



JB/PG/AH

Mr Mark Shaw
Client Account Manager – Wandsworth
NSL Ltd
Unit 4
Rufus Business Centre
Ravensbury Terrace
London
SW18 4RL

20th December 2021

Dear Mark

Re: NSL Wandsworth pay claim 2022/2023

We are aware that CEOs in Wandsworth currently earn less than a Refuse Waste Loader in the same Borough and this needs to be addressed, as do the Supervisory rates. The information below does look like a significant percentage increase, however, these rates are not excessive for the market place. If the CEO/radio room staff jobs were currently in-house, the expectation is that they would be on approximately £17 to £19 per hour, plus the additional benefits, the supervisors would be on considerably more. You will also note that RPI has now exceeded 7% and will continue to climb as will the Bank of interest base rates, this was confirmed last week.

Our members are not looking for multi year deals this year and would also be looking for a caveat tied into the interest rates to ensure future proof earnings.

- All CEOs and Radio Room staff should not be earning less than £13.02 per hour as the basic rate of pay or the equivalent of 20% uplift, depending on current earnings
- Bike allowances should be increased from £1.30 per hour to £1.50 per hour
- Cycle allowances should be increased from 50p per hour to 75p per hour
- Directly deployed CEOs lose out consistently, as they have to purchase lunch each day and water, as they are unable to carry food. They should receive an allowance of £8 per day and the £20 per month be removed.
- Supervisors' basic rate of pay is no longer in line with managerial rates and are heavily reliant on a higher rider's rate, to boost their basic wage. They should be earning a minimum of £16 per hour, plus a rider's allowance equivalent to that of a Borough rider, i.e. £1.45 per hour. Should they find themselves no longer being able to ride a Bike they would suffer a substantial loss in salary for no fault of their own.
- Weekend allowance to be increased from £20 to £25 for any hours worked as a normal shift and double time introduced for the rate of overtime at weekends and time and a half during the week (Monday to Friday).
- Occupational sick pay to be increased to 60 days for all staff who have a year or more in service.

I look forward to hearing from you.

GMB, BRITAIN'S GENERAL UNION

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Yours sincerely

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

Paul Grafton
Membership Development Officer