

4 July 2022

To: Jason.Poulter@unitetheunion.org

www.eca.co.uk

www.select.org.uk

Private and Confidential

Dear Jason

We are writing in response to your request of 26 April 2022 to reopen negotiations on JIB and SJIB terms and conditions.

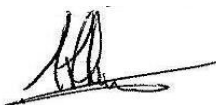
SELECT and ECA members understand and sympathise with the cost-of-living concerns outlined in your letter. Our members are themselves experiencing considerable financial pressures due to increased energy costs and shortages and rising prices of materials. The current situation is proving challenging for everyone.

In June 2021, Unite the Union accepted the present two-year (2022 and 2023) settlement, following a clear majority vote in favour by members working in the industry. The ECA/SELECT written final offer, on which this settlement was based, stated expressly that it would be 'in full and final settlement for the entire period up to and including Sunday 31st December 2023'.

This principle of a 'full and final settlement' is essential to national pay bargaining, in that it provides continuity and stability to all concerned. SELECT and ECA members, for example, rely on the certainty which multi-year pay deals provide to price their work. Reopening the current settlement now would undermine this principle and damage the credibility of national pay bargaining under the JIB and SJIB. It would also set a precedent which risks destabilising future negotiations and settlements.

As you are aware, discussions on terms and conditions for January 2024 and beyond are expected to commence in January 2023 and for this reason, in addition to those outlined above, we do not desire to reopen the 2022 and 2023 settlement.

Yours sincerely



Alick Smith
Chief Negotiator, SELECT



Andrew Hutchins
Chief Negotiator, ECA

cc. Sheik Khan, JIB
Chris Weldon, Unite the Union