



Dear Colleague,

Re: Pay ballot outcome

Sadly, I have to announce that the outcome of the ballot was extremely poor, to say the least. The figures for those voting amounted to 51% to 49% in favour of rejecting the offer of 1.3% and a £200 non- consolidated one-off payment.

A lot of members didn't turn up to the ballot, so I elected to send out a postal ballot in the hope that it was sickness and annual leave that was the reason for non- attendance. Nearly 20% of you couldn't be bothered to return the ballot paper, despite it being sent to your home addresses and a notification to ensure they were returned.

Members who chose to accept and those not returning their ballot papers have completely tied my hands and those of our Reps, who have worked tirelessly on this all year.

The next step is to notify the Council that they will have to impose the pay award. I must say that I am shocked at the responses, as this pay award is nothing but a race to the bottom with inflation rising the way it has.

Yours fraternally,

Paul Grafton