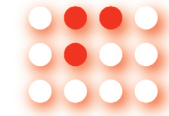


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Annual Subscription £93.50 (£78.75 for LRD affiliates)

Volume 80, Issue 29, 19 July 2018

Appeal court ruling on sleep-in shifts 'wrong'

The Court of Appeal has ruled that carers working "sleep-in" shifts are to be characterised as available to work, rather than actively working, and are therefore not entitled to the National Minimum Wage.

The appeal court's judgment in favour of the charity Mencap overturns a previous ruling at an Employment Appeal Tribunal in April 2017.

Public services union UNISON said the court's decision was "wrong" and "is at odds with legal precedents and a common sense understanding of what counts as work".

UNISON took the initial case to a tribunal on behalf of care worker Claire Tomlinson-Blake. It argued that sleep-in shifts should count as working time, and should be paid at hourly minimum wage rates or higher.

The union argues that most care workers on sleep-in shifts aren't sleeping. Most nights they have to get up to care for people, are on constant call, and are not free to come and go from their place of work.

UNISON general secretary Dave Prentis said: "Sleep-in shifts involve significant caring responsi-

bilities, often for very vulnerable people. With too few staff on at night, most care workers are often on their feet all shift, only grabbing a few minutes sleep if they can.

"That's why it's such a disgrace that workers have been paid a pittance for sleep-ins – with some getting just £30 for a 10-hour shift."

www.unison.org.uk/news/press-release/2018/07/sleep-shifts-judgment-huge-mistake/
www.employeebenefits.co.uk/issues/july-2018/court-appeal-sleep-in-minimum-wage/

Unemployment heading south to 1.4 million

Unemployed has continued to fall, according to official figures.

The number of unemployed people in the UK was down by 12,000 to 1.41 million in the three-month period ending May 2018 compared with the previous three-month period ending February 2018, according to Labour Force Survey (LFS) data.

Unemployment is now at its lowest level since March 2005.

The fall in numbers was not, however, enough to cut the unemployment rate which remained at 4.2%. Nevertheless, along with recent months, the rate is at its lowest since May 1975.

LABOUR RESEARCH DEPARTMENT

Published weekly by LRD Publications Ltd, 78 Blackfriars Road, London SE1 8HF. 020 7928 3649 www.lrd.org.uk

The overall fall was all down to an 18,000 fall in female unemployment to 654,000, which helped cut their unemployment rate to 4.1% from 4.2%.

Meanwhile, the number of unemployed men increased by 6,000 to 757,000, but their unemployment rate was steady at 4.2%.

There was increase in the other main unemployment measure – the claimant count – which only includes claimants receiving Jobseeker's Allowance and those on the means-tested Universal Credit.

In June 2018, unemployment under this count increased by 7,800 to 898,700 from the revised figure for May of 890,900. The increase in numbers was not enough to affect the joblessness rate which remained at 2.5%.

Male claimant numbers increased by 3,500 to 548,200. Nevertheless, their joblessness rate was unchanged at 2.9%.

The number of female claimants increased by 4,300 to 350,600 and pushed their joblessness rate up to 2.1% from 2.0% in May.

Unemployment seasonally adjusted				
	Claimants ¹		LFS ³	
	(000s)	% ²	(000s)	%
April 2017	792	2.2	1,530	4.6
May	796	2.2	1,495	4.5
June	801	2.2	1,484	4.4
July	798	2.2	1,455	4.3
August	800	2.2	1,443	4.3
September	805	2.2	1,425	4.3
October	812	2.3	1,429	4.3
November	823	2.3	1,439	4.3
December	836	2.3	1,470	4.4
January 2018	833	2.3	1,453	4.3
February	850	2.4	1,423	4.2
March	866	2.4	1,425	4.2
April	894	2.5	1,416	4.2
May (r)	891	2.5	1,411	4.2
June (p)	899	2.5		

¹ Jobseeker's Allowance and Universal Credit claimants ² Percentage of working population – the employees, unemployed, self-employed and the armed forces.
³ The Labour Force Survey definition of unemployment – the number of unemployed people who want a job and are ready to start work in two weeks, and have looked for work in the past four weeks. Each figure is the average of the past three months – a rolling average. (p) provisional (r) revised

Regions In the three-month period to May 2018, unemployment fell in seven of the UK's 12 regions/

countries, was unchanged in one – Northern Ireland – and increased in four.

Numbers were down by 19,000 in Yorkshire and the Humber. Meanwhile there was a 17,000 increase in London.

The unemployment rate was at or above the UK average of 4.2% in seven of the 12 regions/countries. The highest rates were 5.1% in London and 4.8% in the West Midlands and the North East.

In June 2018, the claimant count increase in nine of the 12 regions/countries, was unchanged in the North East and fell in the East Midlands and Northern Ireland.

The claimant count rate was above the UK average of 2.5% in seven regions/countries, with highest rate of 4.9% in the North East.

Region	June claimants		LFS Mar – May	
	Number	%	Number	%
North East	59,500	4.9	61,000	4.8
North West	125,200	3.3	142,000	4.0
Yorkshire & the Humber	84,700	3.1	122,000	4.5
East Midlands	51,700	2.1	100,000	4.2
West Midlands	99,600	3.3	141,000	4.8
East	58,300	1.8	111,000	3.5
London	128,800	2.2	255,000	5.1
South East	75,100	1.5	166,000	3.5
South West	52,600	1.8	93,000	3.2
Wales	43,700	2.8	69,000	4.5
Scotland	90,900	3.1	120,000	4.3
Northern Ireland	28,600	3.1	31,000	3.5

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/july2018>

Seesaw ride for retail price inflation

The retail price inflation rate rebounded to its April level last month, continuing its seesawing over the past four months.

In June 2018, the Retail Prices Index (RPI) stood at 281.5 and the annual rate of inflation on the measure favoured by union negotiators edged up to 3.4% against a 3.3% increase the previous month and a 3.4% increase in April.

Dearer petrol and oil and more expensive flights were the main contributors to the rise.

In June, inflation under the new Consumer Prices Index Housing (CPIH) was unchanged at 2.3%. Meanwhile, inflation under the Consumer Prices Index (CPI) was unchanged at 2.4%.

	Price inflation			
	RPI ¹	% increase on a year earlier		
	RPI	RPIX ²	CPIH	
April 2017	270.6	3.5	3.8	2.6
May	271.7	3.7	3.9	2.7
June	272.3	3.5	3.8	2.6
July	272.9	3.6	3.9	2.6
August	274.7	3.9	4.1	2.7
September	275.1	3.9	4.1	2.8
October	275.3	4.0	4.2	2.8
November	275.8	3.9	4.0	2.8
December	278.1	4.1	4.2	2.7
January 2018	276.0	4.0	4.0	2.7
February	278.1	3.6	3.6	2.5
March	278.3	3.3	3.4	2.3
April	279.7	3.4	3.4	2.2
May	280.7	3.3	3.4	2.3
June	281.5	3.4	3.4	2.3

¹ January 1987=100 ² RPI except mortgage interest payments

Five of the 14 groups that make up the basket of goods used to calculate the RPI increased by more than 3.4% in June.

The fuel and light group posted an increase of 6.4% against 4.0% the previous month. The latest increase included a 31.4% hike in the cost of domestic oil and a 6.8% rise in electricity prices.

The 6.2% increase in the clothing and footwear group included a rises of 7.6% and 7.0% in women's and children's clothing respectively.

Overall, motoring costs were up by 5.7% on the back of dearer petrol and oil with prices 11.6% higher.

The inflation rate for leisure services was up to 4.8% and included a rise of 6.3% in the cost of holidays abroad.

The housing group posted an overall increase of 2.6% but that included a 4.9% increase in council tax and rates.

The overall rise for the food group was 2.0%, but there were substantial increases of 14.3% for butter and 12.6% for lamb.

More than 3.4%	%	Less than 3.4%	%
Tobacco	7.4	Catering	2.7
Fuel & light	6.4	Housing	2.6
Clothing & footwear	6.2	Fares etc	2.4
Motoring expenditure	5.7	Household goods	2.4
Leisure services	4.8	Leisure goods	2.3
		Food	2.0
		Household services	2.0
		Alcoholic drink	2.0
		Personal goods & services	1.4

www.ons.gov.uk/economy/inflationandpriceindices/bulletins/consumerpriceinflation/june2018

Earnings growth lags behind retail inflation

The growth in average earning has once again failed to match that of retail price inflation, cutting workers' living standards.

In May 2018, average weekly earnings growth, including bonuses, were provisionally estimated to have risen by 2.5%, against the revised increase for April of 2.6%.

As retail price inflation rose by 3.3% in May, and 3.4% in April there was a real-terms cut in earnings of 0.8 percentage points in each of these months.

TUC general secretary Frances O'Grady said: "Wage growth has slowed again. Boosting pay packets should be a priority for the government, but ministers are failing to act.

"We need to get the economy moving again. The government should put the minimum wage up to £10 and give all public servants a proper pay rise."

The sectoral figures for May show that earnings growth in manufacturing fell to 2.7% from revised figure of 3.0% for April. Meanwhile, growth in services was down to 2.3% from 2.5%.

In the private sector as a whole, growth was steady at 2.6%. However, in the public sector, excluding financial services, growth was slashed to 1.8% from 2.5%.

Headline earnings growth (the rolling three-month average) for the whole economy in May was cut to

2.5% from 2.6%, according to the Office for National Statistics (ONS).

In manufacturing, growth was up to 3.0% from 2.8%, while growth in services was down to 2.3% from 2.5%.

In the private sector as a whole, growth was steady at 2.6% while in the public sector, excluding financial services, growth was cut to 2.3% from 2.5%.

Average Weekly Earnings Indices ¹						
2000= 100	Whole economy		Manu- factur- ing	Serv ices	Private sector	Public sec- tor ²
	annual change					
Mar 2017 (r)	160.4	2.5%	160.0	164.3	160.6	161.0
April (r)	160.6	1.3%	160.8	164.2	160.7	161.0
May (r)	161.0	2.2%	160.9	164.8	161.1	162.3
June	161.3	2.8%	160.9	164.8	162.0	161.2
July	161.5	1.7%	162.2	165.1	161.5	162.1
August	162.0	2.4%	162.3	165.6	162.2	163.2
September	162.6	2.8%	162.8	166.2	163.0	162.2
October	162.8	2.4%	163.8	166.5	163.1	163.5
November	163.3	2.4%	164.1	166.9	163.6	163.5
December	163.6	3.1%	164.3	167.3	164.0	163.6
Jan 2018	163.7	2.8%	164.3	167.2	164.0	164.3
February	163.8	2.6%	163.9	167.4	164.0	164.8
March (r)	164.5	2.5%	164.9	168.0	164.7	164.9
April (r)	164.8	2.6%	165.6	168.2	165.0	165.0
May (p)	165.0	2.5%	165.3	168.5	165.3	165.3
% annual rise for May			2.7%	2.3%	2.6%	1.8%
% rise — May headline rate ³	2.5%		3.0%	2.3%	2.6%	2.3%

¹ Average weekly earnings in Great Britain seasonally adjusted ² Excluding financial services ³ Annual increase in rolling three-month average (p) provisional

The ONS also produces regular pay figures which strip out bonuses. In May, earnings growth for the whole economy was steady at 2.6%.

The annual increases in the year to May for various sectors (previous month's rises in brackets), were: manufacturing 2.3% (2.6%); services 2.5% (2.6%); private sector 2.8% (2.6%); and public sector, excluding financial services, 1.9% (2.5%).

The rolling three-month average increase in regular pay in the whole economy for the period ending May edged further down to 2.7% from 2.8% in April. The three-monthly sectoral increases were: manufacturing 2.5% (2.7%); services 2.7% (2.8%); private sector 2.9% (2.9%); and public sector, excluding financial services, 2.3% (2.5%).

The following table is based on the median average earnings figures for April 2017 published in the Annual Survey of Hours and Earnings. The figures have been updated by the 2.8% increase in average weekly earnings, including bonuses, for the whole economy between April 2017 and May 2018 to give a rough estimate of earnings now in the various occupational groups.

Full-time average weekly earnings by occupation	
All employees	£565.80
All male	£608.10
All female	£507.40
Managers	£847.20
Professionals	£753.60
Associate professionals	£622.60
Admin & secretarial	£443.70
Skilled/craft	£524.10
Services	£371.50
Sales	£380.80
Operatives	£485.70
Other manual jobs	£379.90

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/july2018>
www.tuc.org.uk/news/pay-growth-down-again-says-tuc

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