

Improving Reward for British Gas Staff

Dear UNISON Member

06/22

UNISON continues to progress its priority of increasing pay and reward for all its staff memberships across Centrica/British Gas. A great deal of progress has been made in the past 6 months. These improvements have included:

- Ensuring that staff working in Energy are enabled to become CRA grade staff, increasing basic rewards by c£2.5 thousand (dependent on your existing salary)
- Ensuring that all staff in Support Functions are not paid below a starting market rate
- Securing increased rewards to staff to take account of the unprecedented increases in the cost-of-living crisis.
- Securing increased support to staff working from home in the form of an increased fuel allowance.
- Securing a pay rate increase from CSA to CRA grade in Planning and Dispatch.

While we have had positive responses to some key demands, we have also continued to progress those that remain unresolved. We are therefore pleased to report that further agreement is set to be reached on:

- Ensuring that those working in services and solutions do not get left behind by developments in the energy staff workforce – namely pod working and the ability to move to the CRA graded role. UNISON believes this should be the eventual base role for all its staff population
- Recognise that options must be made available for those who traditionally have received higher performance rewards and may not be attracted to the higher basic but lower performance rewards (which are of course not guaranteed) and so wish to retain this profile
- Ensuring that the performance related rewards for L7 managers, who are orientated towards the front line, receive these rewards on a quarterly basis not annual as is the current practice. UNISON raised concerns that an annual award would not work.

These are not all the items that remain outstanding and so we continue to engage with the business on outstanding matters at regular intervals. Ultimately the direction of travel is a positive one, but we will continue to make the case for all our members and move forward.

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