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The Hon. Fabian Picardo,
Chief Minister,
No. 6 Convent Place,
Gibraltar

27th August 2025

Dear Fabian,

Public Sector Pay

I write further to my letter dated 10th July 2025 where I detailed the outcome of the Unite Public Sector Pay Ballot and also confirmed the establishment of a formal trade dispute between Unite and HMGOG on the issue of public sector pay.

We met on 6th August to discuss the issues pertaining to public sector pay, but we remained at an impasse as to a resolution. There followed further dialogue where HMGOG wished to explore a plan for a proper negotiating timetable for Pay 2026/27 as well as exploring a commitment from HMGOG to recover the real terms losses in pay incurred by public sector workers since 2019. Whilst Unite were and remain very interested in exploring a position of recovering real terms losses in pay in full over successive pay rounds, the union retains a mandate to secure an improvement on Pay 2025/26.

The union indicated in our discussions that our view was that an agreement was not far off; however HMGOG were steadfast in their position that there was no further money available for Pay 2025/26. There has been further dialogue since; however HMGOG have not responded to the letter sent to you dated 7th August in addition to the formal pay claim issued in January. Both letters raise clear issues around the lack of pay parity when compared to the UK with evidence that not only demonstrates that the minimum entry salary in Gibraltar has variously sat below the UK public sector minimum entry salary, but also below the UK minimum wage. This is at odds with your Budget 2025 address where you stated that “not one shred of evidence has or can be produced to show that we are not at parity”. That evidence has been provided in the aforementioned correspondence and also previously through correspondence and in meetings, but these issues remain unresolved.

I also have to address the on-going criticism of Unite for having balloted members on public sector pay and having not simply accepted public sector pay without a ballot. As a representative, workers’ organisation Unite would simply not agree public sector pay without a ballot of members, it is a democratic function of the union that such a proposal is put to members and to allow them their say on the pay solution.

The most recent meeting with HMGOG on public sector pay on 20th August was cancelled at very short notice with no rearranged meeting and as above HMGOG have simply not responded to the correspondence that has been sent on the important issue of public sector pay.

As such, and following feedback from members and discussion at the Unite Public Sector Pay Working Group, the union is formally calling strike action in line with the mandate received via the ballot.

All Unite members directly employed in the public sector to include Public Sector Departments, Authorities, Agencies, Schools & Government Owned Companies will be called upon to take the following strike action:-

- Members who start and finish a shift on Thursday 11th September 2025 will be called upon to take strike action and not report for any part of their shift. For the avoidance of doubt any members commencing a shift that starts on Wednesday 10th September and finishes on Thursday 11th September will be asked to work their whole shift normally. Any members commencing a shift on Thursday 11th September and finishes on Friday 12th September will be called upon to take strike action and not report for any part of their shift.
- Members who start and finish a shift on Wednesday 17th September 2025 will be called upon to take strike action and not report for any part of their shift. For the avoidance of doubt any members commencing a shift that starts on Tuesday 16th September and finishes on Wednesday 17th September will be asked to work their whole shift normally. Any members commencing a shift on Wednesday 17th September and finishes on Thursday 18th September will be called upon to take strike action and not report for any part of their shift.
- Members who start and finish a shift on Thursday 25th September 2025 will be called upon to take strike action and not report for any part of their shift. For the avoidance of doubt any members commencing a shift that starts on Wednesday 24th September and finishes on Thursday 25th September will be asked to work their whole shift normally. Any members commencing a shift on Thursday 25th September and finishes on Friday 26th September will be called upon to take strike action and not report for any part of their shift.
- Members who start and finish a shift on Wednesday 1st October 2025 will be called upon to take strike action and not report for any part of their shift. For the avoidance of doubt any members commencing a shift that starts on Tuesday 30th September and finishes on Wednesday 1st October will be asked to work their whole shift normally. Any members commencing a shift on Wednesday 1st October and finishes on Thursday 2nd October will be called upon to take strike action and not report for any part of their shift.

The union is committed to ensuring that industrial action does not place those living and working in Gibraltar at risk, as such we wrote to the GHA and the Care Agency on 23rd July to discuss derogations during strike action, we met with the GHA on 1st August and the Care Agency on 6th August. We received a proposed plan from the Care Agency last week, we have received nothing from the GHA as of yet.

The union is available to discuss any derogations in other areas of the public sector and where the union considers that it will not be safe to engage in strike action, we will also be exploring Action Short of Strike Action on the days of action and any plans will be communicated to the employers direct. The union would also expect, where an emergency arises, for members to return to work from any picket line or rally to deal with any such emergency.

As I have previously stated in correspondence the union does not take the calling and taking of strike action lightly and Unite remains committed, as previously articulated in the aforementioned and unanswered correspondence, to find a resolution and avoid industrial action.

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I will of course write to you again in terms of any further and additional industrial action that is called and I trust that HMGOG will disseminate the proposed action to relevant senior managers in the public sector to include Departments, Schools, Authorities, Agencies & Government Owed Companies.

I look forward to hearing from you and to meeting again to explore dispute resolution.

Your sincerely,

A handwritten signature in black ink, appearing to read "Stuart Davies".

Stuart Davies
Unite
National Officer – Gibraltar