



JB/PG/AH

Ms Lara White
Account Director
Surrey – JWS, Waste Collections
Amey plc
Chancery Exchange
10 Furnival Street
London
EC4A 1AB

16th June 2022

Dear Lara

Re: Amey pay claim 2022/2023

Thank you for your email, dated 10th June 2022.

I do need to comment on some of the items you have commented on.

1. I see no point in meeting with you unless you have a revised offer that I can put to our members.
2. You state that the business has no money; this is factually incorrect. However, I would remind you that you tendered for the contract. If you under bid for the contract, this is not our members' problem and underpaying them is not the appropriate way to deal with the situation. If Amey does not have the correct funding, then simply hand the contract back to the local authority and walk away.
3. You state that the offer of 4.21% is a strong offer and reflective of our members' skills. I find this comment rather appalling, as you seem to suggest that our members are thick or stupid.
4. Our members at Reigate and Banstead earn £17.25 as a Driver and £13.50 as a Loader/Street cleanser; Amey is far away from this and it needs to be addressed.

Please feel free to make contact when you have a sensible offer to make.

Yours sincerely

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

Paul Grafton
Membership Development Officer

Cc: GMB members

From: White, Lara <Lara.White@amey.co.uk>
Sent: 10 June 2022 10:12
To: Paul Grafton (SO) <Paul.Grafton@gmb.org.uk>
Cc: Langdon, Melissa <Melissa.Langdon@amey.co.uk>
Subject: Regular Negotiation Meetings with Amey

Good Morning Paul,

Further to the notification we received yesterday from the GMB, with regards the dates for the formal ballot. I write to invite you to a weekly meeting with Amey with the purpose of continuing our discussion on the Amey pay award proposal.

Amey's aim of booking in these regular and ongoing negotiation meetings, is to ensure we have a regular opportunity each week to review both the GMB's requirements and the Amey proposal, to achieve the ultimate goal of an acceptable outcome for Amey and your members.

Having reviewed the timing with my management team, they have identified Fridays at 12.30pm as the ideal time to be able to support the union representatives to attend each meeting. Based on this and the importance of the meetings, I have rearranged my diary to accommodate these timings for the next 8 weeks and I will shortly be sending over a team's invite to yourself with the option to share with whom you deem appropriate to attend including the union representatives.

I would like to confirm again that our pay proposal of £15.75 per hour is in line with market demand for HGV drivers and our Real Living Wage pay proposal of 4.21% increase is a strong offer in the current market and also in line with local pay requirements for this skill set. When considered alongside the other enhancements we have made to terms and conditions over the last 2 years, we believe this is a fair and reasonable offer and especially so given that the contract is making a loss. Many of our employees are asking us to implement it and we have asked them to ensure that they make their views known to you.

We trust that we will be able to reach an amicable and swift resolution to this matter and look forward to our initial meeting next Friday.

Kind regards

Lara White

Amey plc is a company registered in England and Wales. Registered Office: Chancery Exchange, 10 Furnival Street, London, EC4A 1AB. Registered Number: 4736639. For particulars of companies within the Amey Group, please visit

<http://www.amey.co.uk/Home/Companyparticulars/tabid/182/Default.aspx>.

This email and accompanying attachments may contain confidential or privileged information and are for the sole use of the intended recipient(s). If you are not the intended recipient, you are notified that any use, dissemination, distribution or copying of this email or accompanying attachments is prohibited. If you received this email in error, please notify us immediately and delete all copies of this email and accompanying attachments.

Email does not guarantee the confidentiality, completeness or proper receipt of the messages sent and is susceptible to alteration.

Please note that Amey monitors incoming and outgoing emails for compliance with its Security Policies. This includes scanning emails for computer viruses.