

GMB

UNION

PH Jones 2024 Pay Offer and Ballot

Dear Colleague,

Following several months of difficult negotiations, we have now secured a pay offer to put to you in relation to our 2024 pay claim. It is fair to say that these talks have been far from easy, taking place under difficult economic circumstances and within a business unit currently losing millions each year.

Despite this, your reps have been vociferous in arguing that, after several years of austerity and belt tightening, we cannot go another year whilst watching wages flatline whilst prices continue to rise.

As a result of this we are pleased to announce that we have secured the following pay offer:

There are four key areas to your pay package for 2024. There is a mix of base pay increases and enhancements to the overall reward package.

1	Base pay increase	All L8 colleagues to receive a base salary increase of 5% (Or greater for the National Real Living Wage)
2	Price work increase	Price work and call out rates will increase by 5 %.
3	Base pay floor for Field Engineers (for this deal only)	Existing Field Engineers will receive an additional increase if needed to bring them up to a base pay of £29,000 (pro-rated if on less than 40 hours)
4	Enhanced reward package	The 2023 Centrica Profit Share Award will include 2% of the profits of Spirit and Nuclear and be paid as shares in March 2024

In terms of the offer, considering all inflation projections show that it is expected to be below 2% in April, this represents a genuine pay increase for all staff. For those on the real living wage, the rise will be 10.09% and we have agreed a buffer of 5% above this for lead business customer service agents to ensure a differential between them and the staff they train / coach.

In terms of engineers, base pay will go up by 5%, price work and call out rates will also go up by 5%. We have also been able to negotiate a floor of £29,000 for existing engineers (based on a forty-hour week). This will benefit any field engineer that after the 5% pay rise has been implemented, would still have been below the £29,000 base pay. This will benefit on holiday and sick pay for those who are paid a mixture of price work and base pay.

We have also ensured that the share scheme is enhanced to include 2% of the profits from spirit and nuclear for this year.

In all, whilst we cannot deny that we would ideally liked to have secured a higher offer after a difficult few years, we have managed to gain an offer commensurate with other parts of the business. Considering that PH Jones is currently experiencing significant losses, this has not been easy and is a testament to the hard work of your reps.

As a result of this, and on the basis that this is the best that can be achieved through negotiation, we are recommending that members vote to accept this offer. You will shortly be balloted on the offer.

Your National GMB Rep Team