



**Circulation via email:**

Bob Middleton - Unite the Union  
Keith Roberts – GMB  
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Justin Thomas - PCS  
John Stevenson - Prospect

3 February 2023

**Pay Negotiation Proposal 2023**

As discussed today, we continue to recognise the need to protect our lowest paid workers and acknowledge the impact of the cost of living increases over the past year.

As an outcome of recent discussions, I am able to outline our final proposal which is summarised below:

- The lowest paid staff will receive an increase to an hourly rate 2.5% above the 2023 Real Living Wage, meaning a 10% increase for some staff.
- All other staff earning <£35,000 will receive 7.25%
- Those earning >£35,000 will receive 6%
- Those earning >£80,000 will receive 5%

Additionally, we will also apply a 7% increase to all allowances.

We are grateful that you recognise the improvements reflected in our proposal and hope you will be recommending this to your members.

We understand there is a requirement for you to ballot your members which you have agreed to conclude by 27 February. We will meet again on 3 March to hear the outcome of your ballot process.

Time remains a key area of focus in this process; our requirement is to communicate to all staff in advance of any pay change, along with considering all the process dependencies regarding the Payroll cut-off. We, therefore, appreciate your efforts to meet the deadline of 3 March.

Yours sincerely

A handwritten signature in blue ink that reads 'Spiers'.

Sundae Spiers  
**HR DIRECTOR**

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