

Branch Secretary,  
Paul Jackson,  
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5<sup>th</sup> September 2019.

Tristan Martens  
Senior Compliance Manager  
Cleshar Contract Services

### **Ref Pay and Conditions Protection Staff**

Dear Tristan,

Further to our conversations, please can you forward or place before your Board.

Following a very successful ballot and referendum of our Members that work for your company in protection services, I have been instructed to seek the following:

1. A substantial increase in pay rates
2. Agreement from your Company to Pay for all training and assessment costs that you currently do not meet.
3. Improvement to progression and work allocation issues.

Our union are available for talks at the earliest possible time should you wish to discuss these matters further.

Many thanks,

A handwritten signature in blue ink, appearing to be the initials 'PJ' followed by a stylized flourish.