

# Problems With Training In Cape?



From a recent general survey of Unite members in Cape a number of issues around training have been raised. These issues include:

- The lack of training to help with ongoing redundancy situations. In other words training that would help to update and/or enhance current skill sets so as to help avoid redundancy.
- The lack of any meaningful continuous professional development (CPD) programme.
- Not being paid an hourly Rig Rate for short training courses (courses that last half a day or less).
- That new starts with Cape do not seem to have the correct training to carry out allocated works.
- A lack of support to maintain professional standards and accreditation/re-accreditation training.

We are well aware that there are other, somewhat larger and bigger issues also in play at present. For example, Unite are currently escalating the Back Home Safe 2017 Campaign, that is seeking to have the Super Pumas permanently removed from the service of transporting offshore workers on the UKCS.

However, we are also looking to work with each of the individual OCA companies to take on problems and issues that are unique to each employer.

Unite In Cape would now like to find out more about what the problems are with the existing training arrangements in Cape PLC.

We need to get as accurate a view as possible of what is affecting you and your colleagues so as we can mount a precise and successful challenge to existing arrangements.

To aid in this process it would be very helpful if as many members as possible could take 5 minutes to answer a few follow up questions to the recent, more general survey. We are aware we are asking a lot of questions at present. However, this is necessary so as to ensure we launch a campaign that is accurate and therefore far more likely to succeed.

Please click the link below to tell us your issues with training within Cape PLC:

[What's wrong with Cape's Training Programme?](#)

## Back Home Safe 2017

The Unite Campaign to have the Airbus Super Pumas permanently removed from the service of transporting offshore workers on the UKCS, will be moving on to the next stage shortly.

Further, more in depth, on next steps will be released either on or shortly after 8th September 2017.





Unite are moving into a period of organising activity with the OCA companies, the COTA companies, the Drilling companies, the Client companies and any other companies that work offshore on the UKCS.

Be well aware that, from the outset, the employers in all areas of offshore business will be aware of what is going on. Don't be surprised if you see an increase in anti-union propaganda or union-busting tactics. However, when you do encounter any such communications or behaviour it is vital that you let us know.

### ***What you may hear/see from Cape as we begin to focus our attention upon problems with training***

Cape will get to know, sooner rather than later, that you are working with Unite on the issue of training and on other issues that are affecting you. This is certainly nothing to be alarmed about. It is perfectly normal and to be expected that an employer will get to know about trade union activity in their workplaces.

However, you need to be aware that there are many tactics employers use to combat trade union advances within a workplace. For example, in relation to the issue of training you may find that the following happens:

- Cape may move to put in place some training that has not been there before. If this happens, you need to ask yourself: Is this training adequate? Does it address my concerns?
- You may hear stories about how Cape is struggling financially. That their priority at present is trying to keep everyone in a job. The reality is: That the only way to mitigate redundancies is to offer new training and re-training for otherwise skilled personnel, who with a little employer support, could easily transition into other gainful employment with Cape.

***Whatever you're hearing let us know ASAP.***

## **Join Unite Today**

**Join Unite & Grow your Union**

**Remember: More Members = Greater Union power /Strength to win for workers. If you're not already a member join your colleagues as Unite membership continues to grow in Cape PLC**

## **Unite Contacts**

You have a small team at Unite who can provide in depth and hands on support. We firmly believe that the best way to develop a strong trade union that works for you is through face to face dialogue.

As people will know we have a range of different communications methods at our disposal. However, the best way of getting a good understanding of what we are looking to achieve is to talk things over in person.

Contact Peter Lawson or Derek Thomson and we will arrange to meet you at a time and place that is convenient for you.

**Peter Lawson:** 07817 103 909 or peter.lawson@unitetheunion.org

**Derek Thomson:** 07718 668 510 or derek.thomson@unitetheunion.org

**Join Unite Today. Visit: <http://www.unitetheunion.org/growing-our-union/>**