



Kevin McNamara
Trust Headquarters
Alexandra House
Sandford Road
Cheltenham
Gloucestershire
GL53 7AN

Office 252
Corinium House
Corinium Avenue
Gloucester
GL4 3HX

Wednesday 4 June 2025

Dear Kevin,

We're the phlebotomists at Gloucestershire Hospitals NHS Foundation Trust. We're still waiting for you to meet us.

Eight months ago, we raised serious concerns about our pay directly with you. That was before we took the difficult decision to go on strike. We are now on our 70th day of action. Yet despite everything, you still refuse to talk to us.

We've been told by your senior team that you won't meet us. But we're not going anywhere. We won't be intimidated into silence.

We are the specialists who take blood from patients across Gloucester and Cheltenham hospitals, including children and adults with complex needs. When things get difficult, we're the ones called in to get it right. Yet we're paid just £12.36 an hour, barely above the legal minimum.

NHS guidance is clear. Based on our skills, knowledge and experience we should be earning 77 pence more per hour than we do. A Job Evaluation Panel was convened to review our case, and the majority agreed we're on the wrong band. But just before that decision could be confirmed, the process was suddenly shut down by senior managers.

We've spent decades working for the NHS. We want to stay. But we can't keep doing this job for pay that doesn't reflect the role. And we shouldn't have to.

You say staff are your greatest asset. But you've blocked the very process that would recognise the value of our work. That's not just unfair on us. It's unfair on our patients.

We're ready to talk. We want to go back to work. It's time for you to sit down with us and sort this out.

Sincerely,
Gloucestershire Phlebotomists

Anitha Baiju, Rejina Baiju, Humaira Bodiya, Kelly Carter, Dawnie Elliott, Casey Gale, Monica Harte, Caroline Hayhurst, Kelly Hewlett, Jade Hending, Tina Hone, Anastasiia Ivko, Dagmara Jaworek, Marlene Joergensen, Yusraa Khan, Marta Kirklewska, Hayley Lewis, Monika Lewinska, Geta Mihai, Elizabeth Raju, Natalie Smith, Sarah Sylvester, Sylwia Wisniewska