



JB/PG/AH

1st November 2022

Dear Colleague

Re: Biffa Bourne Mill pay claim 2022/2023

Please see overview of pay talks at Acas last Thursday and where we are now below.

Biffa HR Director and HR Business partner attended a local hotel with me and your GMB Representative, Alan Ford. After talks all day that ended around 6.00pm, Biffa came up with an offer that both Alan and I thought was a complete joke.

Essentially, all staff to be offered a two year deal, year one was the same deal you had already rejected and year two being brought forward to October 2022 instead of April 2023.

Year one

1. HGV £14.50, retention bonus stopped in October.
2. Non LGV and Loaders £10.80.
3. Street cleansing in towns £10.15.

Year two

1. HGV drivers moving to £15.57; the loss of the Driver's retention bonus.
2. Non LGV drivers and Loaders moving to £11.76.
3. Street cleansing in towns £11.06.

This offer has still not been confirmed in writing, so is not valid until such time as it has been confirmed.

The downside of the offer is simple; HGV Drivers to lose £2,500 retention payments and will be one year behind Biffa's competitors, in relation to their negotiated pay awards and again will be a further £3,500 a year behind the competitors' hourly rate.

The Drivers, Loaders and Sweepers will also be a year behind the competitors and at least £1,100 a year behind on the hourly rates.

Back pay to April declined; this means that all staff and members will effectively be paying for their own pay rise.

Please bear in mind that we believe that Biffa's competitors are not particularly well paid, so what does this say about Biffa?

Unless you hear from me about a revised offer or ballot, the strike goes ahead as planned this Thursday from 6.00am. Remember to bring warm clothing, an umbrella and a chair!

Don't forget that you will need to sign in and out to be able to claim from the hardship fund. You will also need to bring your bank details for the claim form on the Friday; payment will be made the following week, directly into bank accounts.

Yours fraternally

A handwritten signature in cursive script that reads "Paul Grafton".

Paul Grafton
Membership Development Officer