Pay Reward Next Steps **Option 1** Option 2 Collective consultation commences Section 188 Trade Union and Labour Relations Act (TULRCA) Nov-24 Dec-24 (minimum 45 days) Joint Consultative Committee Continue to negotiate/discuss ways to reach collective agreement Explore ways to avoid/reduce the number of potential dismissals Mar-25 Jec-Feb Collective consulation ceases **ACAS Mediation** If agreement with the unions is not Apr-25 reached. individual consultation If agreement has still not been reached commeces and confirmation of offer communicated Collective consultation commences - Section 188 Trade Union and Labour Relations Act 4pr-May-25 (TULRCA) Written confirmation of offer to all Mar-25 colleagues with opportunity to sign (minimum 45 days) Continue to negotiate/discuss up to new terms and conditions and ways to reach collective pay agreement Explore ways to avoid/reduce the number of potential dismissals May-25 Signed acceptance received Collective consulation ceases End of process May-Jun-25 If agreement with the unions is not Jul-25 reached. individual consultation Signed acceptance not received commeces and confirmation of offer communicated Written confirmation of offer to all Jun-25 Jul-Aug colleagues with opportunity to sign Colleagues invited to a meeting to up to new terms and conditions consider dismissal and pay Aug-25 Signed acceptance received Meetings held End of process Colleagues receive written outcome •Minimum of 12 weeks notice 25 Jun-Nov-25 issued to terminate existing Aug-Sept contract Signed acceptance not recieved • Implementation date confirmed

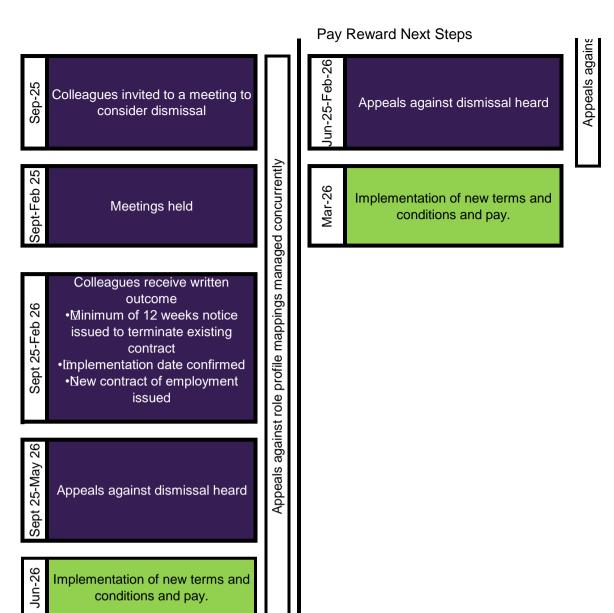
Joint Consultative

Committee and ACAS

Mediation

role profile mappings managed concurrently

•New contract of employment issued



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