



Ref: Your email to unions dated 24th January

11TH February 2022

Dear Anita,

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

Thank you for your email of 24th January regarding the delay in commencing pay talks. We were of course extremely disappointed to have received this. We recognise there are many competing priorities currently, but this provides little comfort to our members, who are having to deal with an ever-increasing cost in their living expenses with no increase in pay to help with this.

Consequently, it is our expectation that pay talks will commence imminently and that there will be a meaningful negotiation process this year.

We now call on you to do the following:

- Provide confirmation there will be no imposed pay rises this year for any employee group
- Provide unions with a list of possible meeting dates/times for pay talks. These dates should commence no later than Friday 4th March
- Provide the above to unions on or before Monday 21st February

We are confident that you will be aware of this, but in the hope of being helpful, we felt it was important you knew how strongly our members feel about their need for a substantial pay rise this year. Therefore, should you anticipate any further delay in the commencement (or conclusion) of pay talks, we ask that you consider making a "down payment" that will ensure that money is in their pockets sooner rather than later.

We will be updating our members about the delay to pay talks commencing, referencing that this letter has been sent. In the event we have not received the above by the stated date, (although your email was clear that it was to be treated as "confidential") we will have to update our members of the reasons why pay talks are not proceeding and with a view to consulting on possible further actions.

We have copied Deputy Mahoney as the political lead on such matters for the Policy & Resources Committee for information only.

Yours sincerely,

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: Deputy David Mahoney