

Milly Southworth

From: UNISON No Reply11 <NoReply11@unisonballots.co.uk>
Sent: 14 August 2024 11:51
To: clerk@torpointtowncouncil.gov.uk
Subject: Urgent communications from UNISON to Torpoint Town Council (2011354)
Attachments: EW Ballot paper.pdf; 2011354.doc

Importance: High

Urgent communications from UNISON to Torpoint Town Council (2011354)

Please see attached an urgent communication from UNISON for the attention of the chief executive or equivalent. We are sending you and other employers this notice because your organisation employs workers whose pay is based on pay awards made by the National Joint Council for Local Government Services. UNISON is in dispute concerning the rates of pay for 2024/2025 for all workers whose pay is based upon pay awards made by the NJC and is balloting its members across the country.

Our Ref 1543/2011354/LOI



Town Clerk
Torpoint Town Council
Torpoint Town Council
1-3 Buller Road
Torpoint
Cornwall
PL11 2LD

UNISON
UNISON Centre
130 Euston Road
London
NW1 2AY
Phone: 0800 0 857 857
Email: m.ballots@unison.co.uk

14 August 2024

Dear Town Clerk

**TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992:
NOTICE TO EMPLOYER OF AN OFFICIAL INDUSTRIAL ACTION BALLOT**

UNISON is in dispute concerning the rates of pay for 2024/2025 for all workers whose pay is based upon pay awards made by the National Joint Council for Local Government Services. UNISON seeks an increase of £3,000 or 10%, whichever is the greater, on every spinal column point in pay for all such workers, payable from 1 April 2024.

Your organisation employs workers whose pay is based on pay awards made by the National Joint Council for Local Government Services. Unless and until your organisation agrees to a pay increase of £3,000 or 10% at every spinal column point in pay for all such workers, a trade dispute subsists between your organisation and members of this union employed by it.

UNISON intends to hold a ballot for industrial action to include its members employed by a number of employers with which it is in dispute in relation to the above matters. Included within that ballot will be all members employed by your organisation. We reasonably believe that ballot papers will be despatched on 4 September 2024.

We therefore intend to send ballot papers to all members of UNISON employed by your organisation.

These members comprise:

- (i) all members employed by your organisation paying subscriptions by DOCAS from which information, in relation to these employees, you will be able readily to deduce:
 - a. the total number of employees concerned,
 - b. the categories of employee to which the employees concerned belong and the number of employees concerned in each of those categories, and
 - c. the workplaces at which the employees concerned work and the number of them who work at each of those workplaces

and, in addition:

(ii) all members employed by your organisation who do not pay subscriptions by DOCAS who are listed overleaf by: category, workplace, the number in each category and at each workplace, and the total number.

Any lists and figures described at (ii) above have been arrived at by retrieving information from our membership database as to the categories and workplaces of members, and the number in each category at each workplace. We updated the database for the purpose of the ballot to ensure accuracy.

The information provided is as accurate as is reasonably practicable in light of the information in the union's possession. If there are any inaccuracies, this will have been caused by factors outside of our control, such as members not informing the union of any changes.

An independent scrutineer has been appointed:

Civica Election Services
Independence House
33 Clarendon Road
London
N8 0NW.

A sample ballot paper is attached to this notice.

Any communication regarding this notice should be addressed to me.

Yours sincerely

Mike Short

Mike Short
National Secretary

Ballot Paper



The trade dispute concerns the rates of pay for 2024/2025 for all workers whose pay is based upon pay awards made by the National Joint Council for Local Government Services. UNISON seeks an increase of £3,000 or 10%, whichever is the greater, on every spinal column point in pay for all such workers, payable from 1 April 2024.

VOTING INSTRUCTIONS

Vote by marking a cross 'X' in the box next to your chosen answer.

ARE YOU PREPARED TO TAKE PART IN INDUSTRIAL ACTION IN THE FORM OF STRIKE ACTION?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
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Members should not vote if they will no longer be employed on/before: **30 October 2024**

In the event of a vote in favour of industrial action, UNISON's National Executive Council has authorised the General Secretary to call upon members to take part, or continue to take part, in industrial action.

The law requires your union to ensure that your vote is accurately and fairly counted and that you are able to vote without interference from the union or any of its members, officials or employees and, so far as is reasonably practicable, in secret.

If you take part in a strike or other industrial action, you may be in breach of your contract of employment. However, if you are dismissed for taking part in strike or other industrial action which is called officially and is otherwise lawful, the dismissal will be unfair if it takes place fewer than twelve weeks after you started taking part in the action, and depending on the circumstances may be unfair if it takes place later.

RETURN INSTRUCTIONS

Please return your completed ballot paper in the pre-paid envelope provided. It should be received by the Independent Scrutineer, Civica Election Services, 33 Clarendon Road, London, N8 0NW, no later than **10am on Wednesday 16 October 2024**.

Your vote is completely secret

Please do not remove the number from the corner of your ballot paper as this will invalidate your vote.