



National News for UNISON members in Cadent Gas - Re-Organisation Update #5 7/21

Dear Member

UNISON has concluded its formal consultation with the business on its staffing restructure proposals and its plans to close all the offices at the Hinckley – Brick Kiln Street site. Although the formal statutory consultation has concluded, the business and the trade unions will continue to engage on the outstanding matters with a view to seeking resolutions.

UNISON has flagged three main issues of outstanding concern on the restructure as the formal process concludes and these will be a key focus going forward.

1. While the risk of compulsory redundancy remains part of the business proposals, we do not believe the consultation has justified the need for any compulsory redundancy. We believe that with the numbers of staff expressing an interest to take voluntary redundancy this should reduce this risk considerably. We understand the business has written to all those impacted and currently at risk. We will be working to reduce this number over the coming weeks.
2. We have asked the business to reconsider its proposals in planning and dispatch as we believe the proposed headcount reduction is too severe when you take into account how much money is spent on incentive payments (discretionary and formal over-time) to ensure demand is met with available staff.
3. Some roles still appear to be a rebadged version of existing roles but with a lower salary grade. If a new role is a match to an existing role, UNISON is very clear that it should not be subject to a downgrade.

On the property consultation and the impact of Hinckley closing, we have again flagged three key issues that have arisen during the consultation meetings.

1. The right to flexible working and hybrid/home working should be available for all. The business has made some welcome commitments on this, but we need to see these commitments turned into actions.
2. The provision of a free bus service is a welcome development, but the service needs to match the needs of the workforce especially those without the availability of private transport.
3. The provision of a satellite office in Hinckley (not Brick Kiln Street) should be explored to provide resilience and support to those who need to remain working locally.

We will ensure we keep you informed of progress on these developments. We appreciate that many staff are anxious about their specific futures within Cadent. We continue to work to address concerns with the business. Please speak to your local rep if you need guidance or support.

UNISON is the union for you in Cadent Gas – join today at www.joinunison.org.uk or call 0800 0857857