

Coyna, Kevin

From: Jackson, Mike [M.Jackson@unison.co.uk]
Sent: 06 April 2008 17:27
To: Andy Williams; Anne Duffy; Brian.Smith.FCS@ACB.org.uk; Debbie O'Rourke; Eddie Saville; Jim Kennedy; Jon Skewas; Coyna, Kevin; Allenson, Peter (TGWU); Peter Finch; Gorton, Sara; Sharon Holder; Warren Town; Irwin Josie, Brown, Barrie; O'Dwyer Gerry
Subject: MULTI YEAR TALKS

To Trade Union Leads,

We have received various enquiries from reporters who say they have been told by representatives of Unite (Amicus) that

- The proposed agreement was negotiated in secret over two weeks by Josie and myself
- That the first the other unions on the Executive knew about it was at the Staff Side Meeting on Friday last
- That we walked out of the staff side meeting and did our own 'deal' with the employers and government.

With some sadness therefore, we feel we need to put on record what actually happened.

In July 2007 the 2007/2008 Pay Settlement contained an agreement to conduct multi-year talks on pay, pay spine restructuring for the low paid and long bands and other items from the trade union agenda.

In September, the Staff Council Executive agreed to set up a two tier structure for these negotiations. An expanded Executive with OA representation and a small reference group made up of two from the trade unions (RCN and UNISON) plus Employer and Government reps. This process continued with ref group meetings and occasional Executive meetings throughout the autumn and into January. Report backs were given by Josie and me at all stages including to the TU Leads

Costings were done on a large range of options on restructuring Bands 1, 2, 3, 5, 6 and 7

At a Multi Year Talks Executive meeting on the 31st January, we failed to reach agreement with 7.2% on the table. The TU position was that we would now pause and await the PRB recommendation and at that point explore a multi-year deal again

Details of the restructuring options and the decision to pause were reported in some detail at the most recent TU leads on 13 February.

This remained a settled position until week commencing 10th March when UNISON and the RCN received information that the Government was prepared to put more money on the table in order to get a 3 year deal. We said that we wanted to know the outcome of the PRB before entering into further talks.

I was on holiday until the 17th so we agreed to meet them informally on the 20th March in the small reference group and explored the options including the costs of restructuring again. We had two further short meetings on the 26th and 27th at Chelsea & Westminster – the second lasting 30 minutes. The Government's position at all these meetings was that the year 1 award had to be 2.8%. We said we were not interested in formal negotiations if this was their proposal. We said we would await the PRB announcement.

On Friday 28th Josie and I rang around the other unions on the Executive and proposed that we meet them on Monday 31st to brief them on these informal talks. That meeting took place by a mixture of meeting and teleconference on the Monday evening and we reconvened on the Tuesday morning (1st). We explained the government's position and the options we had explored around Bands 1 and 5/6 and future talks. We agreed that there was no point in convening a meeting of the Executive (MYT) in the circumstances. We reported that we had a further reference group on

Wednesday 2nd April when the govt could produce new proposals but we were not optimistic.

he meeting on the 2nd April the management side reps produced a package that paid 2.75% in Year 1 in line with PRB recommendation that we had received on a confidential basis (as we have in previous years prior to its publication). We agreed we should convene a MYT Executive for Friday 4th as the four Governments were likely to solve the report on the Friday from the PRB and that it would almost certainly leak out over the weekend (Probably on a DA). The Government would then be forced to announce its attitude to the recommendation on Monday and in absence of a proposed multi-year agreement there was a real risk of staging.

phoned all the other members of the staff side that evening and gave them the full details.

Friday 4th we met at 1pm and after 5 hours were unable to reach agreement on the staff side. We did agree on the issues, namely the wording of the re-opener clause and that Band 6&7 restructuring in the future should take priority over other restructuring.

we were left in a position that if there were no deal to consult upon we ran the risk of matters spinning out of control on Monday. Kevin from Unife (amicus section) said he was content that UNISON and RCN go and conclude the proposed agreement for consultation, which is what we then did. The RCM and CSP reps said they could not be party to the proposed agreement but would simply say they would consult upon it. The GMB was not present as Sharon was on two weeks holiday.

Jose and I met with the management side and concluded the document you now have.

I am sorry this is long and detailed but thought you ought to have the facts amidst the misinformation that is about

me Jackson and Jose Irwin

me Jackson

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