



We write to you further to our recent conversations regarding the pay claim for the 2021/22 financial year.

The three Unions have been in full consultation with their memberships regarding a pay claim and have considered the replies of our members.

Based on this, we therefore propose a **4% pay increase** for the lower bands of the pay scales, with the potential to **slightly reduce this percentage further up the scale**.

Many of our members have been working from home – and are continuing to do so. For many, this has borne significant costs that they would not normally have to pay out for.

The cost of living has gone up considerably. There has been an impact on food costs and the increased electricity and heating bills that our homeworkers have seen. This has had a considerable impact on our members, most of whom are working from home during the day and also at home at night too. Many of our members will also have been further impacted by partners also working from home – and the upheaval and adjustments that this brings into their domestic lives.

In addition, utility bills are predicted to soar drastically over the next 12 months and this year's Council Tax bill has also increased considerably, further exacerbating the financial impact that the current situation is having on our colleagues.

Despite this situation, Test Valley Borough Council's workers have remained steadfast and have continued – with pride and diligence – to provide an excellent service to its residents, with many colleagues remaining in the frontline at risk to themselves. It is fair to say that not all Councils have followed suit in providing such a service to its residents! We are sure you will agree that this, in itself, deserves recognition.

With this in mind, we ask you to consider our proposal and we look forward to hearing from you forthwith.

Yours sincerely,

UNISON, UNITE & GMB