



EDF ENERGY JOINT TRADE UNION PAY CLAIM 2026/27

INTRODUCTION

This pay claim for the pay year 2026/27 is jointly submitted by UNISON, GMB, PROSPECT and UNITE Trade Unions on behalf of staff all employees covered by the CB&IT Harmonised, CBIT 2018 Addendum and Field Clerical & Professional collective agreements.

It follows detailed consultation and feedback from members across EDF Energy Retail, EBS and Retail Metering Services.

It is hoped that the negotiations concerning this pay claim will be undertaken in the New Year.

The last published accounts to December 2024 show pre-tax profits at £1.7bn

Therefore, this claim and our members expectations are affordable. In particular:

- The Joint Trade Unions are unable to ignore the current inflationary volatility which will continue to be faced by employees for some time.
- Substantial increases in the cost of living over recent years continue into 2026 and this will significantly reduce the value of staff wages.
- A substantial pay increase is needed to sustain the morale and productivity of staff in their crucial role of delivering high quality services.
- Wage growth is required to ensure living standards are maintained.

SUMMARY OF CLAIM

We are seeking

- A substantial and consolidated increase on basic pay and associated allowances.

BACKGROUND

Main factors affecting inflation

The changes in the price of components of the Retail Prices Index over the year to October

2025 are shown in the table below.

| Item | Average % increase to October 2025 |
|-----------------------------------|------------------------------------|
| Food and catering | 5.6 |
| Alcohol and tobacco | 5.3 |
| Personal expenditure | 4.3 |
| Housing and household expenditure | 3.9 |
| Travel and leisure | 3.9 |
| Consumer durables | 2.6 |
| All goods | 3.7 |
| All services | 5.0 |
| All items | 4.3 |

*Source: Office for National Statistics, Consumer Price Inflation Reference Tables, October 2025

Within these figures, some costs are rising significantly faster, with water charges leading the way in jumping by 26.1%, followed by mortgage interest payments at 7.1%, bus/coach fares at 6.2%, phone services at 5.9%, food prices at 5.8% and council tax / rates at 5.4%. The price of housing remains one of the biggest issues facing employees and their families. Private rental prices have been going through a long surge that continued with average monthly rent jumping 5% over the year to October 2025 and average private rents hitting £1,360 per month.

The cost of childcare was revealed by the annual Coram Family and Childcare Survey published in March 2025, which found that “parents of three- to four-year-olds saw increases of nearly 5% since 2024 for a part time nursery place” across Britain. The cost rises were even sharper in Scotland and Wales. In Scotland, “parents saw increases of nearly 7% in the cost of part-time nursery places for under-twos and two-year-olds, compared to 2024,” while in Wales “parents saw increases of nearly 10% in the cost of parttime nursery childcare for under-twos since last year, and just over 7% for two-year olds.”

It is also worth noting that current rates can also mask dramatic increases in basic costs over a longer timeframe, as reflected in the figures below

| Expenditure Item | House prices | Bus & coach fares | Electricity | Gas |
|----------------------|--------------|-------------------|-------------|-----|
| Price rise 2010 - 24 | 73% | 93% | 144% | 92% |

*Office for National Statistics, Private Rent and House Prices UK, November 2025/ Office for National Statistics, UK Consumer Price Inflation Tables, December 2024, for bus/coach, electricity and gas prices, HM Land Registry Index, House Price Index, November 2024 for house prices

While there remains in some quarters a preoccupation when determining pay to focus on

CPI, we believe that CPI consistently understates the real level of inflation for the following reasons:

- CPI fails to adequately measure one of the main costs facing most households in the UK – housing. Almost two-thirds of housing in the UK is owner occupied, yet CPI almost entirely excludes the housing costs of people with a mortgage
- CPI is less targeted on the experiences of the working population than RPI, since CPI covers non-working groups excluded by RPI – most notably pensioner households where 75% of income is derived from state pensions and benefits, the top 4% of households by income and tourists
- CPI is calculated using a flawed statistical technique that consistently underestimates the actual cost of living rises faced by employees

CONCLUSION

The Joint Unions have sought to present a pay claim which we believe to be sustainable even in the present challenging situation. We are mindful of our responsibility to all our members to seek a real and beneficial pay increase that rewards employees for their dedication, skill and hard work. We believe that a significant improvement in pay is needed to keep up with the true cost of living currently faced by all employees, this will improve workforce morale to assist in delivering consistently high-quality services which customers of EDF Energy expect.

Sent on behalf of, and with agreement of all Trade Unions

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