

# LET DOWN

BY THE CHARITY THAT CARES FOR THOSE IN DESPERATE NEED!

## Should the Salvation Army be doing this?

**UNISON** recognises that the **Salvation Army** is one of the biggest providers of services to homeless people in the UK and Ireland and aims to help residents find purpose and, ultimately, to get their lives back.

The **Salvation Army** has a proud record of speaking out against social injustice and having a practical concern for all. We recognise that the **Salvation Army** is a highly trusted charity in the eyes of the general public whose work with the most disadvantaged in our society is of vital importance.

**UNISON** cannot believe that an organisation with the beliefs and values of the **Salvation Army** is doing this to its loyal and committed staff.

## What YOU can do

**Write a letter to:** Commissioners Clive and Marianne Adams,  
The Salvation Army United Kingdom Territory, Territorial Headquarters,  
101 Newington Causeway, London SE1 6BN.

**E-mail:** [clive.adams@salvationarmy.org.uk](mailto:clive.adams@salvationarmy.org.uk)

asking the **Salvation Army**:

- to withdraw the proposed changes and new contracts that are being implemented on 1st October 2013;
- to enter into meaningful negotiation with **UNISON** to find an alternative way forward.

**Contact your local MP and Councillors asking them to support the campaign to protect Salvation Army workers' pay and conditions.**



Did you know that the **Salvation Army** has embarked on changing the **Terms and Conditions** of its **Homelessness Services** staff?

This process is called **Embrace4Change** and involves **slashing the pay of staff providing vital services.**

It also changes the current staffing structure within Homelessness Services including roles, job descriptions and revised responsibilities.

If cuts to pay and other terms and conditions are allowed to go ahead then many **Salvation Army** staff will be put on the poverty line. Some are facing reductions in their pay of up to many thousands of pounds per year. Others working in **Salvation Army** Homelessness Services have stated that they will find themselves financially worse off than the homeless people they help and support. See over the page for the real life stories of some of our members.

**UNISON**, the trade union, has many members working for the **Salvation Army** in the West Midlands. **UNISON is available and wishes to discuss the proposed changes to our members' terms and conditions. UNISON asks the Salvation Army to meet with us as soon as possible so that alternative solutions can be found.**

No-one works for the **Salvation Army** to become rich. It should be remembered that well motivated and reasonably paid staff are the key to delivering a quality service for those in our society in such desperate need.



# EMBRACE4CHANGE - HOW IT AFFECTS US



**“The proposed changes will impact on my life a great deal – and not for the better!**

I am close to retirement age, divorced and live in a council property with my son. He contributes when he can but has irregular work and only for the minimum wage.

I was hoping to start saving this year for my retirement, in 8 years time. Due to the Salvation Army threatening to take money off me, I can't.

At present I just about get by but if my pay is cut my life will be made much harder.”

**“If my wages are reduced, I won't be able to run my car. I need this as my mother is disabled and I do her shopping and take her anywhere she needs to go. I am the only earner in the household.**

Nothing goes down in price... and I will be earning less every year.

I will end up with less disposable income than the homeless people I work with! Since embrace4change started, I have lost weight due to stress.

I could understand if there were problems with our Lifehouse, but there are not. Supporting People are happy with the service we are providing and our contract still has 2 years to run. Why are we giving money back to them?”



**“I am disabled with mobility issues and rely entirely on my car to travel to and from work each day. The money I earn enables me to run a small, inexpensive car and not worry constantly about travel arrangements for daily work, church, and social events.**



The threatened severe drop in wages later this year will make such a difference that my car will become too expensive to run. I am unable to use public transport and stand to lose my independence if I cannot use my car. The pay cuts that the Salvation Army are subjecting staff to will make it impossible to continue working.

Some of the staff working in the homeless sector of the Salvation Army will find themselves financially worse off than the homeless people claiming benefits that they are trying to help.”

**“I am totally disgusted at the wording of the letter I received which states**

“during your 121 meetings you were given the opportunity to talk through the confirmed changes to your salary, how this impacts on you and if cushioning will apply to your substantive salary”. Surely this is rubbing salt in the wounds of someone who is being forced into accepting a massive and unacceptable reduction in their household income. Surely this is unprofessional and unethical and has left me disgusted.”

