



JB/PG/AH

Mr Jason Armitage  
Senior Business Manager  
Biffa  
Bourne Mill depot  
Guildford Road  
Farnham  
Surrey  
GU9 9PS

18<sup>th</sup> October 2022

Dear Jason

**Re: Biffa Bourne Mill pay claim 2022/2023 – industrial action ballot**

It has now been some two weeks since I provided you and Biffa with the outcome of the ballot that took place. I was rather hoping that there would be a further offer from Biffa, in order to avoid industrial action. Sadly, we have heard nothing from you.

It is now my intention to serve the legally required 14 day notice to induce our members to undertake strike action. The dates will be included within the letter.

For reference, re other contractors, HGV are now exceeding £16.10 per hour and Loaders/Cleansing £12.25 per hour; Biffa is way short of this and, I believe, is the lowest paid contract if not in the country, most certainly in the South of England.

Yours sincerely

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

Paul Grafton  
Membership Development Officer

Cc: Mr Fabrice Bouchon, Regional General Manager, Biffa  
GMB members