



JB/PG/AH

17th November 2022

Dear Colleague

Re: Serco Wandsworth pay review 2022/2023

You will all be aware that the Wandsworth pay review was due to take place in September. I can confirm that we have continually pushed the Senior Management Team to set up a meeting to discuss your pay and will keep pressing to ensure that it takes place.

You may be aware that Serco Richmond went on strike a few weeks ago, with nearly 98% of staff who are GMB members walking out on strike after the full and final pay offer was rejected on the morning of the first strike day. There was a huge turn round from senior management and a further significant reviewed offer placed on the table because so many staff are GMB members. Drivers received an increase of 15.4% and Loaders on 12.8% and a one year deal. Whilst the Richmond Loaders are still paid less than the Wandsworth Loaders, it shows what can be achieved when all members stand together. Richmond's pay is due to be reviewed again this April. Drivers are now paid £16.10 and Loaders £12.25. Richmond members are subject to Outer London Weighting, Wandsworth are Inner London Weighting.

The continual delays in arranging a meeting to discuss pay is becoming frustrating, to say the least. This could very easily be seen as a deliberate delay, so that you accept a poor offer close to Christmas.

I will keep you updated as we move forward. If needs be, I will issue a dispute notice and seek permission for an industrial ballot should Serco keep delaying the process.

Yours fraternally

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

Paul Grafton
Membership Development Officer