

# GMB members at Wiltshire Council reach outcome following tribunal success



**Bristol ET found in favour of 21 GMB members last year and Wiltshire Council have now settled the matter**

GMB, the union for Wiltshire Council staff is delighted that a mutually acceptable outcome has been reached between Wiltshire Council and 21 GMB members who took the council to an Employment Tribunal in February 2024.



The Tribunal ruled that the council had acted unlawfully over an email sent to GMB members by the then chief executive, Terence Herbert in 2022.

The email related to an industrial action ballot over proposals being made at that time by Wiltshire Council to reduce allowances for staff working unsocial hours, an issue which was resolved in 2024.

**Andy Newman, GMB Branch Secretary said:**

"GMB members are delighted to have finally drawn a line under a long running dispute over a proposed pay cut that first started in December 2021.

"At the Bristol Employment Tribunal in February 2024, 21 GMB members succeeded in a claim that an email sent by Terence Herbert, the then chief executive of Wiltshire Council on the eve of a strike ballot in 2022, broke the law.

"A mutually acceptable settlement has now been reached between these 21 claimants and the council. Wiltshire Council has also withdrawn their legal appeal against the original Tribunal decision, so that ruling stands unchallenged.

"The email was unlawful and as far as GMB is concerned it was a bully-boy ploy by the former chief executive to intimidate staff from voting yes to industrial action.

"However, GMB notes that since Terence Herbert left Wiltshire Council in 2024, industrial relations have hugely improved, and we are very much looking forward to continuing to work with Wiltshire Council in a collaborative and collegiate manner to achieve positive outcomes for staff, the council and Wiltshire residents."

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## Member requiring help?

Click to contact your local GMB Region

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