



Dear Colleagues,

Recently you were sent an electronic ballot via text and email that enabled you to vote for the pay offer for 2021-22. The ballot closed yesterday. It is extremely disappointing and disheartening to see that less than half of you voted in that ballot despite a reminder being sent. I also attempted to call and text some of you.

The numbers of votes cast were slightly in favour of a rejection and heading towards strike action, however due to the low turnout, I would not have met the legal test relating to the minimal legal requirements for returns, let alone the percentage in favour of industrial action.

This means I have no clear mandate to accept or reject the offer.

This gives me no choice but to ask management to impose a pay award or the extra days leave, it will be their preference. I am aware several people also voted twice, these wouldn't count as 2 votes.

Representatives

I think the above outcome is due to a lack of engagement by members coming forward as reps and does you all a disservice. It is blatantly obvious you all missed out on a good opportunity to engage with management to enhance your terms and conditions and this needs to change. It would be appropriate to discuss this amongst yourselves with a view of electing some reps. I am happy to set up a meeting to discuss this with you, however this wouldn't be until the end of April.

If you like to discuss this further please drop me an email on paul.grafton@gmb.org.uk or call me on 07714239092.

Yours fraternally

Paul Grafton
Membership Development Officer
GMB Southern Region