



Serco Pay Claim 2026/27

Dear Sam Dalton,

Please see below the pay claim for 2026/27. The rationale for this claim is as follows.

Since the introduction of fortnightly collections, the reduction of workforce and the changes to working practices, the workforce feel that demands on them have increased and they are having to work a lot harder.

6% pay award would offer workers a real term pay increase, inflation fell slightly to 3.8% RPI. Items like Vehicle tax & insurance increased to 14.3% Mobile phone contracts. Rent all tend to increase by an RPI percentage. We also note that last year's pay award was 0.2% less than the NJC uplift in your contract.

Our claim for 5 days additional annual leave after 5 years' service for all is to start working towards parity between contracts, the same applies for an enhancement to occupational sick pay.

Standby enhancements have not been increased for some time and we believe that this should be included in any pay negotiations.

CPC training and overtime - CPC is a legal requirement for drivers to be able to carry out their role, The Joint Unions believe that this would be classed as mandatory training. There could be legal ramifications if an employee did not complete CPC Training. For this reason, it would be in the organisations best interest to ensure that the CPC course and hours that employees are expected to undertake training are paid for by Serco. This is an industry standard, Biffa and Veolia both pay for the CPC courses and training.

HRC have not had an increase in shift allowance for over 10 year.
6% for increase for DBL loaders.

The pay claim from the three joint trade unions at Serco Sandwell is for:-

- 6% on all pay points
- 5 Days additional annual leave after 5 years' service for all staff.
- An increase to the sick pay entitlement 8 weeks full pay and 8 weeks half pay.
- Stand-By payments to be increased to £30 for Monday's to Friday and an increase to £60 Saturday/Sunday.
- CPC training completed as overtime.
- An increase to HRC Shift Allowance to £50 per week and index linked for future years.
- An 6% increase for the DBL loaders.

We look forward to negotiating on this claim in line with the National Framework Agreement.

Regards

Tony Barnsley
Branch Secretary
UNISON

Delcan Downes
Regional Organiser
GMB

Matt Law
Convenor
Unite the Union