



Unite the Union @ Change Grow Live – 18 May 2026

Fair Pay Now Newsletter - IV

More Bad Faith

On 12 May 2026 the CGL Deputy CEO decided to send an email which was designed to cause chaos.

Unite have been waiting for now 206 days since the first pay negotiation meeting and 91 days since trade union members rejected the first management offer of yet another 2% pay cut by an overwhelming 94%. It has been 61 days since ACAS was jointly initiated to resolve this dispute and no meeting date in sight.

We offered to meet on 13 April and management declined. We offered to meet on 15 April and management declined. On 20 April we offered 8 further dates and heard nothing from management.

On 12 May we received an ultimatum email out of the blue from the Deputy CEO which was immediately published on the CGL intranet. Previously we had been told all communications would come from Louise Grimshaw and all-staff communications were checked with Unite prior to publication to ensure accuracy. We do not know if this email was rogue and unauthorised or if it was intended. We do not know why management delayed for 61 days and why they would then issue an ultimatum when all parties had been waiting on them.

Many members have stated that management have never wanted to treat staff with respect and equality, and they only wish to impose their poverty wages on the people, as they have done for over a decade now. Many members have stated they believe management are only using the delay tactics and resolution procedure as a tick-box exercise in bad faith so they can impose their rejected offer.

Following the ultimatum email which came out of the blue, reps promised to send you all the email chain receipts so you can see clearly for yourselves. Please see 3 email chains below for your information.

Importantly, we have been patiently waiting for Exec to agree a date to meet with ACAS and Unite and we immediately contacted ACAS once we received Ms Adamson's email.

ACAS confirmed they had not heard from Exec in a while.

ACAS confirmed Ms Adamson did not check in with ACAS prior to sending her ultimatum email.

ACAS confirmed that they had tried to contact your Exec but Ms Adamson was unavailable because she immediately went on leave after sending that email and no-one else could comment on pay in the Exec that week...

We awaited an update from ACAS on Monday morning if your Exec had come back into the office and were willing to speak with them. ACAS did finally manage to get hold of CGL Exec and because we had had no response to any of our previous dates, we offered an 11th date to meet on the 20/5.

The conditions your reps voted on for any future pay meetings were:

1. No more bad faith from Exec

2. Exec to urgently agree to meet Unite online or in person
3. Exec to bring something to discuss – new or different

CGL Exec confirmed on the morning of 18/5 they REFUSED to meet these very generous low-bar conditions, implying that:

1. Exec will only operate in bad faith
2. Exec refuse to bring any urgency to the negotiation and refuse to meet Unite online or in person
3. Exec have nothing to discuss

Given this show of bad faith, Unite decided to ask members to vote on whether they wanted their reps to attend a meeting on 20/5 when Exec refused to meet Unite's 3 conditions and likely were wasting all of our time. Members voted yes in the whatsapp group. Please join the member whatsapp group for all live updates.

We will now attend the meeting on 20/5 and keep you updated.

Examples of Exec bad faith to date:

1. potential unlawful inducement + disregard for union negotiation and ballot results
2. failure to complete the actions they have committed to in negotiations (despite high salaries)
3. lack of integrity in general, for example claiming they never agreed to clearly agreed actions (and failing to even communicate this new version of events)
4. failure to respond to emails and serious concerns raised both in writing and in person for months on end (despite high salaries)
5. failure to engage seriously with the union and staff pay data and information presented to them
6. failure to share any corporate pay data or information to evidence their points - including zero organisational budget information - essentially asking staff to "just trust us" - staff do not trust them and their business model is not sustainable
7. failure to respect their union and staff as equals - a huge shift in their corporate culture is required
8. consistent delays with no explanation - we are now 7 months into this process
9. failure to engage in good faith in negotiations, for example the last 2 pay meetings they came completely unprepared with no new or different offers despite this clearly forming a part of the agenda
10. wasting the union and staff time
11. refusal to even let the union contribute to their version of meeting agendas and correct their version of meeting notes, refusal to even consider co-chairing or sharing chairship with the union on an equal basis
12. callous disregard for staff experience and refusal to even respond to the devastating cost-of-living survey results
13. lack of openness to any solutions to this dispute, refusal to consider any solution proposed, refusal to think of any solution themselves, refusal to do any actual work on a solution or get down to the detail of an intelligent and mature negotiation which respects the union and staff
14. breach of recognition agreement clause 4 – attempting to limit rep numbers, blacklist certain reps, and deny facility time so reps can ensure you have access to your right to union representation and protection in the workplace
15. breach of recognition agreement clause 5 – awarding secret manager pay rises without involving the union and without consulting staff
16. sending ultimatum emails while on leave without responding to meeting offers or checking in with ACAS or the union – chaos theatre
17. refusing to meaningfully engage in pay negotiation or dispute resolution except as a tick-box exercise

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.

What Can You Do?

1. Sign this letter to your local MP and ask all your colleagues and friends and family and professional networks to sign: <https://actionnetwork.org/letters/fair-pay-for-change-grow-live-workers/>
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>

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!



EMAIL CHAIN 1

From: Attwooll, Kate
Sent: 12 May 2026 15:48
To: Nic Adamson <Nic.Adamson@cgl.org.uk>
Cc: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Mark Moody <Mark.Moody@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Neil Moore <Neil.Moore@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>; Moore, Neil <neil.moore1@unitetheunion.org>; Zetaic, Miro (Branch Activist) <Miro.Zetaic@unitetheunion.org>; Phillip Osborne <POSBORNE@acas.org.uk>
Subject: Re: [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] RE: CGL Pay Negotiations 2024 & 2025

Dear Nic

As you know from our last email asking you to engage in the pay process in good faith, we have been patiently waiting for the employer to respect the ACAS offices and process and we have been waiting to hear from you or from ACAS.

You already know that we have provided 8 alternative dates and that Unite is waiting for the employer to stop wasting staff time.

We have still not received a reply to our email and we encourage you to do so now without further delay.

Looking forward to hearing progress. Now is the time for fair pay.

Many thanks
Kate

Sent from my iPhone

On 12 May 2026, at 15:04, Nic Adamson <Nic.Adamson@cgl.org.uk> wrote:

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Dear Kate,

I am writing to progress the Stage 3 meeting under the agreed Dispute Resolution Process, now supported by ACAS.

As you know, we have been working through the agreed Dispute Resolution Process to seek a resolution to the current dispute between CGL and Unite about the 2025/26 pay award.

The next stage in that process is Stage 3, which provides that both parties may jointly request and agree the services of a further external body or agency in order to obtain independent mediation to seek a resolution. To that end, we have been seeking to arrange a meeting with you, facilitated by ACAS. We have agreed to use the ACAS conciliator proposed by Unite, confirmed that we are ready to meet, and provided our dates of availability for such a meeting on numerous occasions. Most recently, on 24 April 2026 we provided the following dates of availability to you, copied to ACAS.

1. 29th April
2. 30th April
3. 1st May
4. 6th May
5. 14th May
6. 15th May

We have been waiting for Unite to agree a date for the meeting, either with us or via ACAS. However, at the time of writing, Unite have not agreed a date or provided us with any alternative dates for us to consider.

We remain ready to talk with Unite and explore a resolution to the current situation and we believe that the right place to do that is in a meeting facilitated by ACAS, in line with the agreed Dispute Resolution Process. As previously explained, we are not prepared to have pre-conditions imposed upon us before the Stage 3 meeting; the process does not allow for this and we do not seek to impose any such conditions on Unite.

Whilst we remain committed to meeting with Unite and ACAS, this situation cannot continue indefinitely. Consequently, we ask that you please provide within the next 7 days dates on which Unite is available and willing to attend a Stage 3 meeting. If you do not do so, we will consider the Dispute Resolution Process to have concluded and will write to you to confirm this.

If you do provide dates as requested, we will agree one of those dates with you and ACAS, and will participate in the meeting constructively and in good faith.

For transparency and to continue our commitment to keeping colleagues updated about the ongoing process, we are sharing this letter with Change Grow Live staff today.

We look forward to hearing from you.

Kind regards

Nic Adamson
Deputy Chief Executive

M: 07872 060090

Senior Personal Assistant: Chris Towler-Wills
M: 07407 394 950

<image001.png>

www.changegrowlive.org

EMAIL CHAIN 2

From: Attwooll, Kate
Sent: 12 May 2026 16:05
To: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Mark Moody <Mark.Moody@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Neil Moore <Neil.Moore@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>; Moore, Neil <neil.moore1@unitetheunion.org>; Zetaic, Miro (Branch Activist) <Miro.Zetaic@unitetheunion.org>; Phillip Osborne <POSBORNE@acas.org.uk>
Subject: RE: [EXTERNAL] RE: [EXTERNAL] RE: CGL Pay Negotiations 2024 & 2025
Importance: High

Another chaser.

We would appreciate contact from ACAS as soon as possible so we can move forward, after waiting on CGL Exec for months and months.

Given the shocking secret pay rise for managers uncovered by Unite members since our last meeting, we requested all details of this breach of the recognition agreement and confirmation of other key questions. We have not received any response to our questions below and it has been now over 2 weeks. Please now respond Nic without any further delays.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

Fight for Fair Pay at Change Grow Live! Support Workers Now: <https://actionnetwork.org/letters/cgl-workers-demand-fair-pay/>

From: Attwooll, Kate
Sent: 26 April 2026 14:59
To: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Mark Moody <Mark.Moody@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Neil Moore <Neil.Moore@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>; Moore, Neil <neil.moore1@unitetheunion.org>; Zetaic, Miro (Branch Activist) <Miro.Zetaic@unitetheunion.org>; Phillip Osborne <POSBORNE@acas.org.uk>
Subject: Re: [EXTERNAL] RE: [EXTERNAL] RE: CGL Pay Negotiations 2024 & 2025

A chaser on the questions in the below email and a reminder to engage with ACAS directly as the conciliator for this process.

Many thanks
Kate

Sent from my iPhone

On 20 Apr 2026, at 00:08, Attwooll, Kate <Kate.Attwooll@unitetheunion.org> wrote:

Dear Nic

Thank you for your email.

To say this was shocking is probably an understatement.

Questions for Clarification

Let's deal with these first.

1. Thank you for confirming that all CGL workers will receive the backpay to 1 October 2025, no exceptions
2. Thank you for confirming that all CGL workers who leave the organisation via TUPE or for any other reason will receive the backpay from 1 October 2025 to their date of termination.

1. Please can you clarify your use of the word "eligible" and any restrictions you are considering placing on this so we can discuss as per recognition agreement.
2. Please can we ensure that CGL HR proactively ensure that the contact details of every leaver are accurate and kept in a separate backpay record, and that CGL HR proactively reach out to every single leaver once a fair pay deal is successfully negotiated which union members accept? We need to be a lot more specific and proactive in process here and we welcome discussing and clarifying all detail as part of recognition agreement.
3. We have not yet received an answer to our email on 13/4 - 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 assume this will have been part of the contractual fulfilments by CGL prior to any TUPE process since 1 October 2025 so that your own delays are not further negatively impacting your staff – for example the Northampton TUPE on 1 April and the Southampton TUPE on 1 July. Please confirm.
4. Thank you for confirming you have not looked at your contractual obligations re TUPE'd-in NHS staff.
5. While this has been confirmed verbally by management in pay meetings, we have not yet received a written answer to our emails of 9/4 and 13/4 - can you confirm you are treating the NLW mandatory rise as separate to the cost-of-living award, so say for example CGL offer 6.7%, those staff who received a mandatory NLW rise in April would still get the full 6.7% on the date we resolve the dispute? This would be great to confirm so we can be clear in our communications to staff together. You seem to be implying in your email below that your position on this has changed since your commitment in the pay meetings and that the lowest-paid staff would not receive the full 6.7%...

Secret RM Pay Rise

The confession below is truly shocking. You have confirmed that management have paid a secret pay rise to Registered Managers of £2,500 each per year outside of the proper pay negotiation process, in direct breach of the recognition agreement, in direct breach of all partnership principles, and in further potential unlawful inducement. By our calculations this is an extra roughly £1 million in pay each year that was hidden from the union and from staff. Management have so far hidden your books from us seemingly with no shame. Management have cited "affordability" and asked staff and the union to trust you, still somehow refusing to recognise that it is the choices you are making which are under scrutiny. You seem to have found a magic money tree for Executives and managers only. Your email fails to register the gravity of these breaches. Have you read clause 5? What is your explanation for this conduct?

ACAS Meeting

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 177 days since the first pay meeting and 62 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 you declined. CGL Unite and ACAS together formally asked management to meet with us on 15 April and you declined.

We have been really disappointed at the consistent bad faith demonstrated by management since the start of this pay process, particularly in the last 2 pay negotiation meetings. As a result, Unite placed 3 conditions on our next meeting which were clearly communicated to you by ACAS:

1. Unite is not prepared to tolerate any more bad faith by the employer
2. 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
3. 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.

As you will know when you penned your email below sent on 15/3, it breached all 3 conditions. It also circumvented the ACAS process and role with no explanation. Unite is still willing to meet any day or time but due to these breaches we will have to request further information before a fifth pay negotiation meeting can be confirmed. We have sent 8 further dates to ACAS ready for when you can provide this confirmation. Our 3 conditions remain.

We need assurance that management will stop wasting time and come back to the table in good faith with a new, improved, or different offer and something to discuss. We need assurance that management will share relevant financial information and will engage in mature conversation about all data presented to and by them. Back in the real world, staff are really suffering. It is time to get down to the detail of a resolution.

Feel free to speak with ACAS as the conciliator for this stage and they can kindly confirm to us once you choose to act in good faith.

Many thanks.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

Fight for Fair Pay at Change Grow Live! Support Workers Now: <https://actionnetwork.org/letters/cgl-workers-demand-fair-pay/>

From: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>

Sent: 15 April 2026 16:54

To: Attwooll, Kate <Kate.Attwooll@unitetheunion.org>; Mark Moody (Chief Executive) <Mark.Moody@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>

Cc: Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Neil Moore <Neil.Moore@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>; Moore, Neil <neil.moore1@unitetheunion.org>; Zetaic, Miro (Branch Activist) <Miro.Zetaic@unitetheunion.org>; Phillip Osborne <POSBORNE@acas.org.uk>

Subject: [EXTERNAL] RE: [EXTERNAL] RE: CGL Pay Negotiations 2024 & 2025

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Sent on behalf of Nic Adamson

Dear Kate,

I write in reply to the questions set out in your emails dated 8 and 9 April 2026, and in response to your email dated 13 April 2026.

1. CQC Registered Managers (RM) allowance

We wish to clarify the circumstances in which the allowance for Registered Manager (RM) roles was introduced, as there has been a misapprehension about this.

We began reviewing the Registered Manager role in September 2023, to address a broad range of long standing issues raised by the RM community. These included role clarity, professional recognition, regulatory accountability, job design, induction, CPD and development pathways, and how the statutory responsibilities of the RM role were recognised within CGL.

As part of the project, a working group was established in 2024, which included colleagues from the RM community, specifically to review the RM job description and to consider how the role was evaluated and benchmarked. Importantly, feedback from RMs focused on recognition of the scale and accountability of the role, not on a pay increase.

The revised job description and job matching exercise were completed in February 2024 and passed to HR for formal evaluation using CGL's job evaluation system (Gradar), alongside external benchmarking. The formal evaluation concluded that while the RM role scored higher in areas such as professional knowledge and problem solving, this did not result in a change to the overall grade. However, it did confirm that the statutory and regulatory responsibilities attached to RM status had not previously been recognised in the RMs' job descriptions or pay. To address this, an external reward specialist recommended that CGL introduce an RM allowance of £2,500 per annum.

In line with that advice, CGL introduced the RM allowance because it:

1. separately recognises statutory RM accountability alongside service management roles;
2. allows RM responsibilities held at different organisational levels (e.g. Heads of Service, Lead Nurses) to be recognised consistently; and
3. is only applied where RM responsibilities are formally held and can be removed if those responsibilities transfer.

The review was conducted openly and transparently, with Registered Managers involved throughout the project, which was supported by external benchmarking and formal role evaluation to ensure fairness.

The outcome of the review was communicated clearly to affected colleagues. The allowance was not introduced without engagement, nor was it hidden or unannounced.

2. Leavers and back pay

As in previous years, eligible leavers who contact us once the pay award is finalised will be paid back pay from 1 October 2025 to their leaving date.

For colleagues who have TUPE-transferred out, we have already written to them and their new employer explaining that the pay award is not yet finalised and that, once it is agreed, we will contact the new employer and arrange payment of back pay from 1 October 2025 to the transfer date.

3. NHS contracts and TUPE

Members of staff who TUPE transfer to CGL on NHS terms and conditions, receive the level of pay that they are on at the point of transfer (i.e. in accordance with their NHS pay band). If an NHS pay award is agreed in advance of the transfer of their employment to CGL, that pay award will be honoured.

Our standard practice is that they subsequently move on to CGL's cost of living framework. This is explained in our measures letter which we provide to NHS transferors, and it is consulted on as part of the TUPE process.

4. National Living Wage (NLW) and the pay award

The NLW uplift and the annual pay award are separate processes. The NLW uplift was legally required and has been implemented. As Louise explained in her email to you dated 31 March 2026, once the 2025/26 pay award is known, we will calculate the annual salaries of employees affected by the NLW uplift by applying the pay award to salaries as at 31 March 2026, i.e. prior to that uplift.

5. Stage 3 meeting date

We had previously shared proposed dates for the Stage 3 meeting under the Dispute Resolution Process with both Unite and ACAS and were awaiting confirmation of availability. ACAS have now confirmed that all parties are able to meet in London on 27 April, which we welcome. ACAS will circulate the final details regarding timings and venue.

6. Pay offer and next steps

As you know, we are currently working through the Dispute Resolution Process with Unite in respect of the current dispute about the 2025/26 pay award. The next stage of that process is the Stage 3 meeting, to be facilitated by ACAS. We acknowledge the outcome of the consultative ballot and thank you for sharing that with us.

While our financial position has not changed and our affordability constraints remain, meaning we do not have a new or revised pay offer to make at this stage, we approach the Stage 3 meeting in good faith and with a willingness to engage constructively through the conciliation process. In that context, we believe there is a constructive and mutually beneficial area for discussion which we would welcome exploring together at the joint session.

Thank you
Nic Adamson

Louise Grimshaw
Director of People and Organisational Effectiveness
M: 07725 604347

Personal Assistant:
Sharron Quinton | 07780 747347 | sharron.quinton@cgl.org.uk

34 Albion Place, Leeds, LS1 6JH

From: Attwooll, Kate <Kate.Attwooll@unitetheunion.org>
Sent: 13 April 2026 17:38
To: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Mark Moody (Chief Executive) <Mark.Moody@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Neil Moore <Neil.Moore@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>; Moore, Neil <neil.moore1@unitetheunion.org>; Zetaic, Miro (Branch Activist) <Miro.Zetaic@unitetheunion.org>; Phillip Osborne <POSBORNE@acas.org.uk>
Subject: RE: [EXTERNAL] RE: CGL Pay Negotiations 2024 & 2025

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Dear All

I will write with the ballot results shortly. As you will be preparing the answers to the 3 questions below for Wednesday, we wanted to make sure point 2 is clear – we are seeking written confirmation that staff who leave CGL will receive both the % rise successfully agreed with union members AND the backpay from 1 October 2025 to date of termination. Can you confirm that you have ensured all TUPE negotiations from 1 October onwards have included the 2025 % rise in staff contracts and that this agreement will be honoured by the new organisations on the date of the successful CGL-Unite pay deal and moving forwards.

Many thanks.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

Fight for Fair Pay at Change Grow Live! Support Workers Now: <https://actionnetwork.org/letters/cgl-workers-demand-fair-pay/>

From: Attwooll, Kate
Sent: 09 April 2026 10:45
To: 'Louise Grimshaw' <Louise.Grimshaw@cgl.org.uk>; Mark Moody (Chief Executive) <Mark.Moody@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Neil Moore <Neil.Moore@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>; Moore, Neil <Neil.Moore2@unitetheunion.org>; Zetaic, Miro (Branch Activist) <Miro.Zetaic@unitetheunion.org>; Phillip Osborne <POSBORNE@acas.org.uk>
Subject: RE: [EXTERNAL] RE: CGL Pay Negotiations 2024 & 2025

Thank you for your response Louise. We will need the answers to those 3 questions by Wednesday latest.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

Fight for Fair Pay at Change Grow Live! Support Workers Now: <https://actionnetwork.org/letters/cgl-workers-demand-fair-pay/>

From: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>
Sent: 09 April 2026 10:36

To: Attwooll, Kate <Kate.Attwooll@unitetheunion.org>; Mark Moody (Chief Executive) <Mark.Moody@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Neil Moore <Neil.Moore@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>; Moore, Neil <neil.moore1@unitetheunion.org>; Zetaic, Miro (Branch Activist) <Miro.Zetaic@unitetheunion.org>; Phillip Osborne <POSBORNE@acas.org.uk>
Subject: [EXTERNAL] RE: CGL Pay Negotiations 2024 & 2025

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Dear Kate,

Thank you for your email.

I thought it might be helpful to confirm that we have provided dates to your ACAS contact, Phil Osborne, Collective Conciliator. We understand that he is liaising with you to confirm dates and therefore we await confirmation and look forward to the next meeting.

We welcome the opportunity for discussion at the meeting where we will provide responses to your additional questions.

Thanks
Louise

Louise Grimshaw
Director of People and Organisational Effectiveness
M: 07725 604347

Personal Assistant:
Sharron Quinton | 07780 747347 | sharron.quinton@cgl.org.uk

34 Albion Place, Leeds, LS1 6JH

From: Attwooll, Kate <Kate.Attwooll@unitetheunion.org>
Sent: 08 April 2026 20:43
To: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Mark Moody (Chief Executive) <Mark.Moody@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Neil Moore <Neil.Moore@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>; Moore, Neil <neil.moore1@unitetheunion.org>; Zetaic, Miro (Branch Activist) <Miro.Zetaic@unitetheunion.org>; Phillip Osborne <POSBORNE@acas.org.uk>
Subject: CGL Pay Negotiations 2024 & 2025
Importance: High

CAUTION: This email originates from outside of Change Grow Live. Don't click any links or open attachments unless you recognise the sender and know the content will be safe. This includes encrypted documents and password protected links or files.

Dear All

Thank you for your time and engagement in the 2024 and 2025 pay negotiations so far with meetings held on 24/10, 20/1, 20/2, and 18/3. We look forward to the next meeting and hope to hear an agreed date soon – a reminder that management originally proposed this week.

Unite agreed to wait from 24/10 to 20/1 for management to present a first offer. Management were informed of the union ballot results which rejected their first offer by 94% on 16/2. Management have failed to provide any explanation for the delay in presenting a second pay offer or any resolution to or progress within the dispute. It has now been 166 days since the first pay meeting and 51 days since the ballot results.

For the avoidance of doubt, none of the notes sent by CGL reflect the actual discussions and despite our best efforts to encourage management to work in partnership we have been prevented from contributing to the agendas and the notes. We attach the updated accurate agreed action record for this pay process to enable a productive discussion and negotiation moving forwards. We also re-attach all relevant pay documents presented to date. We urge the employer to move to good faith engagement as soon as possible.

As a reminder, the Unite pay claim this year is:

1. A Substantial Increase in Pay (across all grades and allowances) = 6.7% +++
2. Pay Restoration - reverse the real terms pay cut over the last 10 years = 15-24%
3. Flat rate GBP rise - so all grades receive the same amount of GBP = consolidated GBP

A few questions we need clarification on in writing with urgency please:

1. Members have reported to us that all CQC Registered Managers at CGL received a pay increase of approximately £2500 each in November 2025. If true, this would represent a grave breach of the recognition agreement and partnership principles. The RMs 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. Please clarify and explain.
2. Members and the union have now been kept waiting for nearly 6 months since the start of negotiations and now 2 months for progress on the pay deal. Please confirm in writing that anyone who was employed by CGL from 1 October 2025 but who leaves prior to the

successful resolution and implementation of the pay deal will receive the backpay from 1/10 to their date of termination. This applies to members at risk of TUPE in a few services and members who may leave due to the poverty pay at CGL or for any other reason.

3. Please confirm how many CGL staff TUPE'd over on NHS contracts are and will be receiving the Agenda for Change pay rise as mandated in their contracts, and their pay bands.

The union consultative ballot on industrial action closes at midnight on Friday 10 April and we will communicate the results to you the following Monday.

We will start to write to Commissioners and MPs next week if we do not receive a second improved pay offer for CGL staff.

We encourage you to urgently engage in good faith towards a successful pay deal accepted by union members and we look forward to hearing from you.

In solidarity,

Kate Attwooll
Regional Officer - South East
National Lead for Change Grow Live
Unite the Union

M 07718 668612
E kate.attwooll@unitetheunion.org
W <https://join.unitetheunion.org/> and <https://www.unitelegalservices.org/>
X https://twitter.com/unite_southeast

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

Fight for Fair Pay at Change Grow Live! Write to Your MP Now: <https://actionnetwork.org/letters/fair-pay-for-change-grow-live-workers/>

EMAIL CHAIN 3

From: Attwooll, Kate
Sent: 07 March 2026 13:13
To: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Sharron Quinton <Sharron.Quinton@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Neil Moore <Neil.Moore@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>
Subject: RE: [EXTERNAL] RE: [EXTERNAL] RE: Fair Pay for CGL - III

Dear All

We note that management have failed to meet the deadline of 4/3 therefore the consultative ballot will commence as advised.

I am on leave for the next week so confirmation of pay actions and facility time actions will be communicated from 16/3 onwards.

I am available on 17/3 morning, 20/3 morning, or 11-14 on 18/3.

Many thanks.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

From: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>
Sent: 06 March 2026 08:18
To: Attwooll, Kate <Kate.Attwooll@unitetheunion.org>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Sharron Quinton <Sharron.Quinton@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Neil Moore <Neil.Moore@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>
Subject: [EXTERNAL] RE: [EXTERNAL] RE: Fair Pay for CGL - III

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Good morning, Kate,

Thank you for your email.

As set out in our letter of 27 February, we consider that we have now reached the point where negotiations on the 2025 pay award have concluded without agreement. In line with our agreed Procedures for the Avoidance and Resolution of Disputes, it is appropriate that we now progress to the dispute resolution stage.

Thank you for confirming that you wish to proceed to Stage 2 of the dispute resolution procedure. Please could you provide me with your availability for the week commencing Monday 16 March 2026 for a Stage 2 meeting with our CEO and representatives from both sides. Once we have your dates, we will coordinate internally and come back with proposed options.

Thank you again for your engagement. We remain committed to working through the dispute resolution process constructively and in good faith.

Kind regards,

Louise Grimshaw
Director of People and Organisational Effectiveness
M: 07725 604347

Personal Assistant:
Sharron Quinton | 07780 747347 | sharron.quinton@cgl.org.uk

34 Albion Place, Leeds, LS1 6JH



www.changegrowlive.org



From: Attwooll, Kate <Kate.Attwooll@unitetheunion.org>

Sent: 03 March 2026 15:24

To: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Sharron Quinton <Sharron.Quinton@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>

Cc: Neil Moore <Neil.Moore@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>

Subject: RE: [EXTERNAL] RE: Fair Pay for CGL - III

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Thanks so much for your response Louise.

It is heartening to see a recognition of the importance of union ballots and staff voice. Just to note, all new proposals and alternative financial models are the responsibility of the Exec pay team to present at this stage and the union was very disappointed to see that this did not happen on 20/2 or during this pay process yet. We have clearly raised staff concerns about the complete lack of transparency and refusal to share financial information during this pay process so that staff could suggest alternative and better financial strategies that cease the exploitation of staff at CGL.

I hope my previous email was clear. We are happy to move to Stage 2. The way to resolve this dispute is for the Exec to confirm a second improved pay offer. The Exec team have until EOD 4/3 to do so or the ballot process will be initiated.

Looking forward to hearing from you.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

From: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>

Sent: 03 March 2026 12:37

To: Attwooll, Kate <Kate.Attwooll@unitetheunion.org>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Sharron Quinton

<Sharron.Quinton@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Neil Moore <Neil.Moore@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>
Subject: [EXTERNAL] RE: Fair Pay for CGL - III

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Dear Kate,
Thank you for your email.

We note your comments regarding both the minutes and your interpretation of the discussion on 20 February. As always, we remain committed to ensuring an accurate shared record, and we look forward to receiving your proposed amendments for consideration.

To avoid any misunderstanding, our letter was not intended to diminish the importance of the ballot result. The outcome was noted and discussed in the meeting, and we recognise the significance of member feedback in the collective bargaining process. The reference in our letter relates specifically to whether any new proposals or financial information were presented that would change the organisational context or affordability parameters we set out in earlier meetings.

As we outlined in the meeting, our financial and operational circumstances remain unchanged and, on that basis, our position also remains as previously stated.

In line with our agreed Procedures for the Avoidance and Resolution of Disputes, our intention now is to progress the matter through the dispute resolution procedure, which provides the correct framework for both parties to continue discussions. As noted in our earlier communication, we believe moving to Stage 2 of the dispute resolution procedure is the most proportionate next step, but we remain open to holding a Stage 1 meeting if you feel this would be of value.

We acknowledge your request for a further meeting. We are happy to have a meeting, but as explained in our letter, that meeting will be under the dispute resolution procedure. We are happy to propose dates once we have clarity on which stage of the dispute resolution procedure you wish to proceed under. We will continue to engage constructively and in good faith throughout.

Thank you again for your email, and we look forward to receiving your updated action record and confirmation of the next stage.
Kind regards,

Louise Grimshaw
Director of People and Organisational Effectiveness
M: 07725 604347

Personal Assistant:
Sharron Quinton | 07780 747347 | sharron.quinton@cgl.org.uk

34 Albion Place, Leeds, LS1 6JH



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From: Attwooll, Kate <Kate.Attwooll@unitetheunion.org>
Sent: 02 March 2026 20:43
To: Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Sharron Quinton <Sharron.Quinton@cgl.org.uk>; Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Neil Moore <Neil.Moore@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>
Subject: Fair Pay for CGL - III

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Dear All

Many thanks for the letter received on 27/2 following our third pay negotiation meeting on 20/2.

Unfortunately, the minutes are not an accurate nor a true record of the meeting. We will send the updated action record shortly.

In terms of the letter, it is highly concerning that the misinformed position stated by the Exec and corrected by CGL Unite in the 20/2 meeting was repeated in writing as follows: *No new proposals or material information were identified that would change the financial or operational context within which CGL must operate, and therefore no further progress was made and no agreement has been reached.*

There was in fact a highly significant development between pay negotiation meeting 2 and 3 which was of course the union members ballot. We should not have to remind the Exec of the importance of staff voice and due process at every turn please. Union members voted loud and clear and

rejected the first pay offer at 94%. The responsibility now lies on the shoulders of the Exec to come to the table with a second improved pay offer. Unfortunately, this did not take place on 20/2 even though it formed part of the agenda.

Unite remain as always very happy to meet with representatives of the Exec including the CEO at any time - in terms of the 2025 pay process this must now include a second improved pay offer and it would include some if not all of the CGL Unite pay team.

CGL Unite reps took the unanimous decision last week to provide the Exec with the grace of 8 working days until EOD 4/3/26 to come back to the negotiating table in good faith or a consultative ballot for industrial action will commence. We are a member-led democracy and members have been clear with us that they do not accept the first pay offer. We are happy to continue negotiations and meet at any time.

Please do let us know your suggested date and times for the meeting as proposed above.

Many thanks as always.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

From: Attwooll, Kate
Sent: 30 January 2026 12:03
To: Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Sharron Quinton <Sharron.Quinton@cgl.org.uk>; Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Neil Moore <Neil.Moore@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>
Subject: RE: Fair Pay for CGL - II

Dear All

Further to the below we can confirm availability for the third pay negotiation meeting on either the afternoon of 20/2 or the afternoon of 26/2 – do advise which is preferable.

Further to action 3 of the official pay negotiation actions attached below please find attached here the legal letter served to your CEO and Chair today.

Many thanks.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

From: Attwooll, Kate
Sent: 27 January 2026 18:19
To: Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Sharron Quinton <Sharron.Quinton@cgl.org.uk>; Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>
Cc: Neil Moore <Neil.Moore@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>
Subject: RE: Fair Pay for CGL - II

Dear Pay Teams

We missed Martin in the last meeting and assume it was sickness – we do hope that Martin feels better now and send our well wishes.

We can confirm that the union ballot will open on 29/1 and close on 12/2. All things going well, we should be able to announce the result to you on 13/2.

We will have to come back to you on the potential dates for the third negotiation meeting as the ones suggested are in half term – we will do so by the end of this week and look forward to seeing you all there.

Many thanks for the second pay negotiation meeting on 20/1/26. Please find attached a record of all actions to date. FYI we did not receive any response to our email sent on 16/1/26 which provided the summary of actions from the first negotiation meeting – we have included these in the same official record for maximum efficiency.

The last action #29 was not discussed in the meeting but given there was a throwaway comment right before we ended the meeting about legal restrictions, I have added it in as it is an important point to understand together. I hope you agree.

If I have missed any actions you need from the union, please let us know - we know this is a different process to what CGL had become accustomed to and we are committed to a successful negotiation for the good of all staff, which includes supporting you in anything you might need to make the right decisions.

In terms of the action list pdf sent on 23/1/26 which we believe is not a true nor accurate record of our meeting, in case useful please find the following:

- Deputy CEO agreed to share organisational budget and expenses detail with Unite. In your document you mention something about specifics which was not mentioned in the meeting - please can you clarify what you need so you come into good practice as per all other company pay processes? As we discussed - at the moment you are asking staff and the union to believe you when you say you cannot afford to pay a fair wage and you cannot make any different financial choices about the budget. You will need to provide evidence and detail so the union can demonstrate where you can make different and better financial choices, for your consideration.
- The document mentions exec pay is capped every year at the same % as staff cost-of-living "increase". This is demonstrably untrue please ensure all your team are educated on this point.
- The document for some reason splits out pay-related issues into the quarterly meeting. We have sent our 6th chaser this week for a response to outstanding actions on the quarterly meeting, one core of which is to develop a TOR for the meeting together. Please focus on the quarterly meeting actions already outstanding. It is not agreed to move pay issues to a different forum.
- Management promised to explore better and more accurate pay models and we await updates from the CFO on this agreed action from 3 months ago. While Unite are happy to take forward a general discussion with NEF/JRF on a national scale, fair pay and an end to worker exploitation at CGL remains the responsibility of CGL management.
- The document requests the name of learning reps - this was provided on 18/11/25. We would be concerned if this information has been misplaced, please let us know.
- The document includes this sentence: "review methodology of Unite cost-of-living survey to ensure it meets best practice". Not only was this not discussed at all in the meeting, it is incredibly condescending and speaks to the obsession with control which management must progress forward and break free from if not to alleviate what must be a generally stressful working environment for you all, certainly to respect the independence of the union - which CGL does not manage - and its expertise in trade union activities. Most importantly, given that the CEO and Chair of the Board have so far failed to provide any response to the devastating cost-of-living survey, it speaks to a level of callousness which is genuinely concerning. Staff have confided their darkest moments to you all in this survey and you have to step up to meet this moment. Now is the time to fulfil your duty of care and ensure that no staff member is left homeless, cold, hungry, and struggling to survive because of your decisions. You hold a lot of power. Now is the time to live your values. Believe in people.
- Most of the deadlines in the document were not discussed or agreed. Let's discuss timelines at the next meeting if useful.

We look forward to the third pay negotiation meeting and wish you all a pleasant evening.

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS - Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

From: Attwooll, Kate

Sent: 16 January 2026 18:51

To: 'Alexandra Bode-Tunji' <Alexandra.BodeTunji@cgl.org.uk>; 'Sharron Quinton' <Sharron.Quinton@cgl.org.uk>; 'Louise Grimshaw' <Louise.Grimshaw@cgl.org.uk>; 'Nic Adamson' <Nic.Adamson@cgl.org.uk>; 'Martin Halliwell' <Martin.Halliwell@cgl.org.uk>; 'Jess Brown' <Jess.Brown@cgl.org.uk>

Cc: 'Neil Moore' <Neil.Moore@cgl.org.uk>; 'Miro Zetaic' <Miro.Zetaic@cgl.org.uk>; 'Karen Chandler' <Karen.Chandler@cgl.org.uk>; 'Nick Dixon' <Nick.Dixon@cgl.org.uk>

Subject: Fair Pay for CGL - II

Dear All

Happy new year and I hope you all had lovely holidays!

As we come up to our second pay negotiation meeting on Tuesday we thought it would be helpful to revisit agreed actions from the 24/10/25:

1. Both parties agreed to jointly develop a brief **pay principles and process document** which would include consideration of setting a cap on executive-to-lowest-paid pay ratios, exploration of more accurate living wage benchmarks and pay model (e.g. NEF, JRF, etc), as well as correcting the absence of union members ballot in the process. We can produce a draft of this document if you like prior to Tuesday?
2. Both parties agreed to simplify the **salary scales**. Will we start a new working group to look at this or will you bring a suggestion to Tuesday's meeting?
3. CGL agreed to consider workload and hidden labour costs, including unpaid **overtime**
4. CGL to feed information shared into **flexible working** policy implementation and involve trade union reps in the development and review of this policy
5. CGL to feed information shared into the **leadership development** programme
6. Both parties agreed to collaborate on **mental health and financial wellbeing resources** - we agreed to develop a one-two pager together. Would you like to share your resource text with us so we can complete a draft to share in the meeting?
7. CGL agreed to look into **apprenticeship** pay and real living wage principles
8. CGL agreed to share the **leavers survey** so Unite can input (important to ensure pay is an option for example)
9. CGL agreed to involve union reps in the **job architecture project**
10. CGL agreed to provide breakdown of **Exec pay and the benchmarking process** - there was also a suggestion of an exec pay working group if necessary

11. Both parties to look at offering a **harmonization of terms and conditions** for all staff
12. In addition to the above, Unite called for **review** of the following as part of 2025 pay negotiations:
 - a. Admin role in Birmingham
 - b. Sick pay
 - c. Pension scheme
 - d. Holiday entitlement
 - e. London weighting
 - f. Reserves
 - g. How we convey value and the valuing of all staff in addition to pay

Please find attached the previous Unite documents submitted as part of the 2025 pay process.

FYI all staff are currently sending the attached open letter to the CGL CEO and Chair of the Board – we are at 704 letters sent as of right now. This letter reiterates the union's pay claim of a minimum 6.6% plus significant increase, and for a multi-year pay deal which redresses the real terms pay cuts over the past decade. It seeks a plan to address widening inequality at CGL, and a commitment to publish the Exec pay process and content each year. We look forward to receiving a detailed response from Sue and Mark.

As part of pay negotiations employers will usually share organisational budgets and expenses in detail with trade unions so we can encourage different and better financial choices. We have not yet received any such information and would be grateful if you can share this on Tuesday with us, including an analysis of private agency and consultant spend.

With many thanks and looking forward to seeing you all on Tuesday!

In solidarity,

Kate Attwooll
South East Regional Officer
Unite the Union
07718 668612

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

From: Attwooll, Kate

Sent: 23 October 2025 23:23

To: Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>; Sharron Quinton <Sharron.Quinton@cgl.org.uk>; Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Martin Halliwell <Martin.Halliwell@cgl.org.uk>; Jess Brown <Jess.Brown@cgl.org.uk>

Cc: Neil Moore <Neil.Moore@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Nick Dixon <Nick.Dixon@cgl.org.uk>

Subject: Unite Pay Documents 2025 - 1

Dear All

Kindly find attached Unite's pay documents for the first pay negotiation session 2025.

In solidarity,



Kate Attwooll
South East
Regional
Officer
Unite the
Union

M 07718 668612

E kate.attwooll@unitetheunion.org

W <https://join.unitetheunion.org/> and <https://www.unitelegalservices.org/>

X https://twitter.com/unite_southeast

Save Our NHS – Stop The Cuts! Take Action Now: <https://actionnetwork.org/petitions/save-our-nhs-stop-the-cuts/>

END