

Addendum to COTA Agreement 2019/2020

SECTION 1

Scope

This section of the addendum applies during the Covid-19 pandemic from 1st March 2020 until such time as the Government Job Retention Scheme (the Furlough scheme) is no longer in place. The COTA companies (Aramark, Contrak Catering, ESS, Entier, FOSS, Sodexo & Trinity) and the unions (Unite, the Union & RMT), hereafter referred to as the Parties, agree to implement the following measures in relation to the Government Job Retention Scheme in support of both the continued employment of the offshore catering personnel and the future of the offshore industry.

Framework

Whilst the Government Job Retention Scheme is available to employers the Parties agree that the COTA companies will implement the Government Job Retention Scheme, hereafter referred to as furlough, and will pay individuals who are furloughed in line with the Government scheme.

Individuals who are furloughed will include:

- Those who are temporarily downmanned, as defined in clause 8 of the COTA Agreement.
- Those who are shielding in line with public health guidance Shielding being defined by NHS England as ‘a measure to protect people who are clinically extremely vulnerable by minimising all interaction between those who are extremely vulnerable and others’, or on advice from OGUK or on advice from individual COTA Company occupational health practitioners, due to being ‘high risk’ and therefore should not work offshore during the Covid-19 Pandemic. For the avoidance of doubt this category includes those of Age 70+.
- Individuals who are employed as Adhoc who have not worked in the last three-months and who are not able to work in the forthcoming three-months where no work is envisioned for this period. For the avoidance of doubt this includes employees who fall into the shielding category as defined above.

As a gesture of goodwill, individuals who are deemed as furloughed during the month of March 2020 will be paid their normal salary.

Definition of Salary

Individuals’ salary will be as defined in the current COTA Agreement, including any payments for a 168 or 182 rota, holiday pay and average holiday pay. Adhoc individuals’ salary will be as defined in the COTA Agreement, being offshore day rate and holiday pay on offshore day rate. No other payments defined in the current COTA Agreement are applicable i.e. Travel Payment.

Training & Medicals

Individuals required to carry out online training in order to retain certification for the role they are employed to fulfil i.e. MIST will be required to complete this training whilst furloughed to ensure they are ready to return to work with minimal notice. Likewise, should an individual be required to attend a medical appointment i.e. OGUK medical & Food Handlers medical, ERT medical, Fit to Train medical, Fit to Return medical or occupational health appointments, the individual should do so. Noting this is subject to the publication of the relevant legislation and the individual’s ability to access online courses.

Duration

The parties agree that this section of the addendum will be in place from 1st March 2020 until such time as the Government Job Retention Scheme is no longer in place.

SECTION 2

Scope

This section of the addendum applies whilst Covid-19 testing is taking place as a safety precaution in response to the Covid-19 pandemic from 1st September 2020 until such time as the testing is no longer a requirement. The COTA companies (Aramark, Contrak Catering, ESS, Entier, FOSS, Sodexo & Trinity) and the unions (Unite, the Union & RMT), hereafter referred to as the Parties, agree to implement the following measures.

Framework

Employees may be required to attend their mobilisation point prior to their mobilisation date in order to be tested for COVID-19 in line with client requirements. Where you are required to attend testing prior to mobilising offshore and it is not be practicable for you to travel home prior to mobilising offshore then you will be paid an onshore training day rate for attending the appointment, should testing take place the day prior to mobilisation then no payment will be made. If you travel to/from home for testing, you will be able to claim expenses in line with the Training Section of the COTA Agreement and the COTA company expenses policy.

Duration

The parties agree that this section of the addendum will be in place from 1st September 2020 and will be reviewed regularly.

Signatories

Andrew Thomson, Aramark		Signature	07.09.2020	Date
Craig Ogden, Contrak Catering		Signature	31.08.2020	Date
Ronnie Kelman, Compass		Signature	31.08.2020	Date
Colin Henry, Entier		Signature	31.08.2020	Date
Jose Luis Coelho Lopes, FOSS & ESG Catering		Signature	31.08.2020	Date
Susan Elston, Sodexo		Signature	31.08.2020	Date
Stuart MacBride, Trinity International Services		Signature	01.09.2020	Date
Shauna Wright, Unite, the Union		Signature	10.09.2020	Date
Jake Malloy, RMT		Signature	10.09.2020	Date