



Dear Colleague,

I can confirm that the outcome of the ballot over pay was as follows:

**Accept = 57%**

**Reject = 53%**

This was a very small margin.

What it does show is clear unhappiness with the pay offer placed by Reigate and Banstead.

It is also clear that we would not have been able to move towards industrial action as only half the workforce, at best, would have supported any action which would lead to a failure in any dispute taken.

I will be informing the Senior Management Team shortly, along with the feelings from GMB members.

Yours fraternally,

Paul Grafton