



## **National News for UNISON members (collective staff) in Cadent Gas – Final Pay Offer 11-21 - Please Read!**

### **Dear UNISON Member**

Further negotiations have taken place between UNISON and Cadent and a final improved offer was made. We remain disappointed at the low % increase which does not reflect increased inflation, or the contributions made by Cadent employees. The offer is however significantly improved and will allow Cadent S staff to opt out of annualised hours and receive eligible shift allowances, as per legacy staff.

The UNISON national sector committee for Cadent does not feel it can recommend the offer as it does not reflect the significant increase in living costs that members are experiencing, but we are also aware that the offer before you; is significantly improved, is a final offer and is therefore the best that can be achieved via negotiation. If members were to reject the offer, we would need to move into a dispute with Cadent and hold an industrial action ballot with a view to commencing industrial action. This is your choice to make.

### **What is the offer and how has it been improved?**

- *A 2% base pay increase (including allowances) to Cadent Staff grades (covered by the handbook which includes Cadent S) backdated to July 2021. **Improved from an original company offer of 1.5%***
- *In addition, a further lump sum payment of £750 (non-consolidated meaning a one-off payment which does not go onto your salary) payable in Feb 2022. **Improved from the original offer because it did not include any lump sum payment***
- *A £54.70 bank holiday payment paid to Cadent S workers each time they work (any time) on a bank holiday. This does not replace and is in addition to, any local incentive payments which are discretionary and non-contractual. **This was improved from a company position of no additional payments. We will continue to push for harmonised treatment for all staff on this matter***
- *The choice for Cadent S staff to withdraw from annualised hours rules. All hours worked over 37p/w will immediately become available as overtime and staff will be eligible for the applicable shift allowance (please see handbook for terms) **This was improved from a company position of committing only to a review into the annualised hours rules and applications***

### **Consultation**

You are being asked to vote on this offer. You will need your UNISON membership number or if you do not know this, your payroll number. This will only be used to check your eligibility to vote on this offer. This consultation will open on Tuesday 7<sup>th</sup> December and close on the 16<sup>th</sup> December

<https://survey.alchemer.eu/s3/90410445/UNISON-in-Cadent-Pay-Consultation-21-22>

We will announce the outcome of the ballot after it officially closes. Please remember only trade union members get a vote on this offer which we have negotiated with the business. We thank you for your continued support. – Your UNISON team in Cadent Gas.

**Join UNISON today at [www.join.unison.org.uk](http://www.join.unison.org.uk) or call us on 0800 171 2194**

## Appendix 1

### Formal Company offer to Trade Unions for employees on Staff Grade Terms and Conditions (Legacy and Cadent S)

#### 2021-2022 Staff Pay Deal

Following discussions between TU Side and the Company, the below is a formalised offer to the recognised Trade Unions (Unison and GMB) through the Cadent Staff Forum (CSF).

The Company offer is as follows: -

#### Legacy Staff Grades

- A one-year deal covering the period 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022
- A consolidated 2% increase to Base Pay from 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022;
- The increase to flow through to all allowances.
- A lump sum payment of £750 payable in February 2022. The lump sum payments will not form part of Base Pay.
- The increase is applicable from 1<sup>st</sup> July 2021. As the cut -off date for implementation of this increase into the July payroll has passed, pay will be backdated accordingly
- Back dated payment will be made at the earliest opportunity.

#### Cadent S Grades

- A one-year deal covering the period 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022
- A consolidated 2% increase to Base Pay from 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022;
- The increase to flow through to all allowances.
- A lump sum payment of £750 payable in February 2022. The lump sum payments will not form part of Base Pay.
- All bank holiday working to receive a £54.70 bank holiday payment in addition to current arrangements. This will be payable to employees who are called upon to work (or to do Standby duty whether or not called out)
- Commitment to remove annualised hours:
  - Staff can elect to move to the Non-annualised hours Cadent S contract immediately following a positive ballot outcome. This will include access to shift allowances as per the current Handbook;
  - Alternatively, we will commence formal consultation before end of March 2022 in relation to removing the annualised hours contract
- The increase is applicable from 1<sup>st</sup> July 2021. As the cut -off date for implementation of this increase into the July payroll has passed, pay will be backdated accordingly
- Back dated payment will be made at the earliest opportunity.

The above forms the whole of the offer and it should be noted that this deal does not seek to alter, unless through full negotiation, any existing terms and conditions of employment during the lifetime of this deal (1<sup>st</sup> July 2021 – 30<sup>th</sup> June 2022).

This offer is made on the understanding that management, employees, Trade Unions and their members are fully committed to support the business as we enter Riio 2 and to drive efficiencies in line with our commitments under the regulatory environment.

All aspects of this offer are subject to a majority vote of Trade Union' members at ballot to approve the content of this offer and represents the final offer from the Company recognising the significant challenges facing the business currently and in the future.