

Pay Date Alignment

Despite long-running rumours that heritage CFS staff were going to move to monthly pay, the business advised the Joint Trades Unions that, to fit in with the aims of Project Unity (bringing the Co-operative Group of businesses closer together), all staff would need to move to four-weekly pay.

BSU could understand the logic of fitting in with the majority of the Group's workforce but knew the change would present difficulties to some heritage Britannia staff however it was made very clear that the matter was not for negotiation. Additionally, we were unable to share this with the membership until the business had commenced its communications. Given the business' stance, we asked for more time to be allowed for implementation so that staff could get used to the idea and have time to build up a float to cope with regular financial commitments, such as direct debits, etc. Regrettably, with economic reasons being cited, this was not accepted however a number of support mechanisms have been put in place.

Whilst BSU fully understands any concerns that members may have as to the role of the unions within CFS, we can report that we are currently engaged in positive consultations on a wide range of subjects. However not every item is open to consultation, some initiatives are shared with us confidentially for information and then implemented. Even prior to the merger, BSU can recount occasions where we would have preferred consultation but, for business reasons, decisions were simply implemented. Whilst writing, we would point out the very positive impact of the recent STC negotiations, particularly for many heritage Britannia members, the recent top-quartile pay proposal, the support provided during the continuing organisation designs, the very many individual issues, etc which serve as examples to demonstrate the effectiveness of BSU. We appreciate that members sometimes have differing views as to how BSU operates; to those people, we would send out an invitation to join our ranks as reps and thereby have more of an influence from within.