



Issue 30

# FACTS AND FIGURES!

April 2026



In-depth bargaining analysis for negotiators

Unite – Fighting for  
**JOBS · PAY · CONDITIONS**



# MESSAGE FROM THE GENERAL SECRETARY

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## Workers can't keep paying for every crisis - we need a plan, now

Workers can't keep paying for crisis after crisis they did not create. As American and Israeli bombs landed on Tehran, energy bills in Britain are forecast to hit almost £2,000 a year this summer.

In this global world, war in one continent affects virtually every other. No one will escape Trumpflation, particularly those countries that have offshored their oil and energy supply, like us. Decades of sell offs and underinvestment mean that we rely on others. Over 40% of our power supplies come from abroad and we are reliant on imports for food.



Figure 1 The General Secretary at the 'Together Against The Far Right' rally.

Source: Getty Images

This month, Britain's gas market has pushed past three-year highs. In the 1980's we were near self-sufficiency. But as British workers prepare themselves for summer hikes to their bills, some are doing very well out of war and oil shocks.

Investment bank Jefferies estimates that American oil producers will generate an extra \$5 billion in March alone. Analysis by EnergyFlux found exporters and traders of American liquefied natural gas are set to earn nearly \$1 billion more per week based on higher prices.

Unite has been warning about rampant profiteering for years, but up to now no politician has been willing to say out loud what most people think - why should profits be protected but not household bills or wages?

Coming late to the party, profit caps are now being called for in Europe, as politics tries to catch up.

Trump's illegal war is just the latest in a long line of crisis that has left the super-rich richer and everyone else paying more for less.

At each turn there are winners and losers.

The 2008 global banking crash saw the City firms that caused the crash bailed out, while workers' wages stagnated.

City bankers have now even got their bonuses back. A safety net for the wealthy, the law of the jungle for the rest.

A decade later, over 500 health and social workers lost their lives during Covid.

We proved that huge numbers of firms had profiteered while prices soared and workers paid the ultimate price when we needed them most. And what thanks have NHS workers and doctors got in return? Attacks from Labour politicians for standing up for themselves after years of real terms pay cuts.

How about the profiteers? Not a mention.

In 2022 the Russian invasion of Ukraine saw the same pattern repeated.

As inflation continued to spike, the Bank of England told us all to take a wage cut, while plundering big business ripped us off.

Food prices up 38%, wages under attack.

Now, yet more profiteering is set to put pressure on prices again.

Where do workers come first? Crisis after crisis and the same old story.

The system is rigged and workers rightly feel it does not work for everyday people.

The global system is more exposed than ever to shocks and our higher personal debts - taken on because wages stood still and housing prices rocketed - have made us all more vulnerable.

All of this has led to the end of the old Labour voting tribe. The Government's failure to improve the living conditions of workers has cemented the exodus.

The longer it goes on, the less likely it is that workers will ever return.

As a trade union movement, we cannot just stand by and watch while the people we represent pay for crisis after crisis.

We must now reckon with a new political reality and ensure that, for us, workers come first.

In solidarity

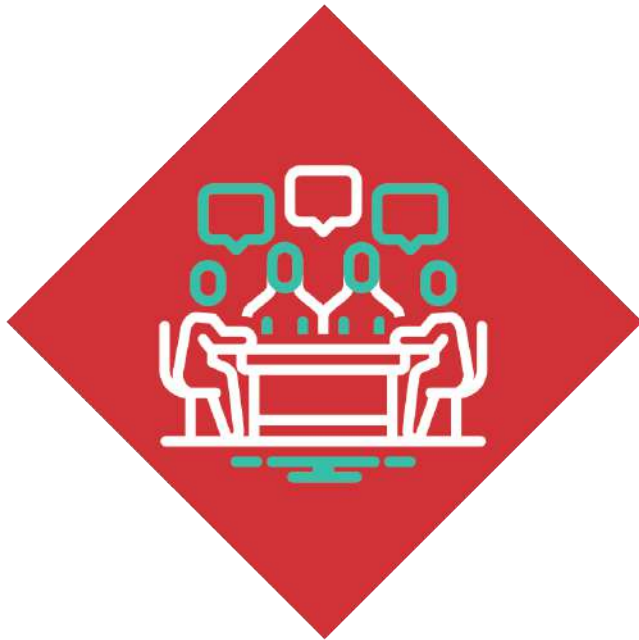
Sharon

# Table of Contents

<b>Message from the General Secretary</b>	<b>2</b>
<b>1. What is the backdrop to collective bargaining this month?</b>	<b>10</b>
1.1 RPI is 4.1%	10
<b>2. What have we delivered through collective bargaining?</b>	<b>14</b>
2.1 Unite members at Oxalis pave the way to better pay	14
2.2 Aberdeen airport cleaners land recognition deal as part of Runway to Success campaign	16
2.3 US workers beat Amazon on bargaining and strike rights	17
2.4 Workers' Voice: BAE Systems Rep on how they won an inflation-busting pay rise	19
2.5 Bite-sized Bargaining: Hear how more workers won better jobs, pay and conditions in 2025	23
<b>3. What is happening to the cost of living and pay?</b>	<b>28</b>
3.1 Key figures: RPI is up to 4.1% and will keep rising	28
3.2 Using CPI as a measure of inflation - rather than RPI - disguises the extent of the cost-of-living crisis	31
3.3 Tesco makes £3.2 billion in profit in 2026 while "taking the mickey" on margins	32
3.4 Food inflation is now expected to hit 10% by the end of the year	34
3.5 Household water and wastewater bills rise above inflation in England and Wales from April	35
3.6 Many council tax bills have risen by 5% or more, in what is another stealth tax on the eve of local elections	36
3.6.1 In England, Council tax hikes will rise by 4.9% on average with seven councils raising it by more than 5%	36
3.6.2 In Scotland, Council tax hikes are between 4% and 10%	37
3.6.3 In Wales most bills will rise 4-5%	37
3.6.4 Northern Irish bills will rise by less than elsewhere	37
3.7 Pay consolidation recap: Consolidated pay offers can leave workers thousands of pounds better compared to accepting a one-off lump sum payment	38
3.8 Bite-sized Bargaining: Increased social care, child care, and leisure costs add to workers burden	46

<b>4.</b>	<b>How much money are employers making?</b>	<b>50</b>
4.1	Key figures: Stock markets have surpassed pre-war levels and hit new record-highs	50
4.2	Investigation: FTSE 350 companies made £156 billion in profit in 2025, up 17% from 2024	51
4.2.1	Shareholders pocketed £154 billion in 2025, with FTSE 350 companies increasingly prioritising payouts over reinvestment	52
4.2.2	FTSE 350 companies are sitting on nearly £859 billion in cash in the bank	53
4.3	War: What is it good for? City Bankers, Big tech, and Big Oil	54
4.4	Financial Insider is now available on the Work, Voice, Pay mobile app, making it even easier to see your employer's finances!	56
4.5	Accountant's Corner: Why understanding corporate structure is crucial	58
4.6	Bite-sized Bargaining: Ability to pay	60
<b>5.</b>	<b>What's happening in our workplaces?</b>	<b>64</b>
5.1	28 April: International Workers' Memorial Day, remembering the dead, fighting for the living	64
5.1.1	The United Minds campaign helps Reps in negotiating better management processes around mental health and workplace stress	65
5.2	A beginner's "Know Your Rights" guide for Reps	68
5.3	Bite-sized Bargaining: Research shows that women, the young, LGBT+ and disabled people face disproportionate discrimination in the workplace	73
<b>6.</b>	<b>Where are we building our industrial power this month?</b>	<b>78</b>
6.1	Unite members are continuing to flex their industrial strength, securing ballots and taking action across multiple sectors	78
6.2	Unite's Industrial Combines are leading the way in setting and raising standards across our sectors	79
6.3	Many National Industrial Sector Committees (NISCs) and Regional Industrial Sector Committees (RISCs) will take place in April	82
6.4	Unite members in different sectors including health, passenger transport, and local authorities are taking industrial action this month	82
6.5	Balloting Brief: Unite Reps across nine workplaces are balloting their members in April and May	83
<b>7.</b>	<b>Appendix 1: Significant Unite wins on pay and conditions</b>	<b>85</b>
<b>8.</b>	<b>Appendix 2: Unite recognition agreements</b>	<b>92</b>
<b>9.</b>	<b>Appendix 3: Other unions' major pay increases</b>	<b>94</b>







## SECTION ONE

# COLLECTIVE BARGAINING

1.	What is the backdrop to collective bargaining this month?	10
1.1	RPI is 4.1%	10

What is the backdrop to collective bargaining this month?

## Facts and Figures

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*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

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

### 1.1 RPI is 4.1%

As peak bargaining season continues our members' cost of living is spiking again. Water bills and council tax were already going up, even before oil and gas producers used the Iran war to push up prices. Now, energy bills are predicted to go up 22% by the end of the year, and the food inflation rate up to 10%.

This means the *forecast* rate of RPI - 4.6% according to the Treasury - needs to be the floor for pay deals to protect our members' standard of living over the next 12 months.

- See the Cost of Living section for more.

#### **Beware employers crying the poor tale....**

No doubt costs have spiked on the back of Iran war, but there's loads of money sloshing around the corporate world. The question is: who gets it?

This month we reveal the profits of FTSE 350 firms - including many Unite employers - went up 17% in 2025, with £154 billion paid to shareholders.

- See the Ability to Pay section for more.

#### **... and use the new Work Voice Pay app to expose dodgy claims**

If you're negotiating pay or communicating with members this month, download the new Work Voice Pay app - now complete with Financial Insider - from the QR codes in [the ability to pay section \(4.4\)](#).

If you need more, contact the Forensic Accounts team, set up by the General Secretary to provide in depth, bespoke analysis of your employers' accounts: [forensic.accounts@unitetheunion.org](mailto:forensic.accounts@unitetheunion.org)

- Go to <https://www.unitetheunion.org/work-voice-pay> for all the tools.

#### **Wins this month show RPI+ pay deals are possible**

Pay rises are the only reliable defence against price rises. This month Unite members can take inspiration from wins at Oxalis, and Reps can read the interview with the BAE Systems Rep about their recent big win.

- See the Victories sections for more, or listen to Facts & Figures podcast, available on Apple and Spotify.





## SECTION TWO VICTORIES

2.	What have we delivered through collective bargaining?	14
2.1	Unite members at Oxalis pave the way to better pay	14
2.2	Aberdeen airport cleaners land recognition deal as part of Runway to Success campaign	16
2.3	US workers beat Amazon on bargaining and strike rights	17
2.4	Workers' Voice: BAE Systems Rep on how they won an inflation-busting pay rise	19
2.5	Bite-sized Bargaining: Hear how more workers won better jobs, pay and conditions in 2025	23

What have we won this month?

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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

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## 2. What have we delivered through collective bargaining?

### 2.1 Unite members at Oxalis pave the way to better pay

Members at Oxalis who provide vital construction materials have won an above inflation award that will see them paid **RPI plus 2%**. RPI was 4.2% at the time.

Workers are based out of the Navigator Terminal Purfleet and the Stolthaven Terminal Dagenham Dock, supplying bitumen and tarmac to quarries and asphalt plants around the UK. It's skilled, safety-critical work, and a vital but often invisible part of the UK's infrastructure. Its only right that members are properly rewarded.

With the anniversary date of 1 February, the company initially offered 3.6%. Through collective bargaining, and by mobilising and engaging the membership, that offer was significantly improved.

*"This deal represents a substantial improvement on the original offer and delivers real value back into members' pockets. A clear example of members standing together to win meaningful gains. The message is clear, Unite is the winning union."* Unite Regional Officer Perry Wright

### Unite negotiates a better spread for Saputo dairy workers

Unite, the leading union for workers in the food and drink industry, has secured an above inflation pay deal for more than 100 members at global dairy processor Saputo.

Saputo, a Canada based global dairy firm, operates major UK sites including the Davidstow Creamery in Cornwall - the primary production site for Cathedral City cheddar.

It also has a plant in Kirkby, Merseyside, which is a specialist spreads and oils facility producing well-known brands such as Utterly Butterly and Clover.

Following negotiations, **workers will receive 3.9%**, an above-inflation pay increase as RPI was 3.6% when the deal was reached.

# Facts and Figures

## Unite negotiates a better platform for pay and conditions at key North Sea operator Adura Energy

Key offshore workers employed by Adura Energy have secured a new pay and allowances deal boosting jobs, pay and conditions at a vital time in the energy industry.

Adura was formed in December 2025 by the merger of Shell and Norwegian state oil company Equinor's UK continental shelf facilities.



Adura, which is predicted to become the biggest UK producer in the North Sea, now has a pay and conditions package fit for the future.

The pay deal which was overwhelmingly backed by Unite members delivers a **3.9% basic increase for around 70 workers**.

They also won an **8% increase in the annual offshore allowance** to service fields such as Jackdaw, Rosebank and Schiehallion.

This **£1,600 boost means the allowance is worth up to £21,600**.

The workers set to benefit from the pay deal perform various roles across the site.

This includes electrical, instrument, mechanical and production technicians alongside material controllers.

An increase will be applied to onshore days and the stand-in allowance alongside the pay anniversary date being brought forward two months to take effect from February.

The North Sea win follows other victories at Sodexo and Bilfinger as Unite seeks to improve pay and conditions offshore.



## 2.2 Aberdeen airport cleaners land recognition deal as part of Runway to Success campaign

As part of Unite's Runway to Success campaign covering key workers in civil air transport, Unite has won a recognition agreement for Aberdeen airport cleaners.

The recognition agreement will apply to over 20 cleaning operatives, window cleaners, and supervisors when they transfer from their facilities management company ABM to Bidvest Noonan.



The deal takes place alongside a pay increase of up to 10.2% - depending on role and shift.

It is the first time cleaners at Aberdeen Airport will earn as a minimum the real living wage with pay per hour rising to £13.45. Unite will seek to lift pay above these “decency thresholds”, but it represents a big advance on their current pay.

Unite continues to clock up successes as part of its ‘Runway To Success’ campaign which is designed to establish standards beyond the legal minimums across Scottish airports.

The campaign aims to remove casualisation, bring in decent wages, better work life balance, and restore conditions removed during industry downturns.

The airline industry goes through periodic periods of boom and bust. The current crisis with war in the Middle East is an example. Some airline bosses are hinting that they will park planes and lay-off staff if jet fuel prices rise or holidaymakers are put off flying long haul.

Yet the industry bounced back after previous wars, terrorism and financial crises. Air transport will continue to grow. By building a better paid and more secure workforce, Unite is playing its part in ensuring a runway to success for both the industry and its employees and a better service for passengers.

# Facts and Figures

## 2.3 US workers beat Amazon on bargaining and strike rights

In a significant boost for union organising at Amazon, the retail giant has been ordered to begin collective bargaining with the Teamsters union in the US after years of delay. In a separate development, it has also agreed not to dock hours from striking workers.



On 1 April the National Labor Relations Board (NLRB) issued a ruling that **Amazon illegally refused to recognise a union, now part of the Teamsters**, representing thousands of workers at a site in Staten Island in New York and ordered it to begin negotiations.

Back in April 2022, the Amazon Labor Union (ALU) won an election to represent workers at the JFK8 warehouse in Staten Island. The ALU won with 55.5% of the vote, with 4,800 of the 8,300 eligible workers voting. This was a major win at a large workplace and despite Amazon employing a ‘union avoidance’ consultant and, according to the NLRB, breaking US labour law. Subsequently, the ALU voted to become part of the larger Teamsters union.

However, Amazon has tried to overturn the result and failed to initiate collective bargaining with the unionised workforce despite the election win happening four years ago. The NLRB ruling does not guarantee outcomes for workers, and the Teamsters say **there is still further to go, but it puts the pressure back on the employer**. Their ability to delay and undermine the union is diminishing.

**The decision is particularly significant as JFK8 is the only site in the US where direct Amazon employees are unionised**

The Teamsters also represent workers who undertake deliveries for Amazon through companies known as Direct Service Providers.



In a separate development the day before the ruling on bargaining, **Amazon also conceded that it would no longer retaliate against striking workers** by docking their hours. This was an outcome of sessions mediated by the NLRB.

Previously Amazon deducted Unpaid Time (UPT) from those who strike. Last year, the NLRB ruled that Amazon had illegally taken striking workers' UPT. It exists as a bank of hours that Amazon workers can use for unscheduled leave and emergencies. The Teamsters have argued that the company effectively uses UPT as an attendance policy, and Amazon may terminate workers when they run out of it.

Amazon's settlement with the Teamsters will restore the illegally deducted time to affected workers and ensure all Amazon workers can strike in the future without losing their UPT. The settlement will cover all of Amazon's 1,300 facilities nationwide, and Amazon is required to post a notice to workers informing them of their rights.

**Globally Amazon seeks to avoid unionisation but is subject to sectoral bargaining frameworks in some countries and has signed some individual agreements, for example in Italy, BUT we're not there yet in the UK**

Overall, Amazon represents a major challenge for unions. As one of the UK's largest single, private sector employers it impacts working conditions beyond its direct footprint. Although **Unite has a live campaign in at least one Amazon site and has undertaken collective action** we are still a way from achieving recognition.

In some UK communities Amazon is the dominant employer, giving it significant market power to force pay and conditions on workers if they are not organised.

Its dominant position is particularly acute at times of high seasonal demand. A 2022 analysis by The Bureau of Investigative Journalism found that in places such as Aberdeenshire and Neath Port Talbot, warehouse jobs at Amazon made up over a third of all vacancies in the lead up to Christmas. In Scotland, 92% of all warehouse jobs advertised were for Amazon. In West Lothian, where the Bathgate Amazon warehouse is based, 58% of all job ads were for Amazon.

Workers gaining a bargaining foothold in the US matters not just symbolically but strategically. It shows that **even in Amazon's heartland, collective organisation can force legal recognition** and begin to constrain employer retaliation.

## Facts and Figures

### 2.4 Workers' Voice: BAE Systems Rep on how they won an inflation-busting pay rise

Last month, we reported Unite members at the **BAE Systems** factories at Warton and Samlesbury secured a pay rise worth 6% overall as well as additional annual leave and a one-off payment.

This month, we spoke to ex-convenor **Guy Tomlinson** about how the win was secured.



Hear it straight from the front line! Listen to the full interviews on Facts and Figures podcast: **Spotify:**

<https://tinyurl.com/4uf9y5zc> **Apple Podcasts:**

<https://tinyurl.com/3uv8ae8d>

**Tell us a bit about how you and your fellow Reps managed to negotiate a great deal with BAE Systems?**

**Guy Tomlinson (GT):** We've always tried to get above inflation pay rise for our members.

Clearly, BAE Systems, geopolitically with what's going on in the world, have never been in such a strong place. **The share price has obviously been through the roof. CEO bonuses, etc, payments, absolutely shooting to the stars.** And we enter this round of pay talks like we always do, open and honest, and looking for a decent pay raise for the membership.

**Tell us about the membership.**

**GT:** Across the unit would have been the professional staff, just short of 6,000 members. And through this process of negotiating this pay round, we were circa around 5,000. **We nearly got another 1,000 members when we went through this pay round.**



## Can you explain the deal you managed to get?

GT: The offer on the table didn't suffice, and we knew other colleagues had also got a pay offer that was higher than ours. So, I can give you all the deal that we managed to get over the table. It included:

- 3.5% consolidated increase in basic pay
- An additional 1.3% compensation for 2025 RPI disparity
- 0.75% future increase, to pre-empt rising inflation.
- One day extra leave in future and a one off and members-only leave benefit for 2026.

**BAE Systems** Warton and Salmesbury builds, tests, and upgrades the latest combat aircraft, drones and missile systems. Salmesbury produces the components and precision engineering to support that. Both are vital to the production of the Eurofighter typhoon with Airbus, Rolls-Royce and Leonardo. They also produce the F35 lightning with Lockheed and will produce the next major aerial "platform" Tempest.

The company is benefitting from ramped up government investment and expenditure in defence and national security, building everything from advanced fighter jets to fibre optics, to support defence and security worldwide. With an operating profit of around £3 billion, BAE is doing very well out of the defence pivot. The skilled and specialised workforce deserve to share in that success. However, BAE systems decided to play hard ball, seeking an injunction against the strike action, which had overwhelming support.

Unite fought this in the high court, the judge commenting that some of their evidence was "strikingly frail". The resolve of this key group of workers was far from frail as we hear from recently retired convenor Guy Tomlinson, who was a key leader in the strike and negotiation.

## Any other aspects to the deal?

GT: A one-day annual holiday consolidated, and a £500 on consolidated payment described at 0.2 below.

## Facts and Figures

I think just to pick up on that piece around the holiday do is only for the members.

We negotiated the day's holiday instead, in lieu of an all-site meeting and that's a non-consolidated holiday. The 1.3% element was to compensate for the RPI (shortfall) of last year, the fact that we didn't feel that the offer was good enough, the fact that the others had a greater deal. In total 5.5% but 6% accounting for the extra leave day.



**Great deal. Obviously it took a lot of work. How did you communicate with your members and engage them in the dispute?**

GT: We had an intranet site, which was for all the workforce to see. Non-members could access that, website also. Just general dialogue, and on top of that, every week, we used to put a bulletin out to all the membership via email, and again, through the reps. So we had a steady stream of communications going out to everybody.

We also made regular videos and send those out to the membership as well, so they were all aware of what was going on.

Membership (as I said) is the highest it's ever been. I mean, like I say, we recruited circa. 1,000 people during this process. So we're up about 80% density, which is high. And I think, as well, because there was a lot of publicity around this, around, these negotiations, the fact that we were taken to the High Court in London. Clearly, that was in the press.

Yeah, the fact that we had people on strike, the fact that we had picket lines on the two sites all gained momentum. Clearly a lot was going on, and obviously there was a lot of dialogue within the workplace around members and non-members. We showed that, your leadership, the local



leadership are putting themselves on the line, even legally, yeah, to deliver on you.

**We're always keen to know about is how you use the tools that are available through Unite, like Work Voice Pay, Forensic accounting analysis, industry and sector research?**

**GT:** So, clearly, we got the finances through Unite, which was excellent. We were in regular contact with, **Sharon Graham** and her team. The Union were superb in supporting that, you know, it was endless. You can imagine, we have hundreds of job titles, and people moving all the time, and so the support from Unite was key. We also had support making banners for the picket lines, leaflets for the picket lines.

**Final question if you were to give three insights or takeaways from the dispute to your fellow reps, what would they be?**

**GT:** Probably following on from what I've just said there, I mean, and we have tried to do this, but you can imagine it's a very evolving beast.

Try and keep your membership records up to date. All the time. I mean, that was one thing that we were putting out in our media and comms when we were reaching out to the membership. After everything, make sure, you know, your home addresses are right, your job titles are right.

You know, through the process, we were challenged, we had legal challenges, and clearly, we didn't want to lose this battle by losing on something like a legal challenge. So I would make sure that your records are as straight as possible.

The last time BA Systems was on strike was nearly 40 years ago. So, I think it's essential that you have dialogue, again, like I say, with your officers and people who've been experiencing in this before.

So that you are delivering the right messages, etc. That there's no way that the companies can attack you for doing something out of process.

And again, I think the other one is, is just to keep your communication as regular as possible. You know, like I say, we use all sorts. We use the internet, the intranet site.

We use leaflets, we use our reps on a regular basis, yeah, holding those face-to-face meetings, or Teams meetings. And just keeping that communication channel strong.

**Thanks Guy and happy retirement from all of us at Unite!**

# Facts and Figures

## 2.5 Bite-sized Bargaining: Hear how more workers won better jobs, pay and conditions in 2025

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.

- **HSL Reps** on how they won 15.4% pay rise over two years after a strike action: <https://tinyurl.com/29whsadb> Facts & Figures December 2025, p.18.
- **Unite Rep Laurie** on how **Chartwells'** workers won full sick pay rights: <https://tinyurl.com/2u24cmww> Facts & Figures November 2025, p.18.
- **Unite EC South East Rep** and hospitality Rep **Megan** on working conditions in the hospitality sector: <https://tinyurl.com/3mjwjm57> Facts & Figures October 2025, p.36.
- 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.
- **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.

### Use Work, Voice, Pay tools to win

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



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the UNION  
[www.uniteunion.org](http://www.uniteunion.org)





## SECTION THREE

# COST OF LIVING AND PAY

3.	What is happening to the cost of living and pay?	28
3.1	Key figures: RPI is up to 4.1% and will keep rising	28
3.2	Using CPI as a measure of inflation - rather than RPI - disguises the extent of the cost-of-living crisis	31
3.3	Tesco makes £3.2 billion in profit in 2026 while "taking the mickey" on margins	32
3.4	Food inflation is now expected to hit 10% by the end of the year	34
3.5	Household water and wastewater bills rise above inflation in England and Wales from April	35
3.6	Many council tax bills have risen by 5% or more, in what is another stealth tax on the eve of local elections	36
3.6.1	In England, Council tax hikes will rise by 4.9% on average with seven councils raising it by more than 5%	36
3.6.2	In Scotland, Council tax hikes are between 4% and 10%	37
3.6.3	In Wales most bills will rise 4-5%	37
3.6.4	Northern Irish bills will rise by less than elsewhere	37
3.7	Pay consolidation recap: Consolidated pay offers can leave workers thousands of pounds better compared to accepting a one-off lump sum payment	38
3.8	Bite-sized Bargaining: Increased social care, child care, and leisure costs add to workers burden	46

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*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

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## 3. What is happening to the cost of living and pay?

### 3.1 Key figures: RPI is up to 4.1% and will keep rising

Inflation is on the up and set to rise faster this year. Pay needs to at least match RPI to keep up with the cost of living.

- **Prices rose 4.1% in the year to March**, as measured by the Retail Price Index (RPI).<sup>1</sup> That is up from 3.6% last month, driven by rising petrol and diesel costs (see chart on next page).
- **But inflation will go up** as price hikes from the war in Iran feed through supply chains. The Treasury says RPI will hit 4.6% this year. City forecaster Capital Economics says 5.9%. Three months ago employers were trying to tie pay to forecast rates when they thought it would be lower. Now, **Unite Reps can use forecast RPI as the floor for pay deals this month.**<sup>2</sup>
- **Energy bills and food will spike faster** than the overall inflation rate. Energy suppliers including EDF and British Gas estimate the average energy bill will rise to £2,007 in December. The Food & Drink Federation says food inflation will rise to 10% this year due to hike hiked fertiliser and energy prices (see later this section).
- **Tying pay to CPI or CPIH short-changes workers.** CPI is just 3.3% this month, CPIH (which includes housing) is 3.4%.<sup>3</sup>

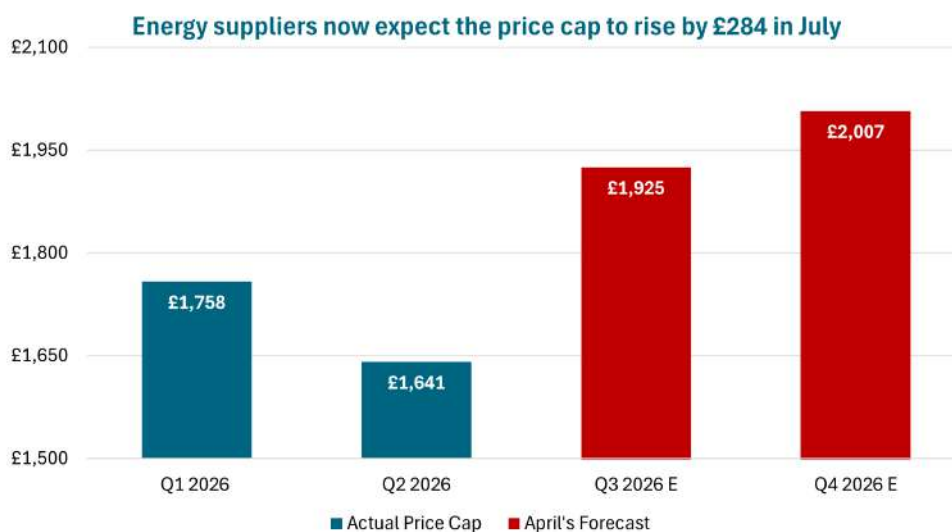


Figure 2 Estimated energy price caps for 2026. Source: MoneySavingsExpert

# Facts and Figures

What is happening to the cost of living and pay?

Figure 3 RPI is forecast to hit 4.6% by the end of 2026

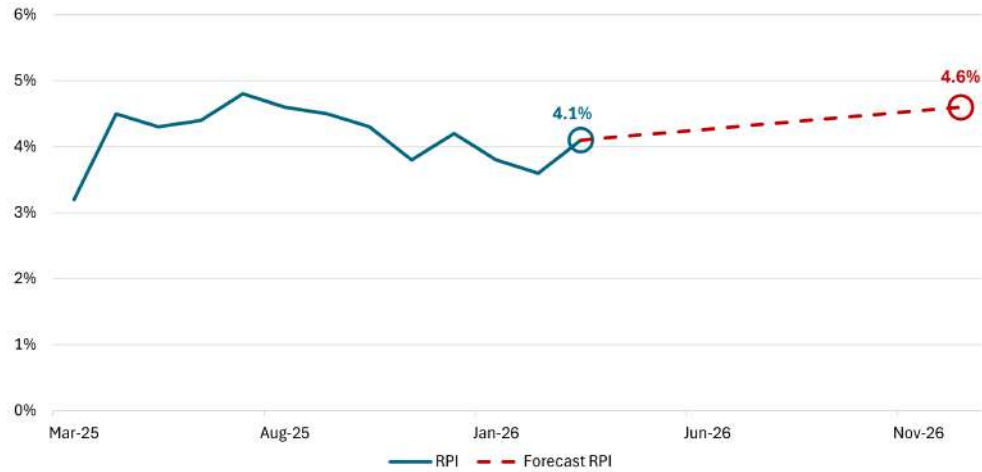


Figure 4 Oil, natural gas, and fertiliser prices have spiked since the war

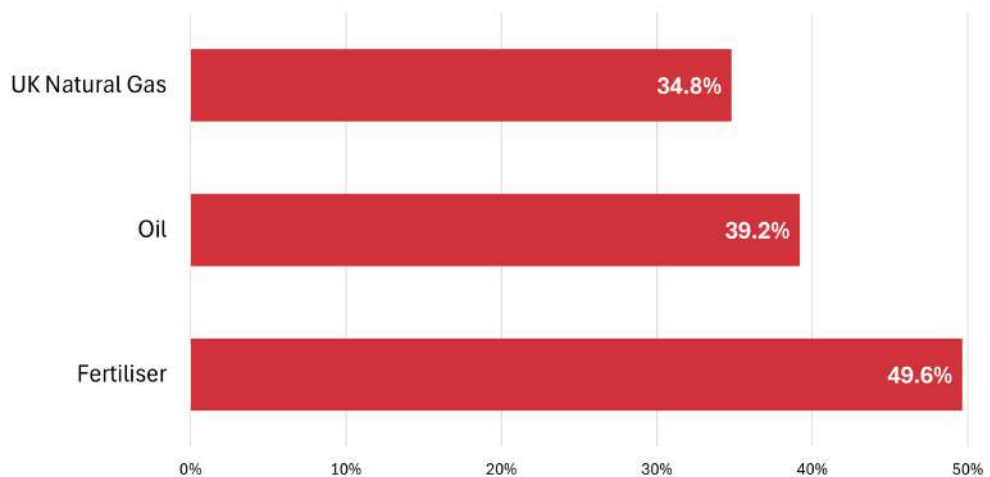


Figure 5 Diesel and petrol pump prices are up 35% and 20% since February

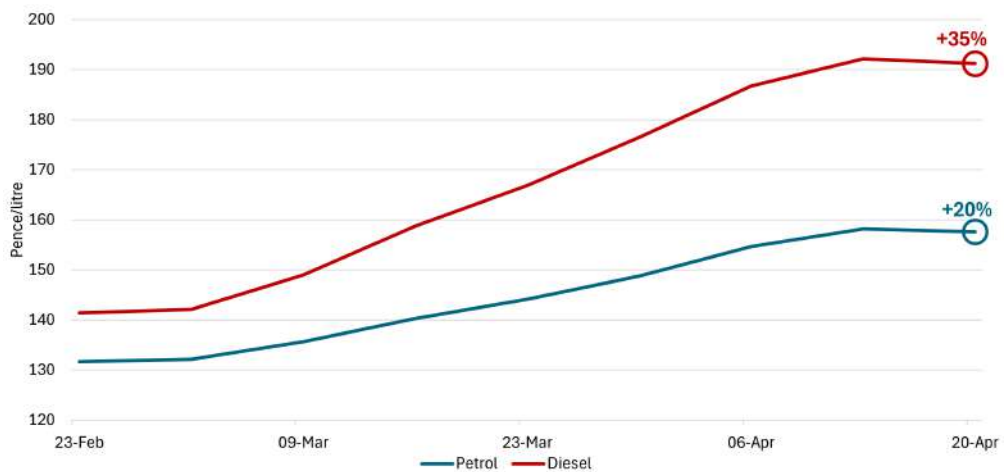




Figure 6 Prices have risen 38.6% since March 2021

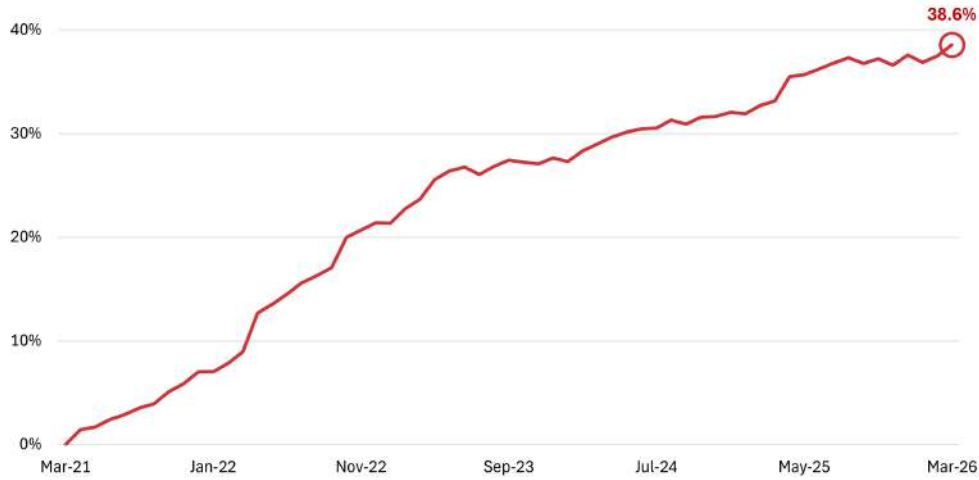


Figure 7 Water, beef, and chocolates are all rising above headline inflation

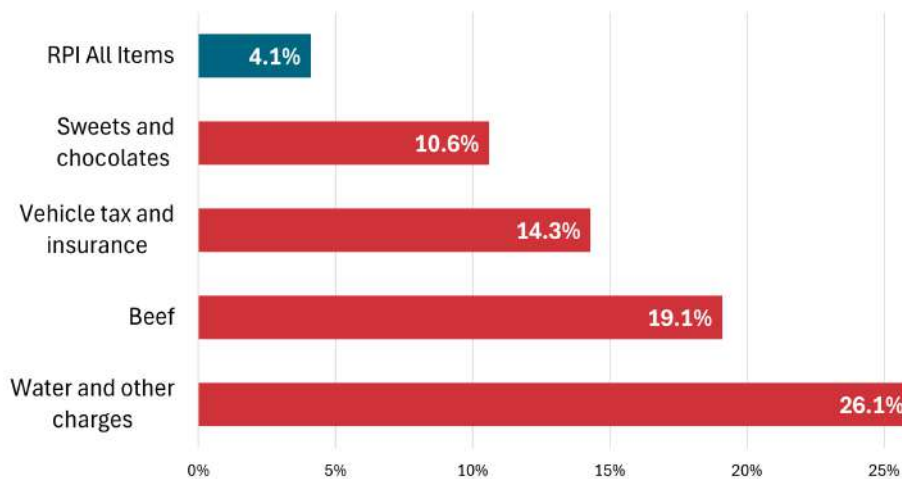
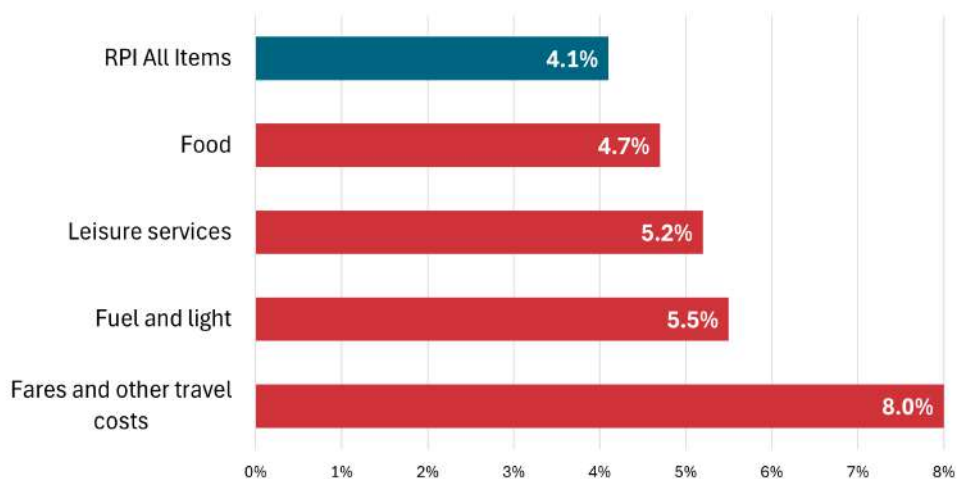


Figure 8 Food, fuel, and travel are amongst the fastest rising categories



## Facts and Figures

### 3.2 Using CPI as a measure of inflation - rather than RPI - disguises the extent of the cost-of-living crisis

You may have seen news articles that use CPI, rather than RPI, to report increases in the cost of living. Or, you may have had employers at the bargaining table use CPI when negotiating wage increases.

That's not an accident. **RPI more closely reflects the actual prices rise for Unite members, and is therefore a better standard to use for bargaining than the lower CPI figure.** As such, [Work Voice Pay's suite of bargaining tools](#) are all linked to the current rate of RPI inflation.



RPI has been going since 1947 and is still used to decide prices such as water bills, rail fares, student loans and 'sin' taxes e.g. alcohol.<sup>4</sup>

But with the availability of different measures, some employers go 'inflation measure shopping' and choose to use different measures (e.g. CPI or CPIH) which tend to produce a lower figure than RPI.<sup>5</sup>

CPI was introduced to compare macro-economic inflation across the continent. It was not designed to understand changes in the cost of living.

RPI includes some price rises that our members experience, but aren't covered by CPI such as paying for mortgages, or foreign holidays.<sup>6</sup>

CPI includes the spending of groups not usually relevant to our negotiations, such as:

- the top 4% of households by income
- Pensioner-only households
- Stockbrokers fees
- Spending by foreign tourists

**So, if your boss tries to tie your pay negotiations to CPI, remind them that only RPI+ makes our members' pay stand up!**



### 3.3 Tesco makes £3.2 billion in profit in 2026 while "taking the mickey" on margins

Tesco has just released its results for 2026, which yet again reveal massive profits, this time totalling £3.2 billion.

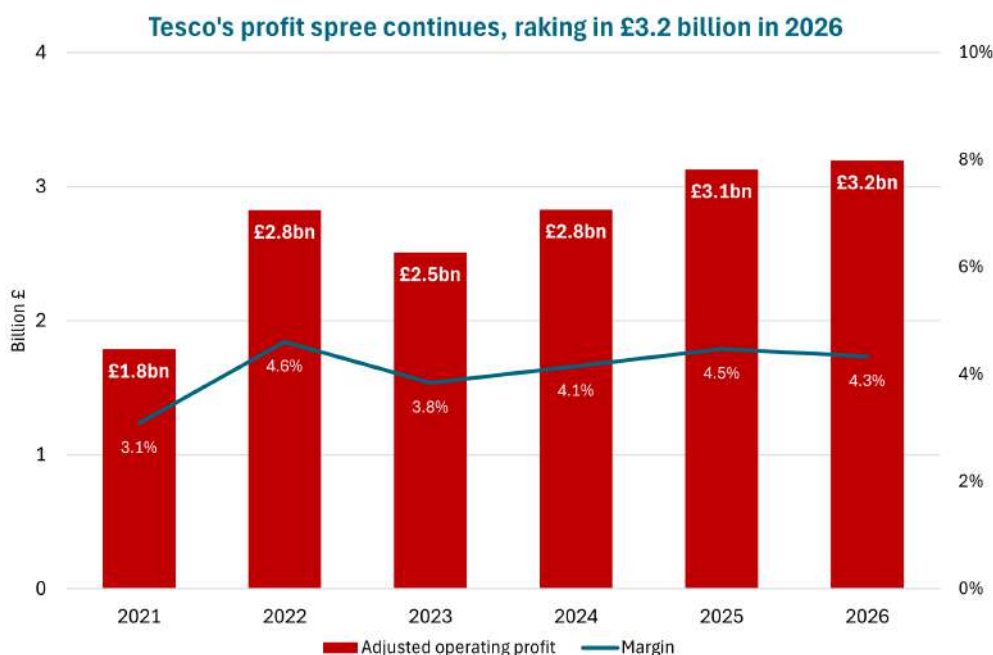
This comes as the boss of Filippo Berio, one of the UK's largest olive oil brands, has accused supermarkets of "taking the mickey" out of customers with ridiculously high olive oil prices.<sup>7</sup>

Olive oil prices first spiked back in 2022 in response to poor harvests in Spain, which makes up around half of the world's supply. Since then though, production has returned back to normal levels and wholesale prices have followed suit.<sup>8</sup>

But the cost of a 500ml bottle of Filippo Berio remains double what it was back in 2022. Its boss, Walter Zanre, has said what many shoppers were already thinking - supermarkets are "taking the mickey" and simply using this as a chance to expand their margins.<sup>9</sup>

It isn't just olive oil prices that have spiked either. Across the board, food prices have risen nearly 40% since the end of 2020 driven by many staples like beef, butter, and milk.<sup>10</sup>

Tesco, whose boss says it is "committed to doing whatever we can to help keep down the cost of the weekly shop", has just revealed its results for its 2026 financial year which yet again show bumper profits.<sup>11</sup>



Sales (excluding fuel) rose 4.6% year-on-year to £66.6 billion, while adjusted operating profits hit nearly £3.2 billion, up 0.8%.

## Facts and Figures

Off the back of this, Tesco claimed its highest share of the UK grocery market in over a decade.<sup>12</sup>

While it is true that Tesco's margins have fallen slightly compared to 2025, such a small drop is impressive considering the supposed "price war" and rise in National Insurance costs that Tesco originally claimed would cause their profits to tumble.<sup>13</sup>

### Tesco paid out £2.5 billion of these profits to shareholders

Acknowledging the "exceptional service" of the workers that actually generated these profits, Tesco's CEO announced a one-off £65 million "special performance award".<sup>14</sup> On the surface, this might seem quite generous. But when you then find out that **Tesco paid out almost £2.5 billion to shareholders** in the same year, you soon realise that the "special performance award" wasn't that special after all.<sup>15</sup>



With the Food and Drink Federation expecting food inflation to hit 9-10% by the end of the year, it makes sense to expect Tesco's profits next year to be even higher.<sup>16</sup>

Tesco, taking a more cautious approach, has claimed that the war in Iran added a level of uncertainty to its forecast. They're now **expecting to make somewhere between £3 billion and £3.3 billion**.<sup>17</sup>

This however is lower than what many experts are predicting, and **analysts think that Tesco is more likely trying to avoid accusations of profiteering off the back of a crisis**.<sup>18</sup>

Which ever way you put it, Tesco is massively profitable and much of that is a result of soaring food prices that hit shoppers at the tills.



## 3.4 Food inflation is now expected to hit 10% by the end of the year

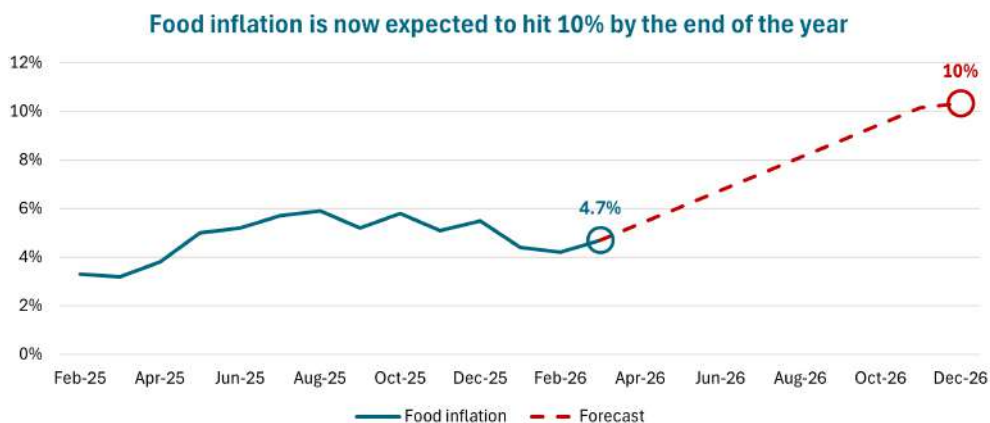
As an energy intensive industry, the closure of the Strait of Hormuz has directly impacted production costs for food and drink manufacturers.

As we've seen, supermarkets like Tesco will likely just pass these costs onto shoppers - meaning that we'll be the ones that ultimately bear the burden.

Agriculture, which is the first link in the food supply chain, has already been hit by soaring fertiliser and fuel prices.

In response, the Food and Drink Federation has now upped its previous food inflation forecast to now be between 9-10%.<sup>19</sup>

This is set to add to the already 40% higher prices we're paying compared to around five years ago.<sup>20</sup>



The food products that shoppers are most likely to see rise in price in the coming months are energy intensive horticultural products like cucumbers and tomatoes, which require heated greenhouses to grow.

Heavily processed foods like coffee and tea are also set to up in price.<sup>21</sup>

The longer the conflict in Iran goes on, the more food items will be impacted.

Grains and wheats (which are key ingredients in bread and pasta) will take longer to see price hikes, as most suppliers have already bought the fertiliser to grow the products before the war started.<sup>22</sup>

Ultimately, it will be the everyday shopper that pays the price yet again of global crises - all while companies across the globe rake in bumper profits and shareholders cash in.

# Facts and Figures

## 3.5 Household water and wastewater bills rise above inflation in England and Wales from April

Average household water and wastewater bills rise by 5.4% to £639 a year in England and Wales from April.<sup>23</sup> The industry records so-called "average" bills. These include customers on social tariffs - low-income households on discounted rates. So, Unite Reps must be aware **the figures in the water bills will be higher than these "average" bills which lower the figures with discounted rates.**



**Figure 9 2026-2027 above-inflation price increases of water and wastewater companies in England and Wales. Source: Water.org.uk**

Thames Water has been left out of this chart as the data is distorted by having more customers on social tariffs than its rivals. **Most "typical" customers will see their bills go up by more than the average.** Even the average bill for Thames Water jumped a massive 31% from £488 in 2024/25 to £639 in 2025/26 so this year's small rise will be on the back of a giant leap last year.

The figures come a few days after it was announced water bills in Scotland would rise by an average of £42 a year (up 8.7%), taking the average bill to £532 a year.<sup>24</sup> That is still lower than elsewhere, as they didn't hike bills as drastically last year.

Ofwat allowed England and Wales water firms to put up bills by 36% between 2025 and 2030, with most of that front-loaded on to last April's annual rise.<sup>25</sup>

**Our energy and water systems are broken.** Energy bills are up by 42% since 2021, whilst energy companies made £30 billion profit in just one year. £500 out of an average bill of roughly £1,400 is pure profit for the energy companies.

Rising water bills are driven by privatised industry failures and high profits. While Unite is fighting for public ownership of our utilities on the political level, **Unite Reps must fight for RPI-plus pay rises to fight against rising water bills.**



## 3.6 Many council tax bills have risen by 5% or more, in what is another stealth tax on the eve of local elections

Council tax rose by an average of 4.9% for households in England on 1 April.<sup>26</sup> Scottish households will see their council tax rise by between 4% and 10%. In Wales, homes will see typical council tax rises of between 4% and 5%.<sup>27</sup>

Most parties - Labour, Reform, and the Liberal Democrats - are guilty. **The Labour Government inherited a local authority funding mess but should deal with it themselves rather than making households pay** as seems to be their natural tendency. For collective bargaining, Unite Reps must know that **only RPI reflects housing costs including Council tax realistically.**

### 3.6.1 In England, Council tax hikes will rise by 4.9% on average with seven councils raising it by more than 5%

According to the BBC, 124 of the 153 English councils with social care duties planned to introduce a rise of 4.99% or more on 1 April.

The average council tax for a Band D property is expected to be £2,392 a year - up £111 from April 2025. However, residents in the Shropshire Council area are facing a higher increase in council tax, following the Government's decision to allow the authority to raise bills above the usual limit - 8.99% instead of 4.99%.<sup>28</sup>

Shropshire Council is one of seven local authorities in England which are raising council tax by more than 5%<sup>29</sup>

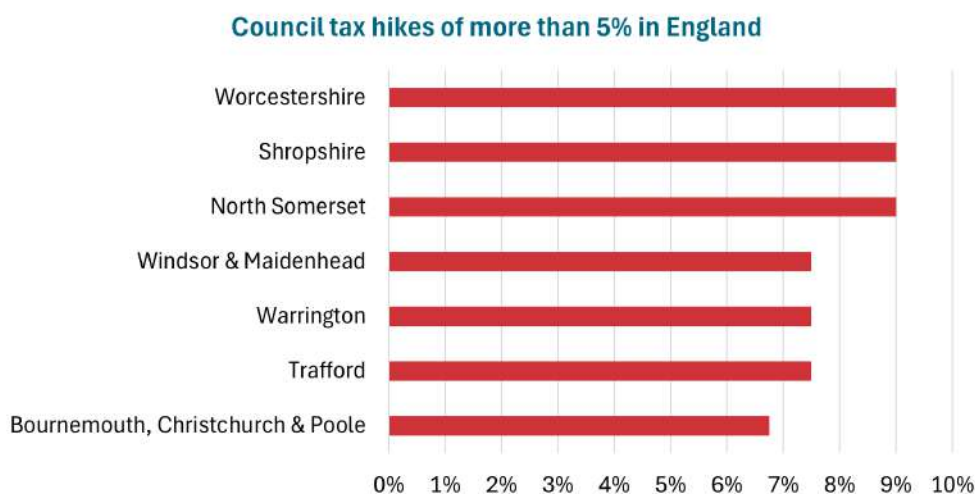


Figure 10 Seven councils in England will raise their council tax by more than the usual top cap this April. Source: gov.uk

## Facts and Figures

Council tax is a mandatory charge on properties across the country, unlike variable costs like food and energy. As this fixed expense drains household incomes rapidly, **only pay rises exceeding RPI inflation (RPI-plus) can protect workers' living standards.**

### 3.6.2 In Scotland, Council tax hikes are between 4% and 10%

In Scotland, councils can set their own rates without a government-imposed cap. At least two councils, East Dunbartonshire and Aberdeenshire, have confirmed 10% increases. Other approved hikes range between 4% and 9.8%.

Council tax rises in Scotland	Council tax rises in Wales
Aberdeenshire - up 10%	Conwy - up 6.5%
Moray - up 10%	Vale of Glamorgan - up 6.5%
Argyll and Bute - up 9.7%	Caerphilly - up 6.25%
East Dunbartonshire - up 9.5%	Monmouthshire - up 5.95%
Angus - up 9.38%	Flintshire - up 5.46%

Table 1: The highest 5 Council tax rises in Scotland and Wales. Source: [moneysavingexpert.com](http://moneysavingexpert.com)

### 3.6.3 In Wales most bills will rise 4-5%

In Wales, local councils can set their own rates based on their budget needs. Because of this, the average rise last year sat at 7.2% across all Welsh councils. Councils are proposing hikes of between 3% and 6.25% for 2026-27.<sup>30</sup>

### 3.6.4 Northern Irish bills will rise by less than elsewhere

In Northern Ireland, you pay "District Rates" based on your home's value, with new bills issued every April. For the 2026-27 period, most households face average increases of 1.96% to 4.5%.

#### Unite fights for Fair Funding for local authorities

While Council tax is going up, services are being cut, council workers are facing pay cuts by 30% in real terms since 2010.

Take Birmingham for example. The pressure is clear. Higher bills, fewer services, and communities feeling the strain. Birmingham bin workers are now facing unfair pay cuts, where some could lose up to £8,000 a year.



While Unite Reps fight in their workplaces against lower pay offers and bad conditions, Unite is fighting for **Fair Funding** for local authorities.

Proper funding would protect services, respect workers, and ease the burden on residents.

More on Unite's Fair Funding Now for local authorities campaign:  
<https://www.unitetheunion.org/campaigns/fair-funding-for-local-government>

### 3.7 Pay consolidation recap: Consolidated pay offers can leave workers thousands of pounds better compared to accepting a one-off lump sum payment

Pay increases often come in one of two forms: consolidated or non-consolidated, but which is better? Below we bring together analysis from previous Facts & Figures to support negotiators in this bargaining round.

We will illustrate it with three simplified examples:

- One with a cash value difference between deals, to show that even smaller initial deals can reap big rewards later.
- One with a percentage difference between deals, to similarly show that just one period of consolidation can result in vastly superior outcomes to non-consolidated deals.
- One to show the negative effect of higher costs being frontloaded as they compound over time. That isn't normally within our control but conversely, just one period of frontloading pay could have a beneficial outcome by magnifying those gains.

**A non-consolidated lump sum payment may be tempting in the short-term, however, over the course of your working life, a consolidated payment offer will likely leave you thousands of pounds better off.**

To quantify this multiplier effect, we start with an example of a worker earning £30,000 and how their earnings vary based on accepting a consolidated offer versus a non-consolidated offer. In this example, let's assume that inflation of 10% is high, 5% is the mid-point, and 1% is low to factor in inflationary pay increases.

**After 10 years £500 consolidated could be worth up to £7,500 extra in your pay**

In the first example, let's compare a £500 consolidated offer to a £500 non-consolidated payment.

## Facts and Figures

Assuming salary increased by 5% each year, you'd be nearly £6,000 off over the first 10 years by choosing a £500 consolidated offer than a one-off £500 payment.

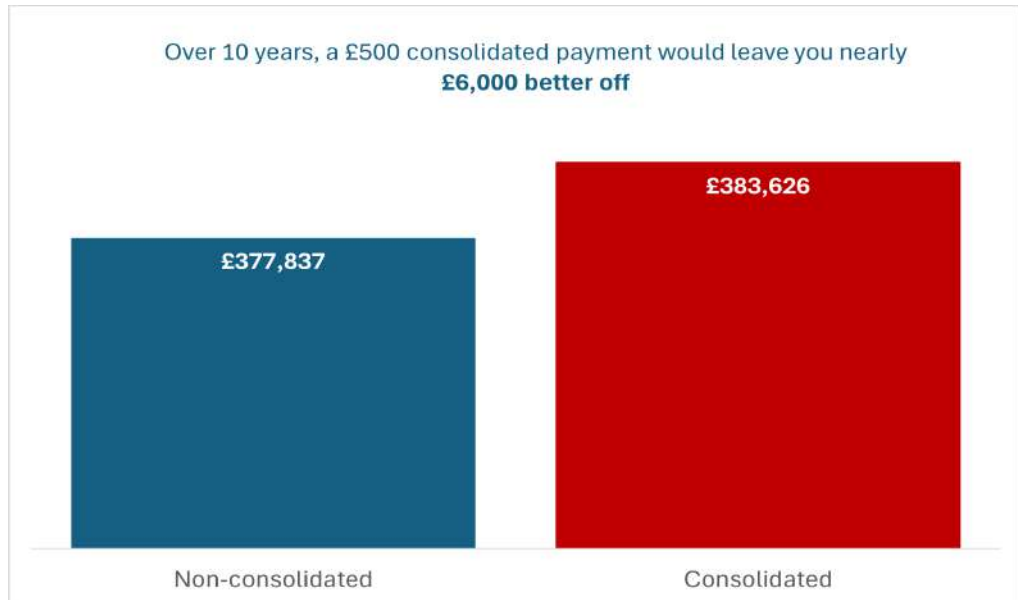


Figure 11 Earnings over 10 years of a £500 non-consolidated payment versus £500 consolidated payment, at an annual 5% inflation rate

At an inflation rate of 1%, you'd lose nearly £5,000 over the 10 year period, while at 10%, losses increase to almost £7,500. This length of time could be particularly relevant to Unite members, who are on average older and therefore closer to retirement.

### After 40 years, consolidating the £500 could be worth £221,000 more

These pay discrepancies compound even further as time goes on. **Over 40 years, which is roughly the average working life for full-timers, a £500 consolidated payment would be worth a massive £60,000 more than a non-consolidated payment** at a 5% inflation rate. This means that younger people early on in their careers are far worse off accepting a one-off payment.

If inflation were high this would cost £221,000 in lost pay. Even with low inflation, it would still cost £24,000.

### After 50 years, that same £500 consolidated payment could be worth £581,000 extra

Where people have had to begin work earlier, or continue to work into elderly age, the gap between the two offers grows even further. **Over 50 years, workers who opt for the consolidated payment would be over £104,000 better off, even on the mid range of inflation.**



## Even a £100 consolidated payment could be worth nearly £12,000 more than a £500 non-consolidated payment over 40 years

When offered the choice between a consolidated payment and a non-consolidated payment, the non-consolidated payment will usually be higher. It may be tempting to just simply pick the higher amount, particularly given the current cost of living crisis. However, it is crucial to remember that non-consolidated payments do not offer the same multiplier effect that boosts life-time earnings that consolidated payments do.

For example, over 10 years, workers who opt for a consolidated £100 payment over a £500 lump sum payment would be £758 better off.

Meanwhile, over the average working life of 40 years, workers who accepted the consolidated offer would be almost £12,000 up over those who went for the one-off £500.

This gives employers a clear motivation to offer big money up front - it saves them money in the long-term. While it may sound counter-intuitive, bargaining for smaller sums of consolidated pay compared to non-consolidated pay can result in workers pocketing thousands of pounds more in the long-run.

## These figures are oversimplifications and underestimate the true impact on members

**In reality, workers who accept non-consolidated pay could be even more out of pocket.** It is fair to say that £1 in 50 years time will likely buy you a lot less than £1 today but:

- We rounded down salary figures for simplicity of calculations, so the pay figures themselves are underestimates of the loss of pay.
- These examples have also only considered pay. An unconsolidated lump sum may be appealing but, as shown, it deflates your pay. Given that pension benefits are normally set as a proportion of your pay, by reducing your pay you are also ultimately reducing your pension payments.
- Even if hard cash isn't available, improved terms and conditions could offer long-lasting benefits.

To access the full data set contact Work, Voice, Pay at: [workvoicepay@unitetheunion.org](mailto:workvoicepay@unitetheunion.org)

## Facts and Figures

Here is another example to highlight the point that consolidated deals can win big.

### After 10 years, a 1% consolidated pay increase could be worth at least £3,500 more

Now, let's look at how the choices compare if the increase was based on a percentage increase in salary that matches inflation.

In the first example, let's compare a 1% consolidated offer to a 1% non-consolidated payment. As a reminder, we're using £30,000 as the base salary throughout our analysis, so this relates to a £300 pay increase in year one. Every other year, pay rises in line with inflation.

**Assuming the salary increased by 5% each year from year two, you would be nearly £3,500 better off over the first 10 years by choosing a 1% consolidated offer in year 1, compared to a one-off 1% payment.**

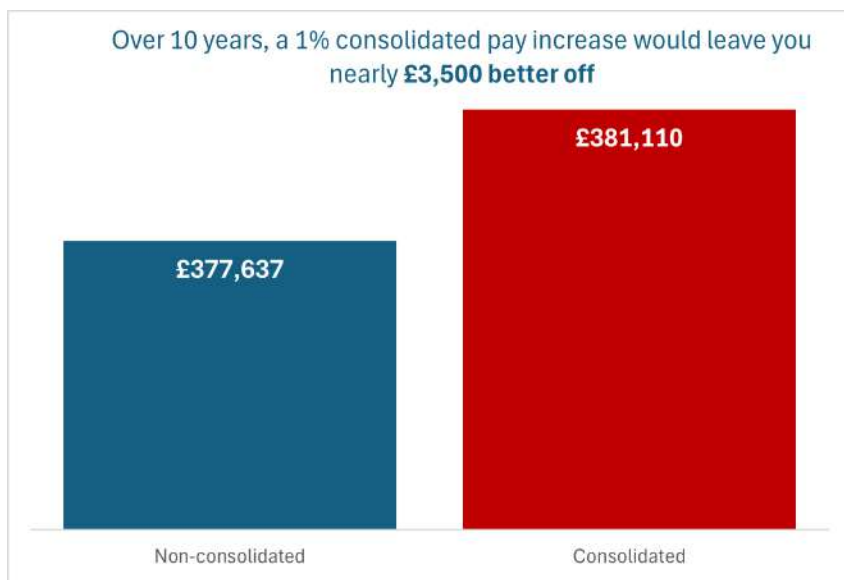


Figure 12 Earnings over 10 years of a 1% non-consolidated payment versus a 1% consolidated payment, at an annual 5% inflation rate

At an inflation rate of 1% from year 2, you would lose nearly £2,800 over the 10 year period by accepting a non-consolidated amount in year 1, while at 10%, losses increase to almost £4,500. This length of time could be particularly relevant to Unite members who are older and therefore closer to retirement.

### After 40 years, consolidating 1% could be worth £133,000 more

These pay discrepancies compound even further as time goes on. Over 40 years, which is roughly the average working life for full-timers, a 1% consolidated payment in year 1 would be worth a massive £36,000 more than a non-consolidated payment at a 5% inflation rate.



This means that younger people early on in their careers are far worse off accepting a one-off payment.

If inflation were high, this would cost £133,000 in lost pay. Even with low inflation, it would still cost £14,000.

## **After 50 years, that same 1% consolidated payment could be worth £349,000 extra**

Where people have begun work earlier in life, or continue to work into elderly age, the gap grows even further. **Over 50 years, workers who opt for the consolidated payment would be over £63,000 better off, even on the middle range of inflation.** With high inflation, it rises to £349,000, or £19,000 with constantly low inflation.

## **Even a 1% consolidated payment could be worth £33,000 more than a 10% non-consolidated payment over 40 years**

When offered the choice between a consolidated payment and a non-consolidated payment, the non-consolidated payment will usually be higher.

It may be tempting to simply pick the higher amount, particularly given the current cost-of-living crisis.

However, it is crucial to remember that non-consolidated payments do not offer the same multiplier effect to boost life-time earnings that consolidated payments do.

For example, over 10 years at the mid-point, workers who opt for a consolidated 1% payment over a 10% lump sum are £800 better off.

Meanwhile, over the 40 years of average working life, workers who accepted the consolidated offer would be almost £33,000 up over those who went for the one-off 10%.

After 50 years, workers who accepted the consolidated payment are even better off, pocketing an additional £60,000.

This gives employers a clear motivation to offer big money up front - it saves them money in the long term.

While it may sound counter-intuitive, bargaining for smaller sums of consolidated pay compared to non-consolidated pay can result in workers pocketing thousands of pounds more in the long run.

This time we look at the impact of front-loading higher costs but also doing it for pay.

# Facts and Figures

## Front-loading higher prices in year 1 still impacts costs decades later

Now, let's look at the long-term impact of the Bank of England failing to keep inflation at its 2% target for just one period.

If prices go up, then the same amount of money doesn't buy the same amount of goods or services, so you need higher wages to buy the same things. Because inflation doesn't just stop at statistics, it hits pay packets.

**Wages shouldn't just keep our heads above water; they should let us breath.**

To quantify this multiplier effect, we'll use ONS figures of annual expenditures per household, with £18,500 representing the poorest fifth, £44,500 the richest fifth, and £29,500 the average.<sup>31</sup>

Let's assume that inflation is constant at 2% in every year other than year 1, which will be set at either 1%, 5% or 10%. This will allow us to highlight the cost of a single year of higher inflation over 10, 40 or 50 years.

We will pretend that inflation only changes prices at year end, and annual costs rise at the level of inflation (i.e. no real-terms gain or loss in costs over the period due to higher or lower inflation, e.g. for poorer or richer households). We also assume that you are a full-time employee, and your working life is 40 years.<sup>32</sup>

## After 10 years, just one period of costs rising 10% in year 1 would mean prices rising at least £16,000

In the first example, we will assume inflation will rise either 5% or 10% just for a year, before returning to the 2% target.



Figure 13 A 10% inflation increase in the first year, before returning to 2%, would mean at least £16,000 in extra costs over 10 years



Let's say you are in the poorest fifth of people, whose expenditure is £18,500. If the Bank of England allows inflation to rise to 5% for a year, you would lose more than £6,000 in extra costs over 10 years. If it was a 10% rise, your loss would be at least £16,000 extra for the same period.

For the average worker, whose annual expenditure is £29,500, the extra costs would be more than £10,000 if inflation was 5% just for a year. If it jumped to 10%, we should expect an extra cost of nearly £26,000.

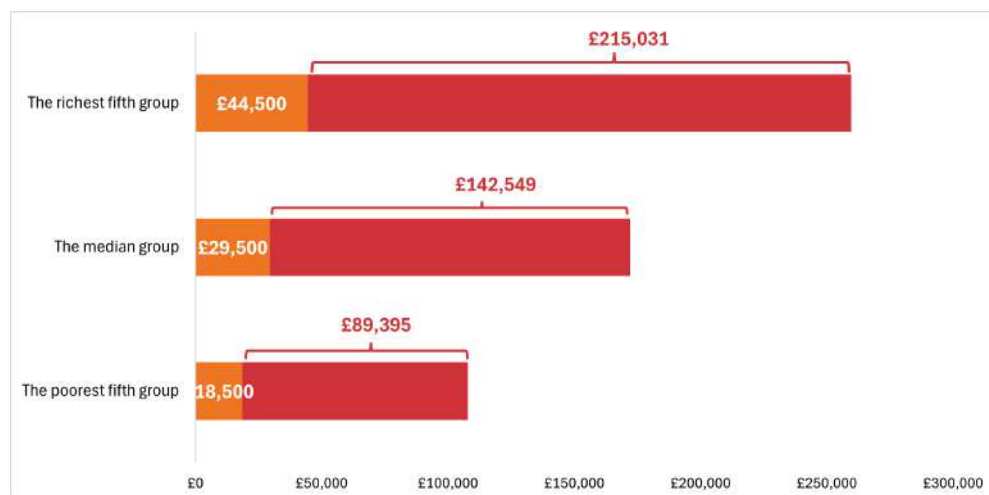
Being in the richest fifth of people, whose annual cost is £44,500, means you should expect higher extra costs with inflation rising. Your loss would be nearly £15,000 over the first 10 years with a 5% rise just for a year. However, you would lose nearly £39,000 if inflation is 10% for a year.

This length of time could be particularly relevant to Unite members who tend to be older, and therefore closer to retirement.

### After 40 years, a 10% inflation increase in year 1 would be worth at least £89,000 extra in your pay

We looked at the long-term effect of a one-off increase in prices, either 5% or 10%, for those starting their working life.

**Over 40 years, which is roughly the average working life for full-timers, a 5% inflation increase in year 1 would be worth £34,000 in extra costs. A 10% increase would mean more than £89,000 in extra costs. That is massive!** This means that younger people are likely to be more adversely affected.



**Figure 14 A 10% inflation increase in the first year, before returning to 2%, would mean at least £89,000 in extra costs over 40 years**

For the average worker, a 5% increase in the first year would cost more than £53,000, and they would lose nearly £143,000 with a 10% inflation increase in the first year.

## Facts and Figures

The richest fifth of people would lose an incredible amount of money for their 40 years of working life if the Bank of England allowed price inflation to rise to 5% or 10% for a year, before returning to the 2% target. That's a loss of nearly £81,000 with a 5% rise, and more than £215,000 with 10%.

### Where people have started work younger or have to work later in life, the effect on their pay would be greater

Where people have begun paid work earlier in life, or have to work past-retirement age, the one-time inflation cost has a tremendous impact on their lives. **Over 50 years, even a 5% inflation increase for year 1 would cause a huge £47,000 in extra costs for the poor, while 10% would triple the impact to more than £125,000.** That means the poor would also lack savings during their working lives. This would have a huge impact on their retirement, with lower wages reflected in inadequate pensions.

For the average worker, the extra costs would rise to £75,000 with a 5% first year increase, or £200,000 with a 10% increase. The richest lose even more: £113,000 for a 5% increase, or more than £301,000 for 10% increase.

To access the full data set, contact Work, Voice, Pay at:  
[workvoicepay@unitetheunion.org](mailto:workvoicepay@unitetheunion.org)

### A single "below-target inflationary period" could have an even bigger impact on household costs

If the Bank of England limits price inflation to 1% for a year, before returning to its 2% target, it would have a positive impact in our pay packets. All groups will see their costs reduced over 10, 40, or 50 years. **Low inflation doesn't solve all problems as deflation over time affects business confidence, which can stifle investment, but is still worth being aware of.**

In this scenario, the poorest fifth would gain more than £2,000 in reduced costs over the first 10-year period, more than £11,000 over 40 years, or nearly £16,000 over 50 years.

The gain for the average worker would be more than £3,000 for 10 years, £18,000 for 40 years, or £30,000 for 50 years.

The richest fifth will see a £5,000 reduction in costs over 10 years, £27,000 for 40 years, and £38,000 for 50 years.



## 3.8 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 and real terms pay articles in our previous issues to strengthen your negotiations.

- **Use Financial Insider to discover 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.
- **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](https://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](https://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](https://tinyurl.com/uccet97z) or look in the April 2024 edition, p.51-52.
- **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.
- **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.





## SECTION FOUR

# ABILITY TO PAY

4.	How much money are employers making?	50
4.1	Key figures: Stock markets have surpassed pre-war levels and hit new record-highs	50
4.2	Investigation: FTSE 350 companies made £156 billion in profit in 2025, up 17% from 2024	51
4.2.1	Shareholders pocketed £154 billion in 2025, with FTSE 350 companies increasingly prioritising payouts over reinvestment	52
4.2.2	FTSE 350 companies are sitting on nearly £859 billion in cash in the bank	53
4.3	War: What is it good for? City Bankers, Big tech, and Big Oil	54
4.4	Financial Insider is now available on the Work, Voice, Pay mobile app, making it even easier to see your employer's finances!	56
4.5	Accountant's Corner: Why understanding corporate structure is crucial	58
4.6	Bite-sized Bargaining: Ability to pay	60

How much money are employers making?

## Facts and Figures

How much money are employers making?

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

Sharon Graham, Unite General Secretary

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## 4. How much money are employers making?

### 4.1 Key figures: Stock markets have surpassed pre-war levels and hit new record-highs

- **Stock markets have surpassed pre-war levels:** The S&P 500 hit a record-high and is up 25% compared to last year, while the FTSE 350 grew 22%.



- **FTSE 350 companies made profits of £156 billion in 2025:** And £154 billion of that was pocketed by their shareholders.
- **Tesco made £3.2 billion in profit in 2026:** All while its food suppliers claim it is "taking the mickey" on prices, Tesco paid out £2.5 billion to shareholders.
- **Financial Insider is now available on the Work, Voice, Pay app:** It is now even easier to access your employer's finances - head over to the app store to download or update the Work, Voice, Pay app.

Use the **Forensic Accounts team** to find out how your employer is doing financially, Get in touch at [forensic.accounts@unitetheunion.org](mailto:forensic.accounts@unitetheunion.org)

# Facts and Figures

## 4.2 Investigation: FTSE 350 companies made £156 billion in profit in 2025, up 17% from 2024

If you've been in pay talks recently, the chances are you've encountered bosses claiming that their costs are through the roof and they can't afford a decent pay increase.

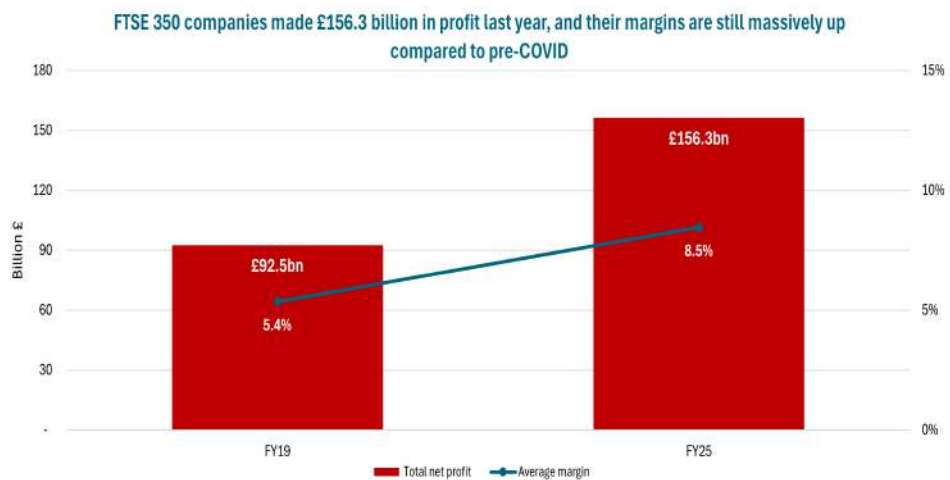
It's true that a lot of their costs *will* have gone up, but as [Unite's Profiteering Report](#) has found, many companies instead use crises as an opportunity to actually increase their margins.

Now that the FTSE 350 companies have all posted results for their 2025 financial years, we can see how well they've done.

To simplify things, we've removed trusts and other asset management companies from our analysis.

This left us with a list of 228 of the UK's biggest firms.

They reported a **combined bottom line profit of £156 billion in 2025 - a 17% increase year-on-year.**



Our most recent research reveals that profit margins - profit as a percentage of revenue - are still up 58% compared to 2019's pre-COVID levels.

The looming economic crisis caused by the Iran war could pose an opportunity for these firms to yet again profiteer from the crisis.

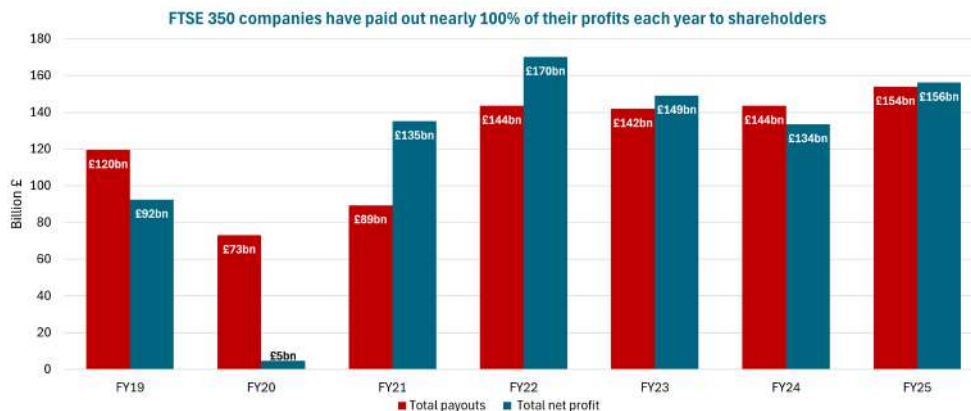
BP is already bragging of "exceptional" profits in the first quarter of the year, while banks have been pulling thousands of mortgage deals off the market and hiking up their rates.<sup>33</sup>



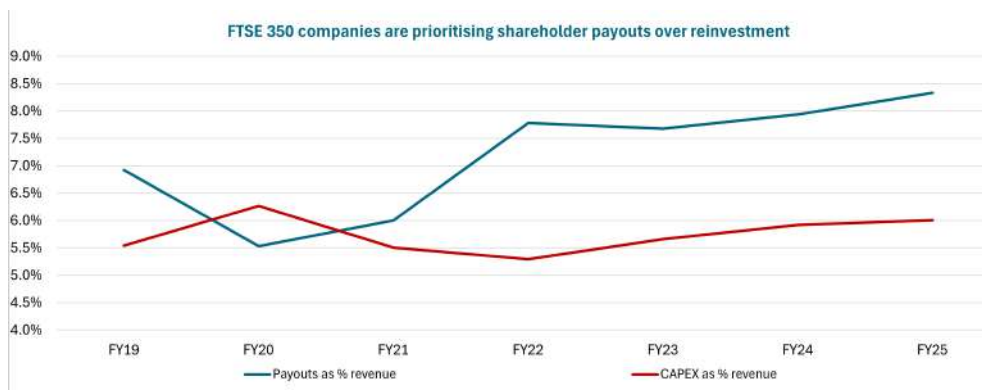
## 4.2.1 Shareholders pocketed £154 billion in 2025, with FTSE 350 companies increasingly prioritising payouts over reinvestment

Bosses will use any excuse they can to limit pay increases, all while paying out ever-growing amounts to shareholders.

In 2025, FTSE 350 companies paid out £154 billion to their shareholders in the form of dividends and share buybacks. If we take out the COVID year of 2020, **these companies have on average paid out 97% of their net profits to shareholders since 2019.**



It seems like these companies are prioritising shareholder payouts at nearly all costs, even if it comes at the expense of reinvesting less in the business. For this analysis, we've compared shareholder payouts and CAPEX to revenue.



As we can see, payouts are increasingly growing as a percentage of revenue, while reinvestment back into the business is flatlining.

If companies can maintain and grow the amount they pay their shareholders, they can afford a fair pay increase for the workforce that actually generated those profits.

How much money are employers making?

## Facts and Figures

It isn't just shareholders who have been raking in the cash either. The top executives at these companies have been rewarded with huge pay packets that usually include shares in the company.

AstraZeneca's boss was the highest paid FTSE executive in 2025, taking home nearly £17.7 million for just one year's work. Elsewhere, the CEO of Shell pocketed £13.8 million, whilst Barclay's boss raked in over £15 million.

### 4.2.2 FTSE 350 companies are sitting on nearly £859 billion in cash in the bank

One of the biggest financial cushions that companies have is their cash balance. When times are rough, they'll dip into their cash reserves to keep operations running smoothly.

With the war in Iran causing key commodity prices to sky rocket, many input costs will inevitably rise. As we've seen, many companies will pass on these cost to customers, but the question is - do they have enough cash to weather the storm?



FTSE 350 companies have cash in abundance, with nearly £859 billion in the bank at the end of 2025. This provides evidence that many companies have the cash to not just absorb input cost rises, but also fair pay increases for workers.

While it is true that this cash balance has been falling in recent years, this is in part due to the huge payouts they've given shareholders each year that have sometimes even exceeded profits.

A company's cash balance is just the starting point in assessing financial health. In last month's Facts and Figures edition, we produced a [Reps' guide](#) to help you get a deeper understanding of whether your employer's ability to pay will really be impacted by the Iran war.



## 4.3 War: What is it good for? City Bankers, Big tech, and Big Oil

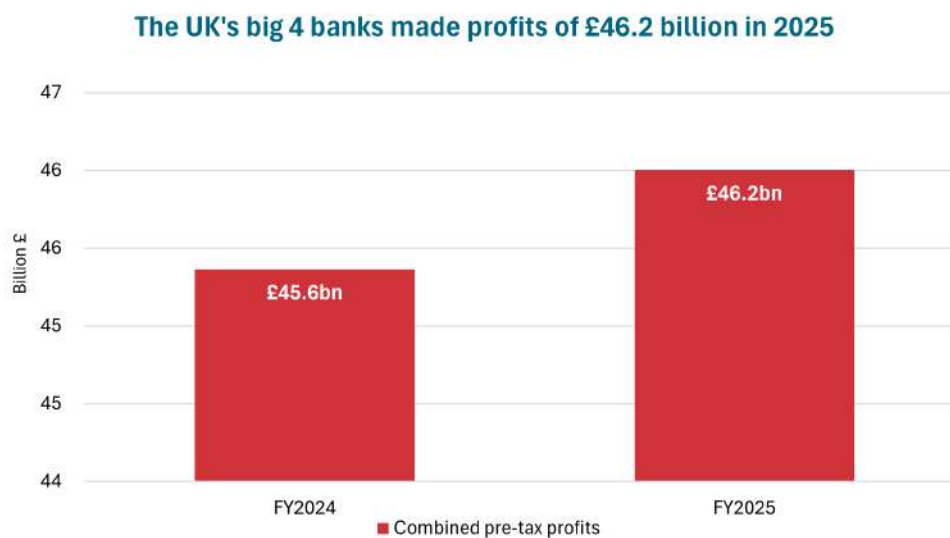
While the straits of Hormuz are blocked and civilians are under attack everywhere, **bank balance sheets are bulging**.<sup>34</sup>

City Bankers are profiting from the volatility, even as its harming other parts of the economy.

**JP Morgan Chase** reported net income of £16.5 billion for just the first three months of the year, a far from unlucky 13% increase on 2025. Jamie Dimon, the banks billionaire boss, hailed this as the banks second best quarter ever!<sup>35</sup>

He won't be the only US bank boss quaffing the best champagne in his country club. **Citigroup** profits rose 42% on the previous year to £5.8 billion.<sup>36</sup> Investment bankers are raking it in, and we can expect to see their British subsidiaries and counterparts benefiting from the same situation.

Last month we revealed the top four UK banks had made combined profits of £46.2 billion in 2025. Even as they try to press down on the pay and conditions of bank workers. That is why Unite Reps are building the Finance combine.



Also in clover thanks to the war in Iran are **defence companies** like **Lockheed Martin** and **Northrop Gruman**.

Given the fact that interceptor missiles can cost \$1 million each and thousands are being fired by the US military, there is a constant production line of profits.

How much money are employers making?

## Facts and Figures

European defence companies like **BAE**, **Leonardo**, **Thales**, **Saab**, and **Rheinmetall** will also benefit from a boost in European defence spending.

According to Reuters, defence spending was already up 12% last year from €343 to €381 billion.<sup>37</sup>

Wars are increasingly fought using advanced software, so the “**tech lords**” of war like Peter Thiel, who owns a major stake in **Palantir**, are also profiting.

Palantir's AI-powered defence platform - Maven Smart System - is reportedly being used by the US military to plan attacks. It had already seen a 66% jump in revenue from its US government contracts to \$570 million in the last three months of 2025.

Worryingly, this shady company is also a supplier of NHS software systems!<sup>38</sup>

The war has also been good for the **oil majors**. While we all pay through the nose at the pump and industry faces higher costs, these companies are filling up on profits.<sup>39</sup>



Figure 15 Brent crude oil prices \$/bbl as of 21 Apr. Source: S&P Capital IQ Pro.

A recent analysis shows the value of the shares of the five largest North Sea operators - **Shell**, **TotalEnergies**, **BP**, **Equinor** and **Harbour Energy** - had increased by an eye-watering £73.5 billion by the end of March.

Time for workers on their rigs to get the same boost to their pay!



## 4.4 Financial Insider is now available on the Work, Voice, Pay mobile app, making it even easier to see your employer's finances!

Unite's Financial Insider tool is now available on the new Work, Voice, Pay mobile app, making it even easier to access your employer's financial data.

Built to support our negotiators, Financial Insider is designed to help you understand the financial story of your employer from the workers' perspective, so you can negotiate good pay awards and spread the message of what's really going on. Knowledge is power!

To access the app, simply scan the relevant QR code below, or search up "Work, Voice, Pay" on your device's app store. If you already have the app, head over to your app store and hit update so that you have the latest version.

Google Play Store:



Apple Store:



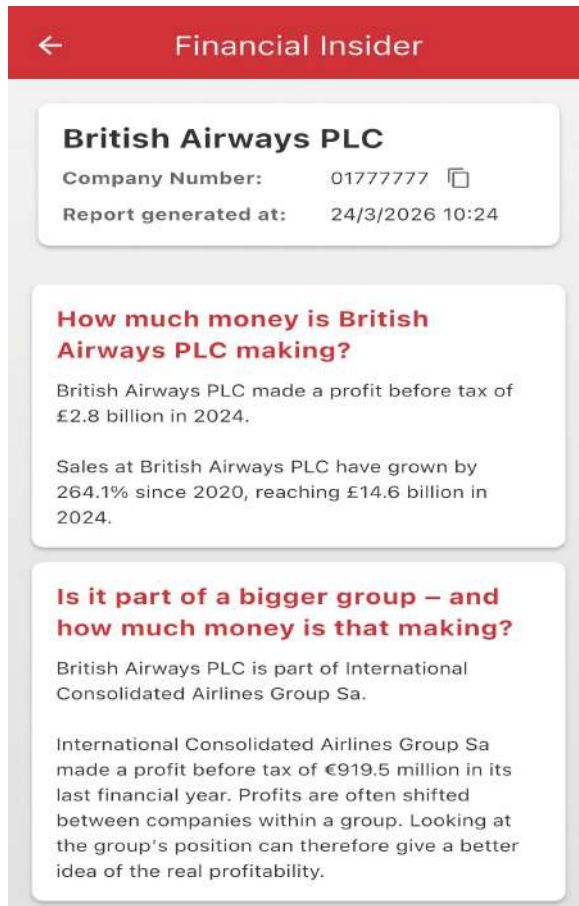
Many reps will have used Financial Insider before, and know how useful it is to get a better understanding of their employer's finances. The new app version aims to achieve the same thing - providing you with the key information you need when going into pay talks.

"I'm committed to continuously improving the support we provide our Reps engaged in collective bargaining. And this tool is designed to help you better understand the financial story of your employer from the workers' perspective. Knowledge is power and I hope you can use this information to help deliver for our members at the workplace." Unite general secretary Sharon Graham

# Facts and Figures

After downloading, you'll be met with the homepage where you can select your employer. For this example, we've used British Airways. You'll notice there are an array of options you can use to quickly generate resources that are tailored to your employer.

After clicking "Financial Insider", you'll see the key information relating to the finances of your chosen company.



As you can see, the app displays much of the same information as the web version of Financial Insider. It doesn't just display profits and group information, though. Scrolling down, you'll see other key figures like how much your boss is being paid, and how much shareholders are pocketing. And how much a pay increase in line with inflation would cost.

Occasionally, there can be missing information or errors in the data. If something looks off, do not hesitate to reach out to Unite's forensic accounts team at [forensic.accounts@unitetheunion.org](mailto:forensic.accounts@unitetheunion.org).



## 4.5 Accountant's Corner: Why understanding corporate structure is crucial

The corporate structure is the family tree of all the companies that have the same company at the top of the tree.

This family of related companies is known as the Group.

Group structures can be incredibly complex, with hundreds of companies flowing in and out of tax havens throughout the world. **But those companies have a real impact on pay and profits at your company.**

One example of an extremely complex corporate structure relevant to Unite members is Gatwick Airport.

The company which owns and operates the airport is part of a network of at least seven separate companies which connect the airport to its two ultimate owners.

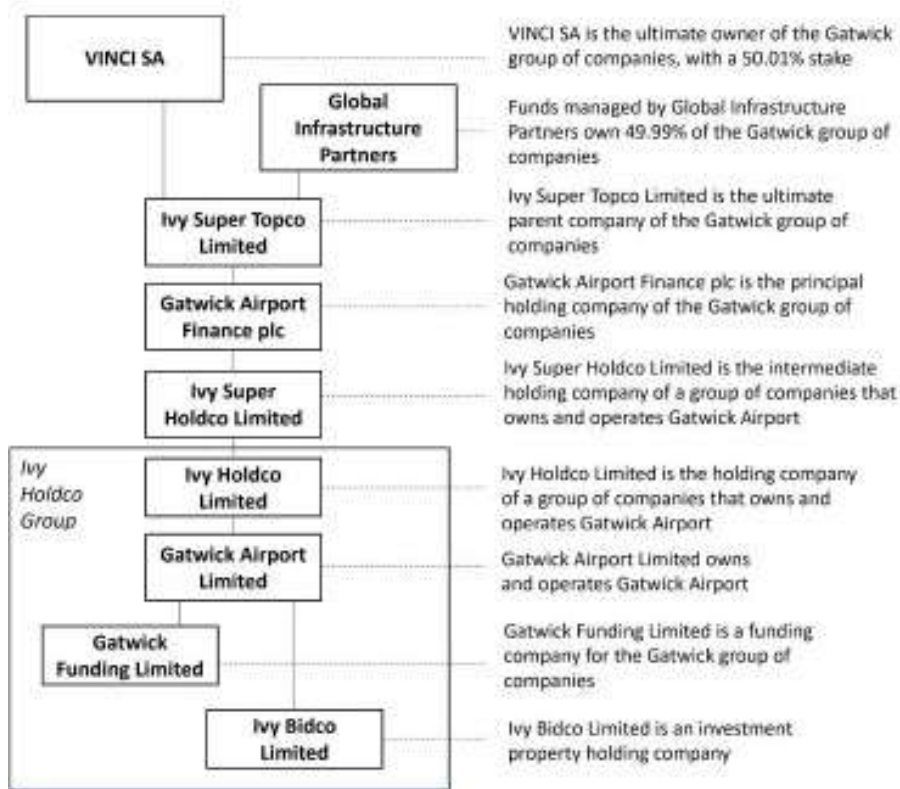


Figure 16 Unite analysis of the corporate structure for Gatwick Airport

Paying attention to your employer's corporate structure is important for understanding how it really operates and where the money and power lie.

Below, we go through some of the key questions that analysing the corporate structure can help answer.

How much money are employers making?

## Facts and Figures

### Who is making decisions about the future of my company?

Decisions about your company are often taken not by the bosses at your company, but instead at a much higher level - by the shareholders and directors of the company at the top of the Group.

### Who am I making money for? How deep are their pockets?

At the top of the Group will be an "ultimate parent company". This is the company where the profits from your company will end up.

Understanding who the shareholders of this company are is important, because this is who you are making money for.

Groups often keep the balance sheets of their operating companies quite weak, making pay claims look unaffordable. But this can be deliberately misleading: in many cases, the Group will have huge reserves and cash balances, providing plenty of funding for a decent pay increase.

### Why isn't my company making much profit?

Groups go to huge expense and trouble to make sure their operations are "tax efficient". This means that they make sure profits in higher tax countries are minimised, and profits in lower tax regimes are maximised.

Profits can be shifted from one country to another by internal trading in the Group. If your company is making less profit than expected, this could be what's behind those low reported profits.

### What else does the Group do? How is your company important to the whole Group?

The operations of the other companies in the Group can also make it clear just how important your company is to the Group. Your company might be supplying critical parts to another Group company further up the supply chain, or your company might be the one receiving those parts and making sales to the whole of Europe.

**One thing is certain: the Group's structure affects profits for investors - and that means it impacts on pay and conditions in your workplace.**



## 4.6 Bite-sized Bargaining: Ability to pay

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 are 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:** <https://tinyurl.com/yerzms8> or look in the June 2025 edition, p.83-85.
- **Companies listed on the world's largest stock exchanges made over £2.2 trillion in profit in 2024.** Find out more here: <https://tinyurl.com/ye237yha> or look in the October 2025 edition, p.70-71
- **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

Use Work Voice Pay's Financial Insider tool to generate a report about your employer's finances. Find out more here: <https://tinyurl.com/yhk7y344>.





## SECTION SIX

# WORKPLACE ISSUES

5.	What's happening in our workplaces?	64
5.1	28 April: International Workers' Memorial Day, remembering the dead, fighting for the living	64
5.1.1	The United Minds campaign helps Reps in negotiating better management processes around mental health and workplace stress	65
5.2	A beginner's "Know Your Rights" guide for Reps	68
5.3	Bite-sized Bargaining: Research shows that women, the young, LGBT+ and disabled people face disproportionate discrimination in the workplace	73

What's happening in our workplaces?

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*Equality, safety, and decent conditions aren't extras. They're the basics. When workers stand together, we win better pay, safer jobs, and real equality. That's what Unite is built for.*

**Sharon Graham, Unite General Secretary**

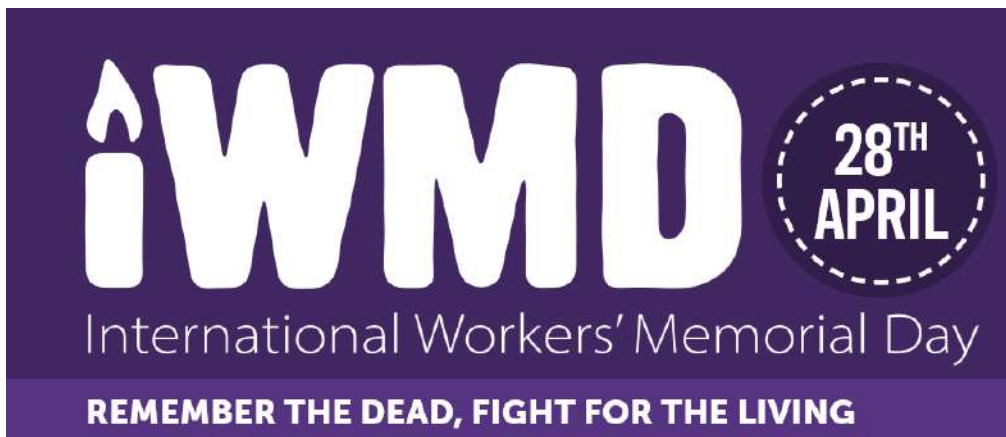
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## 5. What's happening in our workplaces?

### 5.1 28 April: International Workers' Memorial Day, remembering the dead, fighting for the living

28 April is **International Workers' Memorial Day (IWMD)**. Each year, trade unions, workers, and their Reps from all over the world join together to honour the memory of those who died due to work related causes, and to fight to prevent more from dying at work.



Unite Reps support this day by running events and displaying and circulating Unite IWMD materials. The key themes for 2026 are:

- **Mental Health and Psychosocial Risks:** The 2026 campaign highlights the impact of work pressure, new technologies, surveillance, algorithms, and insecure work on worker mental health.
- **Preventing Workplace Violence:** The TUC is placing a special focus on the need for greater legal protection against physical and verbal abuse in the workplace.
- **Fight for Democracy:** The International Trade Union Confederation (ITUC)'s broader strategy for 2026 is to "Fight for Democracy," which includes protecting trade union rights to safety and dignity.

Visit this page to access Unite resources for International Workers' Memorial Day 2026: [unitetheunion.org/news-events/events/workers-memorial-day](https://unitetheunion.org/news-events/events/workers-memorial-day)

## Facts and Figures

### 5.1.1 The United Minds campaign helps Reps in negotiating better management processes around mental health and workplace stress

There are two intricately connected issues:

- Effective mental health schemes that tackle the root causes of stress and provide extra help for the Representatives who assist others
- Management systems for the prevention of workplace stress and psychosocial risks

**The United Minds Campaign** wants change. Government and employers must play their part.



The campaign is calling for:

- **New legislation around workplace stress and psychosocial risk** - a law that clearly sets out duties to conduct specific risk assessments and the steps taken to control the risks.
- Employers to ensure **workplace stress risk assessments and consideration of psychosocial hazards** are undertaken.
- **Codes of practice** to ensure employer assistance and support programmes for mental health are consistent and of high quality.
- Employers to ensure their **mental health support programmes** are fit for purpose.
- **Work related suicides to be reportable** to the Health and Safety Executive (HSE) under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).



- Specific guidance and training for government agencies such as HSE, the Office of Rail Regulation (ORR), local authorities around specific related enforcement actions
- The establishment of a tripartite forum that includes unions, employers, and government, to discuss and agree intended laws, codes of practice and guidance in this area.

## Mental Health and Psychosocial Risks

When psychosocial factors harm workers, they become hazards which, alongside physical, chemical, and biological types, must be addressed to ensure safe and healthy working environments.

The latest figures from HSE set out cases of work-related stress, depression, and anxiety over a year in the UK, with many thousands not identified due to the stigma or fear of coming forward. You can access them by visiting [www.hse.gov.uk/statistics/causdis/index.htm](http://www.hse.gov.uk/statistics/causdis/index.htm)

**JOIN THE CALL FOR ACTION WITH UNITED MINDS.  
UNITE WILL SUPPORT YOU AND FIGHT YOUR CORNER.**

For more information and details of Reps' support visit:  
[unitetheunion.org/campaigns/united-minds-campaign](http://unitetheunion.org/campaigns/united-minds-campaign)

## Workplace violence

Too many workers face threats, abuse, or violence just for doing their job. Whether it's verbal abuse, intimidation, harassment, or physical attacks, no one should have to accept violence at work.

When working people feel safe and supported, the workplace is better for everyone. Your employer has a legal obligation to make sure you are as safe as possible at work.

- You are legally protected against harassment that is linked to age, sex, disability, race, religion or belief, sexual orientation, or gender reassignment.
- All forms of bullying and harassment are unacceptable. If you feel you are experiencing bullying or harassment, confide in someone you trust, such as a Unite Rep or a colleague.

**DO NOT SUFFER IN SILENCE.**

# Facts and Figures

## The risks of Electric vehicles (EVs)

EVs are becoming increasingly popular and so ensuring they are safe is paramount.

As the number of EVs increases, organisations transitioning to an electric vehicle fleet will need to consider the potential hazards and risks associated with electric vehicles.

Currently, there are three types of vehicles.

- Battery Electric Vehicle (BEV).
- Hybrid Electric Vehicle (HEV).
- Plug-In Hybrid Electric Vehicles (PHEV).

Battery electric vehicles use a large capacity battery that needs to be charged from the electricity supply network when the vehicle is not in use and contain harmful chemicals, if released. As they store significant amounts of energy, they also increase the risk of loss of property and the risk to life if things go wrong.

According to the HSE, “voltages present in electric and hybrid vehicles are significantly higher (currently up to 650 Volts direct current (dc)) than those used in other vehicles (12/24 Volts dc)” and that “in dry conditions, accidental contact with parts that are live at voltages above 110 Volts dc can be fatal”.



The HSE has produced a list of hazards associated with these types of vehicles including:

- Fatal electric shock through the presence of high voltage components and cabling.
- Fire and explosion through the storage of electrical energy.
- Components that may retain a dangerous voltage even when a vehicle is switched off.



- Electric motors or the vehicle itself that may move unexpectedly due to magnetic forces within the motors.
- The potential for the release of explosive gases and harmful liquids if batteries are damaged or incorrectly modified.
- Potential electrical systems on the vehicle to affect medical devices e.g. pacemakers.
- Manual handling risks associated with battery replacement.



## The negative aspects of Artificial Intelligence

While Artificial Intelligence can mitigate monotonous work, there are many negative aspects such as job losses and worker monitoring.

There are two types of application of AI technology in the workplace.

The first is directed at automating tasks that workers perform.

The second is to use AI-based analytics and algorithms to automate managerial functions - or what is commonly referred to as “algorithmic management”.

AI at work is increasing work intensification, monitoring, and surveillance.

It's generating negative impacts on mental and physical wellbeing as workers deal with the extreme pressure of constant, real-time micromanagement, and automated assessment.

In the US alone, the number of medium-to large employers using tools to track workers doubled in the two-years around Covid to 60.

This only results in negative effects on psychical and mental health.

## 5.2 A beginner's "Know Your Rights" guide for Reps

This guide explains the key things every union member should know. Spoiler: The most important right is at the end

# Facts and Figures

## 1. The Right to Be Paid Properly

Most people working in the UK must be paid at least the **legal minimum wage** set by the government. (all rates are from 2026 and change on 1 April each year)

- Workers aged 21+ are entitled to the **National Living Wage (£12.71)**.
- 18-20 year olds are entitled to at least the National Minimum Wage, which is lower than the National Living Wage (**£10.85**).
- Under 18s and apprentices get a lower rate of the minimum wage (**£8**).

You must also receive a **payslip** showing your pay and deductions (things like tax and national insurance).

Employers **cannot pay below the legal rate**, even during training (with limited exceptions).



## 2. Written Terms of Employment

From your first day, you have the right to a written statement explaining key terms such as:

- Job title and duties
- Pay and working hours
- Holiday entitlement
- Sick pay rules
- Notice periods

This is often called a “**written statement of employment particulars**” or a “**contract of employment**”

## 3. Paid Holiday Entitlement

Most workers are entitled to at least **5.6 weeks of paid holiday** per year.



Example:

If you work 5 days a week, you get at least 28 days holiday.

This could include bank holidays, if your employer doesn't allocate extra for them, which many employers do.

## 4. Working Hours

Most workers must not work more than **48 hours per week on average**.

You can opt out voluntarily, but **you cannot be forced to sign the opt-out**.

You must receive **rest breaks**, including:

- 20-minute break for shifts over 6 hours
- 11 hours rest between working days
- 1 day off per week (or 2 per fortnight)

Your working hours should be stated in your contract. Your employer cannot change them without your agreement.

### 4a. Zero hours

Some employers try to use various forms of casual or “flexible” working, including ‘zero hours’ contracts. The Labour Government pledged to make zero hours contracts illegal. But they have watered this commitment down to leave large loopholes for employers.

## 5. Protection from Discrimination

You are protected from discrimination at work under the **Equality Act 2010**.

Employers cannot discriminate based on **protected characteristics**, including:

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation
- Pregnancy or maternity

# Facts and Figures

This applies to hiring, pay, promotion, and treatment at work.



## 6. Health and Safety Protections

Employers must provide a **safe working environment** under the **Health and Safety at Work etc. Act 1974**. They must:

- Assess risks, including having a written H&S policy
- Provide adequate facilities e.g. toilets
- Provide training and equipment e.g. protective gear (PPE)
- Protect workers from danger e.g. by giving adequate breaks
- Allow workers to raise safety concerns

Workers have the right to refuse unsafe work in serious situations.

If your employer recognises a trade union, you can elect union Health and Safety reps.

**If there is a health and safety issue in your workplace then raise it with your Health & Safety rep!** They are your rep, not the company's.

They have legal rights to carry out inspections, investigate hazards and drive improvements to health and safety. They also have a right to paid time off to handle issues.

## 7. Sick Pay

If you're too ill to work, you may qualify for **Statutory Sick Pay**.

**The Employment Rights Act 2025** came into effect on 6 April 2026. Key points:

- Paid by your employer
- Now paid **from the first day** of sickness



- This used to apply if you earned above a minimum threshold, called the Lower Earning Limit (LEL) but **that limit has also been removed**.
- Some employers offer **better company sick pay** - especially employers who recognise a trade union.

## 8. Protection from Unfair Dismissal

Most employees with at least two years of continuous employment gain protection from Unfair Dismissal. **The Employment Rights Act 2025** will reduce this requirement to six months from January 2027.

- Employers must have a fair reason and follow a fair process.
- Examples of automatically unfair reasons include dismissal for:
  - Trade union activity
  - Pregnancy or maternity
  - Whistleblowing
  - Asserting legal rights

## 9. Maternity, Paternity and Parental Rights

Workers may qualify for leave and pay when they have children, including:

- **Statutory Maternity Leave** - up to 52 weeks
- **Statutory Paternity Leave**
- **Shared Parental Leave**

You also have the **right to unpaid parental leave** and time off for dependants.

Again, many workplaces with a recognised trade union offer more generous support for parents and carers.

## 10. The Right to Join a Trade Union...

Workers in the UK have the legal right to **join a trade union** and take part in union activities.

Employers **cannot legally punish workers for union membership**.

When workers organise together in a union we are stronger. It can feel difficult to say 'no' to your boss on your own. But when 200 of you all say 'no' together it can feel really powerful.

# Facts and Figures

## 10a ...and be represented

If you are unhappy about your treatment at work, **workers have a right to 'raise a grievance'** - by submitting a letter internally describing what you are unhappy about. The company must hear all genuine grievances and seek to make things right. **You have a right to be accompanied by a friend or a trained union rep.**

Similarly, if your employer is unhappy with you, after using informal channels they must write to you explaining the issue. **Again you can be represented by your union rep.**

Union reps help thousands of workers every day deal with unfair treatment at work - both at an individual level (representing one worker in a grievance or disciplinary) or collectively.

## 5.3 Bite-sized Bargaining: Research shows that women, the young, LGBT+ and disabled people face disproportionate discrimination in the workplace

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**

- **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.
- **Know your rights as a young worker or apprentice in the UK.** Find out more here: <https://tinyurl.com/3apsvm2y> or look in August 2025 edition, p.121-123.
- **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.

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Issue Fridge



Blood Bank Issue Fridge







## SECTION SEVEN

# BUILDING INDUSTRIAL POWER

6.	Where are we building our industrial power this month?	78
6.1	Unite members are continuing to flex their industrial strength, securing ballots and taking action across multiple sectors	78
6.2	Unite's Industrial Combines are leading the way in setting and raising standards across our sectors	79
6.3	Many National Industrial Sector Committees (NISCs) and Regional Industrial Sector Committees (RISCs) will take place in April	82
6.4	Unite members in different sectors including health, passenger transport, and local authorities are taking industrial action this month	82
6.5	Balloting Brief: Unite Reps across nine workplaces are balloting their members in April and May	83

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*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**

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## 6. Where are we building our industrial power this month?

### 6.1 Unite members are continuing to flex their industrial strength, securing ballots and taking action across multiple sectors

Unite members are on the move, taking action and ready to win.

- More than 500 **Cambridge University** workers are on strike over pay.<sup>40</sup> Unite members are demanding a 'Cambridge weighting' supplement to match Oxford, as staff wages fall behind soaring cost of living.
- 1,100 Unite members are set to strike at five Scottish universities over an imposed real-terms pay cut.<sup>41</sup>
- Hundreds of Filton aerospace workers could strike at **GKN** over pay<sup>42</sup>
- Around 300 **DHL** logistics workers based at **JLR** in Solihull are taking indefinite strike action over pay<sup>43</sup> More than 300 DHL HGV drivers working on the JLR contract in Birmingham, Wolverhampton, Solihull and Widnes have also voted in favour of strike action, with dates yet to be announced.
- Luton **Arriva** engineers will strike over serious sexual harassment and assault issues in April and May<sup>44</sup>
- TfL workers in London voted to strike over rota changes.<sup>45</sup> Workers, who are bus station and network traffic controllers, will walk out from 23 to 25 April, to coincide with RMT workers taking action on the London Underground.
- Over 300 drivers at the **East London Bus & Coach Company** have escalated industrial action.<sup>46</sup> Drivers will strike over fatigue at the end of April and May.



## Facts and Figures

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

Our Industrial Combines have helped bring Reps together to coordinate action sectorally. They are also the most effective way to raise awareness and understanding among workers within a specific industry.

#### **Unite's Finance Combine will meet in May to coordinate pay claims**

**Unite's Finance Sector Combine** will meet at the end of April and throughout May to coordinate pay claims and negotiations in the Banking and Insurance sector.



To get involved, please email [Michelle.Smith@unitetheunion.org](mailto:Michelle.Smith@unitetheunion.org)

- **Insurance Pay Team** meeting: Wed 29 Apr - 6 May - 20 May
- **Pay Team meeting** Banking: Thu 30 Apr - 7 May - 21 May
- **AI and Contact Centre** online meeting: 26 May 12:00 - 14.00

#### **Unite's Health Combine (England) meets on the 2nd Wednesday of each month**

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.

**Meetings will take place on the 2nd Wednesday of each month and are open to all Reps in the sector.**

Email National Officer Onay Kasab to join **the England Health Combine meetings each month**: [onay.kasab@unitetheunion.org](mailto:onay.kasab@unitetheunion.org)

The Combine is focused on a workplan which is near finalisation. Since December, Reps have been identifying, discussing and agreeing key issues that will form campaign areas.

Some of these will run side by side and a timetable is being finalised. The key campaign areas are:

- Impact of AI
- Building Steward Structures
- Safe Staffing Levels
- Pay Banding
- Profile
- Sick Pay For Outsourced Workers
- Terms / conditions for bank workers / wholly owned subsidiaries
- Racism
- Disciplinarys / Bullying
- NHS England
- Supporting Local Campaigns

Reorganisations will often come under different titles, including transformation, reviews or service development. But the result is often the same, with proposals that attack pay, conditions and jobs with the accompanying impact on patients and service users.

Unite works to respond industrially to such attacks. As part of a campaign, the Combine is preparing guidance for Reps to show how the law can be used to effectively challenge the employers at consultation stage, especially when it appears to be a “done deal”.



## Facts and Figures

### Unite's Ground Services Combine and the CAT Sector Organising Committee will both meet in June in Eastbourne

Unite's Ground Services Combine will meet on 16-17 June in Eastbourne. This combine is open to those working in ground handling.

There was a successful meeting held in London on 10-11 March with many new Reps from all of the UK's top 10 airports attending, and adding to the number of airports represented in the Combine. Key issues for the sector discussed in the session were:

- **Abuse Does Not Fly:** Reps identified abuse as a system issue linked to staffing gaps, system failures and poor handovers.
- **Automation:** Workforce systems are influencing staffing levels, rosters and workload.



Reps can join future meetings to discuss pay and working conditions. Please register here:

<https://surveys.unitetheunion.org/260982956761977>

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>

Similarly, the **CAT Sector Organising Committee** will be meeting on 18 June, in Eastbourne. Reps can join meetings to discuss pay and working conditions. Please register here:

<https://surveys.unitetheunion.org/260982886848985>

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



## 6.3 Many National Industrial Sector Committees (NISCs) and Regional Industrial Sector Committees (RISCs) will take place in April

The next round of **National Industrial Sector Committees (NISCs)** meetings for all sectors will be in July. See below for a list of **National Committee meeting dates for Equalities** that will meet across the union throughout April.

Committee	Date	Location
BAEM	23 April	Bournemouth
Disabled	28 April	London
LGBT+	27 April	London
Women	30 April	Birmingham
Young Members	24 April	Bristol

**Regional Industrial Sector Committees (RISCs)** for all sectors will also meet in April. Please contact your region for more information.

## 6.4 Unite members in different sectors including health, passenger transport, and local authorities are taking industrial action this month

Last year thousands of Unite members took industrial action and won inflation busting wins in their workplaces and sectors.

Now that we are in the union's peak bargaining period it is unsurprising that Unite members still need to fight to get their due.

Workers across many sectors are fighting for better pay, improved working conditions, and union recognition.

The Table below shows those workplaces currently in dispute.

Employer	Region	Unite Sector	Dates
Birmingham City Council - Waste Management Refuse Collection	WM	LAs	Continuous
Job & Talent - Birmingham City Council bin collection agency workers.	WM	LAs	Continuous
East London Bus & Coach Company Limited	LE	Pass	24 Apr 15 May
Barking, Havering & Redbridge	LE	Health	TBC

## Facts and Figures

Employer	Region	Unite Sector	Dates
University Hospitals NHS Trust - Queens Hospital pathology lab scientists and clinical engineers			
CWM TAF MORGANNWG - South Wales NHS	WA	Health	until 15 May
First South Yorkshire	NEYH	Pass	24 Apr
Encirc Limited	NW	CPPT	24-27 Apr 09-14 May
Arriva The Shires (Luton)	LE	Pass	27 Apr - 1 May 11 - 15 May 25 - 29 May

Table 2: Unite workplaces due to take industrial action in the next month. Source: Unite (as of 21 April 26)

### 6.5 Balloting Brief: Unite Reps across nine workplaces are balloting their members in April and May

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

Employer	Region	Closing
<b>Pilkington UK Limited</b> All Engineering Technicians and Engineering Team Leaders employed at Cowley Hill Works	NW	22/04/2026
<b>Leeds City Council</b> All members within the Local Auth Craft & Assoc JNC (Red Book) bargaining group	NE	22/04/2026
<b>Oxalis Logistics UK Limited</b> All members employed exclusively on the Q8 contract previously employed by Turner's of Soham	SC	28/04/2026
<b>GKN Aerospace Services Limited</b> All non-management grade members, including apprentices	SW	07/05/2026
<b>National Education Union</b> All London Region members, save for Managers	LE	07/05/2026

# Facts and Figures



Employer	Region	Closing
<b>GH Luton Ground Handling Services Limited</b> All members, Luton Airport	LE	07/05/2026
<b>GMB</b> All Southern Region Branch Secretaries	LE	07/05/2026
<b>The Institute of Cancer Research</b> All members	LE	12/05/2026
<b>Qioptic Limited</b> All members at the Saint Asaph site	WA	13/05/2026

Table 3: Unite workplaces currently balloting for industrial action. Source: Unite Balloting Department (as of 13 Apr 2026)

Where are we building our industrial power this month?

## 7. Appendix 1: Significant Unite wins on pay and conditions

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

### April 2026 wins

Sector	Company	Results
Chemicals, Pharmaceuticals, Process and Textiles	<b>North Air</b>	4.2% pay rise + 5% increase to shift allowances and overtime rates
Construction	<b>Bear Scotland</b>	5.5% pay increase
Civil Air Transport	<b>Bidvest Noonan at Aberdeen Airport</b>	Up to 10.2% pay rise and union recognition agreement

### March 2026 wins (RPI was 4.1%)

Sector	Company	Results
Engineering, Manufacturing and Steel	<b>Oregon timber</b>	4.8% pay deal, plus significant enhancements to conditions including the introduction of a company sick pay scheme and paid time off for hospital appointments alongside the restoration of a service-related bonus scheme.
Aerospace and Ship-building	<b>BAE Systems at Warton and Samlesbury</b>	6% pay deal, plus additional annual leave and a one-off payment
Road Transport Commercial, Warehousing & Logistics	<b>Oxalis</b>	RPI+2% - which works out as 6.2 per cent as it was based on December 2025 RPI.
Chemicals, Pharmaceuticals, Process and Textiles	<b>Lochcarron Mill</b>	6.7% pay increase
Chemicals, Pharmaceuticals, Process and Textiles	<b>Bilfinger UK Limited</b>	5% increase in company's pension contribution



Sector	Company	Results
Civil Air Transport	ICTS at Glasgow airport	7% pay rise backdated to October + overtime rates being increased to time and half

## February 2026 wins (RPI was 3.6%)

Sector	Company	Results
Docks, Rail, Ferries, & Waterways	Orkney Ferries	Two-year pay deal. In year one, a 5% pay increase and a non-consolidated £600 payment. In year two, a 3.5% pay increase or January 2026 RPI rate - whichever is higher.
Service Industries	Sodexo Remote Sites Scotland Limited	Two-year pay deal. In year one, a cost of living payment of up to £1,225, a 4% pay increase backdated to 1 April, and retention of the attendance bonus of up to £1,000. In year-two, a 4% pay increase and retention of the attendance bonus of up to £1,000.
Civil Air Transport	ICTS at Glasgow airport	9.8% increase for the baggage screeners last year backdated to October 2024
Food Drink and Agriculture	Diageo	15.5% in a three-year deal

## January 2026 wins (RPI was 3.8%)

Sector	Company	Results
Civil Air Transport	Heathrow cabin crew at SAS airline	8% pay increase, overtime pay go to a maximum of £240, two additional days of annual leave, and an additional pay grade
Engineering, Manufacturing and Steel	Glen Dimplex	Between 6% to 8% pay increase
Engineering, Manufacturing and Steel	Bosch Rexroth Limited	4% pay increase backdated to 01/01/26.
Road Transport	Menzies Dis-	4.25% pay increase for 2025, and 3.75%

# Facts and Figures

Sector	Company	Results
Commercial, Warehousing & Logistics	<b>tribution Solution Limited</b>	for 2026
Aerospace and Shipbuilding	<b>Safran Nacelles Limited</b>	4.5% pay increase backdated to February 2025 in year one, and 3.3% in year two. New employee incentive scheme worth up to £750 introduced.
Civil Air Transport	<b>DHL Services Limited</b>	18-month pay deal including a 5.5% pay increase backdated to October 2025, a 25% increase to night shift premiums, and a £250 payment.
Passenger Transport	<b>First Glasgow</b>	5% pay increase

## December 2025 wins (RPI was 4.2%)

Sector	Company	Results
Health	<b>GFM at Newham Centre for Mental Health</b>	Up to 15% pay rise, five days additional annual leave, improved full & half day sick pay. Plus a recognition agreement
Passenger Transport	<b>Arriva Leicestershire</b>	6.5%, one off non-consolidated payment of £1,000 and an improvement to their bank holiday working rate
Passenger Transport	<b>First Aberdeen</b>	5.3% for one year
Passenger Transport	<b>First Cymru</b>	5%

## November 2025 wins (RPI was 3.8%)

Sector	Company	Results
Docks, Rail, Ferries & Waterways	<b>Immingham DB Cargo</b>	£11,723 in back pay for each worker
Road Transport Commercial, Warehousing & Logistics	<b>GXO Logistics</b>	4%, boost to overtime payments
Government,	<b>Amulet</b>	4%+4% over two years, additional day of



Sector	Company	Results
Defence, Prisons, and Contractors	<b>Security at Bank of England</b>	annual leave
Aerospace and Shipbuilding	<b>Leonardo</b>	8% over two years (across five sites)

## October 2025 wins (RPI was 4.3%)

Sector	Company	Results
Chemicals, Pharmaceuticals, Process and Textiles	<b>Altradon EnQuest's Magnus and Thistle Alpha platforms</b>	4.5%
Aerospace and Shipbuilding	<b>Lufthansa Technik</b>	5%
Passenger Transport	<b>Ribble Motor Services</b>	Birkenhead - 10% Chorley and Preston - 6.2%
Passenger Transport	<b>First West of England</b>	8.6% over two years
Aerospace & Shipbuilding	<b>Collins Aerospace</b>	A fully consolidated 10.3% over a 28-month period
Civil Air Transport	<b>Bournemouth International Airport</b>	4.5% in year one, plus an additional £1/hour for workers classed as front of house backdated to 1 April. In year two, an additional pay rise of inflation plus 0.5%, or 3.1% (whichever is greater)

## September 2025 wins (RPI was 4.5%)

Sector	Company	Results
Engineering, Manufacturing & Steel	<b>EPTA UK</b>	6% increase on all rates backdated to 1 April 2025, bonus scheme, improved holiday scheme, and improved maternity/paternity policy
Civil Air Transport	<b>OCS Group at Edinburgh Airport</b>	Two-year pay deal of 6.1% backdated to 1 January 2025 and a further 5% from 1 January 2026. Overtime rates increased by time

## Facts and Figures

Sector	Company	Results
		and a half, as well as improved sick pay
Passenger Transport	<b>First Potteries</b>	9.8% pay deal over two years and £250 payment
Chemicals, Pharmaceuticals, Process and Textiles	<b>Alpla UK</b>	Two one-off payments of between £1,000 and £9,000 based on experience and one additional day holiday

### August 2025 wins (RPI was 4.6%)

Sector	Company	Results
Public Transport	<b>Cardiff Bus</b>	5.86% + improvements to breaks and travel time
Public Transport	<b>Stagecoach North-east</b>	5%
Aerospace	<b>Princess Yachts</b>	6.50%
Service Industry	<b>Village Hotel Glasgow</b>	10%
Civil Aviation Transport	<b>ICTS (Gatwick Airport)</b>	7% + Bank holiday double time
Food, Drink & Agriculture	<b>Dale Farm</b>	4.75%
Chemicals, Pharmaceuticals, Process and Textile	<b>Repsol Resources</b>	8.5% over two years. In 2025/26, the pay increase amounts to 4.5% and in the following year due to changes in shift rotation allowances, workers will receive a further 4%.
Civil Aviation Transport	<b>Glasgow Airport Limited</b>	A two-year pay deal effective from January this year. In 2025, the pay deal includes a basic 4% rise alongside a one-off £500 payment. The cash payment is worth an additional 4% for the lowest paid members with airside support unit operatives gaining an additional uplift increasing their pay award by up to 11.6%. In 2026, the pay award



Sector	Company	Results
		will be equal to the December inflation rate and run for one year.

## July 2025 wins (RPI was 4.8%)

Sector	Company	Results
Energy	<b>Scottish Water</b>	The lowest paid Grade 2 workers will receive a 10.67% pay increase with increases for all other grades tapering to a 4.85% increase for the highest Grade 8 staff.
Civil Aviation Transport	<b>Skytanking</b> 'front-of-house' customer service, ramp and bagging agents	A basic 5% increase
Civil Aviation Transport	<b>Menzies Aviation</b>	The one-year pay deal, an average increase of 6.5% with some members gaining up to 10%, introduction of a pay grade system which rewards length of service and skills.
Road Transport Commercial, Warehousing & Logistics	<b>Wincanton (Marshalls contract) Wilson James (Heathrow Passenger Assistance)</b>	5% + £1000 lump sum
Road Transport Commercial, Warehousing & Logistics	<b>Oxalis Logistics UK Limited</b>	Increases in the base rate and other elements of pay (excluding bonus): - Y1 - 5% . - Y2 - 3.5%. - Y3 - Effective 1st January 2027 - mean average of RPI and CPI for December 2026 with a minimum of 3%. Improvement to holiday and sick pay.

# Facts and Figures

## June 2025 wins (RPI was 4.4%)

Sector	Company	Results
Civil Aviation Transport	<b>Wilson James (Heathrow Passenger Assistance)</b>	12.5%
Graphical, Paper, Media & Information Technology	<b>Amtcor Flexible Packaging</b>	5.1%
Civil Air Transport	<b>Gatwick Airport, Redline Oil</b>	4.75% pay rise backdated to October 2025 + additional 1.75% from October 2025 + one fewer working hour a week
Community Youth Workers and Not for Profit	<b>Livv Housing</b>	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	<b>Glasgow Airport ICTS</b>	9.8% backdated to October 2024 + one off bonus of £500
Food, Drink & Agriculture	<b>Brakes Brothers</b>	5.1-9.8% for warehouse workers, hygiene, and distribution drivers. An 88p hourly increase for all workers+ one-off payment up to £515.
Civil Air Transport	<b>Glasgow Airport, ABM, and OCS</b>	5% for cleaners, OCS workers, and night shift + double time for Christmas and New Years Day
Civil Air Transport	<b>Prestwick Airport</b>	Backdated 6.8% to 1 April and improved shift allowances
Passenger Transport	<b>First Bus Glasgow</b>	13.3% for engineers
Passenger Transport	<b>Arriva Midlands</b>	Workers earning £13.36 per hour will receive £14.00 per hour(backdated to July 2024) and £14.45 per hour from July 2025. Improvements to overtime rates and a new critical illness payment policy.



## 8. Appendix 2: Unite recognition agreements

Over the last 12 months, Unite has secured many 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.

Date	Employer	Note
Apr 26	<b>Apache</b>	Union recognition agreement in the offshore sector in the North Sea.
Mar 26	<b>Bidvest Noonan workers at Aberdeen Airport</b>	Union recognition agreement and double digit pay deal covering cleaners at Aberdeen Airport.
Feb 26	<b>Glasgow Community Food Network</b>	Union recognition for Glasgow food workers.
Jan 26	<b>Trescal</b>	Recognition agreement for Trescal employees based in Derby Riverside Court.
Dec 25	<b>Grosvenor Facilities Management (GFM)</b>	Union recognition and wage win (up to 15% and improvements to annual leave and sick pay).
Nov 25	<b>Amulet Security at the Bank of England</b>	Union recognition and enhanced pay.
Oct 25	<b>Bear Scotland</b>	Union recognition and wage win (up to 7.25% and improvements to standby payments).
Oct 25	<b>Norwich Eaton Park Café</b>	Voluntary recognition agreement marking the first ever hospitality venue in the city to sign an agreement recognising its workers' chosen union.
Sep 25	<b>Gipson Supported Independent Living</b>	Recognition agreement covers everyone from housing support workers and counsellors to advice and employment workers.
Aug 25	<b>EMCOR UK</b>	A formal recognition agreement for workers in facilities management at Oxford University.
Aug 25	<b>Lineage</b>	Recognition agreement for 30 drivers and

## Facts and Figures

Date	Employer	Note
		shunters.
Aug 25	<b>Liverpool University</b>	Improvement of collective bargaining agreement with new terms to protect home working for over 300 professional services staff after strike action.
Aug 25	<b>Lockwood Haulage</b>	Recognition agreement.
July 25	<b>Culina Logistics in Tilbury Port</b>	Recognition for 300+ workers.
July 25	<b>Oscar Mayer</b>	Recognition agreement for more than 500 workers, reinstatement of 26 dismissed workers, improvements to holiday compensation.
July 25	<b>TAC Healthcare Group Limited on Repsol platforms</b>	Recognition agreement for around 20 off-shore medics.
Jun 25	<b>Macmillan Cancer Support</b>	Recognition agreement voted for by over 200 workers.
May 25	<b>Key</b>	Extension of recognition agreement for 2,500 social care workers across Scotland.
May 25	<b>Sodexo at Sullom Voe terminal</b>	Recognition agreement for 30 workers at Sullom Voe terminal.



## 9. Appendix 3: Other unions' major pay increases

The following table details private sector pay deals of 5%+ won by other unions over the last year, taken from the **Labour Research Department**. They include multi-year deals.

Name	Date	Result (%)
Damory Coaches	May-25	7.7
G4S (Northern Ireland Courts & Tribunals Service)	Nov-25	6.2
Poundland Distribution Transport (Wigan)	Jun-25	6.02
G4S (PSNI)	Nov-25	6
Nottingham Trams Ltd (NTL)	Jun-25	5.3
Grand Central Rail	Jan-26	5
Serco Northlink Ferries	Oct-25	5

## Endnotes

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<https://www.ons.gov.uk/economy/inflationandpriceindices/bulletins/consumerpriceinflation/previousreleases>
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- <sup>7</sup><https://news.sky.com/story/supermarkets-taking-the-mickey-out-of-shoppers-with-olive-oil-prices-says-filippo-berio-boss-13531586>
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- <sup>16</sup><https://www.fdf.org.uk/fdf/news-media/press-releases/2026/fdf-revises-food-inflation-forecast-to-at-least-9-by-the-end-of-2026/>
- <sup>17</sup><https://www.tescopl.com/preliminary-results-202526/>
- <sup>18</sup><https://www.ft.com/content/ea9f0c79-4c54-4c84-8a2b-c323afd79aec?syn-25a6b1a6=1>
- <sup>19</sup><https://www.fdf.org.uk/fdf/news-media/press-releases/2026/fdf-revises-food-inflation-forecast-to-at-least-9-by-the-end-of-2026/>
- <sup>20</sup><https://commonslibrary.parliament.uk/research-briefings/cdp-2026-0004/> and Facts & Figures October 2025, p.48-49
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31

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32

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<sup>36</sup><https://www.ft.com/content/3cea33c7-7192-4b7e-a6a5-c31a54b954ea?syn-25a6b1a6=1>

<sup>37</sup><https://www.reuters.com/business/aerospace-defense/how-war-has-reshaped-europes-defence-sector-2026-01-14/>

<sup>38</sup><https://www.theguardian.com/society/2026/apr/08/alarm-health-service-palantir-staff-nhs-email-accounts>

<sup>39</sup><https://www.reuters.com/business/energy/ceraweek-big-oil-reap-billions-iran-war-windfall-after-month-soaring-energy-2026-03-26/>

<sup>40</sup>[https://www.unitetheunion.org/news-events/news/2026/april/over-500-cambridge-university-staff-strike-over-pay?\\_gl=1\\*ebtxw7\\*\\_up\\*MQ..\\*\\_ga\\*MTcwOTA1NDM0NS4xNzc2NzczNzQ5\\*\\_ga\\_8SHG2YXZ79\\*czE3NzY3NzY3M3NDgkbzEkZzEkdDE3NzY3NzY3M3NTEkajU3JGwWJGgw](https://www.unitetheunion.org/news-events/news/2026/april/over-500-cambridge-university-staff-strike-over-pay?_gl=1*ebtxw7*_up*MQ..*_ga*MTcwOTA1NDM0NS4xNzc2NzczNzQ5*_ga_8SHG2YXZ79*czE3NzY3NzY3M3NDgkbzEkZzEkdDE3NzY3NzY3M3NTEkajU3JGwWJGgw)

<sup>41</sup>[https://www.unitetheunion.org/news-events/news/2026/april/1-100-unite-members-set-to-strike-at-five-scottish-universities?\\_gl=1\\*ebtxw7\\*\\_up\\*MQ..\\*\\_ga\\*MTcwOTA1NDM0NS4xNzc2NzczNzQ5\\*\\_ga\\_8SHG2YXZ79\\*czE3NzY3NzY3M3NDgkbzEkZzEkdDE3NzY3NzY3M3NTEkajU3JGwWJGgw](https://www.unitetheunion.org/news-events/news/2026/april/1-100-unite-members-set-to-strike-at-five-scottish-universities?_gl=1*ebtxw7*_up*MQ..*_ga*MTcwOTA1NDM0NS4xNzc2NzczNzQ5*_ga_8SHG2YXZ79*czE3NzY3NzY3M3NDgkbzEkZzEkdDE3NzY3NzY3M3NTEkajU3JGwWJGgw)

- <sup>42</sup>[https://www.unitetheunion.org/news-events/news/2026/april/hundreds-of-filton-aerospace-workers-could-strike-at-gkn-over-pay?\\_gl=1\\*z87ylv\\*\\_up\\*MQ..\\*\\_ga\\*MTcwOTA1NDM0NS4xNzc2NzczNzQ5\\*\\_ga\\_8SHG2YXZ79\\*\\_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw](https://www.unitetheunion.org/news-events/news/2026/april/hundreds-of-filton-aerospace-workers-could-strike-at-gkn-over-pay?_gl=1*z87ylv*_up*MQ..*_ga*MTcwOTA1NDM0NS4xNzc2NzczNzQ5*_ga_8SHG2YXZ79*_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw)
- <sup>43</sup>[https://www.unitetheunion.org/news-events/news/2026/april/jlr-solihull-dhl-logistics-workers-to-take-indefinite-strike-action-over-pay?\\_gl=1\\*id4fus\\*\\_up\\*MQ..\\*\\_ga\\*MTcwOTA1NDM0NS4xNzc2NzczNzQ5\\*\\_ga\\_8SHG2YXZ79\\*\\_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw](https://www.unitetheunion.org/news-events/news/2026/april/jlr-solihull-dhl-logistics-workers-to-take-indefinite-strike-action-over-pay?_gl=1*id4fus*_up*MQ..*_ga*MTcwOTA1NDM0NS4xNzc2NzczNzQ5*_ga_8SHG2YXZ79*_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw)
- <sup>44</sup>[https://www.unitetheunion.org/news-events/news/2026/april/luton-arriva-bus-engineers-strike-over-serious-sexual-harassment-and-assault-issues?\\_gl=1\\*ebtxw7\\*\\_up\\*MQ..\\*\\_ga\\*MTcwOTA1NDM0NS4xNzc2NzczNzQ5\\*\\_ga\\_8SHG2YXZ79\\*\\_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw](https://www.unitetheunion.org/news-events/news/2026/april/luton-arriva-bus-engineers-strike-over-serious-sexual-harassment-and-assault-issues?_gl=1*ebtxw7*_up*MQ..*_ga*MTcwOTA1NDM0NS4xNzc2NzczNzQ5*_ga_8SHG2YXZ79*_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw)
- <sup>45</sup>[https://www.unitetheunion.org/news-events/news/2026/april/london-bus-turmoil-as-tfl-workers-vote-to-strike-over-rota-changes?\\_gl=1\\*1dzcqgh\\*\\_up\\*MQ..\\*\\_ga\\*MTcwOTA1NDM0NS4xNzc2NzczNzQ5\\*\\_ga\\_8SHG2YXZ79\\*\\_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw](https://www.unitetheunion.org/news-events/news/2026/april/london-bus-turmoil-as-tfl-workers-vote-to-strike-over-rota-changes?_gl=1*1dzcqgh*_up*MQ..*_ga*MTcwOTA1NDM0NS4xNzc2NzczNzQ5*_ga_8SHG2YXZ79*_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw)
- <sup>46</sup>[https://www.unitetheunion.org/news-events/news/2026/april/fresh-east-london-bus-disruption-as-bow-bus-garage-strikes-escalate?\\_gl=1\\*10fgffm\\*\\_up\\*MQ..\\*\\_ga\\*MTcwOTA1NDM0NS4xNzc2NzczNzQ5\\*\\_ga\\_8SHG2YXZ79\\*\\_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw](https://www.unitetheunion.org/news-events/news/2026/april/fresh-east-london-bus-disruption-as-bow-bus-garage-strikes-escalate?_gl=1*10fgffm*_up*MQ..*_ga*MTcwOTA1NDM0NS4xNzc2NzczNzQ5*_ga_8SHG2YXZ79*_czE3NzY3NzM3NDgkbzEkZzEkdDE3NzY3NzM3NTEkajU3JGwwJGgw)





