

To:

Leader of the London Borough of Bromley Cllr Colin Smith Colin.Smith@bromley.gov.uk

Chief Executive Ade Adetosoye CBE Ade.AdetosoyeCE@bromley.gov.uk

Date: 5.11.2025

Dear Cllr Smith and Mr Adetosoye,

Bromley APCOA Parking Service – Potential Revenue Losses

On the 10th November GMB members working for APCOA will begin an ongoing work to rule, which could result in a significant loss of income for the council.

This is due to the failure of the company to deliver a pay award that our members can accept. As you know Civil Enforcement Officers carry out a vital public service keeping the roads clear across Bromley.

Their job is a tough one. Not only are they out in all weathers and at all times of the day and night. They often encounter verbal abuse and on occasion physical assault.

It is a hard job but the service they provide is also a large revenue raiser for the council which is no doubt of huge importance at a time of limited local government budgets.

Earlier this year GMB submitted a pay claim on behalf of our members. The members currently earn minimum wage (£12.21 per hour) and our claim was for £17 per hour. The claim was justified on the basis that people doing the same work in other London Boroughs are paid significantly more. As you know living in and around Bromley is expensive members need a significant rise to meet the rising cost of living.

The members were due a pay award in April 2025 and so far APCOA have refused to agree to backdate any pay award to that date.

Although we have been engaged in talks the most recent offer (£13 per hour) falls short of what our members need to survive in South East London. This amount still falls short of the current London Living Wage which is currently £14.80.

Due to the lack of progress on the pay award GMB has now given the company notice that from the 10th November our members will carry out a work to rule.

The action means Civil Enforcement Officers will:

- Perform only their contractual duties (no voluntary or discretionary tasks)
- Not issue Penalty Charge Notices (PCNs) beyond what is strictly required
- Decline non-contractual overtime or extra duties

The work to rule is for an ongoing period.

From our experience of similar disputes, it is likely that the number of PCNs issued will reduce. This will of course have the potential to reduce the council's income. It is important that the council uses its leverage as per the contract with APCOA to ensure that the company are held responsible for this reduced income.

As the contracting authority we would like to ask you to take the following action in support of both our members and protecting public funds:

1. Apply pressure to APCOA as your contractor to resolve this pay dispute as a matter of urgency, with a pay offer which is acceptable to our members
2. Ensure that from the 10th November the Council has put in place penalties for APCOA for their failure to deliver the contract and the impact this action will have on council income

We would be very keen to meet with you to discuss the dispute and how we think it can be resolved. Pressure from Bromley Council in our experience can help to get these disputes resolved more quickly.

If you can update me and confirm your intentions to implement any penalties in the contract to protect public money I would appreciate it.

Yours Sincerely

Craig Prickett

GMB Organiser

cc.

Director of Environment and Public Protection Dan Jones Dan.jones@bromley.gov.uk