

GMB

UNION

10 OCTOBER 2023

NATIONAL GAS TRANSMISSION

Levels 6 – 8 Pay Framework Proposal

Dear member

As part of the 2023 Pay Agreement, the Company and Joint Trade Unions agreed to review the Pay Framework, in relation to levels 6-8 pay progression and the bonus construct for all levels 1-8.

Level 6-8 Pay Movement

The issues identified by GMB & other trade unions were:

1. People staying in "Developing Zone" for extended periods of time.
2. Not all individuals received the negotiated settlement (using the Matrices as we have done in the past, some people received lower than the negotiated settlement).

Following a series of meetings, the following proposal has been negotiated, and GMB is going to ballot members over the course of the next few weeks.

Proposal

- Define "Core" as mid-point of the entire range (DZ to AVZ)
- People move to Core with three EOY ratings of "Achieved" or above.
- So if on a salary below Core, you will move up by a 5% increment (additional to any negotiated settlement) at EOY if rating is "Achieved" or above.
- This continues until Core is reached.
- People above Core move if EOY rating is "Above Target" (move in 1% increments, additional to negotiated settlement)
- If a person above Core achieves EOY rating of "Exceptional" they move up by a 2% increment (additional to any negotiated settlement).
- Top of range is a ceiling, no movement beyond that point.

We believe that real progress has been made so that people will get the negotiated pay settlement and be able to progress to, and above core. GMB is recommending acceptance of the proposal. **The ballot will run until 12 Noon on Monday 30th October 2023.**

If you're not yet a GMB Union member, you can join online at www.gmb.org.uk/join

In solidarity

Gary Carter
National Officer

Illustrative example based on 2% negotiated settlement figure

Example 1 – L6 OE, Achieved ratings, 5% increments					
Year & rating		Salary	Position in range	% increase	
Starting salary		43,250	minimum		
Y1	Achieved	46,278	below Core	7.0%	5% + 2% neg sett
Y2	Achieved	49,517	below Core	7.0%	5% + 2% neg sett
Y3	Achieved	52,983	Core	7.0%	5% + 2% neg sett

2018-2020 approach:

Example 1 – L6 OE, Achieved ratings, Matrix increases					
Year & rating		Salary	Position in range	% increase	
Starting salary		43,250	Developing		
Y1	Achieved	44,461	Developing	2.8%	2% neg sett x1.4
Y2	Achieved	45,706	Developing	2.8%	2% neg sett x1.4
Y3	Achieved	46,986	Developing	2.8%	2% neg sett x1.4