



SERCO  
CEO Christopher Hayman

Discovery House  
18 Bartley Wood Business Park  
Bartley Way,  
Hook  
Hampshire, RG27 9XA  
United Kingdom.

Ref : JWG/vva

Brussels, 26 August 2013

Dear Sir, dear Mr. Christopher Hayman,

We have been informed of the dispute you have with members of GMB, one of our member organisations. Serco will be dismissing close to 100 ex-Ghurka soldiers involved in training army recruits, 6 September 2013. The company want to hire them back on lesser pay and conditions and zero-hours contracts, or force subcontractors to do this.

The workers have voted nearly unanimously for strike action, foreseen for 29<sup>th</sup> and 30<sup>th</sup> August and again for 4<sup>th</sup> September following the break down of negotiations on 19<sup>th</sup> August..

EPSU, the European Federation of Public Service Unions, representing 8 million workers in the public and private sector, in all areas of local, regional and national government, in health and in social services and in utilities including waste, supports the Ghurka workers and their union in their demands. Serco should offer proper employment contracts to the employees, rather than such precarious ones which make it very hard for workers and their families to have a secure futures. The job losses will be hitting the communities hard.

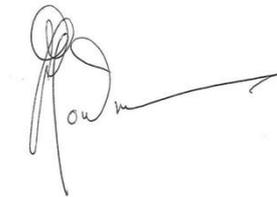
We are very concerned that you put the maximization of profit before the interest of companies. Precarious jobs and zero-hour contracts are also in contradiction to the Corporate Social Responsibility principles of the company in which you claim that workers are the companies greatest asset. The policy pursued with the ex-Ghurka workers undermines the credibility of your CSR policy towards employees and their communities.

We ask you

- Not to dismiss the workers concerned
- To honour the contract and
- To return to the bargaining table offering secure and decent employment contracts to the workers concerned.

EPSU will inform its affiliated unions and continues to monitor the dispute to consider with our members organizing workers in many public services across the UK, in the EU and its institutions and further how to react might the dispute continue.

Yours sincerely,

A handwritten signature in black ink, consisting of a stylized initial 'JW' followed by a horizontal line that ends in an arrowhead pointing to the right.

Jan Willem Goudriaan  
EPSU Deputy General Secretary