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Sarah Ward  
National Officer  
Prospect  
30 St. George's Road  
Wimbledon  
London  
SW19 4BD

31 March 2010

Dear Sarah,

Further to our recent discussions regarding the implementation of the new role structure for managerial and professional grade (MPG 2 / 4) roles within Airwave, I am writing to provide you with certain assurances in respect of those individuals whose roles are now covered by the new structure, with effect from 12 April 2010.

Firstly, I would like to recognise the constructive and pragmatic manner in which Prospect have approached our discussions this year, both at a national and local level, and for your ongoing participation. I believe this has delivered a better outcome for those of our people in MPG grade roles.

I can confirm that the current remuneration, benefits entitlement and terms and conditions of employment of all those individuals in MPG grade roles remain the same on implementation of the new structure, and as per their previous MPG grade.

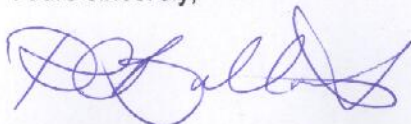
Currently, we have no plans to use the new role structure to align particular benefits or terms and conditions. Should we choose to review this in the future, any changes would be subject to full consultation and/or negotiation, and our intention would be that individuals are not disadvantaged by any new proposals. We understand the concerns Prospect have on this point, and hope this commitment and statement of intent eases these concerns.

Airwave currently recognises Prospect for collective bargaining purposes for those individuals in MPG grade roles, and we acknowledge the role Prospect plays in promoting a positive working environment for those members they represent. Whilst Airwave is not currently in a position to extend collective bargaining with Prospect to all roles in Bands E and D, we would not rule out discussions on this in the future.

As discussed, I am willing to conduct a post implementation review with you once the new structure for MPG grade roles has had an opportunity to establish itself, and where improvements can be made, to look to implement these wherever possible and practical.

In the meantime, should you have any questions please contact me.

Yours sincerely,



Peter Bullock  
HR Business Partner  
**For and on behalf of Airwave Solutions Limited**



