

Joint Communication

West Berkshire Stage 4 Pay Negotiations

12th October 2023

Following completion of thorough negotiations between representatives of Veolia management and the GMB - the ACAS facilitated negotiations have been positive and productive and based on feedback through your GMB Representatives, on 11th and 12th October, a final offer from Veolia has been reached as detailed below.

Hourly Rates

Veolia has considered your feedback on the last offer and the revised hourly rates proposed are as follows;

LGV Drivers and operative level employees will receive an additional £1 on their salary hourly rate and those in various site based operations roles and streets roles will receive the equivalent increased percentage to their hourly rate. See Appendix 1 for the breakdown.

All increases in hourly rates will now be backdated to 1st April 2023 and this backdated pay will be paid in November 2023, should the offer be accepted.

Christmas Catch up

- The 23rd December 2023 will now not be a required catch up day.
- The Christmas incentive payment will be £300 for those that work on each of the three catch-up days. In addition double time will continue to be paid for the hours worked on those days.
- Those who are unable to work all three days will be paid a pro-rata rate of £100 per day if there are exceptional * (see below) circumstances that prevent them from doing so.

Other items

In addition to the above, ACAS will be invited to facilitate meeting(s) where the GMB and Veolia will discuss and seek to reach agreements on the following:

- Your proposal to consider a 'loader down' payment as part of the 2024 pay negotiations, with a view to backdating any agreement in pay to 1st January 2024.

- Your request for wearing shorts during the summer months.
- *To define what exceptional circumstances will be considered for pro-rated payment of the Christmas incentive payment for the three required catch up days.
- To review and agree how communications can be improved between the Padworth office and employees.

These meetings will commence before the end of 2023, starting with the exceptional circumstances for the catch-up payments question.

You also raised concerns in relation to the frustrations that you have been experiencing in the morning with queuing outside at the hatch. This is something that was looked into yesterday and a memorandum resolving the issue has been sent out today.

Next Steps

The GMB will ballot members via electronic ballot closing on Monday 16th October 2023 to allow members to consider what the deal means to them. A suspension of the current industrial action will continue until after the results have been given to Veolia.

Veolia will be sending letters out to employees detailing this offer so that they can review the proposal.

Appendix 1

Job Role	Current Hourly Rate	Hourly rate from 1st April 2023
LGV Driver	£15.00	£16.00
7.5t Driver	£12.50	£13.33
Pickers (Ops)	£11.00	£12.00
Chargehand (Streets)	£15.00	£16.00
Plant Operative (Ops)	£12.41	£13.45
Driver 3.5t (Muni)	£11.37	£12.32
Operative (Muni)	£11.00	£12.00
HWRC Operative	£11.00	£12.00
Plant -FLT (Ops)	£11.66	£12.63
RORO Driver	£15.76	£16.70
Barrow Beats (Sts)	£13.70	£14.61
HWRC Team Leader	£12.04	£13.05
Team Leader (MRF/IVC)	£13.25	£14.36