



JB/PG/AH

Ms Melissa Langdon
People Partner
Stafford, Trafford, Kent and Surrey
Transport Infrastructure
Amey
IDH
20 Colmore Circus
Birmingham
West Midlands
B4 6AT

14th March 2023

Dear Melissa

Re: Amey Elmbridge, Surrey Heath and Woking pay claim 2023/2024

As you're aware, I have attended Elmbridge and Woking and sent pay surveys to Surrey Heath to receive feedback on the pay and working conditions on the three GMB contracts. Whilst not everyone chose to complete all feedback areas, below are the areas that were completed:

General feedback

1. When members were asked if they would like more annual leave, 61% said that they would like at least two days extra.
2. When members were asked if they have considered leaving their job in the last six months, 16% said 'yes' and the vast majority of these put the reasons as pay and stress.
3. When members were asked if recruiting and retaining staff was a problem, 72% said 'yes', citing too many agency workers.
4. When members were asked about the cost of living crisis, they were given several boxes to tick between 5% and 15%, in terms of percentage increase aspirations in order to make ends meet, or a line showing 'other'. 72% chose to write in the 'other' line and these percentages varied between 20% and 25%. The remainder chose to simply place a 'tick' and highlighted 15%, as a minimum. There were only four members who ticked 5% across all three contracts.

Waste comparators/benchmarking for year 2022/2023

Now that last year's pay reviews have been completed within GMB Southern Region, the figures below do not include bonuses or London Weighting for the highest earners within the Region:

Top HGV salary	£16.90 per hour
Top Loader/Sweeper salary	£13.32 per hour
Light Driver 3.5T to 7.5T salary	£14.80 per hour

GMB comparators' rationale for last year for contractors

It has become clear that, even if Amey applied a 15% uplift to the basic rate of pay for all staff for this year, Amey's rates of pay would still be lower than the highest earners for last year, bar that of HGV Drivers within the contractors within the South of England. I am aware that there are contractors who pay Sweepers the same rates of pay as Loaders. Similarly, there are some contractors who do not distinguish between 3.5T and 7.5T Drivers. Should a 20% pay increase be applied to all staff, it would put Amey staff just in front of the highest earners for last year. With those contractors currently being surveyed and pay reviews undertaken this April, it would mean that there would still be a gap between Amey and others. Consideration also needs to be given to paying an attendance bonus in an attempt to close that gap on top of an increase in the basic rate of pay to ensure that Amey keeps its valuable staff.

GMB members under Local Authority pay

The rates of pay if staff were still working under a Local Authority would place HGV Drivers in the region of £19.00 per hour, Light Drivers at £17.50 per hour, Loaders in the region of £15.50 per hour and Sweepers at £14.75 per hour. GMB is currently balloting Local Authorities for a full and final offer of £1,900.00 per year, across all grades. This places every contractor significantly behind Local Authority pay.

GMB claim for 2023/2024

- Two days extra annual leave, as of 1st April 2023, and applied to all staff.
- A 20% pay increase on the basic rate of pay and the same applied to any uplift on overtime or bonuses payable at the same rate of increase.

Whilst I appreciate that the claim appears high in percentage terms, the gap between contractors is becoming wider and we need to ensure that Amey is the preferred employer of choice. An attendance bonus should also be reviewed at our pay meeting on Thursday.

GMB will not be recommending multi-year deals due to the continual rise in the cost of living.

Yours sincerely



Paul Grafton
Membership Development Officer

Cc: Dannielle Wright, Amey, Principal Operations Manager, Surrey – JWS, Waste Collections
GMB Workplace Organisers and members