



JB/PG/AH

Mr Paul Chapman  
Contract Manager  
Veolia Environmental Services  
Municipal Depot  
Chapel Mill Road  
Kingston upon Thames  
Surrey  
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8<sup>th</sup> March 2022

Dear Paul

**Re: Veolia Kingston pay survey and claim 2022/2023**

I would like to feedback on our survey for this year; apologies for the slow response but some of the members who did not attend the pay survey meeting requested a postal survey.

**Pay rates:** 100% of our members said that they were unhappy.

**Job security:** 82% of our members said that they were happy, 6% said that they were very happy and 3% said that they were unhappy.

**Weekend/overtime pay:** 92% of our members said that they were unhappy and 8% said that they were happy.

**Bank Holiday rates:** 75% of our members said that they were unhappy and 25% said that they were happy.

**Career/promotion prospects:** 90% of our members said that they were happy and 10% said that they were unhappy.

**Workload:** 100% of our members said that they were very unhappy.

**Training and Development:** 80% of our members said that they were unhappy and 20% said that they were happy.

**Staffing levels:** 100% of our members said that they were unhappy.

**Annual leave entitlement:** 100% of our members said that they were unhappy.

I can confirm interest rates, specifically RPI at 7.8%, the 1.5% increase of National Insurance on 1<sup>st</sup> April, the significant energy increase and most companies have tripled their monthly bill with confirmation there will be a further rise in October. The cost of fuel for vehicles and the general increases we are seeing was discussed extensively. As a result, our members have asked that the following claim be submitted:

## **Claim**

1. A one year deal only; should RPI increase above 10%, we would have the right to return to the table.
2. Loaders and Sweepers to increase their basic rate of pay to £13.00 per hour.
3. LGV Drivers to increase to £14.00 per hour.
4. HGV Drivers to increase to £15.00 per hour.
5. The Drivers' retention payments should now become contractual.
6. One extra day's annual leave.
7. Supervisors and support staff to have an increase of 10% to the basic rate of pay.

I look forward to meeting with you shortly.

Yours sincerely



Paul Grafton  
Membership Development Officer

Cc: GMB members