



JB/SF/AH

Maria Cicero-Scott  
People Director  
GLF Schools  
Picquets Way  
Banstead  
Surrey  
SM7 1AG

**VIA EMAIL ONLY**

14<sup>th</sup> December 2022

Dear Maria

**Re: Pay 2022/2023**

Thank you for facilitating our visits to GLF schools, to consult with our members overpay for 2022/2023, and our meeting over Teams on Monday 5<sup>th</sup> December 2022.

As promised, now that we have completed all our school visits, I am writing to you with the feedback from members and some specific 'asks' in relation to the current cost of living crisis.

I know that GLF are aware of the current pressures on our members and will be aware that inflation figures published today place CPI at 10.7% and RPI (our preferred inflation indicator) at 14%. Our school support staff membership is facing real hardship through this crisis, which I have not personally witnessed in my twenty-five years as an Officer in the Trade Union movement.

Therefore, we are not surprised that a majority of our members (68%) surveyed have recorded a dissatisfaction/rejection with the current pay offers for Associate Staff and those colleagues who transferred to GLF schools from Surrey County Council. It is for this reason that I would ask you and the Trustees to consider the below:

- Backdating the GLF Associate Staff pay award to 1<sup>st</sup> April 2022 (rather than 1<sup>st</sup> September 2022)
- Agreeing to pay an extra day's leave (which will be paid to Support Staff under the NJC Agreement in April 2023)
- Considering a one-off payment for all Associate Staff in January 2023 pay (to reflect the increased costs in festive spending and energy costs)

You mentioned at our recent meeting that GLF may also consider entering into discussions about the longer term remuneration of Associate Staff, which GMB would be fully committed to exploring with you.

GMB, BRITAIN'S GENERAL UNION

Regional Secretary: **Justin Bowden** General Secretary: **Gary Smith**  
COOPER HOUSE, 205 HOOK ROAD, CHESSINGTON, SURREY KT9 1EA  
TEL: 020 8397 8881 FAX: 020 8397 1588  
Email: [info@gmb.org.uk](mailto:info@gmb.org.uk) Website: [gmb-southern.org.uk](http://gmb-southern.org.uk)

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**0300 333 0303**  
[www.unionline.co.uk](http://www.unionline.co.uk)

I have separately raised the issue of level of London Weighting paid to Associate Staff at Chestnut School in Croydon at our meeting on 5<sup>th</sup> December 2022, which I would also be grateful for your response to.

I would be happy to meet with you and GLF colleagues to discuss these matters further, prior to the festive break.

I look forward to hearing from you.

Regards

A handwritten signature in black ink, appearing to read 'Stuart Fegan', written over a light grey rectangular background.

Stuart Fegan  
Senior Organiser