



Dear Colleague

You will be aware that the recent workplace ballot was one of rejection by the membership in all three depots, Elmbridge, Surrey Heath and Woking in favour to head towards a dispute with Amey.

Most of your Reps and I met with Amey last week whereby they confirmed the offer would not be increased. With this in mind, we have no option but to head towards an industrial dispute and, potentially, strike action should it be voted for.

The offer put towards HGV Drivers has been painted as an increase in salary when, in fact, all they have done is consolidated the retention monies into the basic rate of pay, making it contractual. In real terms, the increase that drivers will see is the same 4.21% as everyone else gets.

For those drivers being offered just over the £15 per hour, interestingly, the other waste companies are also looking at driver retention payments being consolidated into the basic rate of pay, whilst there are jobs out there as class 2 with earnings up to £42k per year; Amey are still far short of where they need to be or they will start to lose drivers.

The offers put towards Loaders/Sweepers and LGV are also poor; in fact, you can earn more working in a local supermarket and this needs to be addressed.

For those of you who have been keeping up with inflation figures, the offer of 4.21% by Amey is a long way short of the [RPI @ 11.1%](#) that was highlighted on 1st April.

Next steps

I will be seeking permission from our Committee to undertake a full postal industrial action ballot. I will keep you informed, should I be given permission, and will let you know of any potential dates that you need to be aware of.

Yours fraternally

Paul Grafton

Membership Development Officer

GMB Southern Region | 205 Hook Road | Chessington | KT9 1EA

T: 020 8397 8881 | F: 020 8397 1588 | paul.grafton@gmb.org.uk | www.gmb-southern.org.uk