



Paul Grafton
GMB Officer
Via email

Lara White
Account Director
Surrey Account
Surrey

16th June 2022

Dear Paul

Amey Pay and Benefits 2022 – Pay offer for the Collective Bargaining group

Further to our recent meetings on the 19th of April 2022, 19th May 2022, and my letter of 24th May 2022, I am writing to confirm Amey's position regarding the pay talks for 2022. I thought it would also be useful to confirm our position, where we have met your requests so far, and clarify a couple of issues, for the avoidance of doubt.

Point 1 - Your proposal

I confirm the pay proposal we received from you on 15th March 2022 requested the following:

1. **A one-year deal only. Should RPI increase above 10%, we would have the right to return to the table.**
2. **Loaders and Sweepers to increase their basic rate of pay to £13.00 per hour.**
3. **LGV Drivers to increase to £14.00 per hour.**
4. **HGV Drivers to increase to £15.00 per hour.**
5. **The Drivers' retention payments should now become contractual.**
6. **One extra day's annual leave.**
7. **Supervisors, workshop and support staff to have an increase of 10% to the basic rate of pay.**

Point 2 – Amey's response to this proposal

1. **A one-year deal only; should RPI increase above 10%, we would have the right to return to the table.**

We have agreed a 1-year deal only and would agree to start pay discussions for April 2023 from December 2022 to ensure time for full discussions and any pay award to be implemented from 1st April 2023.

2. **Loaders and Sweepers to increase their basic rate of pay to £13.00 per hour.**

We are unable to meet this increase of 27.3% and have proposed a Real Living Wage increase of 4.21% to take the hourly rate to £10.55 per hour. This is a strong offer given current market conditions and rates being offered locally for this skill set, especially when considered alongside the many enhancements we have made to Amey terms and conditions over the last 2 years.

3. **LGV Drivers to increase to £14.00 per hour.**

We are unable to meet this increase of 23.6% and have proposed a Real Living Wage increase of 4.21% to take the hourly rate to £11.80 per hour. This is a strong offer given current market conditions and rates being offered locally for this skill set, especially when considered alongside the many enhancements we have made to Amey terms and conditions over the last 2 years.

4. **HGV Drivers to increase to £15.00 per hour.**

We have exceeded this request and our letter of 24th May 2022 offered £15.75 per hour for Drivers in recognition of the high demand for HGV2 drivers in the UK market at the moment, especially when considered alongside the many enhancements we have made to Amey terms and conditions over the last 2 years.

5. **The Drivers' retention payments should now become contractual.**

Amey response – we have exceeded this request incorporating both temporary retention and temporary market rate supplements into the £15.75 per hour agreed for HGV2 drivers in 4 above.

6. **One extra day's annual leave.**

We have agreed this request with the implementation of a paid Personal Day each year.

7. **Supervisors, workshop and support staff to have an increase of 10% to the basic rate of pay.**

This group of employees (approximately 38 people) are outside the Collective Bargaining agreement and have been for several years, as you have been informed previously by Nicola Blake.

When considering our offer, we would encourage you to consider the enhancements we have made to Amey terms and conditions over the last 2 years:

- **Company sick pay** for those employees previously on SSP, sick pay increased to 4 week full pay and 4 weeks half pay, as a minimum benefit
- A **death in service benefit** of 2 x salary or £40K pa whichever is the lower was introduced for all employees
- **Annual holiday leave** was increased to 24 days per year plus 8 public/bank holidays
- Non-contractual **paid personal day** for frontline employee to use in an emergency or to attend medical, dental or personal appointments etc.

We would also want to emphasise, that we have made HGV2 training available to all employees who wish to progress their careers and pay in driver roles.

We have arranged weekly meetings with you to ensure we have an opportunity each week to review both the GMB's requirements and the Amey proposal, to achieve the ultimate goal of an acceptable outcome for Amey and your members.

You will understand that we will continue to communicate with our employees directly throughout the dispute, but we will not position any offer with them which we have not shared with you. Would you please confirm that you have shared the revised offer dated 24th May 2022 with your members as you committed to do?



Please be assured that there we are not encouraging employees to leave the union, but you should be aware that employees are telling us that they want to cancel their GMB membership. We are not aware of the GMB process to do this, so we are directing them to the GMB Representatives/Office. You will understand that we have a duty to cancel check off arrangements, if employees ask us to do so.

Employees who are not union members and who will not, therefore, be included in your ballot are telling us that they want to accept the pay offer. We have informed them that they are covered by the Collective Bargaining arrangements and that they should express their views to you in writing, copying us in.

We have arranged weekly meetings with you to ensure we have an opportunity each week to review both the GMB's requirements and the Amey proposal, to achieve the ultimate goal of an acceptable outcome for Amey and your members. We note your refusal to attend meetings but ask that you reconsider in the interests of your members.

I look forward to hearing from you in due course.

Kind regards

A handwritten signature in black ink, appearing to read "Lara White".

LARA WHITE
ACCOUNT DIRECTOR

Email: lara.white@amey.co.uk