

SSE Noticeboard

Last update: 28 Sep 2022

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Noticeboard Bulletin - 28-01-2022

Posted on: 28 January 2022

SSE FINAL PAY OFFER & PAY PROGRESSION 2021 - BALLOT RESULT

Dear Member

The ballot on the revised pay offer and progression has closed and the result is as follows:

THE GMB BALLOT RESULT

Accept - 59%

Reject - 41%

We have informed the company of the GMB result and asked them for a timetable to make the back payments and implement the new rates of pay.

The GMB reps and I would like to thank members for taking part in this and previous ballots. It helped improve the offer.

SSE - WORKING PATTERNS (SHIFTS) - JOINT TU STATEMENT



Posted on: 28 September 2022

Dear Member

The Company and the recognised Trade Unions met on Tuesday, 27th September 2022, to hold discussions on Cost-of-Living challenges and support available for SSE colleagues.

As agreed in line with the 2021 pay deal (applicable to Joint Agreement and Networks Contract colleagues), the negotiated annual pay award for April 2023 will be based on a CPI related formula at that time. Details of the formula are available on the Pay Progression section of the SSE HR Hub under Interim Advance FAQ.

The Company made clear that they will honour this pay deal based on what the agreed formula provides.

October Interim Advance of the 2023 Pay Award

With effect from 1 October 2022, colleagues will receive a 5% interim advance of the 2023 headline pay increase, consolidated within the current scale maximums and six months pro-rated non-consolidated (cash) payment if above current scale maximums.

Whether employees receive this benefit in consolidated or cash form, these are payments designed to help support colleagues, to some degree, in facing current Cost of Living challenges.

If the CPI formula for April 2023 unexpectedly drops to a level below 5% the Company will not claw back any part of the October 2022 increases.

The easiest way to show how this works is with an example:

Let's say the CPI formula produces a 10% headline increase in April 2023. An employee with a £30,000 salary would receive an increase to £33,000 in April 2023.

By paying 5% as an interim advance with effect from October 2022 (paid in November 2022), the employee's salary would increase to £31,500 from October 2022.

In April 2023, their salary will then increase to £33,000 as per the pay agreement.

We believe this is a welcome move, which will assist GMB members during this cost-of-living crisis.

PAY & PAY PROGRESSION UPDATE



Posted on: 14 October 2021

Dear Member

Since GMB & Unite members overwhelmingly rejected the pay offer / pay progression proposals the joint trade unions have had a couple of meetings with SSE and a JNCC meeting is scheduled for 3rd November.

We hope that during these discussions we can make progress on the issues that GMB members told us were the reasons why they rejected the proposals. These were the target rate being below the top of the current scales, the level of the general pay rise and the freeze of the top of the scales.

GMB members also said they wanted to know where they would be mapped in the pay progression proposals.

We do not expect negotiations to be easy or quick, but we have a clear mandate from GMB members, and we want a better offer that sorts out GMB members concerns

We will keep you up to date as things develop.

If you are not yet a GMB member, you can join online www.gmb.org.uk or complete the form overleaf and return it to your GMB workplace rep.

In solidarity

GARY CARTER

NATIONAL OFFICER

SSE FINAL PAY OFFER & PAY PROGRESSION – BALLOT



Posted on: 14 January 2022

Dear Member



The GMB and other joint Trade Unions have had a series of meetings with SSE culminating with face-to-face negotiations on 2nd December 2021. Progress has been made in negotiations and we have got SSE to increase parts of the pay offer, increase the frozen maximum scales and offer more for those in Group 3. Mapping for pay progression has been released and people can see how it affects them.

We have not got everything we would have like to, but we have done everything to improve the offer and we have exhausted negotiations.

We are recommending the new offer because it delivers pay progression and it is a better pay offer.

If you reject the SSE final offer you must be prepared to take industrial action. SSE will not increase the offer through negotiations.

New Pay Offer Previous Offer

Year 1 effective 1 April 2021, headline increase of 1%. 1%

Year 2 effective 1 April 2022, headline increase of 3%. 2%

Year 3 effective 1 April 2023, headline increase of CPI inflation rate. 2%

with a minimum increase of 2%

Enhancements to Group 3 and Group 4 arrangements

Those in Group 3 will receive below Previous Offer

A consolidated increase of 1% in Year 1 (2021). 1% Consolidated

A consolidated increase of 3% in Year 2 (2022). Cash lump sum

A cash payment equal to the applicable Year 3 No Increase

increase (2023).

Those in Group 4 will receive below

An increase in the frozen scale maximum by 1% in Year 1 (2021).

An increase in the frozen scale maximum of 1% in Year 2 (2022).

An increase in the frozen scale maximum of 1% in Year 3 (2023).



(As in the previous offer, if you map to point 6, which is lower than your current salary, then your salary will still go up by the negotiated increase each year up to the frozen maximum. You will only get the case equivalent if you are paid at or above the frozen scale maximum)

Regions will now be balloting members in SSE. The closing date for the ballot is 27th January 2022.

GARY CARTER

NATIONAL OFFICER

