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# CGL UNITE PAY TALKS - V

20 May 2026



# PAY PROCESS 2025



24/10/25 – first pay negotiation meeting where Unite presented the member-led union pay claim, pay survey, and cost-of-living survey results to management

- + A Substantial Increase In Pay (across all grades and allowances) = 6.7% +++
- + Multi-Year Pay Restoration Deal - reverse the real terms pay cut over the last 10 years = 15-24%
- + Flat Rate GBP Rise - so all grades receive the same amount of GBP = consolidated GBP

20/1/26 – second pay negotiation meeting where management presented their first pay offer of 2.5% (this is another real terms pay cut of 2%)

16/2 – Unite presented the union ballot results of **94% reject** with 62% turnout

# PAY PROCESS 2025



20/2 – third pay negotiation meeting. Management arrived unprepared and failed to present a second offer.

18/3 – fourth pay negotiation meeting, CEO edition. Management again arrived unprepared and failed to present a second offer.

18/3 - ACAS was invited to facilitate the next stage of the process towards a solution to the dispute.

13/4 - Unite presented the union ballot results of **87% YES to industrial action** including strike and 93% industrial action short of a strike with 68% turnout.

20/5 – fifth pay meeting under the auspices of ACAS.

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# UNION PAY DOCUMENTS 2025

1. Pay claim
2. Pay survey
3. 3 additional survey results
4. Cost-of-living survey
5. Pay actions

Plus two ballot results



# CGL PAY DOCUMENTS 2025



## 1. Pay scales and #s of staff per group

## 2. Table of agency costs

| Agency Spend          | Total      |
|-----------------------|------------|
| Apr 25 - Mar 26 (est) | 9,915,491  |
| Apr 24 - Mar 25       | 11,875,830 |
| Apr 23 - Mar 24       | 11,899,993 |
| Apr 22 - Mar 23       | 12,015,131 |

## 3. Table of total cost per pay area 2025

- Cost of Living: 6k people cost £5.8m. Each extra 1% costs 2.4 million or only 0.7% total budget for the year.
- Real Living Wage: 561 people cost £500k
- National Living Wage: 561 people cost £500k (lowest rate of pay as of 1 April 2026 will be £13.38 per hour)
- Increments: 2k people cost £1.5m (average £920 per person)

| Cost of Living Award                     | 1% Increase      | 2.5% Total Cost  |
|------------------------------------------|------------------|------------------|
| Salaries                                 | 2,028,118        | 4,990,760        |
| On Costs                                 | 338,731          | 833,544          |
| <b>Total Salary increase</b>             | <b>2,366,848</b> | <b>5,824,303</b> |
| <b><i>Rounded to nearest million</i></b> | <b>2.4</b>       | <b>5.8</b>       |

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# 15-24% PAY CUTS OVER THE LAST DECADE



| Year | Final Pay Offer  | RPI    | CPIH  | Real-Terms Pay Increase or Cut? |
|------|------------------|--------|-------|---------------------------------|
| 2025 | TBC              | 4.30%  | 4.1%* |                                 |
| 2024 | 1.50%            | 3.40%  | 3%    | 1.9% cut                        |
| 2023 | 4%               | 6.10%  | 7.80% | 5.1% cut                        |
| 2022 | Range of 1-10%** | 14.20% | 7.80% | 13.2% - 4.2% cut                |
| 2021 | 4.20%            | 6%     | 1.60% | 1.8% cut                        |
| 2020 | 1.75%            | 1.30%  | 0.90% | 0.45% rise                      |
| 2019 | 2%               | 2.10%  | 2%    | 0.1% cut                        |
| 2018 | 2%               | 3.30%  | 2.30% | 1.3% cut                        |
| 2017 | 1.30%            | 4.00%  | 2.60% | 2.7% cut                        |
| 2016 | 1.38%            | 2.00%  | 0.70% | 0.62% cut                       |
| 2015 | 0%               | 0.7%   | 0.30% | 0.7% cut                        |

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# INEQUALITY - EXEC VS STAFF PAY



| Role                          | 2024 Pay Award | Pay Increase over Last 5 Years 2019-2024 | Pay in Real Terms over Last 5 Years |
|-------------------------------|----------------|------------------------------------------|-------------------------------------|
| All Staff                     | 1.50%          | 14% - 23%                                | 12.7% - 21.7% cut                   |
| CEO                           | £5,000 or 2.6% | £23,000 or 12.6%                         | 18.4% cut                           |
| CFO                           | £8,000 or 4.8% | £44,000 or 30.1%                         | 0.9% cut                            |
| <a href="#">Deputy CEO[1]</a> | £5,000 or 3%   | £60,000 or 52.6%                         | 43.1% increase                      |
| Medical Director              | £6,000 or 2.8% | £26,000 or 12.5%                         | 18.5% cut                           |

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# INEQUALITY – PAY BY GROUP



| women                                | BAME | disabled | LGBTQI | young<br>(under 25) | elders<br>(over 60) |
|--------------------------------------|------|----------|--------|---------------------|---------------------|
| Total proportion of group within CGL |      |          |        |                     |                     |
| 70%                                  | 19%  | 17%      | 11%    | 4%                  | 6%                  |
| Under 50k                            |      |          |        |                     |                     |
| 4691                                 | 4691 | 4691     | 4691   | 4691                | 4691                |
| 3328                                 | 857  | 819      | 511    | 223                 | 294                 |
| 71%                                  | 18%  | 17%      | 11%    | 5%                  | 6%                  |
| 50k - 100k                           |      |          |        |                     |                     |
| 629                                  | 629  | 629      | 629    | 629                 | 629                 |
| 161                                  | 60   | 32       | 21     | 0                   | 20                  |
| 26%                                  | 10%  | 5%       | 3%     | 0%                  | 3%                  |
| Over 100k                            |      |          |        |                     |                     |
| 35                                   | 35   | 35       | 35     | 35                  | 35                  |
| 9                                    | 20   | 1        | 0      | 0                   | 6                   |
| 26%                                  | 57%  | 3%       | 0%     | 0%                  | 17%                 |



# HUMAN IMPACT

A Unite survey open to all staff found:

- 42% of respondents considered using a food bank in the past 12 months; 16% are surviving off them
- 39% have to choose between heating their homes and feeding their families and 86% had to put off buying essential items until the next pay day
- 73% have sought debt counselling, 20% stopped paying into their pension, and 52% had to reschedule debt to make ends meet. 53% have struggled to pay rent / mortgage and 5% have been made homeless.
- 46% have had to get a second job and 68% have had to borrow money to survive
- 89% are no longer able to do things they enjoy, 54% state that their physical health has declined, and 79% state their mental health has declined due to the cost of living

## PAY ISSUES ALREADY RAISED BY THE UNION



1. Inequality by pay
2. Inequality by identity
3. Agency spend
4. Consultant spend
5. Cap on highest earner to lowest & Exec pay freeze
6. Overtime
7. Caseload cap  
(workload, stress, burnout, retention, recruitment)

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## PAY ISSUES ALREADY RAISED BY THE UNION



- 8. Flexible working
- 9. Apprenticeship pay
- 10. Volunteer model
- 11. Sick pay
- 12. Pension
- 13. Holiday entitlement
- 14. London weighting

## PAY ISSUES ALREADY RAISED BY THE UNION



15. Reserves

16. Excessive and untransparent spend e.g. wellbeing app

17. Mileage

18. Parking

19. Share organisational finances

20. Secret manager pay rise & role reviews

21. Business model of deprofessionalism and exploitation must change

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## WHERE WE ARE

**CGL has the opportunity today to avoid strike action ballot. Present a second improved offer.**



### **Problems for CGL:**

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

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