

# The Field Services Pay Offer

## Pay

5% increase to all rates and salaried from 1/4/24 unless otherwise specified below.

An unconsolidated 5% payment will be paid for those already above the pay rate or a mix of both base pay and cash.

CTAP rates will increase by 5%.

## **Service Engineers**

Prior to the increase of 5%, all service engineers would have their pay increased from £31,320 to £32,765 (an additional 4.6%). This would mean that, if accepted, the total pay for the role would be £34,403 (9.8% increase).

## **Electricians**

Prior to the increase of 5%, all HEC electricians would have their pay increased from £36,619 to £37,901 (an additional 3.5%). This would mean, that if accepted, the total pay for the role would be £39,796 (8.7% increase).

## London Weighting

London Weighting payments will increase to the following amounts:

	Payment	Increase
Fringe	£4,000	£172 (4.5%)
Outer	£5,000	£260 (5.5%)
Inner	£6,000	£672 (12.6%)

For those working in a higher cost area on a temporary basis, the daily payment will increase from £5 to £7.50.

## QPS Payments

For those covered by the QPS scheme, variable payments will be removed meaning that the full amount is achieved each quarter by delivering 100% (7.32 hours per day) productivity.

## Profit Share award

On top of the usual 2% profit to be paid in shares, this will be expanded to include the profit 2% from Spirit and Nuclear energy paid in shares (Currently estimated to be an additional £700 on top of the figure from Centrica) for one year only.

## Weekend Working

### **Service and repair**

Two options have been presented for weekend working for Service and Repair engineers:

**Option 1** – 20 weekends caps with no more than 3 rostered additional days Weekend caps would be 20 annually with an additional requirement of no more than 3 rostered weekend days for those patches which see customer demand requirements above this point. The additional three days would be incentivised at £160 per additional day and volunteers would be sought in the first instance. Only if the business fail to meet our customer requirements through volunteers would they then mandate up to these additional days. For absolute clarity 3 additional days is the maximum that could be mandated, however, the option for engineers to work in addition to 23 caps remains as is the case today and will be dependent upon the demand and incentives in place at the time. This would come into effect from October 2024 and would be in place for two years.

**Option 2** – 21 weekend caps Weekend caps would be 21 annually, this does not come with an ability to further mandate days and any additional weekend work would be paid at normal overtime rates recognising additional incentives may be used from time to time such as winter resilience. This would come into effect from October 2024 and would be in place for two years.

### **Other skill types**

Current weekend working arrangements to remain unchanged.

### Rostered Hours

For two years, the agreed rostered hours would be as follows:

	Mon-Fri	Saturday	Sunday
Service and Repair (Winter)	08:00-20:00	08:00-17:00	08:00-17:00
Service and Repair (Summer)	08:00-19:00	08:00-17:00	08:00-17:00
SMART	08:00-18:00	09:00-17:00	08:00-17:00*
HEC	08:00-16:30	09:00-15:30	08:00-17:00*
KAC	08:00-16:30	09:00-15:30	09:00-13:00
HI	08:00-16:30		

\*Denotes in day rostered stand by hours

For Service and Repair Engineers, the option of a four-day week over the summer will be maintained as per the current arrangements.

### **Compensatory Rest**

Compensatory Rest will be applied for all colleagues in the collective.

### **Stand by**

#### **Service and Repair and Smart**

First call outside of rostered hours to be paid at a minimum of two hours.

#### **Other Skill types**

No change

### **Car Allowances for Level 7's and Level 8's**

The car allowance will increase from £4,500 to £5,000 per annum.

### **CDMs**

The pay freeze of 2021, 2022 and 2023 is no longer in place for 2024. The business confirmed that all CDMs will be eligible for base pay increase, including those whose pay is above median. This means that during the ARR process, CDMs will be eligible for a pay increase regardless of their position in the range. This will not be a blanket increase in line with the L8 pay deal, as any increase in the ARR process is based on a variety of factors such as performance and budget available.

### **Recognition points for Christmas, Boxing Day and New Years Day working**

The Business have extended the offer of £100 recognition points for those working or on stand-by over the festive period. This would cover Christmas Day, Boxing Day and New Years Day.

### **Processing of Overtime and Expense Payments**

The Business has agreed to improve the system whereby all expenses and overtime are paid quicker. This would mean that for hours worked or expense submitted by 26<sup>th</sup> of each month would be paid on the 15<sup>th</sup> of the following month. This is an improvement to the current six week waiting period.

**Unless otherwise stated all enhancements would be paid from 1<sup>st</sup> April 2024 if the deal is accepted.**