



# Pay Talks 2024

## IPA

### Joint Statement

On Monday 17 June 2024, representatives from both BOC and the trade unions gathered to hold further talks in response to the 2024 pay claims submitted by the Unions.

The discussions were professional, productive and cordial, and the parties reached a mutually agreeable outcome. Details of the agreement are set out below.

Discussions prior to this meeting had led to a mutual desire to consider a two-year pay deal, which formed the basis of the proposal and discussion.

The 2024 headline pay offer is a 4.25% increase on base pay and allowances for year 1 (back dated to 1 June 2024), and subsequently a 2025 headline offer of a 2.35% increase on base pay and allowances for year 2 (with effect from 1 June 2025).

As previously agreed as part of the 2023 pay deal, the same pay distribution mechanism\* will apply to these pay awards. This pay offer therefore uses a matrix that considers both an individual's position in their grade's salary range (compa-ratio) and their appraisal rating, as outlined below.

#### Year 1 (2024)

Rating	Comp ratio Range				
	0 - 0.949	0.950 - 0.999	1	1.001 - 1.0499	1.05 - 1.12
5	6.10%	5.60%	5.10%	5.10%	5.10%
4	5.68%	5.18%	4.68%	4.68%	4.68%
3	5.25%	4.75%	4.25%	4.25%	4.25%
2	4.83%	4.33%	3.83%	3.83%	3.83%
0	4.40%	3.90%	3.40%	3.40%	3.40%

#### Year 2 (2025)

Rating	Comp ratio Range				
	0 - 0.949	0.950 - 0.999	1	1.001 - 1.0499	1.05 - 1.12
5	3.82%	3.32%	2.82%	2.82%	2.82%
4	3.59%	3.09%	2.59%	2.59%	2.59%
3	3.35%	2.85%	2.35%	2.35%	2.35%
2	3.12%	2.62%	2.12%	2.12%	2.12%
0	2.88%	2.38%	1.88%	1.88%	1.88%

\*To further clarify the mechanics of the offer :

- Increases will be based on the respective grade midpoint for anyone below the midpoint (compa-ratio below 1.0)
- There will be an additional 1% (of midpoint) enhancement for IPA employees who are below 0.95 compa-ratio
- There will be an additional 0.5% (of midpoint) enhancement for IPA employees who are between 0.95 – 0.999 compa-ratio
- For anyone between 1.0 – 1.12 compa-ratio, the percentage increase in the matrix will be based on the individual's own salary.

This offer has been informed by current trends in inflation and pay levels, and seeks to address both the current cost of living and provide a mechanism for pay progression and pay equity for many employees.

It was agreed that the Company will provide individual personal illustrations to all IPA employees w/c 24 June 2024. Personal illustrations will be based on actual 2023 appraisal ratings for the 2024 calculations but will illustratively use a standard appraisal rating of 3 for everyone for the 2025 calculations as actual ratings will not be known until next year.

The Unions will put the Company's offer to its members, which is summarised in this statement, to an electronic workplace ballot, with the NNC making a recommendation for acceptance of the offer.

If you do not receive your email invitation to vote by 5 July and you are a union member, please contact either Stephen Mallin (for GMB members) at [Stephen.Mallin@boc.com](mailto:Stephen.Mallin@boc.com) or Matt Charleston (for Unite members) at [Matthew.Charleston@boc.com](mailto:Matthew.Charleston@boc.com) with your membership number.

We look forward to the response from the IPA collective.

Employees should contact their union representative if they have any queries in relation to the content of this Joint Statement.

**Present:**

Stephen Mallin – NNC Chair  
Matt Charleston – NNC Vice Chair  
Kevin Brandstatter - National Officer GMB  
Kerryn Johnson – Director Customer Service  
Justin Holland – Head of Retail & Site Services  
Clodagh Ferguson – HR Employee & Industrial Relations Manager  
Jenni Vasey – Senior HR Manager  
Jason Bowater – NNC Rep  
Mike Hegarty – NNC Rep