



## EQUAL PAY CLAIMS AGAINST NEXT – FACTSHEET

### Q Who can bring a claim?

Anyone that works in a Next store and is being paid by the hour can bring a claim. You can't bring a claim if you work in the warehouse.

### Q What if I have left Next?

The first group of claims are being brought in the employment tribunal. Strict time-limits apply. We can include you in the tribunal claim if you still work at Next or left **less than 6 months ago**.

### Q Will the claims definitely win?

No legal case is guaranteed to win but the case for equal pay for Next store workers is strong.

Equal pay law is clear. If you are woman doing a job of equal value to man (and vice versa) you should be paid equally. We believe that the work in the Next stores is of equal value to the work in the warehouses. Currently, warehouse work is being paid at a higher hourly rate.

### Q Can men also make a pay claim?

Yes. If the women's claims are successful then men can then claim equal pay with those women. This is called a "piggy back" claim.

## **Q Will the claims cost me money?**

We are running these claims on a “no win no fee” basis. This means that we do not charge you anything for our work unless you receive your equal pay back pay.

## **Q Will I have to attend a tribunal?**

No. The only people who need to attend the tribunal are 'Lead Claimants'. They will attend on behalf of everyone else.

## **Q Will I get in any trouble?**

The law says that your employer must not punish you (in any way) for making an equal pay claim. If that happened, you would have an additional right to compensation.

These claims are being brought by large numbers of Next staff, which reduces the chances of you being singled out.

Also, the claims will be dealt with as a group at Next's Head Office and not in your local store.

## **Q How long before I could receive my back pay?**

We will be asking Next to settle these claims without lengthy legal action but if they refuse then it can take months (even several years).

We will always update you on the progress of the claims.

## **Q How do I contact you?**

If you have any concerns or questions you can email us at [nextequalpay@pattinsonbrewer.co.uk](mailto:nextequalpay@pattinsonbrewer.co.uk) or tel. 020 7653 3222.