



Issue No. 75/2021 | 9 April 2021

TO ALL MEMBERS IN ERICSSON FIELD SERVICE OPERATIONS BALLOT TO TAKE PLACE ON PAY AGREEMENT

Dear Colleague

The union has been in negotiations since February on this year’s pay review and I am writing to advise you that agreement has been reached, pending a ballot of members’ in-scope of the pay offer.

The strong recommendations of the CWU National Team is that the offer be accepted.

The offer excludes those people in the FSO who entered the company via the Field Operative career path excepting those that have been promoted to Lead Engineer or have taken up a Field Manager role. Field Operative pay will be discussed separately with the company and we anticipate these discussions starting shortly.

As in previous years the offer reflects Ericsson’s fixation with the external market medium and their attempts to ensure that those earning above 120% of the market medium do not move further away from the rest of the FSO. Ericsson’s policy in previous years has been that pay awards for people on or above the 120th percentile would only be an unconsolidated lump sum. A further widening of the gap would result from a consolidated percentage award applied across the whole field workforce.

Ericsson’s full and final Pay Offer results in the following percentage increases;

% Increases	< 80%	80-94.9%	95-105%	105.1-119.9%	120.0%+
Extraordinary	N/A	3.50%	2.40%	2.10%	0.80%
Meaningful	N/A	3.00%	2.30%	2.00%	0.60%
Limited	N/A	0.00%	0.00%	0.00%	0.00%

+ - partly consolidated payment

It should be noted that due to efforts in previous years to focus higher increases on those below 80% of the market medium, there are no longer anybody in this category. In line with this, colleagues will note that the higher increases are still rightly concentrated on those on the lower pay levels.

The following is a summary of the main points of the agreement.

- The offer is effective from 1st April 2021 and the increased rates will flow through to any overtime worked from that date.
- The offer does not apply to anybody promoted since January 1st this year.
- Ericsson has agreed to consolidate £250 of the increase for those above the 120th percentile and any part of the increase above £250 will be paid as a single lump sum.
- People that are in the 80-94.9% of the external pay medium band will be paid up to the percentage indicated above. However, to stop this resulting in people passing the lowest pay rate in the band above, the increase will be capped at the pay of the lowest pay in the band above as individuals move into that band.

The union's main focus was on an offer above the rate of inflation for those below the 120th percentile and to get at least a degree of consolidation for those above it. Both of these objectives have been met.

The ballot will open on Monday 12th April and close at midday on Monday 26th April. Please check your emails for ballot material from next Monday 12th April. This email will give details on where to return your ballot to.

If the agreement is accepted in the ballot, Ericsson anticipates the increases being applied in May salaries.

As I have indicated, the strong recommendation of the CWU National Team is that the offer be accepted

Yours sincerely

Allan Eldred
National Officer