



**Private and confidential**

Gary Palmer  
GMB  
via email

5th February 2025

Dear Gary

**Re: ACA 2 Banding Outcome**

I am writing to confirm the outcome of the banding request for the existing ACA Band 2 post, which we discussed in our meeting on 20 November 2024.

Firstly, I would like to thank you for your patience while we completed the banding process and carried out the necessary internal assurance reviews.

Following an external evaluation, the post has been confirmed at Band 3. I have attached a copy of the banding outcome, which includes the detailed scoring for your reference.

After further discussions with the Executive Management Committee, we are pleased to confirm that this banding will be backdated to take effect from 1 April 2024.

I appreciate that there have been ongoing discussions regarding the banding of this role, and I acknowledge that the issue was formally raised by the GMB in July 2023. However, there remains some uncertainty regarding when the submitted job description was formally agreed upon by all parties as an accurate reflection of the Band 2 ACA duties. Given this, we believe the current outcome represents a fair and reasonable compromise—providing almost 12 months of back pay and ensuring staff benefit from a further increase in pay by reaching the top point of the band from 1 April 2026.

I look forward to hearing from you.

Yours sincerely,

Stuart Rees  
Interim Director of Finance

Cc Paul Stevens, Director of Commercial Services  
Geoff Hough, GMB  
HR