



National News for UNISON members working in Cadent Gas- Pay 2021/22

Dear UNISON Member

We have been consulting you on the 2 years pay offer made to staff members covered by collective agreements (legacy and Cadent S) The outcome of the consultation was:

Yes - to accepting the offer: 75%. No - to rejecting the offer: 25%

The offer is therefore accepted by UNISON, and the business have been notified. The GMB staff population have also accepted this offer and so we expect the business to implement this offer without delay.

The Company offer was for all collective staff (legacy and Cadent S)

- A two-year deal covering the period 1st July 2021 to 30th June 2023.
- A consolidated 2% increase to Base Pay from 1st July 2021 to 30th June 2022.
- A consolidated 4% increase to Base Pay from 1st July 2022 to 30th June 2023.
- The increase to flow through to all allowances as per the Handbook.
- In respect of the 2% increase applicable from 1st July 2021 this will be backdated, and the business have agreed payment will be made in March.

Cadent S Specific improvements

- 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 provision of a £48 payment (as per handbook) for employees who are called upon to work across all Bank Holidays backdated to 1st July 2021, (this was previously paid on Christmas day only)
- An increase to the lowest paid employees of a minimum of £10 per hour plus some subsequent uplifts from 1st March 2022

Thank you for your continued support in this matter.

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