



2nd November 2011

Dear Member

Update on Pay Negotiations 2011/2012

As you are aware following a ballot of the whole of the membership the company's miserly offer was rejected by a 3:1 majority. However before we could notify the company of the result the HR Director, Sue Butcher decided to impose the £250 rejected pay offer. This is the last act of defiance from Sue Butcher as she will be leaving the company at the end of this week.

The Consortium has requested a meeting with the new HR Director, Jean Cabena to enable us to continue with the 2011/2012 pay negotiations. I would like to make it clear to all our members that the trade unions **have not** accepted any pay increase for 2011/2012.

We are conscious that this is the third year of pay restraint whilst the senior managers have received an average bonus payment of £5,500. A large number of our Staff members have not received a single penny increase over this period. The company has treated its employees with utter contempt in their actions to impose this miserable pay increase

It looks inevitable that an industrial action ballot will have to take place.

As soon as the position becomes clear after our meeting with Jean Cabena we will correspond further with you. In the meantime you can help by writing to your MP and Maria Miller MP, Minister for the Disabled, House of Common, Westminster SW1A 0AA and object to the way the company has treated you.

Yours sincerely

A handwritten signature in black ink that reads 'P. Davies'.

PHIL DAVIES
GMB National Secretary
On behalf of the Remploy Consortium