



4th March 2022

Dear Deputy Mahoney

Pay Negotiations 2022

Please accept this letter as being sent on behalf of authorised officers of the above trade unions.

Thank you for your letter of 21 February 2022, however we are bitterly disappointed that it provided none of the commitments sought in our earlier letter of 11 February 2022. As a result, we have collectively agreed to take steps to inform our members of the ongoing delay in pay negotiations commencing and the unsatisfactory reasons provided.

For the avoidance of doubt, the lack of engagement provides clear evidence to our membership - who provide hospital and community care, service the ports, drive sewage carts, dispose of our waste, police our borders, teach our children, etc - will conclude that their employer is treating them with contempt. The cost of living crisis is already taking hold, is likely to worsen and our members are feeling its very real effects.

Therefore, we urge you again to prioritise the urgent commencement of pay talks in order to avoid matters escalating into formal disputes. However, given this possibility, we consider it prudent to give the Industrial Disputes Officer (IDO) advance warning that disputes could be raised, and have therefore copied the IDO into this letter and the earlier correspondence.

Yours sincerely

ASCL - Michael Kidd

BMA – Frank Minal

NAHT- Elizabeth Salisbury

NASUWT – Wayne Bates

NEU – Ian McCann, Connie Armstrong

Prospect – Ben Middleton, Stephen Langford

RCM - Vicky Richards

RCN – Sarah Johnston

UCU – Scott Alexander, Charlie Towers

Unite – Luke Primarolo

cc HR Director (Delivery)

Stuart Le Maitre (Industrial Disputes Officer)