



National News for UNISON members in Cadent Gas - Collective Bonus Outcome **06/21**

Dear UNISON Member

UNISON met with the business this morning to discuss our pay claim and for the business to report back to the trade unions on the outcomes for the collective bonus. Changes to this collective bonus were negotiated and agreed with the trade unions some 3 years ago and we believe they better reflect the collective efforts of staff in driving business performance.

The headline outcome for the collective bonus for performance in 2020/21 was **4.212%** which is based on achieving a score of 74.46 from the weighted STIP scorecard of 100. This is a welcome development and we recognise that the business did adjust some performance targets to consider the negative impacts of the Covid pandemic on operational performance especially during the first lockdown.

What does this mean?

It means that staff will receive a payment equivalent to 4.212% of their salary in the July wage slip. This is an improvement of around 1% on last year's bonus. The bonus is pro-rated for those who have not completed a full year at Cadent. A very small number of staff will not receive this payment if they are in the unacceptable category for individual performance/behaviour. If you find yourself in this category it is important you speak to your local UNISON rep so this can be addressed.

Pay Offer

The business responded back to the trade unions to further discuss the joint staff pay claim submitted by UNISON and the GMB in April 2021. Progress on this has been difficult due to the ongoing consultations on both the restructure and the Hinckley and Ashbrook Court site closure consultations. We will update members separately on what steps are to be taken after Cadent's disappointing response, this update will take place following the meeting of the UNISON National Sector Committee. Thank you for your continued support.

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