are workers seeing the fruits of their labour, or are only the wealthiest seeing the benefits of the GDP growth arising from the workforce's labour?
- **GDP growth ignores activity that may have societal function but little economic value.** GDP only measures products that have market value. As a result, public services may be undervalued and other services, such as public spaces, voluntary work, clean air, non-waged care, and domestic work are completely ignored by any measure of GDP.
- **GDP growth ignores regional divide.** In 2023, GDP per head in London was £69,077, while in the North East it was only £28,583.⁵⁷ A strategy focused on GDP growth may overly focus on higher value regions, leaving other regions economically neglected.
- **GDP growth ignores non-economic activity like leisure or reduced work hours.** GDP requires productivity to grow. Therefore, workers working fewer hours, retiring earlier, or prioritising leisure,

Facts and Figures

are seen as a failure in growing GDP.⁵⁸ However, what makes the average person happier, a better work/life balance or seeing headlines that GDP grows X%?

- **GDP growth is not a measure for standard of living.** While GDP can measure a country's health and prosperity, it is still very limited in measuring standards of living. While GDP is still growing, real wages have fallen, household income has fallen, public services are declining, and investment towards sustainability has fallen.

8.3 The Government Industrial Strategy has cut energy costs for UK businesses to increase exports but Unite is calling for more steps

The newly published Industrial Strategy by the government aimed at cutting business costs and make the UK a world leader in free trade.

The industrial strategy marks a first step in that process, but the government needs to go further to provide the entire manufacturing sector with the support it needs. The government still needs to tackle the long-term problems of the UK's energy system, which requires bringing it into public ownership, starting with the National Grid.⁵⁹

Its headline measure is a plan to cut energy costs like electricity bills for more than 7,000 energy intensive businesses starting from 2027.⁶⁰

The aim of cutting energy costs is to help cut costs for companies and give them an advantage over international competitors. UK industrial energy bills are around 50% higher than in France and Germany.⁶¹

The report comes in light of fall in foreign investment projects in the UK where high energy costs were cited as a factor for the fall.⁶²

The strategy also identified eight sectors that the government has judged to have the highest potential to grow.⁶³

- Advanced manufacturing
- Creative industries
- Life sciences
- Clean energy
- Defence
- Digital and technology businesses
- Financial services such as banking and insurance
- Professional services such as accounting and the legal profession



Unite has long been pushing for the government to reduce energy costs to ensure that UK industry becomes more competitive.



The entire industrial strategy needs to have job creation and protection clearly at the forefront of all investment decisions.

"Unite would like to have seen the government go further. Our energy system is broken beyond repair; it will never function in the interests of business and consumers until it is brought back into public ownership. That must start with the National Grid to ensure industry can get the power it needs when it needs it and is not left waiting for ever for new connections." Unite general secretary, Sharon Graham

Unite also has a concern that the time scale for the implementation of the strategy is for 2027 and beyond. Due to the long-term failure to support UK industry, Unite believes an earlier implementation date would be highly advantageous, along with a clear funding plan.

8.4 The Education sector is growing faster than the UK GDP but university employees are fighting job cuts

The education sector has grown faster than the national GDP, growing 22.1% over the past 10 years compared to 13.1% for GDP.⁶⁴

Factors that play a role in the faster rise in GDP include high enrolment of international students in higher education including a record breaking number in 2022/2023.⁶⁵

Additionally, funding allocated for education has been consistent. The 2021 Autumn Budget planned for the education sector to grow by 2%

Facts and Figures

which was raised to 3.4% in the 2024 Autumn budget.⁶⁶ The government also raised a £700 million package to help the education sector recover from the effects of Covid.⁶⁷



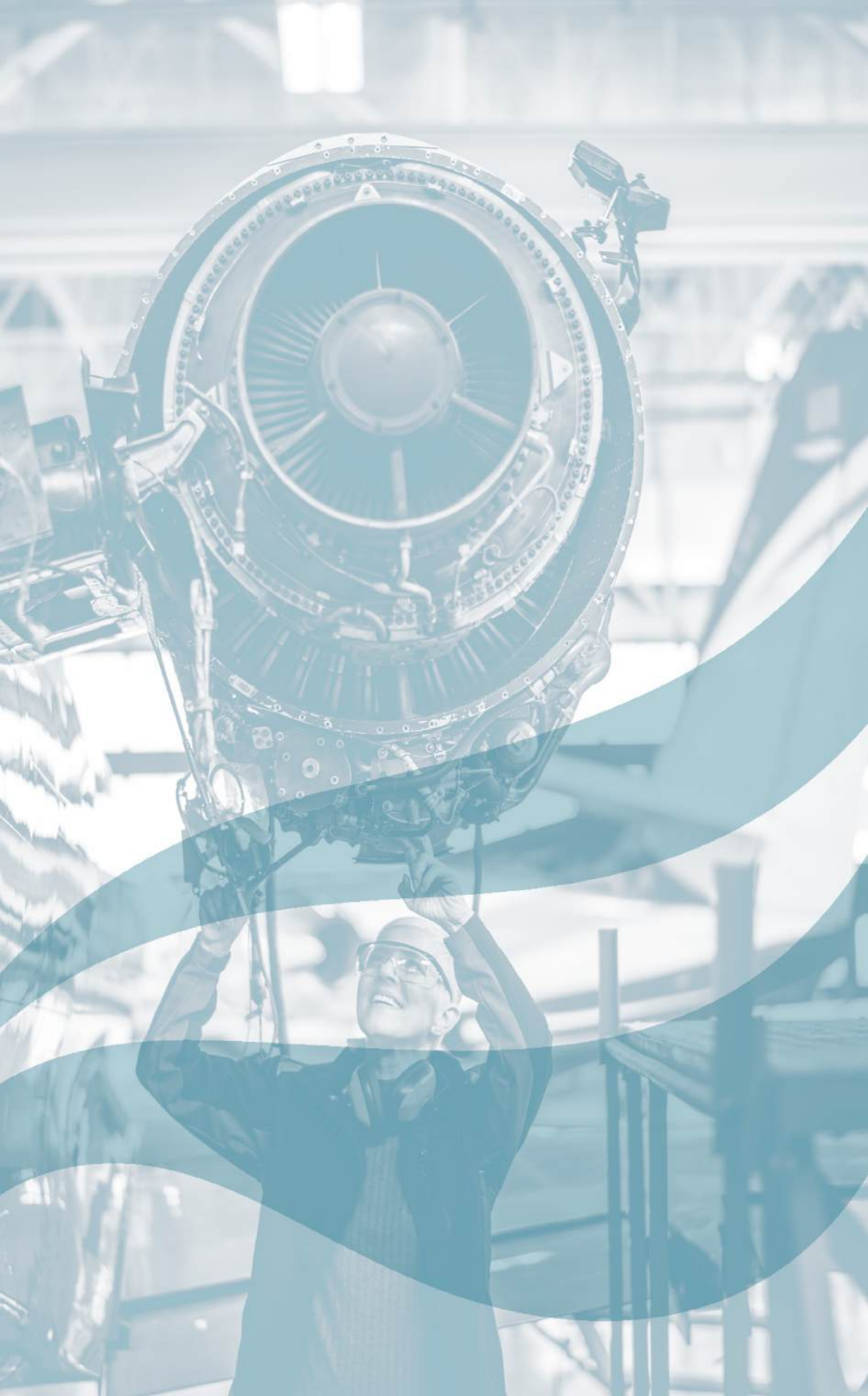
However, despite the positive growth of the sector, employees are still vulnerable to mismanagement handled by employers and usually, it's the employees who are made to pay for this.⁶⁸ The **University of Dundee** announced over 700 jobs would be at risk due to financial mismanagement prompting workers to back strike action.⁶⁹ It has since revised its policy announcing 300 voluntary redundancies but has not ruled out future compulsory redundancies.⁷⁰

While GDP growth within sectors can be a good sign on paper, in practice, it doesn't protect employees from employer mismanagement who will try to make the workers bear the brunt.

8.5 Bite-sized Bargaining: Growing GDP does not mean that living standards will rise, collective bargaining is needed

Previous editions of Facts & Figures have described other issues in the UK Economy:

- **Despite politicians pushing for growth, growth is not a guarantee of higher living standards.** Find out more here: tinyurl.com/mr3w7j94 or look in the March 2024 edition, p.151-152.
- **Government's failure on the economy is no excuse for employers offering poor pay deals.** Find out more here: tinyurl.com/4pxcmt4p or look in the April 2024 edition, p.110-111.







SECTION NINE

TARIFFS

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We need to cut through the noise on tariffs. We must not let employers use them as another excuse to push down pay.

Sharon Graham, Unite General Secretary

9. What is happening with tariffs?

9.1 The UK-US trade deal came into effect on 30 June 2025, but steel exports are still being negotiated

The UK-US trade deal came into effect on 30 June 2025, eliminating all aerospace export tariffs and reducing automotive export tariffs from 25% to 10% for the first 100,000 exports.⁷¹ The 'reciprocal' tariff rate of 10% on all other exports will remain in effect for the UK and is **unaffected by the UK-US trade deal**.

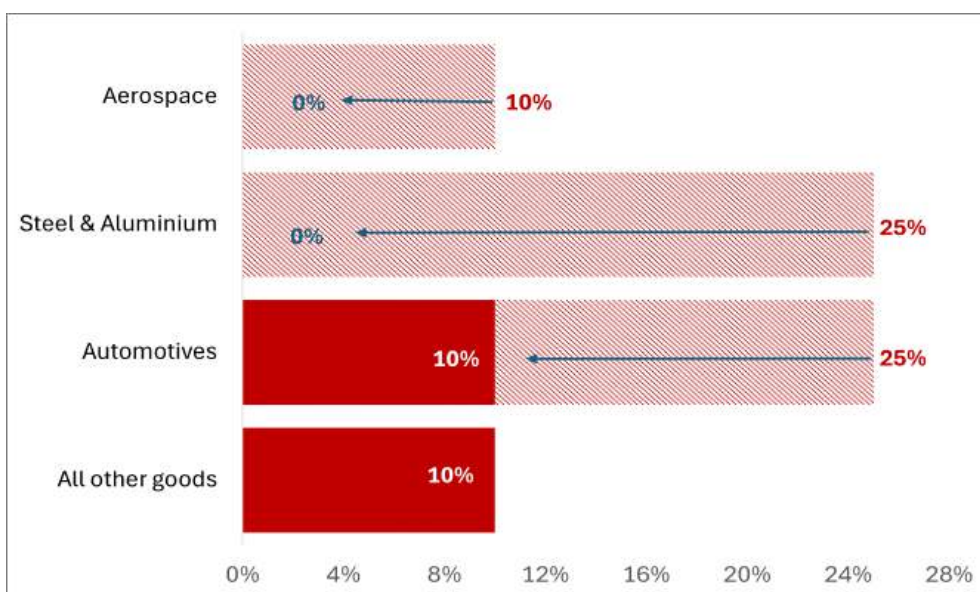


Figure 19 The changes of UK tariffs following the UK-US deal. Aerospace, automotives, and steel and aluminium will all see reductions in tariffs.

Steel tariff rates are still being negotiated and, as such, are currently unchanged and remain at 25%. The US had previously threatened to raise UK steel tariffs to the global steel tariff rate of 50% if an agreement wasn't met by 9 July, but current tariff rates still remain at 25%.⁷²

Note: The previous tariff rates may stack on top of pre-existing tariffs, which have since been changed by the USUK deal. For example, the 25% tariff rate on automotives had stacked on top of a pre-existing 2.5% tariff. But as part of the deal, tariff rates for automotives are now down to 10%.

Facts and Figures

For more details on the UK-US trade deal, see [Facts and Figures May 2025, p.102.](#)

9.2 Auto firm bosses say demand has rebounded after UK-US deal

Car and van production in the UK fell by 33% in May, which marked the worst monthly performance in 76 years, excluding the Covid years.⁷³



Factors behind the drop include model changeovers, restructuring, and the US tariffs.⁷⁴ Luxury British car brands, such as Jaguar, Land Rover and Aston Martin suspended vehicle shipments to the US in response to the higher tariffs.

However, with the UK-US trade deal in place, exports to the US are expected to resume.

Large quantities of Mini, Aston Martin, and Range Rovers were shipped to the US in response to the reduced tariffs after the UK-US deal.

Aston Martin CEO Adrian Hallmark said the decline in sales, despite hitting a historic low, was "not catastrophic, but slightly uncomfortable."⁷⁵

He announced to the British car industry that he was planning to invoice three months' worth of sales in a 24-hour period, and that demand has been strong and will be in good shape once the deal is in effect.⁷⁶

9.3 The Bank of England analysis shows that firms can withstand the effects of the tariffs

The Bank of England (BoE) has assessed that most UK companies could withstand the risks of higher tariffs and if borrowing costs surged.

The risk of further global shocks, such as a lower global supply and demand, remains.



However, the BoE still assessed companies would be able to service their debts as UK companies have typically borrowed less than other companies.⁷⁷

If companies can continue to afford paying lenders in the face of global uncertainty, they can afford to pay their workers!

9.4 Trump's tariffs on the rest of the world will remain in place at least until 1 August

President Trump's 10% tariff rates on imports for other countries around the world were due to expire on 9 July with the original bespoke tariff rates announced on "Liberation Day" coming into effect. It has since been further extended from 9 July to 1 August meaning the current tariff rates will remain unchanged until then.⁷⁸

Trump did not clarify if 1 August will be a hard deadline or if further extensions are possible.

The table below shows the current tariff levels imposed by the US on countries not including the UK:⁷⁹

Target	Applicable Rate	Date came into effect
Steel and aluminium (all imports)	50%	4 June 2025
Automotive (all imports)	25%	2 April 2025
Mexico and Canada ('Border and Fentanyl' tariffs) (Note: the rates won't apply to goods agreed upon in the US-Mexico-Canada agreement)	10% on energy and potash 25% on all other goods	4 March 2025
China ('Fentanyl'+ 'Reciprocal' tariffs)	30%	12 May 2025
'Reciprocal' tariffs on all other goods from all other countries	10%	9 April 2025

Table 3: US tariffs as of 9 July 2025, excluding the UK

Facts and Figures

The Trump administration has exempted certain Chinese goods from the tariffs.⁸⁰

These include smartphones, computers, other electronic devices, copper, pharmaceuticals, semiconductors, lumbar, bullion, energy and other minerals not available in the US.⁸¹

Note: As described in Section 9.1, the tariffs in the above table may 'stack' on top of existing tariffs. For example, many Chinese goods already face a 25% tariff on US exports. So the overall tariff rate on them is now 55%.

9.5 Negotiators can request forensic accounts to assess the tariff threat to their employers

Tariffs may cause business disruption, but check your company's financial position before entering into talks. While the tariffs are unpredictable, employers may overstate the negative effects to attack employee pay and cut jobs.

Very often, employers use the first hint of economic headwinds to push through changes to business practices at the expense of workers. Now is the time to check your employer's actual financial position.

For support on this and more, contact the **Work, Voice, Pay** team at workvoicepay@unitetheunion.org



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SECTION TEN

MARKET POWER

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Demand for our labour remains at historic highs. This gives us a clear opportunity to build power in the workplace: let's use it.

Sharon Graham, Unite General Secretary



10. What market power do workers have?

10.1 The Bank of England is pushing a narrative of a weakening jobs market in the UK

The official labour market figures for June have not yet been released, but the Bank of England (BoE) has warned of a weakening jobs market.

The BoE continues to push a narrative of a weakening labour market, which might be used by employers to limit pay rewards.

A report from the BoE found business hiring intentions to be “mildly negative”, as companies in sectors including manufacturing, retail, and construction warned they were not expecting much improvement in customer demand until 2026. Further, an internal BoE measure suggested a “subdued rate of near-zero employment growth.”

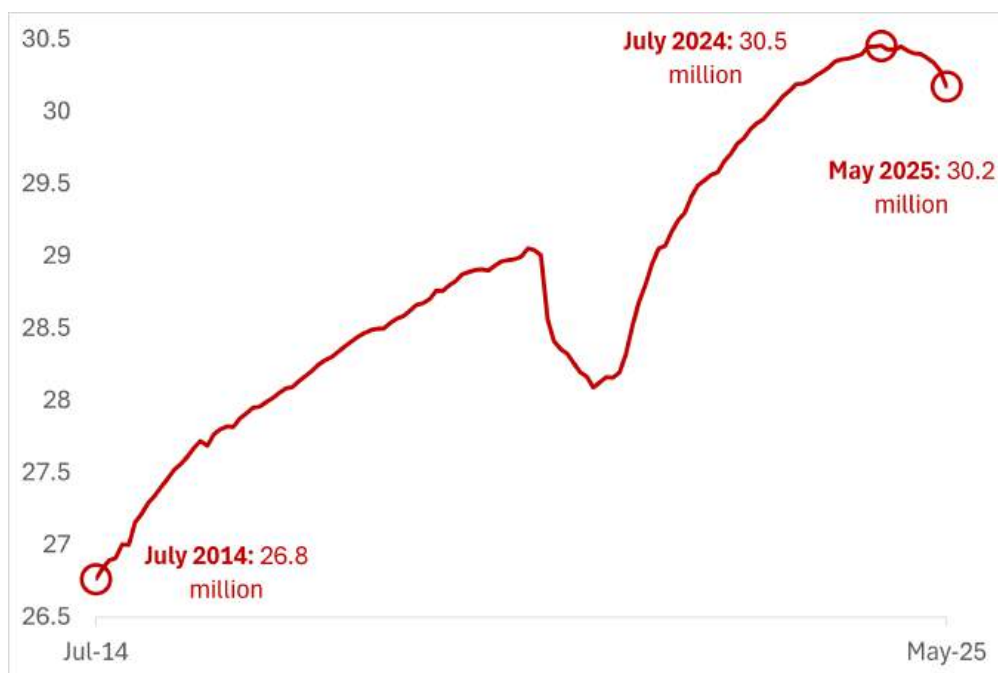


Figure 20 Payrolled employees, seasonally adjusted, UK, July 2014 to May 2025

The Monetary Policy Committee at the BoE acknowledged that problems with the UK’s labour market data continued to be a concern, but noted that May’s 109,000 fall in the UK’s official estimate of payrolled employees was the largest monthly contraction since May 2020.⁸²

If confirmed, this would mean that since July 2024, payrolled employees have decreased by more than 282,000 people.

Facts and Figures

We should put this into perspective. Even with the recent dip, there are 3.4 million more payrolled workers than in July 2014. As employers may continue to cut payrolled jobs, **it is only through workplace power that we can fight back against it.**

10.2 However, S&P's Purchasing Managers' Index, a gauge of the private sector economy, improved last month

New figures show that British business activity improved slightly in June, according to the S&P Global UK Composite Purchasing Managers' Index (PMI) - a key gauge of the UK private sector's health. The index rose to 50.7 (up from 50.3 in May), crossing the threshold that separates contraction from growth.

The improvement was driven by the services sector, which saw its fastest expansion in three months and outperformed its German and French counterparts. The index for services rose to 51.3 in June. This is good news for Reps working in sectors like transport, finance, hospitality, education, and communications.⁸³

While factory activity continued to shrink, the signs of recovery in services - which dominate a huge portion of the UK economy - are worth paying attention to. This is a strong indicator that firms in the services sector can afford fair pay rises for workers.

How should Reps use this in negotiations with employers?

Employers in expanding sectors will find it harder to justify pay restraints or job cuts by pointing to 'economic uncertainty.'

Reps can use this evidence to challenge employers' claims that "now isn't the time" to make improvements to pay and conditions.

With new orders rising for the first time this year, there's a case to be made that firms in the services sector are placed well and can therefore afford stronger deals for workers.

Back up your claim: **"If the business is growing again, so should workers' pay."**



10.3 And, Lloyds Bank predicts UK businesses will increase their staffing levels and staff wages over the next year

There's a danger bosses may use recent market events, like tariffs or GDP changes, to claim that they can't afford a fair pay increase.

However, Reps can hit back against this narrative with statistics from market analysts.

Business confidence is a great statistic to point to, as it reveals how optimistic businesses are about the economy. **In short, improving business confidence means ability to pay should be rising.**



Figure 21 Extract from Lloyds Bank Business Barometer June 2025

Whilst some surveys show a negative picture, others show that **consumer and business confidence is not as low as employers might like to suggest**, and that the economy is likely to perform positively over the next year.

Lloyds Bank says that business confidence is strong and above historical long-term averages. According to the latest **Lloyds Business Barometer**.⁸⁴

- Business confidence was at 51% in June 2025, a 1% increase compared to the previous month.
- This is also well above the benchmark long-term average level of 22%.
- Business confidence is at its highest point since late 2015, reversing much of the previous five-month decline in business confidence
- Lloyds says the initial boost to confidence boost was in the construction and services sectors in May, but in June this extended to manufacturing and retail firms

Facts and Figures

- **Wage expectations increased for a second consecutive month** – the proportion of firms expecting average wage growth of 3% or higher increased to 36%, reaching a four-month high. Additionally, the share of firms anticipating average pay growth of 4% or higher edged up by 1% to 18%
- 60% of firms (up from 57%) expect higher staffing levels in the next year. Conversely, only 15% (down from 17%) anticipate a reduced workforce. The resulting net balance increased by 5 points to 45%, underscoring a **significant shift towards a more favourable employment outlook**

Reps can use these figures in negotiations to call out employers using a 'doom and gloom' economic narrative when attempting to justify low pay deals.

10.4 Northern Ireland's employment growth is positive

PAYE employment growth in Northern Ireland increased 0.8% year-on-year in May 2025 – the only UK region to show growth. All other regions recorded year-on-year decreases in employment, but to varying extents.

The UK as a whole saw a 0.9% decrease in employment growth in the year to May. The worst performing region was London, which saw a 1.8% decrease in employment growth - 0.8% more than the second worst performing region, Wales. London, being the size it is, has a significant influence on the UK as a whole, and appears to have slightly distorted the UK average.⁸⁵

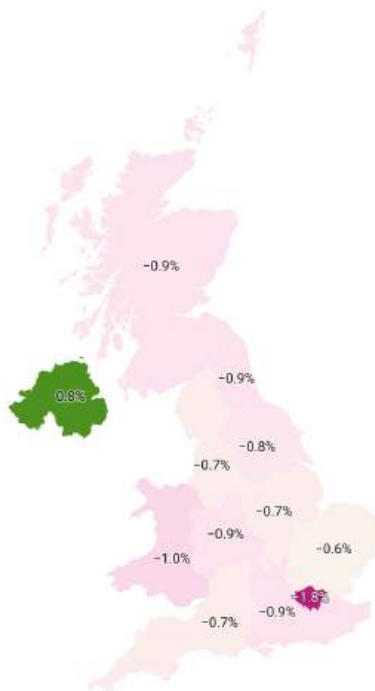


Figure 22 Employment growth remains positive in Northern Ireland. Percentage change of payrolled employees May 2024 to May 2025, seasonally adjusted, UK, Source: ONS⁸⁶

Regions with employment growth better than the national average include: Northern Ireland, East Midlands, North West, East, South West, and Yorkshire.

Reps in Northern Ireland and other regions which bolster stronger employment growth than the national average can use this as evidence to rebut management claims which are justifying cuts driven by 'national trends'.

Reps should use regional data and visuals to expose over-broad management claims, reclaiming bargaining power by spotlighting their region's resilience.

For example, Reps in these regions can push in negotiations to promote regional benchmarking: suggesting pay comparators within the same region to tie pay to regional growth as opposed to the national trend.

10.5 Use Financial Insider to challenge bosses' narrative on the impact of the rises in national insurance and minimum wage

The latest data available for the UK jobs market is May 2025. When comparing the early estimates for May 2025 with the same period of the previous year, we see that two sectors are primarily responsible for

Facts and Figures

driving this trend of declining payrolled employees: retail and hospitality.⁸⁷

The Accommodation and Food service industry saw the largest change in absolute terms, with around 124,500 fewer payrolled employees. The second largest drop was the retail industry, seeing a reduction of around 82,500 payrolled employees.



Figure 23 The top six sectors that saw the largest decreases in payrolled employees. Source: ONS

Bosses in these sectors, and employers across the country, are blaming the rising employer's National Insurance Contributions and the increased National Living Wage as key reasons for redundancies and the weakening labour market. Growing global uncertainties relating to trade sparked by Donald Trump's tariffs are also being cited behind the increased threat of job losses.⁸⁸

We can push back and challenge the bosses' narratives that redundancies are a necessity due to NIC costs. Reps can use Unite's [Financial Insider tool](#), part of the **Work, Voice, Pay** toolkit, to learn about the real finances of their companies and their ability to pay a fair wage.

Fact-based financial information can help defeat any excuses of bosses, and build workplace power for better jobs, pay, and conditions.

For a full run through on how to use Unite's Financial Insider tool, view our [Financial Insider guide](#).



In some cases, the data displayed can contain errors, or show companies that are consistently loss-making. If this is the case, or you don't think the accounts tell the true story, reach out to our forensics accounts team at forensic.accounts@unitetheunion.org

Are you familiar with the rest of Unite's Work, Voice, Pay tools?

Unite's Financial Insider is one of several tools in the Work, Voice, Pay armoury, all of which can be accessed via this [link](#).

10.6 Bite-sized Bargaining: Studies show that collective bargaining reduces inequality across society

Employers rely on our labour. Our members, through their union and collective bargaining, can shift the balance of power in the economy.

When we act together, we have the power to demand more than crumbs. **Whether it's winning above-inflation pay rises, improving conditions, or securing a fair share of public investment, this is about building real market power from the ground up.** Use the insights from previous Facts & Figures here to boost your bargaining strength, and don't forget to look at the examples of how our members have done it before and won.

- **Studies show that greater union membership leads to money being distributed more evenly across society** Find out more here: <https://tinyurl.com/382n83mf> or look in the March 2024 edition, p.210.
- **CMA studies show that without collective bargaining, concentrated labour markets reduce wages.** Find out more here: <https://tinyurl.com/bddn5x88> or look in the March 2024 edition, p.211.
- **Union power extends beyond its membership, with collective agreements covering 40% of the workforce, and we can increase this by organising more.** Find out more here: tinyurl.com/3akae4w7 or look in the March 2024 edition, p.208-209.





SECTION ELEVEN

EQUALITIES

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Facts and Figures

I was elected in 2021 to do what it says on the trade union tin - to fight for Jobs, Pay and Conditions and to take equalities into the heart of our members' workplaces.

Sharon Graham, Unite General Secretary



11. What equalities issues are we seeing in the workplace?

11.1 Unite survey finds sexual harassment is endemic across UK workplaces

Unite has found there is a failing in workplaces across the country protecting women. **It is simply not good enough that sexual harassment is present, let alone an endemic across the UK workplaces.**

Unite, which has almost 300,000 women members, polled women working across all 19 sectors on whether they had experienced sexual harassment.

Disturbingly, the survey revealed that a quarter (25%) had been sexually assaulted, while 8% had been a victim of sexual coercion at work (when a person pressures, tricks, threatens, or manipulates someone into engaging in sexual activity without genuine consent).

The survey, part of Unite's Zero Tolerance to Sexual Harassment campaign, found 56% had been the recipient of sexually offensive jokes, 55% had experienced unwanted flirting, gesturing or sexual remarks. Over four in 10 (43%) had been inappropriately touched, and 28% had been shared or shown pornographic images by a manager, colleague or third party.

Out of those who had been sexually harassed at work, in most occasions, it was not a one off instance. Almost half (48%) said that it had happen more than twice, while over a third (36%) had experienced it more than once.

However, three quarters (75%) of respondents did not report these incidents, meaning many perpetrators are left free to offend again.



Facts and Figures

While the issue is endemic across all sectors, some were more badly affected than others.

Areas which had higher levels of staff experiencing harassment include construction, civil air transport, passenger transport, food, drink and agricultural and road transport, warehousing and logistics. All these sectors saw high percentages of incidents, and many of them going unreported.

Many respondents to the survey said they didn't report harassment they had experienced or witnessed as they were worried they wouldn't be believed or it would put their job at risk. This was backed up by the experiences of many Unite members who had reported incidents.

The union received several comments on how they had been disbelieved or accused of lying, while others said perpetrators had been allowed to remain at the workplace and, in some cases, had even been promoted.

Other victims of harassment at work said they had been let go from their roles after reporting it to line managers.

11.2 The Worker Protection Act 2023 has failed to prevent sexual harassment, so Unite is campaigning for greater measures to protect female workers

Last October, the Worker Protection Act 2023 came into force. This means employers must take measures to prevent sexual harassment from happening in the workplace and at work events, such as conferences. However, Unite's research shows the law is not being fully implemented and workers are being failed.

"The Worker Protection Act has not gone far enough in keeping women safe from sexual harassment at their workplace. Employers are not taking their obligations seriously despite the fact it is the law. This is creating a culture where sexual harassment is going unreported, while those who do take the issues forward are left feeling disbelieved, forced to work with abusers and even losing their roles." Unite national women's officer, Alison Spencer-Scragg

Unite has launched a campaign calling for greater protections to end the menace of workplace harassment.

Facts and Figures



Get in touch with Unite Equalities at equality@unitetheunion.org or visit the Campaigns page of the Unite website for campaign materials.

Measures Unite is campaigning for include:

- The introduction of a standalone sexual harassment policy.
- Mandatory training on sexual harassment for all employees and a commitment to recognise union equality representatives with paid time off.
- The deadline for being able to make a claim in an employment tribunal to be extended from three months after the incident occurred to six months as a minimum for lodging a claim.
- The government should put in extra legal protections, for example third party harassment and sexual harassment should be treated by the Health and Safety Executive as a workplace injury.

11.3 National Women's Week will be held in August and aims to promote women's equality and involvement in Unite

National Women's Week is held every year as part of the union's commitment to promote women's equality and their involvement in Unite. This year it will begin on Sunday, 17 August, in Birmingham.



Whether you are new to your union, or an experienced representative, there is a course applicable for you. We guarantee an extremely supportive environment for our women members. Throughout the week you will be working both in small groups but also joining together with other courses participants to hear about the experiences of women across our movement.

We hold plenary sessions with guest speakers and social events in the evening to build confidence and solidarity amongst all attendees. If you have been to National Women's Week before, please pass this invitation to a colleague and give them some encouragement to get involved.

Facts and Figures

How to apply: Firstly, you don't need any formal educational qualifications, just an enthusiasm to learn. Please either [apply directly](#) (click the link) or contact Lynette Lowe to request or return an application form at Eductaion.education@unitetheunion.org

11.4 Bite-sized Bargaining: Research shows LGBT+, women and disabled people face disproportionate workplace discrimination

See below for a compilation of Equalities articles in our previous Facts & Figures issues. Unite represents all its members equally and will fight and defend against all forms of discrimination

- The TUC reports over half of LGBT+ people experienced workplace bullying/harassment in the last five years. Find out more here: <https://tinyurl.com/yc8hz43j> or look in the February 2025 edition, p.48-50.
- Under the Worker Protection Act 2023, employers have to take reasonable steps to stop their workers from being sexually harassed at work. Find out more here: <https://tinyurl.com/mj2apcj3> or look in the January 2025 edition, p.50-52.
- The TUC reports disabled workers suffer from finding employment and being underpaid. Find out more here: <https://tinyurl.com/2td2cztn> or look in the January 2025 edition, p.52-54.
- The ONS reports only 22% of autistic adults are in employment. Find out more here: <https://tinyurl.com/yc5df346> or look in the July 2024 edition, p.66-67.

11.5 Unite has a wide range of resources to fight for equalities

Unite has a wide range of resources to help equalities issues that members may face: <https://www.unitetheunion.org/what-we-do/equalities/equalities-resources>

Resources include Union Reps Equality handbooks, calendars for dates for events, and posters and leaflets to print and display in workplaces.







SECTION TWELVE

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Facts and Figures

We will look to join up local fights and maximise our power through coordination. Without coordination, how can you build solidarity? Without solidarity, how can you build an effective Union or deliver results at the workplace?

Sharon Graham, Unite General Secretary



12. Which negotiations take place this month?

12.1 Workplaces including Babcock, Manchester Airport Plc, and Sainsbury's will have pay anniversaries in July and August

Unite's [Pay and Anniversary Date database](#), part of the Work, Voice, Pay suite of tools, can help us co-ordinate action across employers and sectors. **By coordinating anniversary dates, we can benchmark pay rises and build power across our industries.**

While April, the start of the new financial year, is the most common time for pay agreements, thousands of members are negotiating every month. In July and August, members in recognised workplaces such as **Babcock, Manchester Airport Plc, and Sainsbury's** will have their anniversary dates.

High quality information is vital for coordinating action across industries. Unite is currently delivering new services to gather data to help our members win, as well as making use of the data we already have.

See below for a list of major employers with anniversary dates in July and August.

Anniversary date	Employer	Region	Sector Name
31-Jul	University Bus Limited	LE	Passenger Services
01-Aug	Babcock Marine (Clyde) Limited	SC	Aerospace & Shipbuilding
01-Aug	Manchester Airport Plc	NW	Civil Air Transport
01-Aug	Wm Morrison Supermarkets Plc	NE	Food Drink & Agriculture
01-Aug	GE Aviation Systems Ltd	SW	Aerospace & Shipbuilding
01-Aug	Alexander Dennis Ltd	NE	Automotive Industries
01-Aug	Wm Morrison Supermarkets Plc	NW	Road Transport Commercial Logistics & Retail

Facts and Figures

Anniversary date	Employer	Region	Sector Name
			Distribution
01-Aug	University of Liverpool	NW	Education
01-Aug	University of Glasgow	SC	Education
01-Aug	Martin-Baker Aircraft Co Limited	SE	Aerospace & Shipbuilding
01-Aug	Borg Warner	SW	Automotive Industries
01-Aug	Lancaster University	NW	Education
01-Aug	Scottish Qualifications Authority	SC	Education
01-Aug	University of Leeds	NE	Education
01-Aug	EAST MIDLANDS INTERNATIONAL AIRPORT LIMITED	EM	Civil Air Transport
01-Aug	University of Sheffield	NE	Education
01-Aug	University of Leicester	EM	Education
01-Aug	University of Strathclyde	SC	Education
01-Aug	Electricity North West Limited	NW	Energy & Utilities
01-Aug	Fujitsu Services Limited (Head Office)	NW	Graphical Paper & Media And It
01-Aug	Citizens Advice (Head Office)	LE	Community Youth Workers & Not For Profit
01-Aug	Manchester Airport Plc	NW	Civil Air Transport
01-Aug	University of Birmingham	WM	Education
01-Aug	University of Manchester	NW	Education

Facts and Figures



Anniversary date	Employer	Region	Sector Name
01-Aug	GE Aviation Systems Ltd	SW	Aerospace & Shipbuilding
01-Aug	Smurfit Kappa UK Limited	SW	Graphical Paper & Media And It
01-Aug	Smurfit Kappa - Weston Super Mare	SW	Graphical Paper & Media And It
01-Aug	Heriot-Watt University	SC	Education
01-Aug	University of Southampton	SE	Education
01-Aug	University of the West of England (UWE)	SW	Education
01-Aug	Manchester Airport Plc	NW	Civil Air Transport
01-Aug	Queen's University Belfast	IR	Education
01-Aug	University and College Union (UCU)	LE	Community Youth Workers & Not For Profit
01-Aug	University of Dundee	SC	Education
01-Aug	University Of Durham	NE	Education
01-Aug	Swansea University	WA	Education
01-Aug	Loughborough University	EM	Education
02-Aug	Nestle UK Limited	NW	Food Drink & Agriculture
03-Aug	UPM Kymmene (UK) Ltd	WA	Graphical Paper & Media And It
27-Aug	Sainsbury's Supermarkets Limited - Retail	NW	Food Drink & Agriculture
27-Aug	Sainsbury's Supermarkets Limited - Retail	NW	Food Drink & Agriculture

Which negotiations take place this month?

Facts and Figures

Anniversary date	Employer	Region	Sector Name
27-Aug	Sainsbury's Super-markets Limited - Retail	EM	Food Drink & Agriculture
27-Aug	Sainsbury's Super-markets Limited - Retail	IR	Food Drink & Agriculture
27-Aug	Sainsbury's Super-markets Limited - Retail	EM	Food Drink & Agriculture
27-Aug	Sainsbury's Super-markets Limited - Retail	NW	Food Drink & Agriculture
27-Aug	Sainsbury's Super-markets Limited - Retail	NW	Food Drink & Agriculture
27-Aug	Sainsbury's Super-markets Limited - Retail	EM	Food Drink & Agriculture
31-Aug	Sainsbury's Super-markets Limited - Retail	WM	Food Drink & Agriculture

Table 4: Source: WVP

If you see anything wrong in the table above or find that your workplace is missing, please get in touch with the WVP team at workvoicepay@unitetheunion.org





**OFFICIAL
DISPUTE**



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Where are workers on strike?

Facts and Figures

We will be attacked by those with much to lose. It won't stop us. Whatever hurdles they put in our way, we will jump them. If they tax our strike pay, we will add the tax on. If they try and force people to break our strikes, we will use strikes plus. If they fiddle with thresholds and notice periods, we will change our tactics.

Sharon Graham, Unite General Secretary



13. Where are workers on strike?

13.1 Unite members at employers including the National Education Union and Tata Steel are taking industrial action in July

In 2024, over 52,000 Unite members were involved in successful workplace disputes. Thousands more Unite members are taking industrial action across 2025.

Employer	Region	Unite Sector	Dates
Veolia ES (UK) Limited - All drivers and loaders, Veolia Sheffield	NEYH	Local Authorities	Continuous
Birmingham City Council - Waste management refuse collection	WM	Local Authorities	Continuous
National Education Union	LE	Community Youth Workers and Not for Profit	15 July-16 July
International Transport Workers Federation	LE	Community Youth Workers and Not for Profit	22, 29 July
Tata Steel UK (NI distribution centre)	NI	Engineering, Manufacturing and Steel	24-28 July
Compass Group UK & Ireland Limited (Esso Fawley Refinery canteen)	SE	Chemicals Pharmaceuticals Process and Textiles	25-28 July 01-04 August 18-22 August
ALPLA UK Ltd	NW	Chemicals Pharmaceuticals Process and Textiles	(Some dates suspended to ballot on offer) 11-17 August 01-07 September

Facts and Figures

Employer	Region	Unite Sector	Dates
University of Liverpool - Professional services staff	NW	Education	14 August 16-19 September

Table 5: Unite workplaces due to take industrial action from July. Source: Unite

13.2 Balloting Brief: Unite Reps across 17 workplaces are balloting their members in July

Unite members are fighting for better jobs, pay, and conditions with fair and decent pay rises being essential during this cost of living crisis.

Across regions and sectors, Unite members are showing that they are prepared to face down bad bosses.

Employer	Region	Ballot Closing
PX Limited- All members save for apprentices	NW	17/07/2025
Cardiff City Transport Services Limited	WA	22/07/2025
Haltermann Carless UK Ltd- All members covered by the Unite recognition agreement	NW	23/07/2025
AGGREGATE Sellafield- All Unite construction members working at Sellafield save apprentices, those in supervision and coordination roles	NW	24/07/2025
Airbus Operations Limited	National	24/07/2025
East Coast Buses Ltd- All Unite members employed in the role of bus drivers	SC	24/07/2025
Busways Travel Services Limited- All engineering members employed at Slatyford, South Shields Sunderland & Walker-gate Stagecoach depots	NEYH	24/07/2025
Grosvenor Facilities Management Limited	LE	28/07/2025
Dale Farm Ltd- All members within the Group Engineers Bargaining unit at Dale Farm, Cookstown	NI	31/07/2025
Dale Farm Ltd- All members within the	NI	31/07/2025

Employer	Region	Ballot Closing
Milk Collection Drivers Bargaining unit at Dale Farm House, Belfast		
Orkney Ferries (IPS)- All members	SC	05/08/2025
Wrexham County Borough Council- All StreetScene Operatives	WA	05/08/2025
Rochdale Boroughwide Housing Limited- All members save for Apprentices	NW	06/08/2025
Siemens Energy Industrial Turbomachinery Limited- All members up to and including Hay Grade 17	EM	11/08/2025
London United Busways- 17 depots	LE	11/08/2025
Altrad Employment Services Limited- All Unite members at the Sullom Voe Mossbank Workplaces	SC	13/08/2025
AW Crewing (Guernsey) Ltd	LE	21/08/2025

Table 6: Unite workplaces currently balloting for industrial action. Source: Unite Balloting Department

13.3 Bin workers in Birmingham have been striking against the Labour council since March where leaders have walked away from negotiations and threatened fire and rehire

Unite bin strikers in Birmingham have been striking against the Birmingham council since March. The bin workers are striking over pay cuts of up to £8,000 - up a quarter of their wages for some - and have an industrial action mandate until December. The council has since walked away from Acas negotiations.⁸⁹ They have instead told workers accept these lower terms or be made redundant.⁹⁰



Facts and Figures

Cotton has threatened to effectively fire and rehire bin workers to disrupt the strike which Unite has adamantly opposed and shows Labour's complicity in attacking workers.

Furthermore, Unite has called on the Ombudsman to investigate Birmingham's government appointed commissioners and whether there was a conflict of interest. The commissioners called a major incident in response to the strike, the first time one has been called in response to lawful industrial action. The commissioners have raked in £2 million in fees since appointment.⁹¹ They have continually blocked deals to end the strike and have never joined negotiations.

The councils handling of the strike has also seen local residents turn against them as the most recent polls sees Labour losing the council in the next election with leader John Cotton facing a 62% disapproval rate.⁹²

Unite has since overwhelmingly voted to re-examine its relationship with Labour leading to the Unite membership suspensions of deputy prime minister Angela Rayner, Birmingham council leader John Cotton, and all other Unite Birmingham councillors.⁹³ A further investigation will follow into their behaviour with a view to expel them from the union.

"Let's be very clear, what Birmingham city council has proposed is fire and rehire in a Labour council under a Labour government. Council leader John Cotton has never been in negotiations and Angela Rayner, who is responsible for the government commissioners, is now complicit in the fire and rehire of these workers. Yet again workers are being asked to pay the price for the incompetence of this Labour council and Labour government. It is little wonder workers are deserting Labour in droves when they seem to be hell bent on attacking workers and leaving the super-rich totally untouched." Unite general secretary, Sharon Graham







SECTION FOURTEEN INDUSTRIAL COMMITTEES

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Facts and Figures

Employers operate in coordinated groups and across workplaces. We need to do the same. Combines can bring all our reps together by industry or sector to create collective bargaining at the level of whole industries or sectors.

Sharon Graham, Unite General Secretary



14. Are there any upcoming industrial committee meetings?

14.1 The National Equalities and Regional Industrial Sector Committees will take place in July and August

See below for the list of **National Equalities and Regional Industrial Sector Committees (RISCs)** which will meet across Britain throughout July and August 2025.

Committee	Date	Location
National Women	22 Jul	London
Disabled Members	23 Jul	Scotland
BAEM	24 Jul	London
Young Members	25 Jul	London
Retired Members	30 Jul	London
EDUCATION	1 Aug	Cardiff
SERVICE INDUSTRIES	1 Aug	Cardiff
AUTO INDUSTRIES	7 Aug	Cardiff
CAT	7 Aug	Cardiff
DRFW	7 Aug	Cardiff
CYW&NFP	7 Aug	Cardiff
EMS	7 Aug	Cardiff
ENERGY	7 Aug	Cardiff
FINANCE & LEGAL	7 Aug	Swansea
FOOD & AGRICULTURE	7 Aug	Wrexham
GOVERNMENT DP&C	7 Aug	Cardiff
GPMIT	7 Aug	Wrexham
HEALTH	7 Aug	Cardiff
LOCAL AUTHORITIES	7 Aug	Cardiff
RTC	7 Aug	Cardiff
CONSTRUCTION	15 Aug	Cardiff
CPPT	15 Aug	Cardiff

Facts and Figures

Committee	Date	Location
AEROSPACE	15 Aug	Wrexham
PASSENGER	21 Aug	Wrexham

14.2 Unite's Industrial Combines are leading the way in setting and raising standards across our sectors

Whether it's in finance, passenger transport, or hospitality, our Combines have helped bring Reps together to coordinate action. The Industrial Combines are also the most effective way to raise awareness and understanding among workers within a specific industry.

14.3 Unite's Finance Combine will meet in July to coordinate pay claims and negotiations in banking and insurance

Unite's Finance Sector Combine continues to meet in July to coordinate pay claims and negotiations in the banking and insurance sector.



Combine meeting: Tuesday 22 July 2025 - 10 am - 12 pm - Zoom

Contact Centre: Tuesday 22 July 2025 - 13 pm - 15 pm - Zoom

To get involved, please email Michelle.Smith@unitetheunion.org

14.4 Unite's Health Combine is campaigning against staff shortages, and it meets online every Tuesday

Since it was created in 2022, Unite's Health Combine for Reps in England meets regularly to discuss, agree and develop campaigns across the NHS in England. Together it takes on issues that health workers face and supports them to win.

The Health Combine has been campaigning for "safe staffing numbers" - members have made it clear that staff shortage is a key issue for all staff, in addition to nurses and doctors.

Facts and Figures



The current campaign, where microbiology members in laboratories in Royal Liverpool University Hospital are taking strike action, is the latest strike campaign demanding safe staffing numbers.⁹⁴

The message from the Combine is that staffing numbers impact safety right across services - including cleaning and testing. The Combine is also using responses from employers own staff surveys, linking sickness absence with inadequate staffing levels. But the key here is the work of the Combine to build, encourage, assist and co-ordinate industrial action in order to build on the wins already secured.

Get involved by joining **The England Health Combine meeting online every Tuesday morning at 10am.** or email National Officer Onay Kasab: onay.kasab@unitetheunion.org

Unite's Ground Services Combine will meet for general meetings in September and December

Unite's Ground Services Combine will meet on 23-25 September in Eastbourne and on 4-5 December in Birmingham. This combine includes anyone who works in ground handling.



In the last meeting, delegates of the Ground Services Combine came together to discuss the impact of AI in the sector. Reps can join the future meetings to discuss the pay and working conditions. Please register here: <https://surveys.unitetheunion.org/251625540948361>

The Ground Services Combine has also been carrying out an **online survey about health-related issues** within the aviation industry. To join the survey, click on the link <https://surveys.unitetheunion.org/250274033423042>

To get involved, please email christine.vera@unitetheunion.org or National Officer Balvinder Bir: balvinder.bir@unitetheunion.org

Are there any upcoming industrial committee meetings?

15. Appendix 1: Significant Unite wins on pay and conditions

Major trade disputes won by Unite members over the last 12 months:

July 2025 wins

Sector	Company	Results
Health	United Healthcare Global Medical (UK)	3.7%, 2% pension increase and extended income protection
Passenger Transport	Strathclyde Partnership for Transport	Increase in basic pay, allowances, sick pay and overtime rates along with a commitment by SPT to enter into negotiations on the future terms and conditions of workers
Road Transport Commercial, Warehousing & Logistics	Wincanton (Marshalls contract) Wilson James (Heathrow Passenger Assistance)	5% + £1000 lump sum
Construction	Around 500 employers of nearly 10,000 electricians	From January 2026, the workers will receive a 3.95% rise, followed by a 4.6% rise in 2027 and a 4.85% rise in 2028. Cumulatively, wages will increase by 14% over three years. Apprentices will receive a 2% rise in 2027 and a 3% rise in 2028 and the deal also provides improvements to sick pay.

June 2025 wins (RPI was 4.4%)

Sector	Company	Results
Civil Aviation Transport	Wilson James (Heathrow Passenger Assistance)	12.5%
Graphical, Paper,	Amcor Flexible Packaging	5.1%

Facts and Figures



Sector	Company	Results
Media & Information Technology		
Road Transport Commercial, Warehousing & Logistics	Veolia, Ellesmere Port	4% pay rise backdated to 1 January 2025, further increase in year two. Over-time is now paid at double time
Civil Air Transport	Gatwick Airport, Redline Oil	4.75% pay rise backdated to October 2025 + additional 1.75% from October 2025 + one fewer working hour a week
Civil Air Transport	Gatwick Airport Red Handling	Return of pension contributions + covering loss of interest on contributions that were not paid
Community Youth Workers and Not for Profit	Livv Housing	7.7% + £175 non-consolidated payment + matched pension contributions between 6-10% + three more days annual leave + one fewer working hour a week

May 2025 wins (RPI was 4.3%)

Sector	Company	Results
Civil Air Transport	Glasgow Airport ICTS	9.8% backdated to October 2024 + one off bonus of £500
Food, Drink & Agriculture	Brakes Brothers	5.1-9.8% for warehouse workers, hygiene, and distribution drivers. An 88p hourly increase for all workers+ one-off payment between £458-£515.
Civil Air Transport	Glasgow Airport, ABM, and OCS	5% for cleaners, OCS workers, and night shift +

Facts and Figures

Sector	Company	Results
		double time for Christmas and New Years Day
Engineering, Manufacturing & Steel	John Crane	3.75% backdated to October 2024
Civil Air Transport	North Air	4% increase, double time for week-end+Improvements to paternity leave rising to full basic pay after 26 weeks service
Docks, Rails, Ferries, and Waterways	Scotrail	3.6% + Enhancements to paternity leave and pay, an increase in paid leave from 2-week statutory pay to 3 weeks full pay. Apprentice pay will also increase by 5%
Civil Air Transport	Prestwick Airport	Backdated 6.8% to 1 April and improved shift allowances
Chemicals, Pharmaceuticals, Process and Textiles	Ethigen	Unite secured a £1,600 pay increase for around 20 distribution drivers. The deal backdated to April, also includes improvements to terms and conditions
Passenger Transport	First Bus Glasgow	13.3% for engineers
Passenger Transport	Arriva Midlands	Pay increase sees workers earning £13.36 per hour will receive £14.00 per hour(backdated to July 2024) and a further increase to £14.45 per hour from July 2025. The offer also sees improvements to overtime rates and the introduction of a

Facts and Figures



Sector	Company	Results
		critical illness payment policy.
Engineering, Manufacturing & Steel	Merson Signs	The deal includes a two-hour reduction in the working week with no loss of pay, effectively delivering a 5% average pay rise. Workers will now move to a four-day working week and receive up £250 in back pay from 1 January.

April 2025 wins (RPI was 4.5%)

Sector	Company	Results
Civil Air Transport	Valero at East Midlands Airport	6.5% in year one, and 3.5% in year two backdated to June 2024. Improved overtime rates, more holiday entitlement, paid training, and a one-off lump sum.
Civil Air Transport	Edinburgh Airport	5.8% and increase to shift allowances backdated to January It also delivers increases to the bonus scheme by up to £450 alongside a number of improvements to working conditions including paternity, income protection and

Facts and Figures

Sector	Company	Results
		training policies. The overall pay uplift is worth up to 8% for the airport workers.

March 2025 wins (RPI was 3.2%)

Sector	Company	Results
Automotive Industry	BMW Hams Hall	3.5%
Civil Air Transport	American Airlines (Heathrow engineers)	Roughly 10% over two years, taking the average wage to £108,000
Passenger Transport	First Bus Hampshire	6.5% over two years

February 2025 wins (RPI was 3.4%)

Sector	Company	Results
Passenger Transport	First West Yorkshire Limited (Huddersfield) - All Bus Drivers, Huddersfield	15.76% by April 2025
Engineering, Manufacturing & Steel	AFE Group Limited - All members	5.7%
Construction	Worley Services UK Ltd - Sullom Voe Terminal, Shetland	Members received a cost-of-living payment of £1500 plus pay increase of 4% 2023 and 4% 2024

January 2025 wins (RPI was 3.6%)

Sector	Company	Results
Passenger Transport	Stagecoach West	11.1%
Construction	Altrad (Sellafield)	Joined the National Agreement for the Engineering Construction

Facts and Figures



Sector	Company	Results
		Industry (NAECI), resulting in pay rises of up to £6000 for some workers.
Civil Air Transport	North Air tanker drivers across Scottish airports	4.5% plus significant improvement to conditions, expansion of recognition to cover island airports.

December 2024 wins (RPI was 3.5%)

Sector	Company	Results
Local Authorities	Transport for Greater Manchester	8.9% for lowest paid, improvement to base rate for all grades, allowances doubled, improved maternity pay
Civil Air Transport	North Air tanker drivers, Edinburgh Airport	4.5% plus significant improvement to conditions
Construction	Electrical apprentices covered by national sectoral bargaining agreements	£1000
Energy & Utilities	Northern Ireland Water	5% + £1500 lump sum
Construction	Citizen Housing Group	4.5% backdated to April 2024 + £500 lump sum
Civil Air Transport	Qantas Cabin Crew (Heathrow)	11% - 15% backdated to July 2024
Health	Southampton Hospital porters	Improvements to their working conditions, including breaks and over-

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Sector	Company	Results
		time.

November 2024 wins (RPI was 3.6%)

Sector	Company	Results
Automotive	Ammanford Pullmaflex	10.5% over two years
Passenger Transport	First Bus Aberdeen	7.2% over two years
Graphical, Paper, Media & Information Technology	Jiffy	Backdated 4% to March 1
Docks, Rail, Ferries & Waterways	Clydeport dock workers	3% + 2 days extra AL, £1,000 maximum bonus.
Civil Air Transport	Loganair cabin crew	26.7% over 18 months
Passenger Transport	Stagecoach Highlands	7.50%
Health	Yorkshire Ambulance Service (YAS) Patient Liason	Pay band increase from Band 2 to Band 3 (£456 and up to £1,603 at the top of pay band

October 2024 wins (RPI was 3.4%)

Sector	Company	Results
Docks, Rail, Ferries and Waterways	Train Operating Companies	4.75% for 2023, 4.5% for 2024
Docks, Rail, Ferries and Waterways	Network Rail	4.5%
Civil Air Transport	Cathay Pacific	8% in 2025, 3% in 2026; plus flight pay rise of 10% for 2025 and a further 3% for 2026

September 2024 wins (RPI was 2.7%)

Sector	Company	Results
Civil Air Transport	ABM Aviation - Stansted Air-	12.4%

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Sector	Company	Results
	port	
Food, Drink & Agriculture	Allied Bakeries	8.5% over two years
Food, Drink & Agriculture	Diageo	10.3%
Food, Drink & Agriculture	Hargreaves Industrial Services	21.2%
Local Authorities	COSLA	Minimum increase of £1,292
Local Authorities	Wirrall Biffa	5.1%
Passenger Transport	Scotrail	4.5%
Passenger Transport	Stagecoach Strathtay and Perth	7.1% over 16 months
Health	NHS Scotland	5.5%
Health	NHS England	5.5%
Road Transport Commercial, Warehousing & Logistics	Wincanton (Bellshill)	10% over two years

August 2024 wins (RPI was 3.5%)

Sector	Company	Results
Aerospace & Shipbuilding	SPS Technologies	8% over two years
Civil Air Transport	Gatwick Airport	8.3%
Civil Air Transport	Mitie Cleaning & Env. Services Manchester Airport	5.7%
Civil Air Transport	Skytanking Inverness Airport	7.75%
Community Youth Workers & Not for Profit	Pilkington Retirement Services	5%
Community Youth Workers & Not for Profit	Scottish Borders Housing Association	5.5%
Docks, Rail, Ferries & Waterways	Orkney Ferries	4.5%
Education	Northern Ireland Education Authority (NIEA)	£130 million
Energy & Utilities	Siemens Gamesa Hull	8.4% over

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Sector	Company	Results
		two years
Construction	PX Limited	6-7.5%

July 2024 wins (RPI was 3.6%)

Sector	Company	Results
Aerospace & Shipbuilding	Babcock Marine (Clyde)	11.5% over two years
Automotive Industry	Case New Holland	5%
Civil Air Transport	Falck Glasgow Airport	4.5%
Civil Air Transport	OCS Edinburgh Airport	11.9%
Passenger Transport	London Trams	20%
Passenger Transport	Metrolink Manchester	9-14% over three years
Passenger Transport	Stagecoach Cambus	15.9%
Passenger Transport	Stagecoach Merseyside	6.4%
Passenger Transport	Stagecoach Swindon	17% over two years

June 2024 wins (RPI was 2.9%)

Sector	Company	Results
Aerospace & Shipbuilding	Harland & Wolf	10.5-13%
Automotive Industry	Aston Martin	8%
Automotive Industry	Vantec (BMW Rolls Royce)	6.1% & pay protection
Civil Air Transport	Menzies Edinburgh Airport	7.4%
Civil Air Transport	Menzies Glasgow Airport	6.8%
Engineering, Manufacturing & Steel	British Engines	5.5%
Graphical, Paper, Media & IT	Amtor Packaging	8-9%
Passenger Transport	First Cymru	11.6%
Road Transport Commercial, Warehousing & Logistics	Oxalis (Hoyer)	£2.02 ph backdated to May 23

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Sector	Company	Results
		£1.99 ph for 2024
Engineering, Manufacturing, and Steel	Envases	Fire & Rehire threat defeated
Health	Barts NHS Trust	Outsourced workers won COVID lump sum victory

16. Appendix 2: Unite recognition agreements

Over the last 12 months, Unite has secured multiple major recognition agreements across the UK, with thousands more members now being covered by Unite in the workplace.

See below for a list of major recognition deals in the last year:

Employer	Note	Date
Macmillan Cancer Support	Recognition ballot for over 200 workers	Jun 25
Key	Extension of recognition agreement for 2500 social care workers across Scotland	May 25
Sodexo at Sullom Voe terminal	Secured recognition agreement for over 30 Sodexo workers at Sullom Voe terminal	May 25
Baxter Storey	Secured formal recognition for Drax Canteen workers as well as a 5% pay rise for 2025	Feb 25
Siemens Mobility	Recognition agreement for factory workers who strip down, repair, and reassemble train bogies	Feb 25
Advocacy Service Aberdeen (ASA)	Recognition agreement for over 20 key workers and volunteers who provide vital services for vulnerable residents in Aberdeen.	Jan 25
Wilson James Security workers at Sullom Voe oil terminal	New recognition agreement, alongside other Unite organised employers at the terminal.	Jan 25
North Air tanker drivers (Scottish airports)	4.5% on basic plus bigger uplifts for shift allowance, overtime, and bonus rates, extension of recognition agreements	Jan 25
East Midlands Airport	Enhanced recognition deal covering 850 workers improving negotiations and consultation mechanisms for pay and other employment issues.	Dec 24
Camden Town Brewery	Secured formal recognition for its members at Camden Town Brewery's Enfield facility.	Dec 24

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Employer	Note	Date
Repsol Resources Flotta Terminal	The recognition agreement covers around 40 terminal workers including marine and production technicians, control room operators, and supervisory roles.	Dec 24
MCL Medics	Recognition agreement with MCL Medics covering around 20 workers for its Harbour Energy offshore contract.	Oct 24
Seagate	Union recognition deal with Seagate at its Springtown, Northern Ireland site, covering 270 engineering specialists.	Sep 24
HS2 Skanska, Costain, Strabag (SCS)	Access agreement: secures the right of Unite officers to meet with workers during break times, to discuss employment matters, and attend induction meetings to talk to workers.	Aug 24

17. Appendix 3: Other unions' major pay increases

The following table details pay deals for other unions of above 5% over the last 12 months, taken from the **Labour Research Department**.⁹⁵

Company	Date	Result (%)
BBC TV performers	Apr 25	13
DHL Inside Track	Apr 25	10.13
Bidvest Noonan (Transpennine Express)	Nov 24	10
Rail Gourmet (TransPennine Express)	Nov 24	10
Capita TVL (Bristol and Darwen)	Apr 25	9.52
Asda Petrol Stations (ex Co-op) hourly paid staff	Jul 24	8.4
ASDA (Northern Ireland)	Jul 24	8.2
ASDA (retail)	Jul 24	8.2
Damory Coaches	May 25	7.7
Carlisle Support Services (Northern Trains)	Apr 25	6.73
Hovertravel	Apr 25	6.73
Anderson Maguire	Apr 25	6.7
NICHOLAS & HARRIS Ltd	Jan 25	6.7
Organ Building JIC (IBO)	Jan 25	6.7
Savencia Fromage & Dairy	Jan 25	6.7
The You Trust	Apr 25	6.7
Mitie (Merseyrail Soft Services)	Apr 25	6.67
Midcounties Co-operative Society (Food)	Apr 25	6.5
Glatfelter (Caerphilly)	Apr 25	6.47
G4S (PSNI)	Mar 25	6.3
Wilts & Dorset Engineering (morebus and Salisbury Reds)	Jul 24	6.06
Phoenix Healthcare Distribution	Apr 25	5.93
A & P Falmouth	Apr 25	5.9
Pladis (United Biscuits- Manchester)	Apr 25	5.8
Pladis (United Biscuits- McVities) Harlesden	Apr 25	5.8

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Company	Date	Result (%)
Sixth Form Colleges Support Staff	Apr 25	5.5
Teaching (Schools) England	Sep 24	5.5
Teaching (Schools) Wales	Sep 24	5.5
Teaching (Sixth Form Colleges)	Apr 25	5.5
Darline	Apr 25	5.45
NSL (Royal Borough of Kensington & Chelsea)	Apr 25	5.26

Appendix 3: Other unions' major pay increases

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