



Date: 17 March 2009

**To: All Clerical and Merged Branches
(with Members in Steria)**

Dear Colleague

Steria Pay 2009 - Offer Withdrawn

Information issued on the 16 March 2009 reported on the ongoing negotiations with Steria in relation to the 1 April 2009 pay for CWU represented grades.

As reported we had been due to hold a conference call on Friday, 13 March when it was anticipated we could have reached agreement on the 2009 pay deal. As reported that was cancelled by management and late yesterday a further call was arranged for today.

At a previous meeting Steria tabled a **2.15%** offer which we were hopeful would have possibly increased even though marginally.

On the call today all of the Unions were advised that the Steria Operating Board had met on Friday and considered its position on pay 2009. It has determined that with the uncertainty regarding business prospects going forward with the first quarter results off target and the second quarter unlikely to make up the lost ground it could no longer sustain its position on pay and was withdrawing the offer and instead proposing a **0%** position on 1 April but with the hope that the position would be reviewed on 1 July 2009.

All of the Unions expressed anger and disappointment at the shambolic way in which the company has handled the matter.

Senior managers are being briefed as I write this LtB and hence the need for this urgent briefing to branches as the message to the workforce will be transmitted at 5:30pm today.

The Unions are now considering their response to this situation and I will of course advise Branches of developments.

Any queries should be addressed to Dave Johnson, Assistant Secretary, at djohnson@cwu.org.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Dave Johnson', is written in a cursive style.

Dave Johnson
Assistant Secretary