



Rachael Allsop

Director of HR - NHSE

By Email

27th January 2026

Dear Rachael,

### **Formal Collective Grievance: Changes to Hybrid Working**

It is with regret that the NHSE staff side trade unions wish to raise a formal collective grievance to challenge the unilaterally announced change to hybrid working at the December all staff briefing. It is very disappointing that our specific concerns raised around hybrid working have not been taken seriously and that NHSE has failed to properly consult or even inform its recognised trade unions of its proposal to increase its in office attendance instruction from 40% to 60% from now onwards.

The key points to our grievance are as follows:

- 1 – The announcement on the change was made unilaterally without consultation. No business case has been shared to explain this sudden announcement and there are no tabled problems to fix.
- 2 – There is no plan on how this significant change can be accommodated in terms of appropriate physical space in NHSE workplaces. We are aware through ongoing conversations that not all NHSE premises have the capacity to accommodate a higher level of in person attendance, and those that have, find individuals going into the office simply to sit on Teams meetings all day, with less privacy and more distractions.
- 3 - No account seems to have been taken of the need to risk assess the change or do an equality impact assessment which we believe will disproportionately negatively impact working parents, carers and those with disabilities.
- 4 – Unite have written to NHSE citing academic research into the positive impacts of homeworking from both a productivity and a mental health point of view. The proposal will in our view negatively impact both productivity and staff mental health at a time of immense change. This point has been raised numerous times in various forums by National Officers and stewards,
- 5 – No regard has been given to the increased costs that staff will face because of the proposed changes. Most unions have observed that pay has been eroded over time and that real terms pay has been reducing year on year since at least 2010. Unnecessary costs associated with travelling to an

office (for no evidential benefit to the organisation) only furthers the financial challenges face by members.

6 – Worklife balance will be massively impacted. The NHS has the ambition of being the “Country’s best employer” (10-year plan) and to reduce work life balance is a massive step away from this ambition.

7 - This is a purely political decision to fall into line with a position taken by civil service, much disputed by their own Unions for the same reasons. It is noteworthy that DHSC has its own cohort of homeworkers or lower in-person attendance workers who were displaced from previous reorganisations and mergers or staff who are in possession of carers passports or reasonable adjustments. Union reps from DHSC inform us that the 60% office working is not applied. This was not made clear in the briefing.

8 – a recent survey of staff conducted by several trade unions demonstrates the opposition to the change and the damage that the announcement has done to staff. Unite presented their results at the Partnership Forum org change meeting on the 22<sup>nd</sup> January 2026.

We wish this grievance to be heard under formal policy and as per the partnership agreement we insist that the status quo be maintained whilst this process is ongoing.

This issue is an absolute red line to the trade unions based on the breadth and depth of the feeling amongst trade union members. With all the changes that are happening in NHSE we implore you to reverse the decision and thus repair the damage that this announcement has had on staff morale.

We look forward to discussing this with you further as soon as possible.

Yours sincerely,

*Jo Spear*

**Jo Spear**  
NHS England Staff Side Chair  
National Officer  
Unison



**Corrado Valle**  
National Officer  
Managers in Partnership



**Jeni Watts**  
National Officer  
Royal College of Nursing



**Richard Munn**  
National Officer  
Unite the Union



**Leandre Archer**

Head of Industrial Relation  
The Society of Radiographers



**Jayne Craven**  
PCS Industrial Officer  
Public & Commercial  
Services Union



**Liz Cummings**  
Regional Head Midlands  
& East of England  
Royal College of Midwives



**Ami Stokes**  
Industrial Relations Officer  
British Medical Association



**Lindsay Chapman**  
Negotiations Officer  
Prospect



**Martin Jones**  
Head of Employment Relations  
British Dental Association



**Helen Purcell**  
Senior Negotiating Officer  
Chartered Society Physiotherapy



CC. Peter Hall – Deputy Director of Employee Relations, Partnership and Policy

TU National Officers.