

Keith Chandler  
Chief Finance and Resources Officer  
Surrey Choices

**Private and Confidential**

Stuart Fegan  
Senior Organiser  
On behalf of GMB  
March 2024

Dear Stuart,

**Surrey Choices 2024 Pay Award Offer**

On behalf of Surrey Choices, having now received confirmation from Surrey County Council in regard to the inflationary uplift that they will be awarding on our contract from 1<sup>st</sup> April 2024 (5.3%), we are in a position to advise you of our pay offer.

You will be pleased to hear that Surrey Choices is now committed to being a Real Living Wage employer, as defined by the Real Living Wage Foundation, and we are in the process of applying for formal accreditation.

Therefore, as has been the case over the past 2 years, the pay award that we are proposing is weighted towards the lowest paid in the organisation.

Working on the above principles, the Surrey Choices offer from 1<sup>st</sup> April 2024 ensures that the lowest paid staff will receive an uplift in line with the Real Living Wage at £1.10 per hour (a 10% increase). Additionally, no staff, unless specifically requested by them, will receive less than £12 per hour.

In order to afford such a high increase, we have:

- Eliminated the lowest pay point of the Community Support Worker Scale, reducing the increment points from 3 to 2.
- In line with our pay policy, which recognises the imbalance of those staff on Ex Surrey County Council contracts with enhanced terms, this group will receive a 41p per hour uplift.
- All other staff will receive an 81p per hour uplift (£1580 per annum pro rata).
- Overall this proposed will cost Surrey Choices 6.1%, and no other changes to terms and conditions are affordable.

Surrey Choices benchmarks its terms and conditions on an annual basis with the rest of the care sector, and they remain very favourable. The focus on the lowest paid has

resulted in a cumulative uplift of 35% from 2021, for those on the lowest pay points. This group includes Assistant Community Support Workers, Community Support Workers, Drivers, Passenger Assistants, and Assistant Administrators and makes up approximately 32% of the work force.

In summary, we consider this offer as fair and affordable, ensuring Surrey Choices' ongoing financial stability and making best use of its resources, and would encourage the GMB to promote the offer to its members.

I look forward to hearing from you in due course.

Yours sincerely



Keith Chandler  
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