

GROUP EQUAL PAY CLAIM AGAINST NEXT: FACTSHEET

Q Who can join the claim?

Sales Assistants, Team Coaches and Stockroom Assistants that work in any of Next's stores across England, Wales or Scotland can bring a claim. You cannot bring a claim if you work in the warehouse.

Q What if I have left Next?

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

Q Will the claims definitely win?

No legal claim 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 warehouse. Currently, warehouse work is paid at a much higher

hourly rate and warehouse staff also receive better bonuses, premiums and other benefits.

Q Can men also make a pay claim?

Yes. If the women win then men can then claim equal pay with those women. It's called a "piggy back" claim.

Q Will the claim cost me money?

The legal work is funded on a "no win no fee" basis. This means that we do not charge for our work unless you receive financial compensation. Our charge is capped at 25% of your compensation plus VAT.

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. Next (through their lawyers) have assured us in writing that no staff will be penalized.

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

Q How long will the claim take?

It is a marathon not a sprint. While some equal claims settle early, some take several years. We will write to you with regular updates so that you know what stage the claim is at.

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