



Unite the Union @ Change Grow Live – 17 April 2026

Fair Pay Now Newsletter - II

Bad Faith

Bad faith (mala fides) refers to intentional dishonesty, deception, or insincerity, where an individual acts with hidden motives or fails to fulfil obligations while pretending to adhere to them. It covers, for example, breaking contracts, lying to gain advantage, or conducting fraudulent negotiations.

CGL Unite have been open and willing to meet with management at every step of this pay process which covers 2024 and 2025. It has now been **175** days since the first pay meeting and 60 days since the union ballot results rejected the first pay offer by 94%. Since ACAS was initiated on the 18/3 CGL Unite have been urging management to treat staff suffering with the urgency it deserves and meet ASAP – we have offered any day and any time. CGL Unite and ACAS together formally asked management to meet with us on **13 April** and they declined. CGL Unite and ACAS together formally asked management to meet with us on **15 April** and they declined.

Management have consistently acted in bad faith since the start of this pay negotiation process. Actors who deploy bad faith make negotiations incredibly difficult, because they have demonstrated they are not sincerely wanting to engage or resolve this dispute, and because they have demonstrated that their word holds no bond. CGL Unite have consistently encouraged management to stop playing games with staff lives, act in good faith, and get down to the detail of a resolution to this fair pay dispute.

In the last 2 pay negotiation meetings management turned up unprepared and failed to present anything new or different. They seemed completely out of touch with the realities on the ground for staff. As a result, Unite placed 3 conditions on our next meeting:

- Unite is not prepared to tolerate any more bad faith by the employer
- Unite is ready to meet online or in person at any time and urges the employer to take the same position and source their earliest meeting date to resolve this dispute with urgency
- Unite expects the employer to confirm that they will present a second new, improved, different offer prior to any meeting. This includes a new approach to sharing and engaging with data and information to enable productive discussion and negotiation.

On Wednesday 15 April management chose to send a shocking email which breached all 3 conditions. While we are happy to meet at any day and time, CGL Unite have asked management to confirm that they will stop wasting the union and staff time and come back to the table **in good faith** and with something to discuss before we meet again. We are waiting for their confirmation before we can communicate to you all the fifth pay negotiation meeting date, this time facilitated by ACAS.

You have been clear with us – 87% YES for strike action. We have been clear with management that if we do not receive an agreed ACAS meeting date and a new, improved, different offer in the ACAS meeting we will proceed to launch the formal industrial action ballot.

A Secret Pay Rise – for Managers Only!

In this same shocking email sent to Unite on 15/4, management have confirmed that all CQC Registered Managers at CGL have received a secret pay rise of £2,500 each per year! This was conducted in direct breach of the recognition agreement and all partnership principles and without any involvement or knowledge of the trade union. We would have known nothing about this if members had not bravely come forward to whistleblow.

Members reported to us that all CQC Registered Managers at CGL received a pay increase of £2,500 each in November 2025. RMs report that they did not request or know this increase was going to be imposed outside the proper pay negotiation process - it was unannounced and unexpected. Members including RMs are calling this “dodgy dealings”, that they have been told to “keep quiet”, and that this is further evidence of “union busting” and the “direct exploitation” of the lower pay grades.

Unite the Union campaigns hard for all workers to receive fair pay and – while we are forensically investigating the illegality of this process and potential action - we are happy that RMs have received some money. However, and as RMs themselves are asking – where is the fair pay for everyone else? Where is the fair pay for the lowest paid? Why are just 4 Execs enjoying a combined pay rise of £153,000 over the last 5 years and everyone else – the hardest workers in the room – get pay cut after pay cut?

This dodgy secret amounts to roughly £1 million extra every year. Management have so far hidden their books from us, preventing a mature discussion on better choices and better business models that prioritise people. Where is this magic money tree at CGL that is only accessible for managers?

2025 Pay Confirmations

- We have written confirmation that all CGL staff will receive the pay rise once successfully agreed by union members backdated to 1 October 2025
- We have written confirmation that all CGL staff who leave the organisation via TUPE or any other reason will receive the backpay from 1 October 2025 to their date of termination. We are asking for clarity on process for you now.
- We do not yet have confirmation that all CGL staff who leave the organisation via TUPE will receive the rise on the date of the successful CGL-Unite pay deal agreed by union members and moving forwards. We have chased again today.
- Many people with NHS Agenda for Change contracts have the NHS pay rise baked into the legal terms and conditions. Many other companies Unite works with therefore pay their TUPE'd-in NHS staff the NHS pay rise and their other staff a different pay rise each year. Management at CGL have confirmed they have not even looked at this contractual responsibility.
- If you have any other detailed questions on pay while we wait for management to come back to the table in good faith, please contact cglunite@unitetheunion.org and/or kate.attwooll@unitetheunion.org at any time.

What Can You Do?

1. Sign this letter to the CEO and Chair of the Board and ask all your friends and family and professional networks to sign. Deadline to sign is 30 April: <https://actionnetwork.org/letters/cgl-workers-demand-fair-pay/>
2. We are gearing up to be strike ready and we need your help – please make sure your employment and contact details are correct here: <https://myunite.unitetheunion.org/login>

3. Join the Unite member whatsapp group for live updates:
<https://chat.whatsapp.com/EjHZcVB7lmy8cytTtvF37G>
4. Now is the time to make sure everyone in your team has joined Unite the Union:
<https://join.unitetheunion.org/> Refer a colleague today and receive a £25 shopping voucher:
<https://www.unitetheunion.org/why-join/unite-member-benefits/member-get-member>
5. If you have an NHS contract which dynamically mirrors Agenda for Change terms and conditions including pay please send a copy to kate.attwooll@unitetheunion.org with the subject "CGL NHS Contract for Review" and we will source a collective solicitor review.

Contact Us

If you have any questions about the fight for fair pay, would like to get more involved in the union, or need support and advice in the workplace on any issue – please contact your 35 CGL Unite reps here:

- By email at cglunite@unitetheunion.org
- By phone on 02380 637373
- By Unite regional office at <https://www.unitetheunion.org/contact-us/regional-contacts>

Why Unite?

Unite wins better deals on pay, hours, pensions, and working conditions. We negotiate for all — but only members help decide what we fight for. The more members we have, the stronger we are. Don't just take the benefits - help shape them! Join Unite today and be part of the change. Explore Unite benefits: <https://www.unitetheunion.org/why-join/unite-member-benefits>

Membership rates:

- Full-time: £18.16/month
- Part-time 21 hrs or less: £10.92/month
- Under £25,000: £11.92/month
- Apprentices: £4.98/month
- Unwaged: £2.60/month
- Retired: £2.38/month

Medical Malpractice Cover:

<https://www.unitetheunion.org/why-join/member-services/health-sector/contingent-medical-malpractice-cover>

Unite members are also entitled to a free consultation with our affiliate financial advisors - **Uniec Prestige**. They will be able to advise you on different pension pots you may have, pre-retirement advice, investments, and guide you on what may be best for your financial circumstances. Please contact Uniec Prestige at cgorman@uniecprestige.co.uk or on their Freephone number **0800 055 6963**.

Membership benefits include:

- Free Employment & Legal Advice & Support
- Free Personal Injury Claim Legal Support
- Fatal Accident Benefit up to £50,000
- Permanent Disability Benefit up to £25,000
- Loss of Limb/Eye/Digit Benefits up to £10,000
- Sickness Benefit up to £1,275
- Maternity/Adoption/ Shared Parental Benefit up to £390
- Paternity Benefit up to £30
- Free Will Writing Solicitor Support
- Funeral Benefit
- Convalescent Benefit: Up to 2 weeks stay at the View Hotel Eastbourne and discounted stays at the View Hotel
- Reduced Income Benefit
- Driver cover in event of injury including Personal Accident
- **£70 Untaxed Strike Pay per member per day**



Be part of the change. Join Unite today!

