

Mr Jonathan Hogan
Assistant General Secretary
Mandate Trade Union
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25th August 2022

Dear Mr Hogan,

I refer to your letter of the 12th August 2022. Although we have already provided you with our written response on these subject matters, there are aspects of this most recent letter that requires a further response.

We would again reiterate to you that any movement in hours, which is the normal application of contracted banded hours and adjusting our business resourcing to match customer demand, is in no way associated with the significant pay award recently announced to our colleagues.

You state under the heading of in-person meetings, that there are 'shocking' examples of hearings taking place in settings outside of the place of employment. If you can provide me with details of the examples you are referring to, these can be investigated further to ensure the right processes are followed.

In relation to new contracts, it is disappointing that you have chosen to describe the introduction of consolidated pay for new colleagues as a sub-standard rate of pay when clearly this is not the case. Notwithstanding the outcome of your ballot on the WRC proposals on consolidated pay, the trade unions representatives had nevertheless in those discussions recognised the benefit of moving to a consolidated pay model, and had supported this with their recommendation in advance of that ballot for acceptance of those WRC proposals.

I trust this further clarifies our position.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Frank Timmins", written over a horizontal line.

Frank Timmins
Head of Employee Relations



Natasha Adams (Chief Executive), Geoff Byrne,
Cathal Deavy, Niamh Lawlor, Joe Manning.
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