

## **Appendix 3**

### **PAY AWARD 2026/2027**

Daniel Charles Mouawad  
Chief Executive  
**Spelthorne Borough Council**

Spelthorne Branch Executive and Deputy Branch executive.  
**SCC UNISON Branch**

05 December 2025

Dear Daniel,

On behalf of the branch executive, I would like to thank you as the Chief Executive of Spelthorne Borough Council, your management team and HR for our recent negotiations concerning the next staff pay award.

We recognise that as a local borough council SBC is constantly having to balance its finances to provide its statutory obligations and help support all the discretionary services that it has committed to. Conscious that all staff including UNISON members help deliver these services we try to make reasonable claims on behalf of all staff when considering pay and conditions within the wider 'cost of living' crises.

That we have constantly tried to reclaim the pay disparity created by successive governments in their drive to cut costs, our claims have often seemed excessive, but we believe that the wider financial crisis has degraded our pay unnecessarily, especially when we serve the wider community and should be considered vital to society. We do however recognise that affordability generally dictates the salaries and pension contributions that SBC can make, especially when set against future costs.

It is uncertain how much longer we will have the ability to negotiate locally, and it is recognised that future negotiation may take a form that we are unfamiliar with. But we would like to thank you for all your efforts to treat staff as fairly as you have and thank you also for your recognition of UNISON as the chief representative of staff.

Under the terms of the existing collective bargaining agreement between the current Management of Spelthorne Borough Council and the current UNISON branch executive, who are authorised to make this claim, negotiate and then agree the current pay claim on behalf of its union members, I confirm that the UNISON branch executive agree the terms and conditions of the latest pay offer for the period 1<sup>st</sup> April 2026 to 1<sup>st</sup> April 2027, and which will be set as a consolidated 4% pay increase across the board. Thank you.

Kind regards,

Graham Clarke and Stuart Duguid  
UNISON Surrey County Council, Spelthorne Branch