



2 December 2025

To UKNNL Members of Prospect, Unite and GMB

Further to the company communication by CEO Julianne Antrobus last week, the joint unions wish to inform members of our position.

We are extremely concerned about the recently announced financial challenges and the impact this will have to UKNNL and its workforce. The three recognised trade unions have met a number of times with management in an attempt to understand the gravity and scope of the situation and assert our expectations.

We are also very concerned that despite these regular meetings, the company has made unilateral decisions, bypassing the established practice of Consultation & Negotiation at the Forum and we are growing increasingly uneasy about future decision-making by the executive leadership team (ELT). We assert the areas that still require consultation and negotiation are: bonus, paypod, pensions, and annual pay review.

We note that there have been significant and considerable changes to the ELT during the last 12 months with CEO, CHRO, CFO and COO, all leaving within a very short timeframe. We also note that there has been a key change in non-executive director at Board level.

We have notified the company of our expectations in terms of increased timely engagement and meaningful consultation on any detriments to terms and conditions, along with our expectations in seeing a proposal on the future shape and standing of UKNNL, not only in the current landscape but also in the future of the sector.

We have demanded that the company honours our Collective Bargaining Agreement and ensures meaningful consultation and negotiation with its recognised trade unions. Senior management has committed to do this but has yet to respond with a timescale to enable this.

Whilst it is the joint trade unions' ambition to have a positive and constructive relationship with the employer, until the company stands by its commitment to abide by the collective bargaining arrangements we cannot describe the relationship in this way. This is further evidenced by the block on full-time officers attending the all hands brief at the eleventh hour today where we understand all staff have now been informed that the employer cannot envisage a scenario without headcount reduction at the current time.

As joint unions we are continually reviewing our position whilst events unfold. We will ensure that these items remain on the agenda under constant review and will hold the employer to account regarding the continuation of these terms as soon as is financially viable to do so.

In solidarity,

**BRIAN TROAKE
REGIONAL OFFICER
UNITE THE UNION**

**FRAN ROBSON
REGIONAL ORGANISER
GMB**

**JO LIVESEY
NEGOTIATIONS OFFICER
PROSPECT**