

***If you are a scaffolder offshore  
it's time to join Unite!***



## **CISRS CPD accreditation and card renewal**

It is now clear that the OCA scaffolding companies and Bilfinger Salamis are unwilling to change their position on payment of the CPD element.

Unite is aware that some individuals have submitted individual grievances to their companies and we would be keen to hear from any individual who has had a formal response from their company. This would be done in complete confidence.

From what we have seen already it appears the companies are using inaccurate and potentially misleading reasons for the failure to pay. We are currently exploring this with our lawyers and the Health and Safety executive.

We have also began to make contact with relevant politicians who may have an interest in this including those who sit on the appropriate committees covering Oil and Gas, construction and Health and Safety.

While we will continue to put pressure on the companies to reverse this unprecedented attack, the only real solution to fight this and win back equal terms with other offshore workers is to Join Unite today and sign up to our collective grievance. Should the collective grievance be rejected through formal processes and should our scaffolding members demand it, we will move to a **full legal industrial action ballot.**

Deck crew, riggers and rope access two yearly assessment are still being paid so questions need to be asked about the motives and long term plans of these companies. They can certainly afford to pay for this essential training :

Bilfinger annual turnover is over **£4 billion**. Estimated annual cost of CISRS CPD course per annum **£35-45K**.

Stork Technical Services has a turnover of **£228 million** annum. In spite of the downturn Stork reported and increase in pre-tax profits from 2015 to 2016 of 19.1% with an increase in profit per employee of 31.4%. With a scaffolding workforce that is estimated to be a similar size to Bilfinger costs of CISRS CPD per annum are likely to be **£35-45K**.

Cape Plc has a turnover of **£864 million** per annum. This is what Cape Plc says about their training:

*"We recruit professional training and development staff not just for their training credentials, but also for their industry experience...They ensure Cape people have the skills and competencies they need to enjoy successful careers in safe working environments, while contributing to Cape's continued growth and success. **They also support the recruitment, mobilisation and re-certification processes for all our on-site staff.**"*

Estimated annual cost of CISRS CPD courses per annum **£25-32K** per annum

## Why Join Unite?

Unite is the biggest Trade union in the country and the largest by far in the offshore industry.

We have thousands of members offshore and continue to grow in every company. Our scaffolding membership grows daily and we are at the point at which the companies will have no option but to sit down and listen to the scaffolders collective voice or face potential industrial unrest.

On this issue Unite wants to be absolutely clear to all scaffolders. You will not win this issue by standing on your own. Its clear that individual grievances are being dismissed by the companies.

They will not be able to dismiss Unites collective grievance if all scaffolders stand together.

If you join Unite, you join the fight to stop the continued cuts and you get protection and support.

We have recently helped workers in Stork and Sparrows get organised and win industrial improvements :

**Collective grievance of Sparrows workers forced the company to single occupation before mobilisation**

**Collective grievance of sparrows workers increased the car parking spaces available**

**Collective grievance in Sparrows led to hundreds of pounds backdated money on unpaid Rope Access money**

**Collective grievance of Stork workers on Repsol platforms forced the implementation of the 2% pay rise and back pay.**

Unite is committed to supporting our membership and workers to stop this further cut.

It is the thin edge of the wedge and if this is allowed to go through then it will open the floodgates.

You can be assured that every company will be looking at this and if they get away with this then it wont be long before you are forced to pay for the 'privilege' of working. A situation that is all to common in the on-shore construction industry with the use of umbrella companies.

Join Unite today on line

<http://www.unitetheunion.org/growing-our-union/joinunite/>

Sign our collective grievance - Click on the one for your company

Stork—<https://www.surveymonkey.co.uk/r/LKKDS92>

Cape—<https://www.surveymonkey.co.uk/r/WRBYBWQ>

Bilfinger— <https://www.surveymonkey.co.uk/r/8NX2HJM>

Wood— <https://www.surveymonkey.co.uk/r/V6CT23N>

Brand— <https://www.surveymonkey.co.uk/r/BSYKTKH>

Muelhlan—<https://www.surveymonkey.co.uk/r/BYMLWHZ>



If you can help in the campaign or want more information Or paper copies of the grievance then please contact either Peter Lawson at [peter.lawson@unitetheunion.org](mailto:peter.lawson@unitetheunion.org) or Derek Thomson at [derek.thomson@unitetheunion.org](mailto:derek.thomson@unitetheunion.org)