



16 AUGUST 2024

CADENT FIELD FORCE 2024 Final Pay Offer Details

Dear member

In this bulletin we want to provide more detail on the final pay offer and how we got to this point.

Pay negotiations started back in January and the first offer was 2.5%, but other than in increasing sick pay entitlement, no improvement was forthcoming on reducing working hours or shift payments. Cadent wouldn't entertain the same headline increase for Legacy and Cadent G, and improvements in terms and conditions as this would cost them more than 10%.

We have prioritised improving Cadent G terms & conditions. The offer negotiated gives Cadent G a 6% increase in the hourly rate for working 40 hours per week instead of 42 hours per week. It also aligns the 20 minutes before and after the shift, which works well for Legacy workers over many years. Additional hours above 40 hours will be paid at the new higher rates of pay.

Cadent G – Hourly Rates

	Current Hourly Rate		Proposed Hourly Rate		Increase
	Developing	Competent	Developing	Competent	
Enhanced	£16.38	£17.25	£17.38	£18.29	6.06%
Core (higher)	£14.74	£16.38	£15.64	£17.38	6.06%
Core (lower)	£13.61	£14.08	£14.44	£14.94	6.06%
Foundation	£12.30	£13.04	£13.05	£13.81	6.10%

Legacy – Hourly Rates

	Current Hourly Rate	New Hourly Rate	Increase
Senior Gas Engineer (role 3)	£20.60	£21.57	4.5%
Lead Gas Engineer (role 2)	£19.57	£20.45	4.5%
Gas Engineer (role 1)	£14.61	£15.26	4.5%

Onerous Hours

In addition, the onerous hours window is extended to include all hours between 08:00 Saturday to 08:00 Monday and paid at 1:33 for rostered hours worked, 1:58 for additional hours. The 1.33 & 1.58 enhanced rates for onerous hours will be on top of the 6% increased hourly rates.

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Standby Payments

Standby payments will be increased by 4.5% from 1st July 2024 and Energy Ops standby payments will be increased and aligned with Emergency & Repair standby payments.

Current Standby Payments	E&R		Energy Ops	
	Mon – Fri	Sat/Sun/PH	Mon – Fri	Sat/Sun
Role 1 / Foundation	£73	£116	£57	£90
Role 2 / Core 1 (lower)	£87	£144	£63	£108
Role 2 / Core 2 (higher)	£87	£144	£63	£108
Role 3 / Enhanced	£91	£151	£67	£114

Proposed Standby Payments covering E&R & Energy Ops

	Mon - Fri	Sat/Sun/PH
Role 1 / Foundation	£76	£121
Role 2 / Core 1 (lower)	£91	£150
Role 2 / Core 2 (higher)	£91	£150
Role 3 / Enhanced	£95	£158

Aligning standby payments means that the rates for Energy Ops will increase by 33% to 44% depending on the role.

Cadent G - Sick Pay

The final offer from Cadent includes negotiated improvements to the current sick pay entitlement and agreeing a new sickness policy (to be discussed and agreed). The proposed sick pay entitlement will be beneficial to Cadent G members.

Current Sick Pay Entitlement

Length of Service	Sick Pay
0-6 months	Nil
6 months to 5 years	6 weeks full pay
More than 5 years	13 weeks full pay

Proposed Sick Pay Entitlement

0 to 6 months	Nil
6 months to 3 years	6 weeks full pay, 6 weeks half pay
3 years to 5 years	10 weeks full pay, 10 weeks half pay
More than 5 years	13 weeks full pay, 13 weeks half pay

Summary

GMB Cadent G & Legacy reps believe that improving terms and conditions for Cadent G members is really important and the final pay offer delivers over 6% on hourly rates, a reduction in working hours, enhanced rates at the weekends and better sick pay entitlement.

As a package this equates to more than the 4.5% offer to Legacy. Cadent won't offer 4.5% to Cadent G and improvements to Cadent G terms and conditions. We believe the priority is future proofing Cadent G terms and conditions and then in next year's pay claim which won't be far away we can concentrate on improving the hourly rates for both Cadent G and Legacy members.

In Solidarity

Gary Carter
National Officer