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**PhoneWatch**

**12<sup>th</sup> Biennial Conference 2024**



# Pay 2023

- In **2023**, the PhoneWatch Branch of the CWU concluded negotiations on a one-year pay proposal. The proposal was balloted and accepted by our members in PhoneWatch.
  - Overall pay increase of 4.5%
  - €500 once-off gift card
  - €2 increase to daily subsistence rate for all field staff (also applies to over-time rate)
  - KPI alignment to % base salary increase for all field staff

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# Pay 2024/2025

- Following intense negotiations, a ballot for a new pay agreement for 2024/2025 was conducted. This agreement was overwhelmingly accepted by the members.
- **2024**
  - 3.75% pay increase, backdated to 1<sup>st</sup> Jan 2024
  - An additional annual leave day on Good Friday each year (anyone rostered to work in the ARC will receive a day in lieu)
  - Increase to KPI banding of 3.75% to all field staff
  - Increase to Field Ops on-call allowance from €114 to €140
  - Increase to ARC shift allowance of 3.75%, backdated to Jan 2024

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# Pay 2024/2025

- **2025**

- 3% pay increase, from 1<sup>st</sup> Jan 2025
- Further increase of 0.75%, from 1<sup>st</sup> May 2025
- Increase of KPI banding of 3.75 for field staff
- Increase to Field Ops on-call allowance from €140 to €150
- Increase to ARC shift allowance of 3.75%

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# Opt-Out

- A small number of CWU members in PhoneWatch are referred to as “old contracts” as they were employed prior to takeover by Sector Alarms in 2013
- After takeover, company introduced new contracts based on a system of targeted commission payments for installations/services and upgrades
- Some of our “old contracts” members want to opt out of the commission-based model
- Negotiations are currently underway on an opt-out agreement for these members

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Thank you

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