



JB/PG/AH

20<sup>th</sup> October 2021

Dear Colleague

**Re: Serco Wandsworth pay ballot**

I can confirm to you that this morning's pay ballot has generated a clear majority to reject the 1.75% pay offer. I must say, to have accepted this offer would have left you all with a significant pay cut in salary and pensionable earnings that you would more than likely never have recovered from. Whilst there are no guarantees that there will be an increase in the basic rate by taking strike action, sitting there and doing nothing is clearly not an option!

**Next steps**

1. I will inform the Serco Senior Management Team of the outcome.
2. I have to notify our Regional Secretary and Committee, providing today's outcome and seek permission for a full industrial action ballot to be gained. This takes a week to have in place, if approved.
3. I have already cleansed our data to ensure accurate details are in place, so compliant with the law so that any challenges can be met.
4. I will have in place a hardship fund and will request that your Wandsworth Branch increases it.
5. I have to lodge a dispute with Serco Directors and Acas as part of our agreement. There is no time limitation on this but five days would be reasonable to hold a further meeting with them.
6. If a ballot is approved by the Committee, I have to serve notice to Serco, providing them with seven days' notice of a formal ballot which will be sent to the home address we hold for you on our membership system. This comes from a company called Civica.
7. Any times and dates will be notified to you, along with the next steps guide.
8. It is vital that non-members are asked to join GMB; they could also be balloted and would have a say.

If you know of any non-members, please see either Frederick or Norbert, as they have joining forms. Non-members can also join online at [www.gmb.org.uk](http://www.gmb.org.uk).

Yours fraternally

A handwritten signature in black ink that reads 'Paul Grafton'.

Paul Grafton  
Membership Development Officer