



JB/PG/AH

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

15th March 2022

Dear Jason

Re: Biffa Bourne Mill pay survey and claim 2022/2023

I would like to feedback on our survey for this year; apologies for the slow response but some of the members who did not attend the pay survey meeting requested a postal survey.

Pay rates: 100% of our members said that they were unhappy.

Job security: 82% of our members said that they were happy, 6% said that they were very happy and 3% said that they were unhappy.

Weekend/overtime pay: 92% of our members said that they were unhappy and 8% said that they were happy.

Bank Holiday rates: 75% of our members said that they were unhappy and 25% said that they were happy.

Career/promotion prospects: 90% of our members said that they were happy and 10% said that they were unhappy.

Workload: 100% of our members said that they were very unhappy.

Training and Development: 80% of our members said that they were unhappy and 20% said that they were happy.

Staffing levels: 100% of our members said that they were unhappy.

Annual leave entitlement: 100% of our members said that they were unhappy.

I can confirm interest rates, specifically RPI at 7.9%, the 1.5% increase of National Insurance on 1st April, the significant energy increase and most companies have tripled their monthly bill with confirmation there will be a further rise in October. The cost of fuel for vehicles and the general increases we are seeing was discussed extensively. As a result, our members have asked that the following claim be submitted:

Claim

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.

I look forward to meeting with you shortly.

Yours sincerely



Paul Grafton
Membership Development Officer

Cc: GMB members