



National News for UNISON members in Cadent Gas - TU Pay Ballot Outcome 10/21

Dear UNISON Member

UNISON received a pay offer from the business of 1.5% to staff grades. The National UNISON Cadent Sector Committee consisting of senior UNISON reps working for Cadent recommended this offer be put to you for consideration but also asked that it be rejected.

Our consultation has now closed, and we can report the following outcome –

- 1. Do you accept or reject the pay offer made by Cadent to UNISON? The view of your UNISON in Cadent national committee is that the offer should be rejected.**

Yes – Accept: 4% No – Reject: 96% - The offer is rejected

The grounds for rejection were clear. No meaningful pay negotiations took place, no recognition was given to the hard work of members of Cadent Gas who have contributed some £900 million pounds of profits in the past year and that a 2% pay award was given to the Chief Executive (alongside generous bonuses) on the basis that this is what staff had been given (when we had not).

Since our pay claim was submitted - members will have seen significant cost increases across the board in everyday living expenses. The recent news about hikes in energy prices only compounds this and we know many members will be concerned about making ends meet this winter. It is not right or just that a business that makes so much money, can show its employees such little respect. Staff have already been demoralised across the board by a totally unnecessary reorganisation that has left the business with chronic frontline staff shortages that will cause problems this winter. This really is the final insult.

We have discussed our outcome with our fellow Cadent Staff union the GMB who have also had an overwhelming rejection of the company offer. The GMB members in the Field Force have also rejected the same offer.

We have notified the company of our rejection and asked for further talks with a view to the business improving their offer. Failing that, **we will** begin the process of moving towards an industrial dispute and the necessary preparations this will bring. We will keep you informed of progress on these matters – Thank you for your continued support.

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