



10 DOWNING STREET

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Dear Peter

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I think the reference in this paper to the possibility of a management ballot needs to be made a little more precise.

What we need to establish, if there is any chance at all of a management ballot proving helpful, is

- (a) whether it can be conducted quickly, which probably means by the water authorities themselves rather than by the ERS, perhaps with the count being witnessed by union representatives;
- (b) whether it would be feasible to conduct a management ballot in selected water authorities only, rather than in the water industry as a whole - so as to build up the case for a return to work on the basis of the least militant regions; and
- (c) how a favourable outcome to a management ballot (whatever that might be) could be used to lead to a return to work.

I hope these questions, as well as those already in the paper, can be addressed reasonably quickly.

I am sending copies of this letter to Douglas Smith and John Gunn.

John Vereker

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