



JB/PG/AH

Mr Paul Chapman  
Contract Manager  
Veolia Environmental Services  
Municipal depot  
Chapel Mill Road  
Kingston upon Thames  
Surrey  
KT1 3GZ

14<sup>th</sup> March 2023

Dear Paul

**Re: Veolia Kingston upon Thames pay claim 2023/2024**

As you're aware, I have attended the Kingston depot to receive feedback on the pay and working conditions for our members. 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, 53% 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, 62% said 'yes', citing too many agency workers and poor training for new starters.
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'. Just over 80% 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.
5. When members were asked if there was anything else other than a pay increase that they would like submitted in the pay claim, 36% said that they should have a bonus in line with the dust. 23% said that the bonus scheme and Christmas bonus do not work. This needs to be revisited.

**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 Veolia applied a 15% uplift to the basic rate of pay for all staff for this year, Veolia's rates of pay would still be lower than the highest earners for last year within the South of England that I deal with. 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 Veolia staff still behind the highest earners for last year but would start to close the gap. I am also mindful of those contractors currently being surveyed and pay reviews undertaken this April, as it would mean that there would still be an even larger, significant gap between Veolia Kingston upon Thames and others.

Currently, it appears that Veolia are paying rates below other contractors by the following amounts:

HGV Drivers in the region of £4.00 per hour, based on 36 hours = £144 per week

Non-HGV Drivers in the region of £3.00 per hour, based on 36 hours = £108 per week

Loaders/Sweepers in the region of £2.50 per hour, based on 36 hours = £90 per week

### **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 1<sup>st</sup> 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.
- An inclusion for all grades of staff for Christmas bonuses. Whilst I am aware that staff undertake catch up after a Bank Holiday and work at Christmas, please confirm that staff are also given time off in lieu for those days worked.

Whilst I appreciate that the claim appears high in percentage terms, the gap between contractors is becoming wider and we need to ensure that Veolia is the preferred employer of choice.

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: GMB members