



Ref: GP/NW
Date: 30 June 2025

To: Justine Vaughan
EMED Group

By: Email

Email: justine.vaughan@emedgroup.co.uk

Dear Justine

I have been asked to formally write to you about EMED's official position on the company's on-going failures around admitted body status regarding April 1st TUPE transferees from SCAS.

As it's now around 3 months since the transfer and we appear no closer to our members being able to see ongoing deductions from pay being shown as having transferred to their NHS pensions.

Having sort advice from the pensions regulator we would like to remind you that the guidelines are that 12 weeks is the maximum that companies should hold on to members individual pension contributions before passing them on to the fund and in this case for a number of reasons for GMB members:

- Failure to do so could now see EMED in breach of the TUPE regulations as the express reason and permissions for those deductions should be made for the purposes of being contributed to the NHS pension scheme and not sitting within a company account.
- Our members are prevented from seeking either advice on their pension status, or by suffering a direct detriment from being unable to access information directly relating to their retirement by the failure of the company to act within the pension regulator's guidelines.
- Our members are seriously concerned about the security of their pension contributions.
- Continued non submittance of GMB members contributions, could and will now be seen as unlawful deductions, which might result in grievances along with members being advised to seek legal advice and submit claims against the company.

Whilst we wish to give the company time to settle this pensions dispute, we now, under legal advice, are required to place a fair limit on your responding and confirming acceptance of the issues positively of 1 week Monday or 7th July and providing a timetable to complete our members' pension transfers by no longer than 4 weeks or 28th July.

GMB will also be seeking assistance, intervention and support from the pensions ombudsman and/or regulator during this period should the company fail to either respond or adhere to the completion date, along with other legal avenues around the assured financial safety of members' contributions to date.

Kind Regards

A handwritten signature in black ink, appearing to read 'Gary Palmer', with a long, sweeping horizontal line extending to the right.

Gary Palmer
GMB Organiser