

Employee Communication West Berkshire Pay Negotiations

21 May 2025

Representatives of the management team of Veolia have been in discussions with the GMB Trade Union about the 2025 pay review for hourly paid employees. A productive meeting was held on 19 May 2025 to discuss the pay claim submitted by the GMB on behalf of the members. This communication is to update you on a summary of the discussion and the offer.

Representatives of the GMB Trade Union will be in communication with you to discuss the offer (set out on Page 3) and conduct a ballot. We encourage you to share your views with them.

Background

An average of 23% has been awarded over the previous three years, significantly above inflation for the same period.

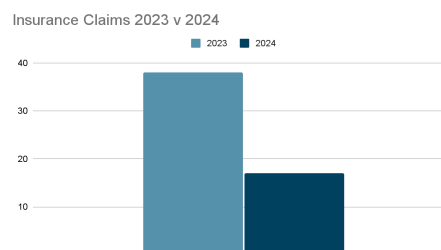
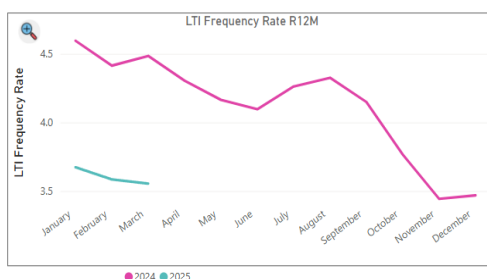
The Consumer Prices Index (CPI) rose by 3.5% in the 12 months to April 2025.

Hourly Rates

Following the 2024 pay award, the pay rates generally fell in line with, or above the benchmarking completed for the local area.

Request for 'Job and Knock'

The contract has seen a significant reduction in accidents and insurance claims (road collisions) throughout 2024 since the introduction of collections crews returning to the depot and group finish in January 2024.



RoRo Drivers

The RoRo driver role is a distinct role within the contract, Veolia and our industry as a whole. The roles and responsibilities differ from other roles within the contract. RoRo drivers work a full 40 hours per week and are required to comply with EU driver regulations, loading and unloading RoRo bins, sheeting bins and visiting third party disposal sites with the required waste transfer regulation compliance.

The responsibilities of each individual role are assessed and remunerated accordingly.

Loader Down

Analysis completed in 2024 showed that of 640 rounds in an average month, only an average of 4 rounds were impacted by *loader down* issues. Of these rounds, no overtime was required and over 50% were supported in their duties to complete their round.

Support is provided where it is needed to ensure rounds are completed safely.

On the rare occasions crews are a loader down, open dialogue with the Team Leaders and Supervisors is encouraged to gain support from a Pool Loader or from other team members.

Bank Holiday Working

Bank Holiday working is paid at double time and a day in lieu is given. All employees are entitled to 28 days statutory leave per year (which includes bank holidays) and this cannot be substituted for pay.

Proposal

The hourly rates offered from 01 April 2025 are set out in the following table:

Role	Hourly Rate from 01 April 2024	Hourly Rate from 01 April 2025	Percentage increase including Christmas negotiated bonus if all 'Catch Up' days are worked
Operative (Muni)	£12.70	£13.08	4.73%
Pickers (Ops)	£12.70	£13.08	4.63%
HWRC Operative	£12.70	£13.08	4.46%
Driver (> 3.5t) (Muni)	£13.02	£13.43	4.70%
Plant - FLT (Ops)	£13.33	£13.73	4.58%
HWRC Team Leader	£13.75	£14.16	4.38%
7.5t Driver	£14.03	£14.45	4.62%
Plant Operative (Ops)	£14.15	£14.57	4.52%
MRF/IVC Team Leader	£15.06	£15.52	4.46%
Barrow Beats (Sts)	£15.31	£15.77	4.54%
LGV Driver	£16.70	£17.21	4.46%
Chargehand (Streets)	£16.70	£17.21	4.46%
RORO Driver	£17.31	£17.83	4.43%

All increases in hourly rates will be backdated to 1st April 2025 and this will be paid in the next available pay run should the offer be accepted.

Christmas Catch Up

As part of each yearly negotiation with the GMB, the Christmas catch up remuneration is agreed upon. This year's level of remuneration is equivalent to an additional average increase of **1.56%** on each employee's annual salary.

Veolia will not require employees to attend work on the **27th December**, giving all employees a 4 day break over the Christmas period.

The payment for catch up Saturday's will be set at £100 per day.

All Christmas Catch up days attended would be paid as a standard day rather than hours worked.

This payment will be made for attendance for the whole of the catch up period, not just the Saturdays worked.

Christmas catch up day could still be worked if an employee calls in sick in the week before. There would be a cut time of 12.00pm on the Friday before to confirm if you are unable to work.

Incentives

Introduction of a Team of the quarter incentive scheme to provide recognition for teams that have performed well over the period.

Involvement and engagement of employees to contribute to decision making in certain areas/projects on the contract.

Collection Crew Stand Down

Collection Crews will continue to be given the opportunity to be stood down by the management team as soon as possible, if possible, on return to the depot despite contractual finishing times up to 15:00.