



THE HUNTERCOMBE GROUP – TRADE UNION RECOGNITION

25th March 2022

Dear Member,

Since the transfer of your care home from Four Seasons Healthcare to The Huntercombe Group, GMB Unison and RCN have continued to work with your employer to ensure your voices are heard and your interests represented. Until recently, the unions believed this was being done in a constructive manner with regular meetings enabling the speedy resolution of our members issues to the benefit of you as well as your employer.

It therefore came as a shock when your employer served notice on the Joint Union Recognition Agreement without satisfactory reason and have chosen to **de-recognise the unions** with effect from 30th June 2022. The Joint Union Recognition Agreement, requires your union to be formally consulted on and negotiate collectively for better pay, terms & conditions.

In the time following receipt of the termination notice we have been trying to work with your employer to understand their reasons for terminating the agreement and asking them to reconsider. Unfortunately, to date no progress has been made. Your employer has advised the unions that they no longer want to be in a collective bargaining relationship with the unions as it no longer suits them or the new company structure.

This is extremely disappointing and we have grave concerns about the potential impact this could have on our members.

You are the union. It is imperative your employer engages constructively with your recognised trade union, so that together we can pursue higher pay and better terms & conditions. By derecognising us, your employer is intentionally disregarding each and every one of you.

All three unions intend to redouble our efforts to organise effectively within Huntercombe and convince the employer to step back from this ill-advised decision. If you are interested in becoming a workplace rep for your union, please email the appropriate officer at the address below. You can also participate in our efforts, by encouraging your colleagues to join a union, and ask questions about derecognition at all of your staff meetings.

We would be interested to hear your feedback on any discussions about derecognition that happen in your workplace.

Yours sincerely,

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