



Dear Colleagues

You will all be aware of the request by NSL to undertake patrols in some estates within the Borough after the Council passed a direct instruction to NSL as part of the contract.

We have raised our concerns over this and have informed NSL that we need to ensure staff are not placed at risk at any time. NSL are fully aware that GMB would be advising our members of Section 44 of the Employment Rights Act of 1996, wherein it states that should a person feel they are at imminent risk of harm they can withdraw their labour and safely in the knowledge that they are not at risk of dismissal or disciplinary action because of the danger.

We will be monitoring these patrols in estates very closely over the next few weeks to ensure it is not going to be a problem. I would urge you all that if there are any verbal or aggressive actions you should hit the code red, withdraw from the estate, ensure you have a report made to the supervisor and above all, **make your reps aware so any issues can be raised and dealt with swiftly.**

It has also been raised to me that some GMB members have been very vocal and blatantly rude to some of your reps. This is not the first time and is totally unacceptable. Not only do your reps continually go out of their way for you, and on occasions in their own time, the language I have been told of would be inappropriate to any person, regardless if they were a rep or not. We as a collective group have achieved a huge amount over the last 3 years, let's keep it that way and ensure that you all support each other!

Just to reassure you all - GMB will have no delays in calling on our members to withdraw from the estates if there are problems in these areas.

**PLEASE MAKE SURE REPORTS ARE SENT IN!**

Yours fraternally,

A handwritten signature in black ink that reads 'Paul Grafton'.

Paul Grafton

GMB Southern Region

GMB, BRITAIN'S GENERAL UNION

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