

## **JOINT CADENT STAFF TRADE UNIONS NEWS – WHERE IS OUR 2% PAY OFFER?**

The joint staff trade unions have been involved in pay discussions with the business and recently a pay offer was made by Cadent Gas in response to the claim submitted jointly by UNISON and the GMB. After careful consideration by your joint union representatives, it is not possible for us to recommend this offer to you. The key elements of the claim we submitted following consultation with members is below, alongside the business response:

- **A substantial increase on all base salary points and allowances.** The business responded with an offer of 1.5% which it has said is final
- **A new home working allowance paid by Cadent to support home working.** The business rejected the idea of a new home working allowance, and deem any home working as voluntary in future.
- **Harmonisation to double time for Cadent S staff working all bank Holidays in line with legacy staff.** The business rejected any suggestion of paying further premium payments to Cadent S staff who work on bank holidays except the existing Christmas arrangement. They said they cannot afford the extra cost.
- **A joint business and trade union review of the effectiveness of the annualised hours working system to be completed within 3 months of any pay deal being agreed.** The business acknowledged that annualised hours should be reformed but offered no way forward or a commitment it would not come back with something even worse

While this is disappointing it is not surprising coming on top of the treatment being inflicted on staff via job losses, attempted downgrades, and the sudden closure of its main site in Hinckley. The joint trade unions will now begin preparations to consult all members on the business offer but we do recognise that many members and reps are currently on leave or will be soon. We will send out details of this consultation.

The joint unions firmly believe we should have received a more reasonable offer in line with the massive profits made and the award given to the Chief Executive and the Chief Finance Officer which was set out in the recently published final accounts for Cadent Gas p124

***“Remuneration policy will be implemented during 2021/22 as described below:  
Salary – It was agreed that the salaries of Steve Fraser and Steve Hurrell should be increased by 2% with effect from 1<sup>st</sup> June 2021, in line with the increases for the wider workforce”*** <https://documents.cadentgas.com/view/75804728/124/>

**We are unclear what has happened to the 2% pay offer** which the remuneration committee clearly believe staff and field force workers were to receive. We can be sure that the cost of 2% for staff will be significantly less costly than 2% on salaries of key executives. Knowing that the Cadent remuneration committee are comfortable with 2% for all workers in Cadent it would be wrong to recommend something lower.

**Competency Step Increase:** The business failed to pay any step increases to those eligible in July. We have requested this is resolved as a matter of urgency as it is a contractual right and we believe the business is to process this in August salaries. We will monitor this to ensure it happens. If you have concerns about this and are below Core please speak with your local rep.