



Unite the Union @ Change Grow Live – 25 May 2026

Fair Pay Now Newsletter - V

Pay Talks Update

On 20 May 2026 the fifth pay negotiation meeting was held for the 2024 and 2025 pay processes at Change Grow Live.

Please find attached Unite's presentation prepared by your reps and shared at the beginning of the meeting. In addition, we sent 7 documents already researched and presented on pay to facilitate a mature and intelligent discussion. The CEO, Deputy CEO, and CPO in attendance presented and prepared nothing. The CFO failed to attend.

Your Unite team entered the room in good faith. Thank you so much for all the support and solidarity.

First of all, a huge thank you to your Unite reps Karen Chandler, Rohina Osman, Nick Dixon, and Miro Zetaic who were incredible and truly gave their all in the name of your collective voice.

We were in the meeting from 10am to gone 4pm. To be transparent, for the first 5 hours there was agreement from the Execs to all the fundamental points Unite made. We offered multiple solutions to the dispute including a consolidated increased percentage and a non-consolidated one-off bonus. There were some respectful discussions.

Things they accept in theory:

1. Agency staff costs being nearly £10 million this year alone is not OK and they need to reconsider their business model and shift that money back into dedicated staff.
2. Unpaid overtime should be reconsidered so staff work is all paid at a sufficient enhanced rate. You all do so much work unpaid, because of your passion to serve some of the most vulnerable and stigmatised in society.
3. Exec will start to join Unite's national campaigning for increased investment overall in drug and alcohol treatment and will communicate their actions on this point.
4. It should not be a race to the bottom in the sector and they will review the unsustainable CGL business model with Unite in the future.
5. For the next pay award they will do things differently and properly – they will engage with Unite and approach this award with transparency and collaboration for the best outcome for staff. They commit to treating the union with respect in the future. This is the BARE minimum. Unite will of course work with them on this.

In the last hour of the meeting, the Execs did indeed show their hand. They demonstrated that they do not value staff at all and they are driven primarily by emotions and ego. They deployed personal attacks and livelihood threats and Unite had to regulate the room. We worked tirelessly to bring the conversation back to the real human impact and to centre low-paid staff. In the end, it was clear all along they had no intention of resolving this dispute and they will now impose the 2% pay cut as they always intended.

This was a waste of union time and a waste of staff time. Why would your Exec waste 7 entire months delaying if they never intended to engage in good faith?

While we did not obtain a tangible result we can take back to you for ballot, we did gain their respect. Exec confirmed that Unite the Union is now in a better bargaining position for the workforce going forward and they agreed they had been on a learning journey this year thanks to Unite of how to be more informed, more honest, and better aligned and centred to workers' needs and rights. This is a win and we must celebrate wins no matter how small.

On the subject of pay after 6 hours, the Exec team said they did not want to be Santa Claus and **REWARD BAD BEHAVIOUR** even though they could offer more. This is highly condescending, treating staff standing up for our rights as little children. It is highly concerning, ignoring the thousands of staff who cannot feed their families. It is abuse of power.

The Exec offered no evidence at all for their position that they do not want to present a second improved offer. Their strategy seems to be one of "**TRUST ME BRO**". They want us to trust that one day they will stop exploiting us. They want us to trust that they cannot do anything differently, while refusing to share any financial details at all. They want us to trust that they have made all the best financial choices while:

- Huge and increasing inequality between highest and lowest paid – freeze fat cat Exec rises and invest in staff pay
- Multiple vanity projects such as the wellbeing app and the AI project and upskilling training programmes staff have no capacity to implement – this could go into staff pay
- Agency £10 million – put this money into staff pay
- 15-24% real-terms pay cut over the last 10 years for all staff
- Cost-of-living survey results show staff CANNOT SURVIVE on current poverty pay at CGL

What Happens Next?

We refuse to be exploited. We refuse to be poor. We ballot for industrial action.

1. CGL have left union members with no option but industrial action. A ballot will come in the post over the next few weeks and we ask that you VOTE YES for strike. All members who join before the end of the ballot will be paid £70 untaxed per striking day by Unite the Union.
2. A press release will go to all media outlets when we serve the CEO with ballot notice.
3. Unite will hold a demo on 2 June 2026 outside the King's Cross CGL service to formally present the CEO and Chair of the Board with the 3,000 letters demanding a formal response to the cost-of-living survey. You are all welcome!!!
4. ACAS and Unite are ready to meet CGL at any time they are ready to present a second improved pay offer and avoid industrial action. Please see emails sent to your Exec below since the fifth pay meeting.
5. The 2.5% will be imposed in the next pay round. Once Unite members win a fair pay deal which members democratically vote to accept, the extra money will be paid in the pay round after the deal is agreed and backdated to 1 October 2025.

What Can You Do?

1. Attend the demo on 2 June 2026 12:00-14:00 at the CGL King's Cross Service 140-142 King's Cross Road, WC1X 9DS.
2. Come to the online member meeting on 4 June 2026 12:30-13:30:
<https://teams.microsoft.com/meet/37269188436060?p=p0qBB3orzTeKGcCWKS>

3. 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/>
4. 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>
5. Join the Unite member whatsapp group for live updates:
<https://chat.whatsapp.com/EjHZcVB7lmy8cytTtvF37G>
6. Join Unite now: <https://join.unitetheunion.org/>
7. Now is the time to make sure everyone in your team has joined Unite the Union - 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 1

From: Attwooll, Kate
Sent: 26 May 2026 19:06
To: Mark Moody (Chief Executive) <Mark.Moody@cgl.org.uk>; Trustees <Trustees@cgl.org.uk>
Cc: Nick Dixon <Nick.Dixon@cgl.org.uk>; Karen Chandler <Karen.Chandler@cgl.org.uk>; Miro Zetaic <Miro.Zetaic@cgl.org.uk>; Rohina Osman <Rohina.Osman@cgl.org.uk>; CGLUnite <CGLUnite@unitetheunion.org>; Nic Adamson <Nic.Adamson@cgl.org.uk>; Alexandra Bode-Tunji <Alexandra.BodeTunji@cgl.org.uk>
Subject: Press Release
Importance: High

Dear Mark and Sue

Following the employer's inability to negotiate in good faith and present a second improved pay offer last week, we will be serving you with ballot notice and sending the below press release to all media outlets next week. Please note we will also be running a demo outside the King's Cross service on Tuesday 2 June 2026.

Unite the Union is ready to meet and resolve this dispute – we urge the employer to come back to the table and present a second improved pay offer. You have the chance to avoid industrial action today.

It is very simple now. Start valuing your workers and service users. Put people first.

We look forward to hearing from you.

...

ENDS

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 2

From: Attwooll, Kate
Sent: 27 May 2026 13:28
To: 'Nic Adamson' <Nic.Adamson@cgl.org.uk>; 'Trustees@cgl.org.uk' <Trustees@cgl.org.uk>
Cc: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Mark Moody (Chief Executive) <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>; Rohina Osman <Rohina.Osman@cgl.org.uk>
Subject: RE: [EXTERNAL] RE: [EXTERNAL] Dispute Resolution Procedure – 2025/26 Pay Award

Dear Nic

Many thanks for your letter.

As you know CGL have unfortunately engaged in bad faith throughout the 2025 pay process and the meeting on 20/5 was sadly another example of CGL's bad faith, with the addition of frankly shameful conduct on the part of the 3 most powerful people in the organisation. CGL have breached partnership principles, professional standards, employment law, and also repeatedly breached the recognition agreement with no apology or explanation. Unite have had to manage this conduct and set the standards every time.

We understand the Exec team now wish to impose a further 2% pay cut on the staff body in violation of the 94% reject ballot result of union members.

Your letter ignores the facts of the pay negotiation process and our email sent yesterday.

The Exec team are leading this organisation into avoidable industrial action.

As soon as you are ready to come back to the table in good faith and present a second improved pay offer for 2024 and 2025, Unite is ready to meet with you. Of course, until this dispute is resolved we will not be able to discuss 2026 pay.

ACAS have kindly confirmed their commitment and availability to resolve this dispute so please provide your dates directly to Phil Osborne in order to avoid industrial action.

In the meantime, as we discussed on 20/5, the Exec team have 4 major problems that cannot be ignored:

- Industrial relations
- Inequality
- Staff anger, morale, and burnout
- Staff poverty and inability to survive

We absolutely welcome a comprehensive discussion and resolution to CGL's consistent bad faith and the damage Exec misconduct has wrought on industrial relations and trust. There is much work to do to repair this damage. It is important to move forward to a place where the Exec team can work professionally with their union on equal respectful partnership terms. ACAS have also kindly confirmed their commitment and availability to facilitate this process after this dispute is resolved and a fair pay award is achieved.

We look forward to meeting soon.

In solidarity,

Kate Attwooll
Regional Officer - South East
National Lead for Change Grow Live
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! Write to Your MP Now: <https://actionnetwork.org/letters/fair-pay-for-change-grow-live-workers/>

From: Nic Adamson <Nic.Adamson@cgl.org.uk>

Sent: 27 May 2026 11:36

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

Cc: Louise Grimshaw <Louise.Grimshaw@cgl.org.uk>; Mark Moody (Chief Executive) <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>; Rohina Osman <Rohina.Osman@cgl.org.uk>

Subject: [EXTERNAL] RE: [EXTERNAL] Dispute Resolution Procedure – 2025/26 Pay Award

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 hope this message finds you well.

Please find attached our formal letter response, following the stage three meeting held last week.

Yours sincerely,

Nic Adamson
Deputy Chief Executive

M: 07872 060090

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

www.changegrowlive.org

END