



9<sup>th</sup> April 2021

Dear Colleague

I would like to confirm to you the outcomes of my discussions with the GMB Strike Committee which have been ongoing since Reigate and Banstead Borough Council 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 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 relating 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 three year pay freeze for staff and what is considered as a low pay offer from the Council.

The GMB Strike Committee has requested that, in light of the discussions taking place and the view it has taken is simply two things should happen:

1. GMB withdraws from the threat of strike action because of the potential mental health impact to residents and staff, along with ensuring those groups entering 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 GMB Strike 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

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

Paul Grafton  
Membership Development Officer  
GMB Southern Region