



British Gas National News
UNISON Bulletin

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BG/14/08

BRITISH GAS PAY 2009

As the end of 2008 approaches the prospects for pay levels in 2009 are already becoming clear. At the NJC for BG Energy held on 10th December the pay uplift for all Level 8 members in BG E was agreed at 4.1% with effect from 1st January 2009. This figure was based on the pay formula agreed with the trade unions.

Regrettably the position in BG Services is not yet resolved. Although the management team also offered 4.1% they tied it up in strings that would have meant that no new starters would get the increased pay rates until they had been declared fully competent. This would lead to a delay of anything between 6 and 9 months before an employee received their correct pay rate. Both UNISON and GMB have made it clear to the company that they will not agree to tying up this years offer with these strings. UNISON hopes that sense will prevail and that the company will think again and decide to withdraw these strings. It is just not acceptable that new starters in BG S should be treated worse than those in BG E. Every effort will be made to continue to resolve this impasse before the end of the year.

Negotiations have also been underway to develop a new pay system for Level 7 members in both BG S and BG E. Although the Level 7 settlement is not due until 1st April 2009 it makes sense to get the new arrangements in place well in advance of 1st April.

In BG E an agreement has been made operate a new system to be effective from April 2009. The hope is that this will be much simpler to operate and understand. Basically the new system involves a two tier approach. At

company level there will be what's called a Merit Pot. This will be expressed as a % increase. The value of that increase will be determined having regard to market movements, the company's ability to pay and the aims and aspirations of the trade unions. The second tier of the new system will involve each manager being given a budget equal to the % increase agreed for the Merit Pot based on the numbers of employees they have responsibility for. That pay budget will be used to increase members pay based on the PRP outcomes and individuals relative position in the new scale. UNISON has secured an assurance that it will normally be expected that all L7 staff will get an annual increase in pay. Locally UNISON will be involved in jointly monitoring the increases being recommended locally by managers to ensure that the distribution is fair and does not discriminate against any members.

Because this approach to L7 pay is new there will be a joint review carried out in June 2009 to check on how the scheme has worked out.

Within BG Services discussions on a new L7 pay system is also taking place but as yet no conclusions have been reached. Members will be kept informed of developments.

Farewell to Margaret Korzenwieski

After many years service to UNISON and its members in BG S most recently as Chair of the national trade union side, Margaret has decided to hang up her gloves and move on to new pastures. Margaret leaves the company at the end of 2008 and she will be missed as a friend and a formidable trade union representative. Our very best wishes go out to her and her family.

We welcome Katey - Leigh Jones from Stockport as Margaret's successor for national Chair of the BG S Trade Union Side.

***MERRY CHRISTMAS
TO ALL UNISON MEMBERS
WORKING FOR CENTRICA AND
BRITISH GAS***

