

Option 1

Nov-24

Joint Consultative Committee

Dec-Feb 25

ACAS Mediation

If agreement has still not been reached

Mar-25

Collective consultation commences – Section 188 Trade Union and Labour Relations Act (TULRCA) (minimum 45 days)

- Continue to negotiate/discuss ways to reach collective agreement
- Explore ways to avoid/reduce the number of potential dismissals

Jun-25

Collective consultation ceases

Jul-25

If agreement with the unions is not reached. individual consultation commences and confirmation of offer communicated

Jul-Aug 25

Written confirmation of offer to all colleagues with opportunity to sign up to new terms and conditions and pay

Aug-25

Signed acceptance received  
End of process

Aug-Sept 25

Signed acceptance not recieved

Pay Reward Next Steps  
Option 2

Dec-24

Collective consultation commences – Section 188 Trade Union and Labour Relations Act (TULRCA) (minimum 45 days)

- Continue to negotiate/discuss ways to reach collective agreement
- Explore ways to avoid/reduce the number of potential dismissals

Mar-25

Collective consultation ceases

Apr-25

If agreement with the unions is not reached. individual consultation commences and confirmation of offer communicated

Apr-May-25

Written confirmation of offer to all colleagues with opportunity to sign up to new terms and conditions and pay

May-25

Signed acceptance received  
End of process

May-Jun-25

Signed acceptance not received

Jun-25

Colleagues invited to a meeting to consider dismissal

Jun-Nov-25

Meetings held

Jun-Nov-25

Colleagues receive written outcome

- Minimum of 12 weeks notice issued to terminate existing contract
- Implementation date confirmed
- New contract of employment issued

Nov-24

Joint Consultative Committee and ACAS Mediation

st role profile mappings managed concurrently

Sep-25

Colleagues invited to a meeting to consider dismissal

Sept-Feb 25

Meetings held

Sept 25-Feb 26

Colleagues receive written outcome

- Minimum of 12 weeks notice issued to terminate existing contract
- Implementation date confirmed
- New contract of employment issued

Sept 25-May 26

Appeals against dismissal heard

Jun-26

Implementation of new terms and conditions and pay.

Appeals against role profile mappings managed concurrently

Pay Reward Next Steps

Jun-25-Feb-26

Appeals against dismissal heard

Mar-26

Implementation of new terms and conditions and pay.

Appeals against

## Pay Reward Next Steps