



**GENERAL SECRETARY'S OFFICE**

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14 September 2011

To all Regional Secretaries  
National Officers  
Directors of Departments  
Executive Council Members

*Copy: all employees*

Dear Colleagues

**UNITE ANNOUNCES BALLOT IN DEFENCE OF PUBLIC SECTOR PENSIONS**

We announced today, at the Trades Union Congress - in conjunction with UNISON, GMB and other public service unions - our intention to coordinate a full ballot of our public service membership employed in areas covered by existing public services pension schemes.

This decision to coordinate balloting arrangements and the timetabling of subsequent industrial actions, under the umbrella of the TUC, is in direct response to the complete failure of government to engage in constructive negotiation with a view to reaching agreement on imposed changes to those schemes.

This will, without doubt, be the largest single ballot of our membership we have conducted and will involve some 250,000 members across a number of the union's industrial sectors. Subsequent industrial action, should negotiations fail to deliver agreement, will involve over 2 million workers across our public services in a coordinated and determined coalition of resistance to the attacks on their future pensions.

**IT IS AGREED BY THE JOINT UNIONS THAT A FIRST NATIONAL DAY OF ACTION WILL BE HELD ON WEDNESDAY 30 NOVEMBER 2011.**

It is clear that such a course of action requires the full resources of our union be deployed, and, to this end - having consulted with the Chair of the union - I am today initiating the following actions with immediate effect;

1. National Officers with public services responsibilities will now fully focus their attention on the unions central requirement to ensure that membership records are complete and correlated by employer in preparation for ballot. Regional Secretaries are asked to prioritise assistance in this task at a regional level.

National Officers are to initiate their national sector strategies in cooperation with the regions to ensure a cohesive campaign of engagement with our members in locations across the union.

2. That all central office departments are appropriately refocused to ensure that requests for assistance are met without delay.
3. That a national communications strategy is deployed for the development and distribution of necessary materials and campaign tools in all appropriate formats.
4. That Regional Secretaries coordinate with National Officers to convene urgent meetings with RCOs and regional officers with public service responsibilities in order to; formulate regional plans to ensure the proper distribution of communications and deployment of resources necessary to engage with our shop stewards, activists and members on the central imperative of maximising both turnout and positive voting in the coming ballot.

I would like to confirm that our campaign to win a massive endorsement for action is the number one and sole priority of relevant local officers for the immediate future.

To assist in the task ahead I have asked that Steve Turner, Director, Executive Policy work with Gail Cartmail, AGS in providing assistance and coordination from the National Disputes Unit.

Colleagues, the task before us will determine our future destiny and that of millions of workers across our nations. There can be no greater challenge for our labour movement right now than the need to demonstrate our value and relevance in the face of a vicious Tory led government seeking to destroy the social fabric of our society.

I know that we will rise to the challenges before us and together show the collective leadership our membership demands to bring about a successful outcome.

While I understand that you will have many questions, at this stage I trust you will understand that answers may not be readily available. For immediacy, I just wanted to ensure that you all were aware of the announcements made and actions being proposed. Regular updates and bulletins will be circulated over the coming days and weeks to keep you all advised of progress.

In solidarity,



LEN McCLUSKEY  
**General Secretary**