

Unite in Defence

DE&S/SDA Pay Offer 2021/22

Indicative Ballot



Unite Indicative Ballot on DE&S/SDA 2021/22 Pay Offer Now Open

DE&S/SDA have now released their “Best & Final” offer on pay for 2021/22.

Your Unite Reps in DE&S/SDA fundamentally dispute the characterisation of this offer as “Best & Final”.

We have identified headroom within the DE&S/SDA pay budget and firmly believe that:

1. A £250 flat payment for anyone salaried at less than £24k is insufficient and,
2. Non-consolidated pay rises through the performance related pay system and nothing on base rates for those earning above £24,249 is unacceptable.

These are extraordinary times. DE&S workers have gone above and beyond throughout the pandemic. To foster a sense of solidarity and teamwork we are resolute in the view that the identified budgetary surplus should be applied fairly to base rates of pay across all grades below the senior leadership team.

The employer is now moving to impose the 2021/22 pay offer. We are now asking you, our valued members, a simple question through an e-ballot that will remain open until Wednesday 16th June 2021:

Do you Accept or Reject this offer?

Details of the DE&S/SDA pay claim are overleaf.

What to expect Now

If you are a member of Unite you should have received a link to an online ballot via email.

If you have not received an e-ballot please contact Barclay McCrindle in the first instance, who will assist you to get an e-ballot.

The e-ballot will close 5pm on Wednesday 16th June 2021.

Not yet a member but want a say in this pay ballot?

Join Unite Online Today by visiting:

<https://join.unitetheunion.org/>

Once you have completed the online joining process you will be given an “8-Digit Reference Number”. This will become your Unite membership number.

Take a note of this “8-Digit reference number” and contact Barclay McCrindle who will assist you to have your say on pay.

Unite Organiser

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DE&S/SDA Pay 2021/22

Details of Offer

Unite and our sister trade unions have been presented with the DE&S pay offer for 2021. Full details of the offer are available on the DE&S Intranet.

The headlines of the offer are as follows:

- A tapered consolidated base pay rise of up to £250 for eligible staff, including graduates and apprentices, whose base salary on 31 Mar 21 was below £24,249. We will write to all staff in scope.
- All employees, including those on Apprenticeship schemes, to receive at least the National Living Wage (NLW), regardless of age. This was paid from April payroll for eligible staff who were communicated with directly. For those who have received an increase to the new NLW rate of £8.91 an hour, where eligible they will receive the NLW increase or £250, whichever is greater.
- Non-consolidated performance awards to all eligible employees as a proportion of salary based on individual performance ratings and an OGSM outcome of 59.8% for 2020-21.
- All eligible industrial and shop floor staff to receive a Team Performance Award, based on the achievement of Site Key Performance Indicators.
- Eligibility principles remain unchanged from previous years; principally this means that pay and performance awards will be paid to those who were in scope for performance management (ie employed on or before 7 Jan 21).

Unite do not believe that the full pay pot has been utilised. We also believe that further negotiations should have taken place on the key issue of a consolidated rise to base rates. At this stage we are asking you to take this opportunity to vote on the offer.

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