

# Water Noticeboard

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Last update: 10 Aug 2023

## Latest Bulletins

### Thames Water - Joint Trade Union Update - August 2023

Posted on: 10 August 2023

Please click the link below to the latest Joint Trade Union Update [File](#)

### Thames Water - Joint Trade Union Update - July 2023

Posted on: 12 July 2023

Please click the link below to the latest Joint Trade Union Update. [File](#)

### 2023 PAY CAMPAIGN BULLETIN

Posted on: 4 May 2023

Dear Member



We had a really good response to the recent GMB pay survey. Thank you for taking the time to fill out the survey and let us know what you would like to see in the 2023 pay claim. We used the results of the survey to inform the discussions with the other trade unions and come up with the joint union pay claim.

The cost-of-living crisis, high inflation, especially high food and energy prices continues to dominate, and was reflected across the survey results. Making further inroads into red and green circling was the number two ask from members, and one we've tried to capture in the claim with our sister trade unions.

The pay claim has been submitted to the company and is as follows:

## 2023 Pay Claim

- A one year pay deal.
- A CPI+% increase on basic pay and associated allowances.
- Further commitment to fix the "red circled" employee's salary bandings, some created through incorporation of allowances, to ensure staff continue to receive reasonable consolidated pay increases.
- Further commitment that no employee should be "green circled".
- Full recognition of the TU's bargaining agreement for \*all\* A&B grade staff.

Our campaign for the 2023 pay claim starts now. With everything that's happened in the last year at Thames, within in the wider economy and the water sector, GMB members deserve a good pay rise.

The next step will be to get some dates with the company to start the negotiations. We'll keep you informed and up to date throughout.

If you're not yet a member of GMB Union and you want a say on your pay, then you can join online at [www.gmb.org.uk](http://www.gmb.org.uk)

In solidarity

**GARY CARTER**

**NATIONAL OFFICER**

**THAMES WATER – PROJECT SKYE AND PAY BALLOT 4 – BALLOT RESULTS**

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Posted on: 28 November 2022

## **GMB BALLOT 4 – NOVEMBER 2022 – BALLOT RESULTS**

Dear member

The 4th ballot on Skye and Pay has closed and the results are:

### **Pay Offer**

**Accept – 74%**

**Reject – 26%**

### **Skye Proposal**

**Accept – 67%**

**Reject – 33%**

We have informed Thames Water of the result. Back pay on the pay offer will be paid in December payroll.

This has been the fourth ballot we have run and during this we had several meetings with the company to address red-circling, salary bands and the mid-point. Thames has said they will address the mid-point and salary band issues, and make sure they are in line with Skye proposals. The matter of red-circling may take longer to sort out, but this needs to happen.

If you have discrepancies with salary band and midpoints, then please speak to a GMB workplace reps.

**GARY CARTER**

**NATIONAL OFFICER**

**Thames Water Pay & Project SKYE Ballot Update**



**Posted on: 23 November 2022**

Dear Member

We have been inundated with complaints from members regarding the personal illustrations they have received from Thames Water not being in line with the Skye proposals.

In many cases the midpoints and salary bands have been reduced. This goes against what is in the Skye proposals and we have urgently raised this with senior management. We asked the company to alter the salary bands and midpoints and bring them in line with the commitments within the full and final Skye proposals.

This challenge has now been acknowledged by the company and is reflected in the company announcement 'Pay and Conditions offer 2022 – update'. In this announcement the company recognise that the rolling out of the new job families has produced pay bands that are counter to the Skye proposals. The company have committed to rectifying this, specifically that nobody's mid-point should reduce and that maximum pay ranges will increase.

We have continuing concerns about the robustness of the process that is in place, and we will continue to challenge the company to ensure this commitment is adhered to.

This announcement also includes elements on pay and red circled employees. The company have committed to consolidated pay increases for all employees – including those red circled – for a minimum of 3 years. The joint trade unions strongly welcome the company's position and feel that this allows all employee's pay to increase, especially in a time when costs are all rising.

We also welcome the fact that the company have listened to our concerns around the non-consolidated cost of living payment next April, and have agreed to pay this if full to pro-rated employees and will now pay this to apprentices and graduates as well. The current cost of living crisis is unprecedented and is hitting all members regardless of the hours they work or the development plan they might be on, this is a true victory for equality. As a reminder the Pay and Project Skye ballot closes on the 28th November 2022.

Please ensure that you have voted and get in touch with your local rep if you have any specific queries.

## **On behalf of Trade Union Side**

**Gary Carter (GMB)**

**Jay Williams (UNISON)**



## Thames Water Terms & Conditions Changes – Project Skye



Posted on: 30 September 2022

Dear Member

It came to the Joint Trade Union's attention on Tuesday 27<sup>th</sup> September that changes had been made to the Bank Holiday section of the detailed SKYE proposals.

The Joint Trade Unions feel that the change made to the detailed Project Skye proposal, without agreement and consultation, forms a material proposal change for our members. This means that we cannot continue with the current ballot arrangements.

This clearly sets a consistent entitlement for all employees and would have covered the shift workers and contact centres working over the bank holiday periods.

The new text now excludes generic roles using an additional paragraph.

**The wording can be seen on the Joint Trade Union Bulletin that has also been circulated to all members.**

When this came to our attention, the joint trade unions immediately raised this with the Company and asked them to take the additional non-consulted bank holiday paragraph out. They have refused to do so and went as far as to claim a "Consistent Bank Holiday Entitlement for all Employees" was never tabled as a formal proposal.

This is backed by the original proposal document, presented to the Joint Trade Unions in negotiations, which highlights that the topic was discussed including the proposed change for shift workers.

As the company are maintaining their current position and are refusing to move on what we consider a "non-negotiated" material change, we have no recourse but to close and void our existing ballots. This is to ensure that our members are voting with all of the information required to make an informed decision.

We feel that the company Inserting an additional clause without the knowledge of the Joint Trade Unions, or our members, is totally unacceptable.



All existing ballot links or slips have been voided and we intend for you to receive a new link or vote slip by 7<sup>th</sup> October 2022. This ballot will run until 21<sup>st</sup> October 2022.

We encourage all of our members to consider the information contained in the new detailed proposal carefully and to vote accordingly.

We will keep you informed of any developments.

#### On behalf of Trade Union Side

Jay Williams (UNISON)	Gary Carter (GMB)	Shereen Higginson (UNITE THE UNION)
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### Noticeboard Bulletin - 05-09-2022



Posted on: 5 September 2022

Dear member

GMB Ballot Results for Pay 2022 & SKYE

The ballot has closed the results are as follows

#### Pay 2022

Accept 32%

Reject 68%

#### SKYE Proposals

Accept 36%

Reject 64%

We would like to thank GMB members for taking part in the ballot.



We have informed the company that GMB members have rejected both the Pay Offer and the SKYE proposals, and that GMB members are looking for an improved pay offer to reflect the cost of living, and changes, and improvements to the SKYE proposals.

We hope that Thames Water will listen and come back with improvements to both.

It's our intention to hold meetings with members over the next few weeks and we'll keep you informed of any developments.

In Solidarity

**GARY CARTER**

**NATIONAL OFFICER**

**GMB COMMERCIAL SERVICES SECTION**

## **NST Working Patterns**



**Posted on: 18 July 2022**

### **Dear member**

As part of the Skye negotiations, Thames Water has put forward proposals to change NST working patterns.

Thames Water regarded these discussions as confidential, but we are now at a point where we need to get feedback from GMB members on the proposed working patterns.

It is worth saying nothing has been agreed, we need the input of GMB members. It is vital for us that GMB members have your say on the proposed patterns. We will be doing this over the next few weeks and then going back to management for further discussions.

If you are not yet a GMB member, you can join online [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

**WE ARE STRONGER TOGETHER**

**GARY CARTER**



**Noticeboard Bulletin - 11-07-2022**



**Posted on: 11 July 2022**

Dear member

**Project Skye**

GMB and other trade unions have had a series of meetings with Thames Water to discuss the company's pay structure and working hours proposals (Project Skye). The negotiations were over two-week period. We are setting up setting up further meeting with management to go over the detail. As soon as we have firm details, we will send out further comms and arrange meetings with GMB members.

**Pay Claim**

The joint union pay claim for an inflationary pay increase was submitted shortly before the Project Skye negotiations started in June. The cost-of-living crisis has hit people hard, and Thames Water needs to recognise this. We discussed the pay claim at the back end of the Skye negotiations, and we are hopeful that we will have an offer to bring back to you shortly.

**Redundancies**

We have been pushing Thames Water to arrange collective consultation meetings, as there have been none since the redundancy announcement on 20th June. Thames Water has a duty to collectively consult, with the aim being to minimise redundancies. Two meetings on 12th July and 2nd August have now been arranged with management and we will continue to challenge the redundancies and raise the issues you have brought to our attention.

If you have any questions or need representation, then contact your local GMB rep.

If you are not yet a GMB member you can join online [www.gmb.org.uk](http://www.gmb.org.uk).

**WE ARE STRONGER TOGETHER**

**In Solidarity**





**GARY CARTER**

**NATIONAL OFFICER**

## **THAMES WATER REDUNDANCIES**



**Posted on: 22 June 2022**

On Monday, 20th June 2022, Thames Water announced they were proposing to make 151 compulsory redundancies.

Those at risk were informed at the same time as Trade Unions.

A further meeting with the GMB and other unions has been arranged for Monday, 27th June 2022.

From the information we were given, many more people will be put at risk, than the proposed 151 redundancies.

If GMB members have any questions or want representation at meetings going forward, then please contact your GMB rep as soon as possible.

The company has a duty to mitigate and reduce redundancies and GMB will be challenging Thames Water on all aspects of the redundancy proposal.

If you are not yet a member of GMB Union, then you can join online [www.gmb.org.uk](http://www.gmb.org.uk)

**WE ARE STRONGER TOGETHER**

**GARY CARTER**

**NATIONAL OFFICER**

## **Thames Water - 2022 Pay Survey Results**



**Posted on: 17 May 2022**



Dear Member

We would like to thank GMB members for taking part in the recent GMB pay survey. There was a very good response, and the results will help formulate what goes into the 2022 joint unions' pay claim.

The key results from the survey are that GMB members are finding it harder to pay for day-to-day essentials and they want an above inflation percentage pay rise for all.

Pay talks with the company have been scheduled for June and, with prices rising rapidly and inflation set to hit 10%, this year's pay negotiations will be of particularly significance.

The company has said it wants to discuss changes to the pay and grading structure. We will share this with you, when we can, and we will keep you informed of any developments.

**There has never been a more important time to be a GMB member.**

If you are not yet a member of GMB Union, you can join online [www.gmb.org.uk](http://www.gmb.org.uk)

**WE ARE STRONGER TOGETHER**

**GARY CARTER**

**National Officer**

## **NSTs SOUTH LONDON -Tier 3 Update**



**Posted on: 14 February 2022**

1. Thames Water has 295 vehicles on order for Water Networks of which 14 of these are Automatics. They have a few Electric vehicles being trialled at present but they are not fully kitted out yet. We are still trying ascertain where they are being trialled and by whom.
2. Thames Water are in a leakage drive until the end of the financial year.
3. Digital update, there are 4 depots at this moment in time where Hub Analysts & support Connectivity Techs will be attending on various days throughout the coming weeks to assist with I.T. issue's (dates and locations to follow when confirmed).



4. There will be several depots where pool vehicles will be located for use when vehicles go into garages for servicing and/or MOT. The names of F.O.M.'s in those depots that will have the keys to these vehicles will be circulated to everyone shortly (F.O.M.'s will ensure they are kept maintained and in working order), if you happen to use one of these vehicles and there is a defect, please inform that FOM.

5. Thames Water are still recruiting at all levels and departments across the company.

Lastly, and on a separate note, if you hear a rumour from a work colleague, please ask where they heard that, then call your Union Rep for clarification. We hope to stamp out 'scaremongering' by ensuring that your GMB Reps have the opportunity to clarify, research or question any rumours that abound within TW.

In solidarity,

Your GMB Rep Team

## Infrastructure Alliance (IA) - Insourcing



**Posted on: 12 November 2021**

Dear member

On Tuesday 9th November, Thames Water announced they would be exiting the Infrastructure Alliance contract. The IA are a group of contractor partners that provide multiple functions to the company, predominantly within Water Networks.

Bringing essential works back in-house is welcomed by the GMB union and is an initiative the joint unions have been lobbying for, within that business unit, for a number of years.

The GMB, along with the joint unions, have been working with the company over the past 12 months within the Water Networks Transformation project. We are currently fully committed to continuing with this dialogue, where our focus will be ensuring a smooth transition both for existing employees/members and those who will be joining the company within this restructure.

In Solidarity

**GARY CARTER**



**Noticeboard Bulletin - 20-09-2021**



**Posted on: 20 September 2021**

Dear member

The GMB pay ballot on the company's improved 2.25% pay offer has now closed and the votes have been counted.

The result is

**73% to Accept**

**27% to Reject**

The GMB has informed the company that our members have voted to accept the improved offer.

We would like to thank GMB members for taking part in the pay campaign and voting in the ballots. It made all the difference and got Thames Water to increase the pay offer.

In Solidarity

**GARY CARTER**

**National Officer**

**Noticeboard Bulletin - 14-07-2021**



**Posted on: 14 July 2021**

Dear Member



The pay ballot has now closed and the result is in. GMB member have voted to reject the 1.75% pay offer.

**14% Accept**

**86% Reject**

We have communicated the result to Thames Water and hope the company will take time to reflect, take on board the strength of feeling amongst its employees, and come back to us with an improved offer.

Thank you for taking part in the ballot and having your say. We will keep you up to date on any developments.

If you're not yet a GMB Union member and want to be part of the GMB better pay campaign, you can join online at [www.gmb.org.uk](http://www.gmb.org.uk).

In Solidarity

**GARY CARTER**

**National Officer**

