



Confederation of Shipbuilding and Engineering Unions  
10 Salamanca Place  
Vauxhall  
London  
SE1 7HB  
General Secretary: Ian Waddell  
Email: [ianwaddell@cseu.org.uk](mailto:ianwaddell@cseu.org.uk)

22<sup>nd</sup> February 2021

The Rt Hon Ben Wallace MP  
Secretary of State  
Ministry of Defence  
Whitehall  
London

BY EMAIL

Dear Secretary of State,

**Future Maritime Support Programme (FMSP)**

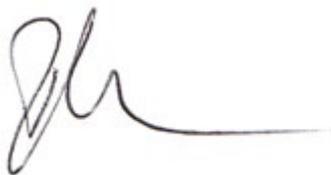
As you will recall, I wrote to you in October last year raising our concerns over the forthcoming FMSP contracts. One of the issues I raised was over the potential threat to collective bargaining structures if the existing contract footprint was altered and new companies won some or all of the contracts. I referenced this concern in our video call in January and asked you to give an assurance that, should the FMSP process go ahead and result in multiple employers operating on a site, that the MoD would require them to participate in a single table bargaining arrangement with the currently recognised trade unions.

You may have already been made aware by your officials of a forthcoming ballot for industrial action by the Unite union at HMNB Clyde. I should stress that I am in no way asking you to intervene in a dispute between the union and Babcock, the relevant employer, but I believe that this industrial unrest is symptomatic of a deeply held concern on the part of union members that FMSP presents a threat to their bargaining structures. Unite are attempting to address this and safeguard bargaining arrangements for the future. Babcock are caught in a difficult position as they do not know what will happen under the FMSP contract process and they do not wish to make promises they may not be able to deliver.

This potential dispute demonstrates the very real concerns I raised on behalf of the CSEU that the FMSP process could unintentionally undermine national security. This particular issue could easily be resolved if you were to direct your officials to instruct any potential bidders for contracts under FMSP to respect existing recognition and bargaining arrangements with the trade unions and to require that multiple employers act together to replicate these. This would go a long way towards allaying the legitimate fears of union members and help lower the industrial temperature.

As always, I would be happy to discuss this further with you at a meeting or in a call.

Yours sincerely,

A handwritten signature in dark ink, appearing to be 'I. Waddell', with a long horizontal flourish extending to the right.

**Ian Waddell**  
General Secretary

cc Chair and Deputy Chair, Defence Select Committee  
John Healey MP – Shadow Secretary of State for Defence