

GMB'S WORKER FAIR TIPS CAMPAIGN



National Minimum Wage is the minimum amount that UK workers should be paid (from 1st April 2017 16-17 year olds will be paid £4.05 per hour, £5.60 for 18-20, £7.05 for 21-24 & £7.50 for 25 year olds & over).

GMB have campaigned for ALL employees who rely on tips to be paid at least the National Minimum Wage and then receive tips on top of this. National Minimum Wage Regulations were changed from 1st October 2009 along with a code of best practice for employers but we have found that a lot of bad practice is still taking place like charging staff for breakages & customers unpaid bills, does your employer do this? let us know.

GMB has launched a new campaign on fair tipping policies and has been involved with the government consultation, along with our national campaign for £10 an hour. GMB members earn on average 12.5% more than non-union members.

Only by being a GMB member and having GMB behind you can you be sure that your employer will take notice of the law and you could be on the path to higher wages. GMB is currently visiting employers asking them to sign up to our new charter which means that their staff receive 100% of all cash or card tips, £10 per hour, are fully involved/consulted on the tips system in your work place & more.

“GMB SAY, ALL TIPS MUST GO TO THE WORKERS!”

THINK ABOUT YOUR WORK PLACE!

Does your employer clearly display their tips policy outside the premises or in a prominent place?

Has your employer explained the tips policy to all staff?

Have you been given a written statement on how tips are distributed, if there are any deductions, if there are any tronc arrangements and what happens during any leave, sick or pregnancy?

DON'T BE AFRAID TO ASK!

Do you understand the process for distributing tips? Especially if English is not your first language

Ask about what happens when you are questioned or challenged by customers (you are not expected to explain the policy but you should be able to direct customers where to go for more information and you certainly should not feel threatened by your employer if you explain the policy)

UNIONLINE

YOUR TRADE UNION LAW FIRM

0300 333 0303

www.unionline.co.uk

If you think you are not being paid correctly, contact Pay & Work Rights Helpline: **0300 123 1100** for advice or to make a complaint. Calls are in confidence. Get involved with our campaign or to join the GMB just contact **sarah.hurley@gmb.org.uk** or call **0208 202 8272**