

EQUAL PAY CLAIMS AGAINST NEXT – FACTSHEET



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.



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**.



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 with better terms applying to overtime, rest breaks, bonuses, premiums etc.



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.



Will the claims cost me money?

The claims are funded on a "no win no fee" basis so that everyone can afford to join. This means that we do not charge you anything for our work unless you receive compensation.

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.

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.

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.

How do I contact you?

If you have any concerns or questions you can contact Elizabeth George and the team at nextequalpay@pattinsonbrewer.uk or tel. 020 7653 3222.

Could I incur any other costs if the claim isn't successful?

You have the right to cancel the claim within 14 days of receiving confirmation of the No Win No Fee agreement without any costs or expenses being incurred.

If you cancel the claim after 14 days of signing the No Win No Fee Agreement then you may be liable for some costs. This is because our legal partners have already spent their time working on the case. Your claim is part of a group of claims being brought on behalf of a number of claimants with same or similar claims against Next to yours. Our legal partners calculate your share of our costs and expenses by calculating the total costs and expenses by calculating the total costs and

expenses of the group divided by the number of claimants in the group at the date you end the Agreement. This is calculated using hourly rates which have been detailed in the No Win No Fee Agreement.

How Do Pay Justice get paid and will I ever have to pay them?

We are paid by the Solicitors, Pattinson & Brewer, who represent you in court. Pay Justice will never ask claimants for money. The only scenarios in which claimants will incur any cost from the Solicitors are if the claim is successful, or if the DBA is terminated more than 14 days after signing.