



IWGB
St Margaret's House
Room 1
15 Old Ford Road
London E2 9PJ

5th March 2024

Dear IWGB,

Further to talks at ACAS on Friday last week, which we were very hopeful would result in the start of constructive conciliation, we very much regret that we were unable to reach agreement or see any efforts from your union to conciliate in the interests of good industrial relations.

This was a Step 6 meeting under our Method of Collective Bargaining and in line with the Method, as we were unable to agree on reasonable next steps, collective bargaining is exhausted for this year.

For the avoidance of doubt:

- We have held 10 formal collective bargaining meetings with your union over the last year where we have clearly and transparently explained our financial position.
- We have improved our pay offer to you 3 times over those 10 meetings.
- We made a pay offer to you on Friday that is reasonable within the financial constraints our charity faces: we reinstated our expired offer from December 2023 despite the downturn in our financial outlook.
- Your union's only concession to reduce the cost of your pay demand over the 10 meetings undertaken has been to roll back on your demand to increase pension contributions. Your pay claim beyond this has only been reduced overall by c£40k vs your original pay claim submitted in early 2023.
- On Friday, we offered to take away a more reasonable counter proposition from you with which to consult Executive and Board colleagues. You failed to provide this, outlining instead a plan to escalate your public campaigning.
- We made a very reasonable request for you to take some time over the weekend and early this week to take our reinstated offer to the whole Bargaining Unit you represent and to ask for their views on it within our current financial context. We asked that whilst you do this, you cease your public campaigning on social media and public activity outside of RSA House. You declined to do so.
- At no time during the process has your union acted in line with democratic responsibility and principles to consult all of those in the Bargaining Unit about pay offers made. Neither has your union consulted all members about actions that you have taken in the name of campaigning. On Friday you did not even consult members about the reinstated pay offer on the table. We believe that had you acted in line with democratic principles throughout, this dispute would have been resolved a long time ago.

We will now work in good faith with staff representatives in line with the Collective Bargaining Method to discuss the pay award for FY 24-25. We would request that your union comes to these talks with a realistic and resolution-focused mindset given our financial constraints. We would also ask that you approach them in the best interests of our charity and fellows and the wellbeing of our staff team.

Kind regards,
RSA Joint Negotiating Body