



JB/PG/AH

23rd September 2022

Dear Colleague

Re: NSL pay ballot

I thought that I would drop you all a line as there appears to be some misinformation circulating which needs clarity.

The offer put to the members who attended the pay ballot was accepted by a massive majority. There was in the region of 90% in attendance and only three members rejected the offer in favour of strike action to continue. **This was a GMB members' decision and not GMB's and rightly so.**

The offer itself was one that NSL and Wandsworth Council refused point blank to move on; even with ACAS support, there was simply no more money in the pot. NSL refused to move on any allowances and any other benefits.

The first proposals that NSL supplied would have meant that one person would have received nothing for the first year. Femi and I argued the case of unfairness of this. Eventually, NSL moved position so that everyone gained an uplift in pay. As this was a revised offer, we are duty bound to give the members the opportunity to either accept or reject; my recommendation was "this was the best we could negotiate" so members were free to reject the offer and continue with strike action but chose not to continue striking in favour of accepting the offer.

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I am also aware that some members have left GMB as they believe that another trade union would be better. Those members could not be any more wrong. No other trade union has Recognition or collective bargaining and would be barred from doing so under UK law. All this does is take away your strength when all the members fought so hard all the way through. In real terms, your pay over the next three years will be a minimum of 21.5%. Even though everyone wanted more, no number of further campaigns and strike action was going to change this.

Inflation

You will all be aware that the cost of living will go up at the end of October; it has now been announced that there will be a further uplift in April next year. The agreement for next year will be a minimum of 6% or CPIH if higher than 6%. Currently, CPIH is 8.6%. If it remains at this next May, then this is the uplift for next year. Clearly, with more rises in the cost of living announced, it is extremely likely that this will go up; if it does, then so will your pay rise. You can click on the link below to track inflation:

[Inflation and price indices - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

If you have any further questions, please feel free to call me on 07714239092.

Yours fraternally

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

Paul Grafton
Membership Development Officer

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