

SC/156/Bilfinger Offshore Branch

Are you being paid for mandatory online safety training?

Unite Offshore Reps are increasingly being contacted by Bilfinger Offshore members who haven't been paid for mandatory pre-mobilisation training.

Each client company have their own induction, safety and permit training that workers are required to successfully complete ahead of mobilisation. If you haven't been to any of a particular client's installations within a two year period, or if the pre-mobilisation training has significantly changed, then you will be required to undergo that training.

Until very recently this training was conducted in classroom at different locations in and around Aberdeen. However, this has now changed. Clients such as Repsol, Taqa, Maersk and Apache have moved their training online.

Workers are now sent electronic links to their own IT devices so as they can complete this training before travelling to Aberdeen to mobilise. Typically this training can take between 2-6 hours to complete.

It is now coming to light that members and workers are not being paid for this mandatory safety training. Some people have been told that the client no longer pays for this training.

This employer position is absolutely unacceptable. This training is directly related to health & safety at work. It is the employer's responsibility to ensure they provide and ensure an employee is paid for all time spent doing mandatory and critical safety training.

At this stage we are looking for Bilfinger members who have been affected by this issue to let us know ASAP. To do this please contact the Branch for further advice/guidance.

Unite is at the vanguard of protecting workers for the effects of Automation upon employment. Automation is happening in all sorts of subtle ways, as well as in some big and obvious ways . The automation of training using the internet and online training tools is just one example. The fact is that working people are vulnerable to the affects of automation in all sectors of the UK economy. We need to organise, become aware of automation when and in what way it is happening at work and ensure that technological change works for everyone, not just the few. (See overleaf for more.)



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We ask that all members keep an eye out for what management are saying about this

issue. For example, you may hear that if you don't agree to do this training online at home—without pay— you will be required to travel to Aberdeen a day early ahead of mobilisation to complete the training. Where, when and how you complete essential pre-mobilisation training can be discussed and decided upon. However, what should be non-negotiable is whether or not you get paid for it. Unite has no objections to members doing mandatory safety training online so long as it is suitable and sufficient.

However, it must be paid in all circumstances.

If you are affected by this issue please get in touch with Unite Today.



Unite Contacts

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A Unite Offshore Briefing On Industry 4.0: Automation



Unite: The Only UK Trade Union Developing A Strategy That Puts Worker Interests First As Industry 4.0, Automation, Picks Up Pace

Throughout the latter half of 2017 the words “Automation” and “Industry 4.0” have routinely been in the press. Of course changes to work process design as the result of technological change is nothing new. History shows some revolutionary changes in the way human beings and societies produce goods and services as a result of technological change. However, this, the 4th Industrial Revolution, will impact upon jobs on a scale not previously seen during the 3 preceding industrial revolutions. It is currently being estimated that between 35% and 42% of all current jobs will disappear across all sectors of the UK economy as a result of automation.

Indeed, you have probably noticed the impact of automation yourself as; supermarkets automate checkouts and petrol stations; banks and local authorities automate customer and citizen services; airlines automate check-in; the list of examples goes on...



For a full list of Sectors at High Risk, Medium Risk and Low Risk of Automation please watch Unite Executive Officer, Sharon Graham's presentation video available at: <http://www.uniteoffshore.net/automation.html>

The Risk To Jobs From Automation In The Offshore Oil & Gas Industry

At this stage we are in the process of getting to grips with how and to what extent different jobs in the UK Offshore Oil & Gas Industry are at risk from automation.

It is highly likely that certain jobs will be more at risk from automation than others. We need to be aware of the threat and possible risks to jobs from automation and how such threats might present themselves.

Given the current regulatory framework in the UK, it is likely that the threat of automation will most clearly be realised during periods of “Organisational Change” or where a company decides to review its operational model.

Unite the Union has developed a New *Technology Agreement*. The purpose of this New *Technology Agreement* is to support Unite Activists and Members to demand to be fully included in any employer led organisational or operational changes that may lead to an increase in automation and a threat to employment.

For more information on Industry 4.0, Automation, the New *Technology Agreement* and to join the debate on this issue visit: <http://www.uniteoffshore.net/automation.html>

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