

CENTRAL OFFICE

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JP/son  
14<sup>th</sup> January 2025

Mr Harry Honnor  
Senior Adviser (Workforce & Negotiations)  
Local Government Association  
18 Smith Square  
London  
SW1P 3HZ  
**SENT ELECTRONICALLY**  
[Harry.Honor@local.gov.uk](mailto:Harry.Honor@local.gov.uk)

Ms Naomi Cooke  
Employers' Secretary  
Local Government Association  
18 Smith Square  
London  
SW1P 3HZ  
**SENT ELECTRONICALLY**  
[Naomi.Cooke@local.gov.uk](mailto:Naomi.Cooke@local.gov.uk)

Dear Harry and Naomi,

**LOCAL GOVERNMENT ASSOCIATION FOR EMPLOYEES COVERED UNDER THE TERMS OF THE JNC LOCAL AUTHORITY CRAFT AND ASSOCIATED EMPLOYEES AGREEMENT (RED BOOK)**

Please find this as a follow up to the letter addressed to Naomi Cooke, LGA Employers' Secretary, dated 2<sup>nd</sup> December 2025, which the Local Government Association has failed to acknowledge.

I have spoken with our Regional Leads for Unite and they have shared once again the serious concern that the Local Government Association will be seen as playing politics with the livelihoods of our members and diluting the protections of professional standards and service delivered to the public.

Unite take the skills, knowledge, experience and behaviours of Craft Operatives seriously. Occupational competency is something we believe is key for safety, productivity, quality and portability.

I have raised my concerns regarding your suggestion of job evaluating to NJC standards, rather than simply resolve the situation through meaningful discussions; offering to discuss our concerns that classification of employees by recognised qualifications is entirely gender neutral and the effects job evaluation would also have on this. I suggested involving myself and our subject matter expert on competence qualifications and standards, Richard Clarke. Between Richard and I, we have the following experience:

Members/participants Industry Sector Representative Organisations, Standards Setting Bodies, Boards, Councils and CSCS partner card schemes including:

- CISRS (Construction Industry Scaffolders' Record Scheme) Scaffolding.
- ACE (Assuring Competence in Engineering Construction).
- CSCS (Construction Skills Certification Scheme).
- ECS (Electrotechnical Certification Scheme) and TESP (The Electrotechnical Skills Partnership) Electrical/Electrotechnical Competence and Skills.

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- Engineering Services SKILLcard – Heating, Ventilation, Air Conditioning, Refrigeration (HVACR) and Sprinkler Systems.
- ECITB (Engineering Construction Industry Training Board) – Council members, CCNSG (Clients / Contractors National Safety Group), ECITB awarding organisation.
- Plumbing Heating and Mechanical Renewables (MTC) Group (Mandatory Technical Competencies);
- UK Plumbing, Heating and Mechanical Engineering Services registration scheme (JIB-PMES and SNIJIB) CSCS partner card schemes.

Government Skills and Competency Bodies/Groups:

- Construction Skills Mission Board (CSMB)
- ICSG (Industry Competence Steering Group) including SLG 10 (Sector Lead Group 10) – Installers – super sectors (SLG 10.1 Envelope, SLG 10.2 Engineering Services, SLG 10.3 Interiors, SLG 10.4 Civils, SLG 10.5 Structures)
- Industry Competency Committee (ICC) (Building Safety Regulator)
- Warm Homes Strategy Group
- Clean Energy Jobs Plan and Fair Works Charter
- Skills England – Apprenticeship Standards / Assessment Task Force

If this offer for discussion is not accepted by the National Employers through your offices, I will ask our Officers and Representatives to raise this with their Employers and Employer counterparts locally and take action they deem appropriate.

I will also hold a copy of this correspondence on Unite's website and use for briefings going forward if necessary.

I look forward to your considered response at your earliest convenience

Yours sincerely



**JASON POULTER**  
**NATIONAL OFFICER**  
**CONSTRUCTION SECTOR**

cc: George Georgiou GMB National Officer  
Neil Tasker, Southwark Unite Branch Secretary  
Clare Keogh, Unite National Officer for Local Authorities sector