



JB/PG/AH

Mr Jason Armitage
Senior Business Manager
Biffa
Bourne Mill depot
Guildford Road
Farnham
Surrey
GU9 9PS

16th August 2022

Dear Jason

Re: Biffa Bourne Mill pay claim 2022/2023 – dispute notice

Please consider this letter as an intention to enter into dispute with Biffa Waverley. During our meetings, you continually referred to what local businesses were offering the staff. I confirmed to you that Amey, your nearest competitor, was paying significantly more than Biffa. The figures below are what Biffa has offered and below that, in bold, what GMB has negotiated with Amey.

Biffa's latest offer, which was rejected:

Street Cleansing Operatives - £10.15 per hour
Collections Service Loaders - £10.65 hour
Collections Service HGV Drivers - £14.50 per hour

Amey:

Street Cleansing (including town centre barrow) and Loaders: £11.20 per hour
All Drivers/Loaders, 3.5T: £11.30 per hour
HGV2: £15.75 per hour

As you can see, Biffa is paying and offering significantly below the market rate. I have now sought permission from our Committee and will be working towards sending you the first industrial action notice.

Yours sincerely

A handwritten signature in black ink that reads 'Paul Grafton'.

Paul Grafton
Membership Development Officer

Cc: GMB members