



Dear Colleague,

I would like to confirm to you the outcomes of my discussions with the GMB Strike Committee that have been ongoing since Reigate and Banstead BC ended talks with ACAS and GMB. I apologise for the delay in coming back to you, but our discussions have been very lengthy, and I believe meaningful.

The main points that were considered were:

- The current mental health impact for staff and residents.
- Should GMB members undertake action and the further impact it may have to those groups, and should a withdrawal of labour go ahead knowing mental health has been subject to extremely high levels since Covid-19 started.
- Consideration was also given to the country coming out of lockdown, with a positive view for residents and staff, the impact in this area was of significant concern.
- The previous 3 year pay freeze for staff and what is considered as a low pay offer from the Council.

In light of the discussions that have taken place, the strike committee has requested simply that two things happen:

1. GMB withdraw from the threat of strike action because of the potential mental health impact to residents and staff, along with ensuring those groups coming out of lockdown do so with a positive view and not a negative one.
2. Request that the pay offer of 1.3% be imposed on all staff and open up further dialogue on what can be achieved to the benefit of all in the long term.

Whilst I'm guided by the Committee at Reigate and Banstead, their input has been invaluable, and I believe they have taken considerable steps to ensure the best outcomes are given considering their discussions.

Please take this letter as confirmation that GMB will not be calling on its members to undertake strike action and withdraw their labour.

Yours sincerely,

Paul Grafton
Membership Development Officer
GMB Southern Region