



BL Limited

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ES/11

with compliments

J. McKay

Director Corporate Communications

The ELECTORAL REFORM SOCIETY

of Great Britain and Ireland

(Ballot Services Department)

6 Chancel Street

London SE1 0UX

Your ref:

Our ref:

Telephones: 01-928 9407
01-928 4366

The Chairman,
BL Limited,
41 - 46 Piccadilly,
London SW1.

31st October 1979

Dear Sir,

Secret Ballot on the Company's proposals for the recovery
of BL

Your Corporate Communications Director has informed me that the
number of ballot papers issued was:-

151,557.

As the total number posted back to me here was:-

121,679

I have to report a participation of almost exactly 80%.

Of the 121,679 papers received, 76 could not be assessed as 'YES'
or 'NO', and were therefore invalid.

The 121,603 valid papers were divided:-

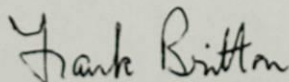
'YES'	106,062 (87.22%)
'NO'	15,541 (12.78%)

The 76 invalid papers may be classified:-

Completely blank	20
Spoilt	17
Word "abstain" written	6
'X' against <u>both</u> questions	33
TOTAL	76

The 'NO' vote amounts to very slightly over 10% of those entitled
to vote.

Yours faithfully,



F.S. Britton,
Controller of Ballot Services.

Limited by Guarantee

Registered in England No. 958404 Registered office 6 Chancel Street, London SE1 0UX

VISITORS CHANCEL STREET is approached from NICHOLSON STREET which will be found towards the north end of BLACKFRIARS ROAD.

It's
important
you read this

To BL Employees from the
Chairman, Michael Edwardes

2 November 1979

THE BALLOT RESULT — WHAT HAPPENS NOW?

YES	106,062
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NO	15,541
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Majority in favour of BL's recovery plan 87.2%

(FULL DETAILS IN THE ENCLOSED LETTER FROM THE ELECTORAL REFORM SOCIETY)

The result of the ballot was announced yesterday and posted in plants throughout the company.

In writing to you all now, I would like first of all to thank those who voted in support of the recovery plan. Those who voted against the plan **MUST** now accept the clear and decisive view of the majority.

We must now forget our differences and together work to put BL firmly on a recovery path.

Of itself the ballot solves no problems. None of the problems which was spelt out in the letters with the ballot form has changed — and neither have the actions the company must take to overcome those problems.

But the ballot result is a very encouraging first step forward.

Where We Go From Here

The BL Board is encouraged by the overwhelming employee support for the recovery plan and will now seek from the Government the further funds that are needed to speed up the model programme, to press on with the modernisation of plants, and to pay for the restructuring programme.

In doing so, the Board will need to stress to Government that the company is still in a recovery phase. Progress towards that recovery has been seriously hindered this year by a number of events particularly the national Road Haulage strike and the recent national engineering strike. Because of these disputes and other factors, the Board is conscious that BL is not yet in a position to show positive evidence to the Government that we can deliver the plan.

The Company must demonstrate from now on that it can reach the required level of performance.

We Must Work Together

The positive attitude expressed by employees voting privately at home has to be quickly translated into a new sense of collective responsibility at work otherwise the ballot and what it means will have been a waste of time and effort.

To agree individually that productivity must be improved and then to resist it collectively, or to vote for continuous production and then to become involved in wildcat strikes would mean that we can never achieve the plan. The company would not deserve to survive.

Now that a big majority of employees has voted to support the recovery plan it is up to each and every one of us to work for the survival of BL and by our actions show there is no further interest in obstruction, disruption or inefficiency.

When the Executive Council of the Confederation of Shipbuilding and Engineering Unions recommended a 'YES' vote, they told us that there were certain points in the plan which they would wish to discuss with us. This we understand. There are a number of matters which we in turn wish to raise with the CSEU, not least of which is how we can ensure in future that we receive the genuine views and reactions of employees on matters which concern them personally.

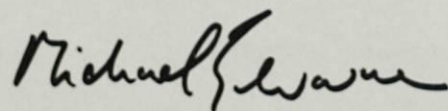
I am glad to say that a suggestion to the CSEU that a working group of national union officials and BL senior management should be set up to deal with these matters, has met with a favourable initial response from CSEU officers.

Show We Mean Business

Finally, I must stress that unless the total funds we need are made available when we need them, BL cannot achieve the recovery plan and long-term viability.

If the Government is to give broad approval to the 1980-84 Corporate Plan and provide the funds needed for 1980, they will only do so if they can be convinced that our future performance will be far better than anything we have achieved so far.

It is by the behaviour and performance of each and every one of us in the coming weeks and months that BL will be judged. We have voted 'YES': we have given our word. But, it will be our actions that will count.



Michael Edwardes
Chairman

2 November 1979