



JB/PG/AH

12th October 2021

Dear Colleague

You will be aware that SERCO has now offered a driver package above and beyond the pay offer of 1.75%. I am fully aware that energy prices are escalating and each inflation measuring tool used in the UK is also climbing. I have already sent you the figures below but, for clarity, I have included them again. It doesn't take much to work out that 1.75% is, in real terms, a pay cut. I would also say that the drivers' offer towards everyone is not a contractual right, could be increased, reduced or removed completely and with no redress. It is also not a consolidated amount. This means that your base salary does not increase. Effectively, it works the same way as a bonus on top of your salary; the goal posts can be moved at any time, so you need to be mindful when you vote.

RPI: 4.8% (up from 3.8% in July)

CPI: 3.2% (up from 2% in July)

CPIH: 3% (up from 2.1% in July)

As this is a change from the original full and final pay offer, I am required to ballot you again. I will do this on Wednesday 20th October 2021 at 5.30am, using a formal locked ballot box.

I have asked senior management to ensure that all drivers and loaders are present.

NEXT STEPS

If the ballot is rejected again, it would mean formally balloting you all via an independent adjudicator, posted directly to your home address. It would take a week to set up permissions, a 7 day notice to the employer, then a two week balloting process via the postal service. If the outcome is sufficient, then a 14 day notice would be served on the employer. I would update you as we go forward.

If the turnout is poor (members not voting), the ballot fails or If the strength of membership is poor at the point of the first 7 day notice, it takes the strength of the ballot away.

What you need to do if you are intending to reject the offer

1. All of you need to ensure that your drivers and loaders attend the meeting on 20th October and, if they are not members, get them to join on the day. They can join online here; www.gmb.org.uk
2. Please don't reply to text messages that we send out, as they can get lost; please speak to your Rep instead.
3. Please don't unsubscribe to texts or emails as, when you do this, we cannot make contact with you.
4. I will need to check your email address/home address/mobile number/ on 20th October. This takes a little time, so please be patient.
5. Your Branch does pay a hardship fund if a workplace undertakes industrial action; more on this later, if required.

On a separate note, Norbert has come forward as he would like to stand as a Rep. I will ask to see a show of hands for his election on 20th October. If anyone else wishes to stand, please let me know.

Yours fraternally

A handwritten signature in cursive script that reads "Paul Grafton".

Paul Grafton
Membership Development Officer