



JB/PG/AH

Mr Toby Warren
Director of HR
Cory
Fifth Floor
10 Dominion Street
London
EC2M 2EF

8th March 2022

Dear Toby

Re: Cory Environmental pay survey and claim 2022/2023

I would like to feedback on our survey for this year.

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 1st 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. An increase to the Christmas Bonus, from £70 to £150.
3. Better sick pay for new starters, with the removal of waiting days. Our members find it grossly unfair to see Cory treat staff differently.
4. To see overtime allocated to staff and not agency.
5. One extra day's holiday.
6. An uplift in the basic rate of pay of 16%.

I look forward to meeting with you shortly.

Yours sincerely



Paul Grafton
Membership Development Officer

Cc: Fran Comerford-Cole, Director of Logistics, Cory
GMB members