

Tuesday 20th December 2022

RE: AGENDA FOR CHANGE PAY UPDATE

Dear Member

We have been made aware of a letter from Deputy Mahoney providing an update on the AfC pay talks. Unfortunately, the letter gives the impression that Deputy Mahoney has met to discuss pay with regional and local union officers on several occasions, which is incorrect.

The facts are as follows:

- The AfC group are the joint Union group through which pay for AfC staff is negotiated.
- We have had only **one face-to-face** meeting with Deputy Mahoney to discuss pay, which was on **31 May 2022**.
- We were due to meet with him again on **6 June 2022**, but unfortunately he was unable to attend at short notice. We did, however, meet that day with the senior officer leading the negotiations on behalf of the employer.
- Following our respective ballots of members – and at our request in September, and subsequent chase email - we eventually met with that same senior officer on **19 October 2022**, three of the four unions having rejected the employer's pay offer (Prospect, RCM & RCN). At that meeting we asked the employer to respond to a proposal to move matters forward and they agreed to do so by **31 October 2022**. That deadline was missed; and, despite us agreeing to extend it until **8 November 2022**, no response to that proposal was received. Therefore, as we had indicated we would, we referred the dispute to the Industrial Disputes Officer on **30 November 2022**.
- In the meantime, Deputy Mahoney and his lead officer asked to meet the new Regional Director for RCN Southeast and this happened on 17 October 2022. Deputy Mahoney also scheduled a meeting with the Senior RCN Officer on 2 November 2022. These meetings were not pay negotiation meetings. Pay negotiation remains the remit of the joint AfC group. None of the other Unions (Prospect, Unite, RCM) were invited or attended these meetings.
- It is stated that an invitation to Deputy Mahoney to attend the RCN AGM was withdrawn two weeks before it was to take place. However, while it was mooted that he might attend, no formal invitation was ever issued and no date for that meeting had been set at the time the suggestion was made. The suggestion had been made to Deputy Mahoney that this may be a possibility in the New Year.
- Separately, throughout this period, the AfC Group has continued to meet to discuss matters **other than those** that relate to the disputed pay offer. These meetings involve union officers and lay representatives, together with officers of the employer.

As things stand, we are in dialogue with the Industrial Disputes Officer over a date to meet with him and the employer in January.

Regards

Dave Bourgaize (Regional Officer, Unite the Union)

Jacqueline Carr (Senior Regional Officer, Royal College of Nursing)

Stephen Langford (Negotiations Executive, Prospect)

Vicky Richards (National Officer, Royal College of Midwives)