



JB/PG/AH

Ms Dannielle Wright
Principal Operations Manager
Surrey – JWS
Waste Collections
Amey depot
Monument Way East
Woking
Surrey
GU21 5LY

25th April 2023

Dear Dannielle

Re: Amey pay claim 2023/2024

Thank you for your letter sent on 24th April 2023, which I'm aware also went to staff, as well as your email dated 25th April 2023.

I would like some clarity on its content please, hence the questions below:

1. Who have you given an uplift in pay to and by what amount, bearing in mind that RPI is now at 13.5% and increasing? Your letter was sent out to all staff, suggesting that you have given everyone a pay lift.
2. You mention performance, so please could I have the performance targets, policy and how staff are supposed to achieve this and what measures are in place to support staff achieving these targets? GMB has not agreed to any performance related schemes.
3. Re Benchmarking for Drivers and Loaders, please supply me with this information as I have already informed you of other contractors who are paying significantly more for the same role. I am also aware that there are some supermarkets who also pay more.
4. Please could you send me a gender and ethnicity breakdown by job role and rate of pay, as this concerns me deeply as your letter is suggesting that there is a pay gap between males/females and ethnicity?

During our meetings, I have also raised my concerns about the delays in pay uplifts. Our pay claim was sent to Amey in early March 2023, well in time for the April pay review date of 1st April.

Yours sincerely

A handwritten signature in black ink that reads 'Paul Grafton'.

Paul Grafton
Membership Development Officer

Cc: GMB members

GMB, BRITAIN'S GENERAL UNION

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