



Stuart Fegan (GMB) and Jenny Mason (UNISON)
(Sent via email stuart.fegan@gmb.org.uk & j.mason@unison.co.uk)

27th September 2024

Dear Stuart and Jenny,

GLF Support Staff Pay Award 2024/2025

We have been closely monitoring the ongoing discussions with Unite, the National Employers, and yourselves. We understand that GMB members have voted to accept the full and final offer made on May 16th, while Unison and Unite are currently balloting their members, with results expected in mid to late October.

Despite the substantial reduction and stabilisation of inflation rates at 2.2%, we recognise that many of our staff continue to feel the impact of the cost-of-living crisis. Understandably, there are questions about when we will apply our 2024/2025 pay award, which traditionally takes effect on September 1st. To support our staff, who are questioning this, we are eager to move forward without further delay and would like to share our intentions for the 2024/2025 pay award.

It is important to note that this year's pay award is made in the continuing context of significant financial constraint. Careful consideration has been given to ensure that any inflationary increase is financially viable, avoiding the need for additional job losses beyond those already under consideration.

Based on these considerations, we are proposing the following pay offer for all staff on GLF Pay scales for 2024/2025:

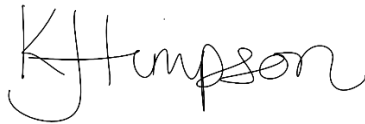
- Effective from 1 September 2024, an increase of £1,290 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all GLF pay grades up to and including £32,500 FTE.
- Effective from 1 September 2024, an increase of 4.00% on all salaries above £32,500 FTE*.
- Effective from 1 September 2024, an increase of 4% will be applied to the Inner and Outer London Allowances, currently £900 FTE and £643 FTE respectively.

*the 4% proposed above for all staff on salary more than £32,500 FTE includes the consolidation of a cost of living and a discretionary increase, as per the GLF Pay Policy.

We understand that this offer may not fully meet your expectations. However, I want to assure you that Julian Drinkall, CEO, is committed to reviewing compensation and benefits for all staff. We have recently appointed Paul Brereton as Chief People Officer, who joined GLF on 23rd September to lead on this and other people-related strategies.

We value our partnership with you and are committed to maintaining collaborative working relationships. With this in mind, we welcome your feedback and would like to offer the opportunity to discuss our offering should you wish to meet. Either way we would appreciate your response by 7th October in order to try and resolve the matter as quickly as possible.

Your sincerely,

A handwritten signature in black ink that reads "K Timpson". The signature is written in a cursive, flowing style.

Kelly Timpson
Head of People Partnering