

Ms Liz Moran
Head of People – Ireland
Marks & Spencer Ireland Ltd
24-29 Mary Street
Dublin 1

JH/LF
17 November 2023

RE: Time & Attendance People Function Collective Consultation

Dear Ms Moran

Further to your recent correspondence by way of email to the undersigned on 16th November 2023, please be advised of the following.

I wish to express our members' disappointment and concern in relation to the Company's refusal to engage in a joint referral, particularly in the context of these changes being proposed by the Company and consequently putting our members impacted by the proposals at risk of redundancy. Despite progress being made during the discussions, it resulted in the parties failing to reach an agreement, which is not unusual. Given these occurrences it would be good industrial relations practice between the parties to jointly agree to a conciliation conference, in an effort to reach an agreement with the assistance of an independent conciliation officer. This has been the practice between Marks and Spencer and Mandate for the entirety of the relationship and it has served both parties well during that time. I have taken the time to send you an example of how this practice was adopted and the dispute mechanism that has guided both parties through dispute resolution during this time. Indeed, it would be fair to suggest that both past and present colleagues in Marks and Spencers Ireland could also confirm this practice.

Notwithstanding the Company's current position highlighted in your 16th November correspondence, the Company's departure from its stated position during the last consultation meeting, where the Company indicated to the representatives a willingness to engage the WRC in conjunction with myself and my colleagues is unfortunate and has caused confusion and worry amongst our members. I also understand that the Company's stated intention to refer matters to the WRC were put in writing directly to the workers concerned subsequently after the consultation meeting ended, so again the reasons for not being agreeable to a joint referral at this juncture is disappointing.

Given the seriousness of these developments, we are seeking an immediate meeting between the Company's management team and our sub group of representatives in an effort to further discuss these developments and work towards a resolution that both parties find acceptable.

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Interim General Secretary: Jonathan Hogan
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**Yours sincerely
For Mandate Trade Union**

A handwritten signature in black ink, appearing to read 'Jonathan Hogan', written over the printed name.

**Jonathan Hogan
Interim General Secretary**