

Last update: **29 Apr 2025**

## Latest Bulletins

### EDF Customer – 2025 Pay Ballot Results – 28 April 2025

Posted on: 29 April 2025

#### EDF CUSTOMER

#### 2025 PAY BALLOT RESULT

Dear member

The GMB Customer pay ballot has now closed and the result is as follows: –

**87% – Accept**

**13% – Reject**

GMB members have accepted the company's final offer.

We have informed management of the result and asked them to confirm when the new pay rates will be applied and the backdated monies paid.

We would like to thank members for taking part in this year's pay campaign, which enabled us to improve the pay offer during the negotiations.



If you are not yet a member of GMB Union, and you want a say on your pay, you can join online at [www.gmb.org.uk](http://www.gmb.org.uk)

In Solidarity

**Gary Carter**

**National Officer**

## **EDF Office Members – 2025 Final Pay Offer – 21st March 2025**



**Posted on: 21 March 2025**

Dear members,

### **EDF OFFICE MEMBERS**

### **2025 FINAL PAY OFFER**

We have had several meetings with the company to discuss this year's pay, which was for a 5.5% increase on basic rates and allowances. During the course of the negotiations, we have managed to improve the pay offer to get it to a point where the company has made a final offer, which we believe we can recommend to GMB members.

In talks, the company said they wanted to improve the 2018 addendum rates of pay so they are more competitive. From a GMB perspective, improving the 2018 addendum pay is welcome as it brings the overall rates closer. We believed it was also essential that the legacy pay increase underpinned any increases and reflected inflationary pressures and were in line with the pay increases in other EDF businesses. We believe we've got as close as possible to achieving this.

The current rates of inflation range from 3% CPI, RPI 3.6% to 3.9% CPIH. The pay increase from April 2025 for Generation is 3.6% and Field is 4%, however 0.5% was paid in April 2024, so the increase in April 2025 will be 3.5%.

### **EDF Office – 2025 Final Pay Offer**

- Effective from 1 April 2025, a consolidated increase in pensionable salaries and associated allowances for all colleagues aligned to the CB&IT 2018 Collective



Agreement of **4.4%**.

- Effective from 1 April 2025, a consolidated increase in pensionable salaries, and associated allowances for all colleagues aligned to the CBIT Harmonised and Clerical & Professional Collective Agreements (Legacy) of **3.9%**.

**An average Energy Specialist Full Time Wage** – This does not include staff like former TPC and BS02 staff who's wages are different based on their contracts

## **DOXFORD**

Legacy current – 30,287.00

Legacy 3.9% increase – **£1181.19**

Legacy salary after increase –31,468.19

2018 addendum current – £25,768.00

2018 addendum 4.4% increase – **£1133.79**

2018 addendum salary after increase – £26,901.79

## **HOVE**

Legacy current – £32,568

Legacy 3.9% increase – £1270.15

Legacy salary after increase – £33,838.15

2018 addendum current – £25,768.00

2018 addendum 4.4% increase – £1133.79

2018 addendum salary after increase – £26,901.79

GMB is recommending the final pay offer to members, and we will shortly be balloting members. Please make sure your membership details are up to date as we will be conducting an electronic ballot.



If you are not yet a member of GMB Union, and you want a say on your pay, you can join online at [www.gmb.org.uk](http://www.gmb.org.uk) or complete the form overleaf and return it to your GMB representative.

In Solidarity

**Gary Carter, National Officer**

## **GMB-EDF Field Services & Smart – Redundancy Consultation Bulletin – 10th December 2024**



**Posted on: 10 December 2024**

### **GMB – EDF FIELD SERVICES & SMART**

### **REDUNDANCY CONSULTATION BULLETIN**

Dear Member

Throughout the formal consultation process GMB and the other TU's have sought to avoid the need for compulsory redundancies. We are pleased this has been achieved through the notes of interest process. This is a positive outcome for our members; both for those who were concerned about losing their jobs and those who wanted to leave through redundancy.

You will see from the latest consultation pack that the numbers of redundancies in each region varies. In some areas, EDF have allowed a larger number of field staff to leave on Notes of Interest (NOI) to make up for those areas where they have been unable to secure the NOI numbers needed.

GMB supports allowing those who want to take redundancy being able to leave. We also want to ensure that those remaining are not overloaded. We have asked for clarity on how roles will be backfilled, given work still needs to be done now and as well as seeking an understanding as to how resources will be deployed across all three of the geographical areas to ensure reasonable travel times and workloads. These issues will continue to be discussed in the consultation process.

EDF has sent letters to those that have requested voluntary redundancy. If you have any questions around notice period, your pensions or other service-related issues, please direct these to your appointed redeployment point of contact, and you can seek advice and support from your GMB workplace representative.



Please remember that you have the right to ask for additional redeployment meetings with your redeployment point of contact and to take your GMB rep with you, should you need further meetings.

If you are not yet a member of GMB Union, you can join online [www.gmb.org.uk/join](http://www.gmb.org.uk/join).

In Solidarity

**GARY CARTER**

**NATIONAL OFFICER**

## **GMB Field Services & Smart Pay Bulletin – Pay Ballot 2024–26 Result – 7 November 2024**



**Posted on: 7 November 2024**

**GMB@EDF FIELD SERVICES – FIELD SERVICES & SMART PAY**

### **2024– 2026 PAY BALLOT RESULTS**

Dear Members

We would like to thank GMB members for taking part in the second pay ballot. It is important that GMB members have their say and it makes a difference during negotiations.

The result of the Field Services pay ballot is:

Accept 98%

Reject 2%

We have informed management of the result.

I would like to thank the Regions and Reps for their support during the pay negotiations.

In solidarity

**GARY CARTER**



**EDF Bulletin – EDF Field & Smart Pay Update – 16 October 2024**

**Posted on: 16 October 2024**

Dear member

You will be aware that GMB members accepted the 5.75% final pay offer and Unite rejected it. There has been a stalemate for several months, but in the last few weeks talks have resumed. To find a way forward there have been discussions on a two-year pay deal. The negotiations have been productive, and we have an offer which we want to recommend to GMB members.

The Year One offer is still 5.75%, but 0.5% of the Year Two rise will be brought forward and backdated from April 2024, which means Year One is worth 6.25%.

The full offer is:

- a) Effective from 1 April 2024, a consolidated increase in pensionable salaries, and associated allowances of 5.75%.
- b) Effective from 1 April 2025, a consolidated increase in pensionable salaries, and associated allowances of 4% with 0.5% of that brought forward to 1st Apr 2024.
- c) The April 2025 increase will be subject to an underpin of 4% or the average of published CPIH inflation rate over the period April 2024 – March 2025, whichever is the greater.”
- d) An increase in the minimum holiday entitlement to 25 days.
- e) An enduring increase to holiday entitlement of 1 day for all those employees currently in receipt of 25, 26 or 27 days.
- f) A one-off, one day increase to the 2024/25 holiday entitlement for all those currently in receipt of 28 days or more.
- g) In recognition of the likely implementation date of this deal any increase in 2024/25 holiday allocation can be carried over to the 2025/26 holiday year.



GMB believes that the two-year pay proposal is a good offer, which gives members an above inflation increase, certainty in 2025 and having a CPIH inflation underpin provides security. We will be balloting members on the two-year final pay offer, and we are recommending GMB members accept the proposal.

## **EDF Field Services Bulletin – Smart Metering & Electric Vehicle Installation – 9 Oct 2024**



**Posted on: 9 October 2024**

### **EDF SMART METERING & ELECTRIC VEHICLE INSTALLATION BULLETIN**

Dear member

You will be aware of the EDF SM&EVI management communication sent to all field staff – regarding the reduction of the field operation and the reasons behind this.

GMB & other trade unions met with management on 7th October, where EDF outlined the rational, potential scope, and impact of these changes. EDF hope that the reductions can be achieved through voluntary redundancy and will only resort to compulsory redundancies if the numbers are not achieved voluntarily.

The company's proposals will be subject to collective consultation with GMB and the other trade unions. The object of the consultation will be to look thoroughly at the company's business case and EDF must look to minimise and reduce redundancies during the process.

At this stage we do not know the detail, but this will become more apparent as we begin the formal consultation process on 30th October.

GMB will have impacted members across both Collective Agreement and Personal Contract staff populations. All GMB members have the right to representation at individual consultation and redeployment meetings. Please contact your local GMB reps for support and advice.

If you are not yet a GMB Union member, you can join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join).

In solidarity

**GARY CARTER**



## EDF Generation – Pay Ballot Results 2024 – 3 October 2024



Posted on: 3 October 2024

### EDF GENERATION – 2024 PAY BALLOT RESULTS

Dear member

The pay ballot has now closed, and the votes have been counted. The result is as follows:

**73% – Accept**

**27% – Reject**

We have informed the company of the result and asked them to confirm when the new rates and back pay will be paid.

Thank you to all GMB members for taking part in the ballot and for all the feedback we received during the negotiations. It made all the difference during negotiations and helped get us improve the offer.

**GARY CARTER**

**National Officer**

**GMB Private Section**

## EDF Generation – Final Pay Offer 2024 – 11 September 2024



Posted on: 11 September 2024

### EDF Generation – Final Pay Offer

Dear member





Further pay negotiations took place with EDF on Tuesday, 3<sup>rd</sup> September 2024.

We had struggled to get a one-year deal which we could recommend to members. Although we were reticent, discussions on a multi-year deal have helped move negotiations on and unlock more money for members.

The proposal for year one is better than previously proposed and is worth more than 9.5% for most GMB members. In years two and three the pay figure is importantly underpinned by the Retail Prices Index (RPI) inflation index and there is no cap should inflation unexpectedly rise.

Details of the 3-year final pay offer are outlined below:

### **Year 1 (April 2024 – March 2025)**

- 7.5% increase to all salary points and associated flow throughs with effect from 1 April 2024.
- £600 fully consolidated payment applied to base pay and any base pay calculated flow throughs for all employees with effect from 1 April 2024, once the 7.5% has been applied.

### **Year 2 (April 2025 – March 2026)**

- 4.5%, or the average of RPI over the period January – December 2024, whichever is greater, increase to all salary points and associated flow throughs as follows:
- 1% increase with effect from 1<sup>st</sup> June 2024
- 3.5% increase with effect from 1 April 2025 (or Average RPI minus 1% if greater)

### **Year 3 (April 2026 – March 2027)**

- 3.5%, or the average of RPI over the period January – December 2025, whichever is greater, increase to all salary points and associated flow throughs with effect from 1 April 2026.

GMB is recommending acceptance of the 3-year pay final pay offer and we will be balloting GMB members.



If you want a say on your pay, then you can join GMB Union online – [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

In Solidarity

**Gary Carter**

**National Officer**

## **EDF Field And Smart Metering Pay 2024 – Ballot Results – 25 June 2024**



**Posted on: 25 June 2024**

**GMB@EDF FIELD SERVICES**

**FIELD SERVICES & SMART PAY 2022**

**2024 PAY BALLOT RESULTS**

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It is important that GMB members have their say and it makes a difference during negotiations.

The result of the Field Services pay ballot is:

Accept 60%

Reject 40%

We have informed management of the result, and they are now working with reward and payroll to implement the increase.

I would like to thank the Regions and Reps for their support during the pay negotiations.

In solidarity

**GARY CARTER**

**NATIONAL OFFICER**



Posted on: 29 May 2024

Dear Member,

Back in March 2024, GMB members voted to reject the company's 5.75% pay offer. We communicated the result to EDF and asked them to come back to the negotiating table with an improved offer.

We've met the company on several occasions since and they've tabled a full & final offer. The company has not increased the 5.75% pay offer but has offered to increase holiday entitlements.

The increase in holidays entitlement is welcome and members rejecting the previous offer has brought the company back to the table with improvements. We are disappointed though that EDF has not increased the consolidated pay offer as we believe they have the ability to increase the offer.

As the company has made clear this is their full and final offer, we will ballot on the offer and let GMB members decide whether the additional holiday entitlement is enough to accept the GMB 2024 pay claim.

The Final Pay Offer is as follows:

- 5.75% consolidated increase to pensionable base pay and all associated allowances.
- Increase the minimum annual leave entitlement to 25 days.
- An enduring increase to holiday entitlement of 1 day for all those employees currently receiving 25, 26, or 27 days annual leave.
- A one-off, one day increase to this year's holiday entitlement for all those currently receiving 28 days or more annual leave.

The final offer **does not include** an increase of £250 to the My Benefits allowance as this was agreed between the Unions and Company prior to pay negotiations commencing.

If you're not yet a GMB Union member and you want a say on your pay, you can join online at [www.gmb.org.uk](http://www.gmb.org.uk).



In Solidarity

Gary Carter

National Officer

## **EDF Field Services & Smart Meter Pay 2024 – Pay Bulletin – 29 April 2024**



**Posted on: 29 April 2024**

### **GMB – EDF FIELD SERVICES & SMART BULLETIN**

#### **PAY 2024 BULLETIN**

Dear member,

We met with the company on Tuesday, 23rd April 2024, to discuss pay, following GMB members' rejection of the final offer.

The management say they believe the 5.75% offer is a fair one. We explained why GMB members rejected 5.75%, and the reasons why we are seeking an improved offer from the company.

The meeting was adjourned, and we hope management will reflect and come back to us with a revised offer, so we can put this to members and achieve an amicable settlement without the need for industrial action.

If you are not yet a member of GMB Union, and you want a say on your pay, you can join online at [www.gmb.org.uk](http://www.gmb.org.uk).

In solidarity

**GARY CARTER**

**NATIONAL OFFICER**

## **EDF Field Services & Smart Meter Pay Negotiations 2024 – GMB Ballot Results – 11-03-2024**



Posted on: 11 March 2024

**GMB – EDF FIELD SERVICES & SMART BULLETIN**

**EDF FIELD & SMART METER PAY NEGOTIATIONS 2024 GMB BALLOT RESULTS**

Dear members

Thank you to all GMB members for taking part in the Field & Smart Metering pay ballot. The result of the ballot is as follows:

**34% Accept**

**66% Reject**

The view of GMB members is clear and we have informed EDF that our members have rejected the final pay offer.

We hope that the company will take time to reflect, acknowledge the strength of feeling amongst GMB members and come back to the negotiating table with an improved offer.

We will keep you informed of developments.

If you want a say on your pay and you are not yet a GMB Union member you can join online at [www.gmb.org.uk](http://www.gmb.org.uk).

In Solidarity

**GARY CARTER**

**NATIONAL OFFICER**

**EDF CBIT Pay Negotiations 2024 – Final Pay Offer & GMB Ballot Result**



Posted on: 1 March 2024

Dear Member



## Customer (CBIT) Final Pay Offer – Ballot Result

Thank you to all GMB members for taking part in the ballot. It's important that you have a say on your pay and it's the collective voice of GMB members that makes a difference when we're negotiating pay.

The votes have been counted and the ballot result is as follows:

**94% to Accept**

**6% to Reject**

We have informed EDF of the result and they have committed to putting the new rates into April's pay.

In Solidarity

**Gary Carter**

**National Officer**

### EDF Field And Smart Metering Pay Negotiations 2024 – Company Offer And GMB Ballot – 21 February 2024



**Posted on: 21 February 2024**

#### EDF FIELD AND SMART METER PAY NEGOTIATIONS 2024 – FINAL COMPANY OFFER

Dear Member,

GMB and the other joint unions submitted a joint pay claim for field and smart meter members.

The joint claim was for,

- One year Pay Settlement which values employees continued contributions.
- A significant increase above the average rate of RPI as a consolidated increase on basic pay and associated allowances.

#### Negotiations



The company's initial pay offer was 5.5% consolidated, this was rejected by the Trade Unions as it fell below what we believe to be our members expectations.

Further negotiations took place and EDF increased the offer to 5.75%, which is the company's final offer. EDF said that they believed this is an above inflation increase, that is fair and sustainable. Considering EDF's profitability and the need to recruit and retain staff to deliver net zero we feel the company could afford more.

The company's latest and final offer is set out below, and whilst this does not meet our or your aspirations GMB believes this is the best that can be achieved through negotiations.

#### **Details of Final Offer:**

##### **1. An increase of 5.75% to salary and all basic allowances.**

As this is the best we can achieve through the negotiation process; it is now for you as a member to decide whether to accept or reject the company's final offer.

GMB will be balloting members.

In solidarity

**GARY CARTER**

**NATIONAL OFFICER**

## **EDF Customer/Field Office Members – Update To My Benefits Allowance – 5 February 2024**



**Posted on: 5 February 2024**

**EDF CUSTOMER / FIELD OFFICE MEMBERS**

### **Update to My Benefits Allowance**

Dear member

Following the introduction of the EDF My Benefits payment in Customers/Field Office last year, GMB have worked with EDF to preserve and improve the current payment options for 2024 – these allow our



members flexibility in the options you can choose and how you spend the benefit.

We know that our members value choice and the feedback we have received following the company communication last week, is positive. We also welcome the additional increase in the payment to £1,500 per year, especially given the ongoing cost of living pressures our members face.

Whilst the payment window has been moved to align with the My Benefits portal renewal date, we welcome the interim payment to cover April to September (£625) 2024, to allow this benefit to transition to an annual payment date of October.

Our members have reacted positively to the new My Benefits payment – some have used this payment to take advantage of EDF's new private health care, whilst others have opted to purchase others benefits or have the payment in their salary.

If you are not yet a member of GMB Union, you can join online at [www.gmb.org.uk](http://www.gmb.org.uk)

## EDF FIELD AND SMART – PAY UPDATE



**Posted on: 30 November 2022**

Dear member

As you are no doubt aware, GMB members voted to accept the pay offer. Unison also accepted and Unite rejected the offer.

Further talks between management and unions have taken place, as it looked like we were not going to get an overall agreement and negotiations were going to be pushed back into the New Year.

The outcome of those discussions is that the pay offer has not changed, but EDF have committed to the following:

- Re-open pay talks if CPI inflation hits 13% this year.
- Pay £1,250 cash lump sum each year and make this a contractual payment.
- The company won't be seeking a differentiated pay increase between Legacy and those on 2014 Contract in 2024 & 2025.





- Although the deadline for payroll has passed, EDF says they can pay £750.00 in Christmas pay, but the 2% will be paid in January 2023, back dated to 1st October 2022.

Thank you for bearing with us. GMB reps have worked hard to get a resolution and money in GMB members' pay for Christmas.

If you are not yet a member of GMB Union, you can join online [www.gmb.org.uk/Join](http://www.gmb.org.uk/Join)

**WE ARE STRONGER TOGETHER**

**GARY CARTER**

**NATIONAL OFFICER**

## **GMB@EDF FIELD & SMART METERING SERVICES – EARLY 2023 PAY BALLOT RESULT**



**Posted on: 11 November 2022**

Dear Member

We would like to thank GMB members for taking part in the pay ballot. It's important that GMB members have their say, it makes all the difference during negotiations.

The result of the Field and Smart Metering Services pay ballot is:

Accept – 67%

Reject – 33%

We have informed management of the result.

If you are not yet a member of GMB Union you can join online [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

**WE ARE STRONGER TOGETHER**

**GARY CARTER**



NATIONAL OFFICER

## EDF OFFICE – EARLY 2023 PAY BALLOT RESULT

Dear Member

We would like to thank GMB members for taking part in the pay ballot. It's important that GMB members have their say, it makes all the difference during negotiations.

**The result of the Office pay ballot is:**

**Accept – 88%**

**Reject – 12%**

We have informed management of the result, and they are now working with reward and payroll to implement the increase for the December payroll.

If you are not yet a member of GMB Union you can join online [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

**WE ARE STRONGER TOGETHER.**

**GARY CARTER**

NATIONAL OFFICER

## EDF CUSTOMER GMB PAY BALLOT 2022 – RESULT



**Posted on: 22 July 2022**

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It is important that GMB members have their say and it makes a difference during negotiations.

**The result of the Customer pay ballot is:**

**Accept – 81%**



## **Reject – 19 %**

We have informed the company of the result.

I would like to thank the GMB Reps and Officers for their support during the negotiations and the ballot.

If you are not yet a member of GMB Union you can join online [Join](#)

In Solidarity

**Gary Carter**

**National Officer**

**GMB Commercial Services Section**

### **EDF FIELD SERVICES & SMART PAY PAY BALLOT 2022 –RESULTS**



**Posted on: 18 July 2022**

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It is important that GMB members have their say and it makes a difference during negotiations.

The result of the Field Services pay ballot is:

Accept 91%

Reject 9%

We have informed management of the result, and they are now working with reward and payroll to implement the increase. If you are not yet a member of GMB Union you can join online [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

WE ARE STRONGER TOGETHER.

**GARY CARTER**

**NATIONAL OFFICER**



Posted on: 29 June 2022

Dear member

We have had a series of meetings with the company to discuss this year's pay claim. The backdrop to the talks has been the cost-of-living crisis and the energy price spike. This has been severe for employees and had a substantial adverse financial impact on EDF. Inflation continues to rise and put a strain on family's finances.

The initial offer from the company back in March was 2% consolidated and £100 cash. This was rejected and we have stressed that our priority is for a consolidated rise. We have been conscious throughout a tough series of negotiations of the 3.5% pay settlement in EDF generation and the pay talks taking place in EDF field & smart metering.

After some backwards and forwards in negotiation, EDF has put a final offer on the table, which is as follows:-

**- A 4% increase in rates of pay backdated from 1<sup>st</sup> April 2022.**

Inflation is outstripping pay settlements nationally and within the energy sector and there is no doubt that EDF has been hit by the energy crisis which will see them make a loss this year.

The overall increase for all GMB customer members is above the 3.5% settlement in generation, in line with pay deals in the energy sector, and the same as the EDF legacy field & smart metering pay offer, which we are currently balloting on.

We have got as far as we can in negotiations, this is the final offer and we are recommending acceptance of the offer.

GMB will be balloting members during the next few weeks.

If you not yet a GMB member, you can join online [JOIN](#) .

In Solidarity

**GARY CARTER**



**EDF EFS AND SMART METER PAY OFFER 2022**

**Posted on: 20 June 2022**

Dear Member

We have had several meetings with the company to discuss this year's pay claim. The backdrop to the talks has been the cost-of-living crisis and energy price spike. This has been severe for employees and had a substantial adverse financial impact on EDF. Inflation continues to rise and put a strain on families' finances.

As part of last year's pay settlement, we agreed to look at 2014 rates of pay. GMB believes these rates need to rise and come closer to Legacy pay. This will raise the pay of those on the lower rates and help protect those on higher legacy rates.

The initial offer from the company was 1.5% consolidated and 1% cash for Legacy and 6% for those on 2014 agreement. During negotiations we worked hard to increase the offer for Legacy and improve the 2014 offer. Whilst we wanted to reduce the gap between 2014 & Legacy rates, it is very important that Legacy employees get a decent pay increase. We were conscious throughout a tough series of negotiations of the 3.5% pay settlement in EDF Generation and the ongoing pay talks in EDF Customer.

After some backwards and forwards in negotiation, EDF has put a final offer on the table, which is as follows

- A 7% increase for those on 2014 Agreement.
- A 4% increase for those on Legacy rates of pay.

Inflation is outstripping pay settlements nationally and within the energy sector and there is no doubt that EDF has been hit by the energy crisis, which will see them make a loss this year.

The overall increase for all GMB field members is above the 3.5% settlement in generation and the higher offer those on lower pay is an important step.

**We have got as far as we can in negotiations, this is the final offer and we are recommending acceptance of the offer.**



## **UPDATE – GMB UNION STANDS IN FULL SOLIDARITY WITH OUR SISTERS AND BROTHERS IN UKRAINE**



**Posted on: 7 March 2022**

Dear Colleagues,

### **UPDATE – GMB UNION STANDS IN FULL SOLIDARITY WITH OUR SISTERS AND BROTHERS IN UKRAINE**

Following our recent bulletin, EDF has posted a statement on its staff Intranet, regarding its commercial interests and involvement in Russia and Ukraine. It can be accessed by following this link –

<https://edfenergynnb.sharepoint.com/sites/News-and-Publications/SitePages/War-in-Ukraine--EDF-Group-is-closely-monitoring-events-and-acting-to-support-employees.aspx>

Whilst it is clear that the events in Ukraine will reshape the geo-political landscape for industrial and commercial engagement with Russia for the foreseeable future – and will have a significant impact on both companies and consumers alike, this is nothing compared to the unimaginable humanitarian crisis unfolding in Ukraine. GMB would ask those who feel able to donate to the DEC appeal, to provide humanitarian relief for Ukraine, to consider making a donation (donations can be gift-aided and are currently being matched by the UK Government) –

<https://www.dec.org.uk/appeal/ukraine-humanitarian-appeal>

We understand this is painful and stressful time for our members who have family and friends in Ukraine and Eastern Europe. Our thoughts are with you.

**GARY CARTER**

**National Officer**

## **GMB UNION STANDS IN FULL SOLIDARITY WITH OUR SISTERS AND BROTHERS IN UKRAINE**



**Posted on: 2 March 2022**



Dear Colleagues,

You would have seen that many energy related companies, in Europe and across the world, are distancing themselves from existing or future business activity in Russian, as a result of Russia's invasion and acts of aggression against the Ukrainian people (or as a consequence of EU/UK/US sanctions).

Whilst some have chosen to exit the Russian market (Shell, BP), others have chosen to assess the level of risk to their organisation. TotalEnergies (the French oil company) has stated that it supports the EU sanctions against Russia and will implement them regardless of the economic consequences^^. At this stage we haven't heard anything from EDF regarding EDF SA's business interests in Russia. EDF SA have a number of offices in Russia and joint ventures with ROSATOM, Russia's state nuclear energy corporation.

Although there may be commercial consequences of exiting the Russian market, the reputational risks related to EDF SA's moral and ethical decision making, regarding Russia, is something that will worry our members, its staff and EDF's customers, alike. GMB have therefore asked the UK EWC to seek clarity on EDF SA's business strategy with regard to Russia.

GMB Union's Central Executive Council Statement on Ukraine:

*"GMB unequivocally condemns Russia's invasion of Ukraine. There is no justification for such an appalling, illegal act, which has brought destruction and terror to the citizens of this independent sovereign nation.*

*The people of Ukraine should be able to go about their lives peacefully and the terrible violence and death being inflicted on them must stop.*

*Our union calls for an immediate cessation of hostilities and withdrawal of invading Russian forces and urges all parties to engage in diplomatic efforts to reach a non-violent solution to this conflict, with a return to the Minsk agreements providing a framework.*

*We send a powerful message of support to our trade union sisters and brothers across Ukraine.*

*Please know that as you experience this incredibly difficult moment in your lives, you are in our thoughts, hearts, and prayers. We stand in solidarity with you.*

*Workers throughout the world share enduring common bonds and there is more that unites us than divides.*

*GMB is proud to stand with trade union comrades across Europe, Ukraine, and Russia who deserve better than this awful conflict and we join them in calling for peace."*

<https://www.reuters.com/business/energy/totalenergies-decide-russian-business-days-says-le-maire-2022-03-01/>

**GARY CARTER**



## EDF Field Services & Smart – Pay 2021 – Ballot Results



Posted on: 12 November 2022

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It's important that GMB members have their say and it makes a difference during negotiations.

The result of the Field Services pay ballot is

Accept 91%

Reject 9%

We have informed management of the result, and they are now working with reward and payroll to implement the increase for the December payroll.

WE'RE STRONGER TOGETHER

In Solidarity

Gary Carter

National Officer

## GMB CUSTOMER – 2021 PAY BALLOT RESULT



Posted on: 20 October 2021

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It is important that GMB members have their say and it makes a difference during negotiations.





The result of the Customer pay ballot is:

**Accept – 78%**

**Reject – 22%**

We have informed the company of the result.

This year's pay negotiations have been difficult and during a time of great instability in the customer energy sector. The turmoil and fallout of high gas prices continues. The number of energy suppliers going to the wall rises each week; increased energy prices hitting GMB members in the pocket and increasing workloads and stress in the workplace. We have made clear to EDF that rising inflation and increased pressures in the workplace means GMB members will be expecting a better pay deal next April and that the workplace culture needs to be improved if they wish to recruit and retain their loyal staff.

If you are not yet a member of GMB Union you can join online [www.gmb.org.uk](http://www.gmb.org.uk) or complete the form overleaf and return it to your GMB workplace rep

In Solidarity

**Gary Carter**

**National Officer**

**GMB Commercial Services Section**

## **EDF FIELD – PAY CLAIM 2021**



**Posted on: 24 September 2021**

Dear Member

We have had a series of meetings with EDF to discuss the joint unions' pay claim. Progress has been made since the company made its initial offer, but the latest pay offer of 1.5% falls short of what GMB believe our members expect and deserve.



During pay talks we have stressed that inflation is on the rise, and this is having an impact on our members' standard of living. Rising energy and food prices have hit people hard. We have drawn comparisons with EDF Generation, and the 2.1% increase they received earlier this year.

The EDF position is that they are competing in a very competitive market, that they have made a loss and they need a sustainable and affordable business going forward.

Likewise, GMB wants EDF to be a sustainable business and provide good quality skilled jobs and expand its business in growth areas like EV. But EDF needs to pay a good rate for the job and improve the 1.5% pay offer that its put on the table.

Further pay talks are being planned and we will keep GMB members updated on any developments.

If you're interested in becoming a GMB Workplace Representative for GMB Field members, then please contact GMB convenor Stephen Vinall – e mail [stephen.vinall@edfenergy.com](mailto:stephen.vinall@edfenergy.com)

If you're not yet a GMB member and wish to join, you can join on-line at [JOIN](#)

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