

National news for members working for British Gas

Customer Collective – Pay 2023 – Please Read 12/22

Dear Member

We have previously communicated that UNISON had wrote in September to the business asking for further financial support for staff, due to the unprecedented increases in the cost of living being experienced by members. The business indicated early on that it was willing to work with UNISON to deliver this, and over the last few weeks meaningful discussions have taken place. We are pleased to say that a reward package has now been put forward and is being implemented speedily by the business in line with previous agreements to ensure staff get support as soon as possible.

The package is now being communicated out - It includes the following:

1. A 5% increase to pay rates as a base pay increase or cash payment, or a mix of both dependent on where you sit relative to your pay rate.
2. The change is brought forward as a one off to Jan 1st (from April 1st) ensuring 3 additional months of higher pay, worth an extra 1.25% in simple cash terms in year.
3. All employees to receive an additional £1000 non-consolidated cash payment (subject to tax & NI) paid via a special pay run to reach you before Christmas (can go into your DC pension pot if you opt out of the cash payment by 10th December)
4. Expansion of the 2022 profit share scheme, to include profits from Spirit Energy and Nuclear. This additional element will be paid as cash with a minimum payment in April of a further £800 (subject to tax & NI) The free shares will still be granted for the existing profit share status

Please note: The 5% salary increase will also be applied to the new Upper Quartile market rates for the respective roles in the Customer Collective, as per the previous agreement. The next time we enter pay discussions the reference point for salaries will be the Upper Quartile rate and staff will begin the two-stage movement to that higher salary.

What next? As per the 2020 agreement which set pay rates for 3 years, this award is a result of requests made to the business to address the rapidly increasing cost of living. The reward package in the customer collective will be actioned by the business and is not subject to a ballot. However, we welcome feedback from members which will help us in addressing concerns going forward and can be built into any pay claim submitted in 2023 for action in 2024. Please use the following link: UNISON@britishgas.co.uk Thankyou.

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