Sharon Langan Head of HR NDA

27 May 2025

Dear Sharon

**PAY CLAIM 2025/26**

All NDA Operating Companies are facing similar challenges in terms of the Spending Review and Functional Excellence. Prospect Reps from across One NDA have once again liaised on pay claims.

To develop our claim, the following factors have been taken into consideration:

* The prevailing rates of inflation remain above the Government target of 2%:
  + in January 2025 RPI and CPI were 3.6% and 3.0% respectively.
  + in April 2025 RPI and CPI were 4.5% and 3.5% respectively.
* Annual core inflation, which strips out volatile food and fuel categories and provides a better guide to underlying price pressures:
  + remained unchanged at 3.7% in January 2025, and:
  + increased to 3.8% in April 2025.
* The NDA has asserted its message to the unions that each operating company has the freedom to conduct its own collective bargaining arrangements. We are looking to conduct pay negotiations to secure an award without delay, noting the anniversary date of April 1, 2025.
* Impacts of the Spending Review and Functional Excellence are not yet fully known, with Prospect continuing to represent and advocate for the interests of all employees.

# We therefore seek to secure a pay award which, as a minimum, protects all employees within the bargaining unit against the continuing increasing cost of living.

In line with undertakings made in previous years we look forward to:

* exploring the submission of a pay flexibility business case.
* moving forward with discussions on bonus consolidations options.

We would also like to continue to explore topic areas which have been raised since the 2024/25 CSPR:

* Enhancement of pay and annual leave accrual above statutory requirements for the newly introduced Neonatal Care Leave.
* Accrual of privilege days.
* Long service recognition.
* Employee recognition scheme(s).
* Maximisation of funds available for In-Level Capability payments.
* Any findings from the recent Equal Pay Audit that may relate to the pay system, noting that equal pay corrections are not dealt with as part of CSPR funds.

We look forward to opening constructive negotiations with a view to reaching an appropriate settlement without unnecessary delay.

We remain open to discussions on a multi-year deal.

We kindly ask that no submissions, formal or informal, are made to Government in relation to the CSPR/Pay related matters without Prospect’s prior engagement.

Regards

# NDA Prospect Branch

David Davidson (Chair)

Emma Grottan (Negotiations Executive)

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