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18 August 2023



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In the past, where colleagues have received the unfortunate diagnosis of a terminal illness, we have worked closely with them to reach decisions about their employment that best suit them as individuals. We therefore broadly agree with the spirit of the Dying to Work Charter and I am keen to explore this further with you.

You raised the question of whether we could support people with professional registration fees. We would need to do some scoping work to understand the financial impact of this before I can respond fully, but I am happy to look into this and talk further once we understand the implications.

On these last four points, I will write to you shortly to arrange a meeting to discuss, scope and agree a realistic timeline of activity.

I would like to thank you all for the professional and constructive way you have approached negotiations on the main pay award and previously on the non-consolidated payment.

Whilst I know the amount of this year's award does not meet your pay claim, as you are aware, we are governed by the Civil Service Pay Remit Guidance and must adhere to it. These are the highest awards we have been able to offer in many years and, viewed alongside the non-consolidated payment, represent a significant commitment from this year's budget.

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