

Defend Shelter

Support our protest today



Why Shelter staff are on strike for the first time in the charity's 41-year history

We are dedicated charity workers at Shelter and we are proud of the work we do and the expert services we provide to people in housing crisis. But Shelter's senior management are pushing through changes which threaten to destroy this and Shelter's good name as a radical independent campaigning organisation.

Now, more than ever, people need good quality housing advice. People are struggling to meet housing costs, and we are seeing a sharp rise in mortgage repossessions and people threatened with losing their homes as a consequence. With these changes, everyone will lose out – but especially people who need good advice.

Those at the top of Shelter are proposing to undermine our quality services, and downgrade the help that Shelter provides people by demoting staff and worsening conditions.

Shelter staff will be hit financially by:

- **jobs being downgraded - some frontline workers taking a pay cut of up to £3,300**
- **the removal of incremental points from pay scales - an average pay cut of £800 each year**
- **working extra hours for no pay - an average pay cut of £1,600 per year, no compensation for the additional cost for childcare or carers**

This amounts to a loss in income for some staff of nearly £5,700 per year.

These changes put hardworking staff in financial diffi-

culty. Staff morale is at rock bottom, and Shelter stands to lose many of its experienced and skilled workforce.

At the same time Shelter's senior managers:

- **are paid top tax bracket salaries and have refused to deny rumours that they awarded themselves a large wage hike just before they announced these attacks on pay and conditions – Shelter's Chief Executive, Adam Sampson, earns an estimated 25% more than the heads of other big homelessness charities.**
- **paid for consultants and employed a new set of managers simply to drive through these changes**
- **have spent hundreds of thousands on an expensive new IT system that doesn't work**
- **have spent an estimated £650,000 on a refurbishment of the head office**

This is not an organisation in a financial crisis.

Shelter managers try to put the blame for the current crisis on changes to government funding. We say that Shelter has a choice about how it responds to government cuts. As a large organisation with an annual turnover of £50 million, and £10 million in reserves, Shelter doesn't need to attack its own staff and can continue to provide excellent services and retain expertise.

People who give money to Shelter expect it to be used to help people in housing crisis, not to pay for top executive salaries, expensive new IT systems or on smart new offices.

What we say

- **The public give to Shelter to help people, not to pay fat executive salaries or for plush offices**

- **No to downgrading posts - this means downgrading services for people in housing crisis**

- **No to more hours for less pay. Hardworking Shelter staff deserve better than this**

- **Stop wrecking Shelter. Start to negotiate a better way forward**

All staff at Shelter are being asked to work more hours for less money.

And our committed front line workers face an even starker choice – demotion or redundancy.

These changes mean demoralisation, financial hardship for hardworking staff, loss of experienced workers, downgraded services, and the loss of reputation for a household name.



Cathy Come Home - the film that launched Shelter.

Letters and emails have been pouring into Shelter's Chief Executive, from those horrified by what is going on – including colleagues from other charities, Shelter supporters including film director Ken Loach, famous for *Cathy Come Home*, the film that launched Shelter 41 years ago.

Public pressure can help stop Shelter's managers from wrecking Shelter.

Please help us stop this - what you can do to help

- * Send messages of support to union members in Shelter: shelterstewards@googlemail.com and c/o Alan Scott, T&GWU, Woodberry, 218 Green Lanes, N4 2HB

- * Send messages of protest to Shelter's senior management team.

Please send hard copies and emails to Adam Sampson, Shelter, 88 Old St, London, EC1V 9HU adam_sampson@shelter.org.uk. Ask that it be forwarded to the Board of Directors and copy it to Shelter stewards at the above address.

- * Pass resolutions in your trade union branches supporting stewards and condemning these attacks.

- * Write to your MP raising concerns about the attacks on Shelter staff pay and conditions and the organisation's core values, and ask them to sign the Early Day Motion number 1016 in Parliament, entitled 'Shelter and its staff'.

We say:

- * No compulsory redundancies

- * No downgrading of posts

- * No pay cuts

- * Defend the jobs, pay and conditions of all Shelter staff

- * Don't allow bids for government funding to change Shelter's core values