

Contractors

Last update: 4 Aug 2023

CONTRACTORS CAMPAIGNS UPDATE

GMB UPDATE ON 2023 PAY OFFER

Posted on: 4 August 2023

FAO GMB Members Working for Biffa I&C

Pay negotiations for members working for Biffa I&C (Red Book) have finally concluded with a final pay offer for 2023/24.

The pay offer is as follows,

- Rates of pay to increase by 7.5% wef 1st April 2023 with the minimum being Foundation Living Wage rates where applicable.
- This increase is applicable to all grades of covered by the Red Book (including Hazardous Waste)
- Mobile Plant / Machine Operatives rate increased by 12.1% (£13.50ph for the highest graded)

The Joint trade unions believe that this offer is the best that can be achieved through negotiation and will be conducting a ballot of Trade Union members. The joint trade union pay ballots opens on Tuesday 8 August 2023 and closes at midday on Friday 1 September 2023. If the offer is accepted by the majority of trade union members the company have confirmed that the uplift in pay will be implemented in September and backdated to April 2023.



To find out how you will receive your ballot paper, please contact your GMB representative or your local GMB Office.

We thank all our GMB members for their patience and support during the negotiations.

If you are currently not a Trade Union and want a say in your pay and your future join GMB today at [Join GMB](#).

Biffa Pay Offer Accepted By GMB Members Working In Municipal Contracts In The GMB National Agreement.



Posted on: 8 June 2023

The GMB ballot of members who work in Municipal Contracts in the GMB National Agreement has now concluded. The offer has been narrowly accepted by the majority of GMB members who participated in the ballot.

The overall percentage result is as follows:-

- 56% accepted the pay offer.
- 44% rejected the pay offer.

GMB have now notified the employer of the overall ballot result. The employer have confirmed that the money will be implemented in June's pay and backdated to April 2023.

Do you know a colleague who is not a GMB member? They can join online at www.gmb.org.uk/join and then contact your local GMB office for a ballot paper.

Are you interested in being a GMB rep in your workplace? If so, please get in touch with your local GMB office.

Pay Ballot For GMB Members Working On Biffa Municipal Contracts In The GMB National Agreement.



Posted on: 18 May 2023

The GMB pay ballot of members who work on Biffa Municipal contracts that are in the GMB National Agreement starts on the 17 May and ends on 7 June 2023. If you have not received your ballot paper, please contact your local GMB office.

If you have changed your contact details it is important that you contact your GMB office or go on the GMB website for GMB to update your details.

The ballot closes at noon Wednesday 7 June 2023 Please ensure that your ballot paper is completed and returned to us by this time. Ballot papers received after this date will not be counted. It is important that every member has their say and uses their vote. Please remember to complete your ballot paper and ensure that your vote counts.

Do you know a colleague who is not a GMB member? They can join online at www.gmb.org.uk/join and then contact your local GMB office for a ballot paper.

Are you interested in being a GMB rep in your workplace? If so please get in touch with your local GMB office.

ISS – Review Of Time Recording And Payroll Process



Posted on: 23 March 2023

Dear GMB Member,

ISS have advised us that they have undertaken a review of how paid time is calculated for National Minimum Wage (National Living Wage) purposes. They have discovered during the review that errors have been found in the way paid time was historically calculated for some current and former employees working in ISS healthcare, education and retail high street cleaning businesses. This has now been rectified going forward.

Following the conclusion of that review, ISS have advised us they will be making remedy payments to some employees where their pay may have fallen below the applicable National Living Wage rate, in one or more pay periods, for one or more of the following reasons:



- Some employees may have completed training outside of their normal working hours for which payment was not made; and/or,
- Some employees have worked short periods of additional worked time which may not have been recorded accurately for payment; and/or,
- Some employees have been required to change into uniform at work either before or after the end of their normal shift time, which may not have been recorded accurately for payment.

ISS have informed GMB that they will write to ISS employees or former employees who they believe from their records have been affected by this issue to express their apologies and to advise them of the payments they intend to make to them. The payments will be made using the 2022- 23 National Living Wage rate and are expected to be made on or around the 23 March 2023. The payments cover the period from 15 April 2019 to 3 July 2022.

If you have any concerns regarding this please contact your regional officer for advice and support.

Veolia Energy Pay Ballot Results



Posted on: 10 February 2023

Dear GMB Member,

Following a ballot of GMB members I am writing to confirm that the pay offer ballot for Veolia Energy 2023 has concluded.

Please see the GMB results below:

28% accepted the offer.

72% rejected the offer.

GMB have informed the employer of the GMB ballot result. The majority of Unite members voted in favour of the pay offer for 2023.

We will keep you further updated. If you have colleagues who aren't GMB members, they can join online at [GMB](#)



Posted on: 15 June 2022

GMB union members working as parking wardens in Westminster have voted unanimously for strike action. Members are in dispute with your employer over pay. They have been offered a pay increase of 21 pence per hour as part of a 3 year pay deal.

Staff have not had their allowances uplifted for over a decade and do not get London Weighting despite working in central London.

All messages of solidarity and support are welcomed. If you would like to send a message of support, please - email paul.grafton@gmb.org.uk

If you want to follow the campaign, you can do so on social media by following on @GMBSouthern on Twitter and @GMBSouthernRegion on Facebook.

If you and your colleagues have issues with pay, terms and conditions that you would like to campaign on please speak to your local GMB Officer.

Not a GMB member? Join today **JOIN**.

Want information about being a GMB rep in your workplace – email: PublicServices@gmb.org.uk

Pay Ballot 2022 (GMB Biffa National Agreement Sites Only)

Posted on: 31 May 2022

If you are working on a Biffa Municipal site that comes under the GMB Biffa National Agreement, the ballot on this year's pay offer is now open and you should shortly be receiving details of the pay offer and a ballot paper from your local GMB Organiser.

This is your opportunity to have your say on your pay. Every vote matters.

If you have not yet received details about the pay ballot you should contact your local GMB Representative immediately.



The ballot closes on **Wednesday 15th June 2022**.

Biffa Wealdon – Strike Action

We are sending solidarity to all GMB members in dispute across the whole industry. Solidarity also to GMB members working at Biffa Wealdon as they enter their fifth consecutive week of strike action. After four weeks of continuous action, GMB members remain committed to securing an agreement that properly recognises the crucial public service they perform.

All messages of solidarity and support are welcomed. If you would like to send a message of support, please email Charles.Harrity@gmb.org.uk.

You can also donate to the strike fund by contact GMB Southern Regional Office on 020 8397 8881 who will be able to provide bank details or an address to send a cheque too. You can also donate online at [GMB Southern | Fighting Fund](#).

If you want to follow the campaign you can do so on social media by following on [GMBSouthern](#) on Twitter and [GMBSouthernRegion](#) on Facebook.

Local Campaigns

There are some terms and conditions that fall outside the national bargaining arrangements which can be negotiated locally. If you and your colleagues have issues with regards pay, terms and conditions outside of the GMB National Agreements that you would like a GMB campaign on, please speak to your local GMB Officer.

Want information about being a GMB Rep at your workplace email PublicServices@gmb.org.uk

AMEY WASTE & REFUSE UPDATE

Noticeboard Bulletin – 31-05-2022



Posted on: 31 May 2022

GMB union members working as Refuse Operatives for Amey on the Isle of Wight are currently being balloted for industrial action. Members are in dispute with your employer over pay which is well below



industry rates.

All messages of solidarity and support are welcomed. If you would like to send a message of support, please email Charles.harrity@gmb.org.uk

If you want to follow the campaign you can do so on social media by following on [@GMBSouthern](#) on Twitter and [@GMBSouthernRegion](#) on Facebook.

If you and your colleagues have issues with regards pay, terms and conditions that you would like a GMB campaign on, please speak to your local GMB Officer.

Want information about being a GMB Rep in your workplace – email PublicServices@gmb.org.uk

MITIE WASTE

Noticeboard Bulletin



GMB union members working At St George's Hospital, Tooting, London are taking three days of strike action. The first day of action was on Monday 30th May and received huge support from the community who joined a protest march down the local high street. The next two days of action will take place on Monday 6th and Tuesday 7th June.

These key workers carry out cleaning and hostess roles at the hospital and are demanding compensation for changes to their pay cycle that has resulted in delays to their pay for seven weeks.

All messages of solidarity and support are welcomed. If you would like to send a message of support, please email helen.oconnor@gmb.org.uk

If you want to follow the campaign you can do so on social media by following on [GMBSouthern](#) on Twitter and [GMBSouthernRegion](#) on Facebook.

If you and your colleagues have issues with regards pay, terms and conditions that you would like a GMB campaign on, please speak to your local GMB Officer.

Want information about being a GMB Rep in your workplace – email PublicServices@gmb.org.uk

The logo for GMB, consisting of the letters 'GMB' in white on an orange square background.The logo for GMB Union, consisting of the word 'UNION' in white on a black rectangular background.

Noticeboard Bulletin - 04-03-2022



Posted on: 4 March 2022

If you're looking to get more involved, but don't know where to start, contact our National Officer for Contractors: sharon.wilde@gmb.org.uk

Check out some examples of what GMB Members are up to across the country!

Veolia in Northampton

[Workers "hung out to dry" and balloting for strike action after Veolia pocket additional funding!](#) - via Northants Live

Amey in Sollihull

Latest: [Strike Action to go ahead in Sollihull](#) - via The Birmingham Mail

[Read GMB Officer Dave Warwick's Statement](#)

Waste Industry - Updated Covid 19 Guidance



Posted on: 19 January 2021

WISH, the Waste Industry Safety and Health forum have updated their advice for managing coronavirus risks for the waste industry.

GMB have a seat on this forum and WISH members include representatives from HSE, Trade Unions, trade and professional associations, recycling organisations and National and Local Government bodies.

The updated guidance reiterates that the most important control in preventing the spread of the virus continues to be good hygiene, social distancing (physical distancing in Scotland) and good ventilation.



These practices should already be in place across all waste management operations.

To reduce the opportunity for person-to-person transmission Social Distancing should continue to be maintained. Where this is not practically possible other measures should continue to be in place such as staggering changeovers, staggering rest breaks ensuring that rest areas are thoroughly cleaned after rest breaks and other uses. All surfaces should be thoroughly cleaned after use and surfaces, doorknobs and other touchpoints cleaned periodically throughout the day. Where possible, windows in welfare facilities should be kept open to encourage a good flow of air and ventilation. In smoking areas there must be a 2m separation during smoking breaks which are often gathering points. If vehicles have to be shared controls must be maintained and enforced with regard to hygiene and ventilation such as always keeping windows open in shared cabs.

The guidance states that where waste operatives must enter a building where it is mandatory to wear face coverings then this must be complied with. If a third-party site has inadequate COVID controls in place and does not feel safe to enter, this should be reported to your manager.

There has been further clarification on the use of face shields/visors which have become popular for some people. The evidence is that they provide little protection and should not be used on their own.

The guidance has given further clarification on the vulnerable and clinically extremely vulnerable:

“Vulnerable and clinically extremely vulnerable people with pre-existing conditions, or other individual factors, may be more prone to suffering more serious effects from COVID-19. Current guidance uses two categories - ‘vulnerable’ and ‘clinically extremely vulnerable’ persons. In outline, vulnerable persons may be more prone to the effects of COVID-19 because of factors such as their age, being overweight etc. Clinically extremely vulnerable persons include those with specific clinical conditions which may make the effects of COVID-19 extremely serious.”

It states that employers should protect all of their employees, vulnerable or not, the precautions which may need to be put in place are typically the same, and strict adherence by employees to controls should be the same no matter their status

In particular, employers should note any requirement for clinically extremely vulnerable persons to ‘shield’ (self-isolate) in specific circumstances, such as in England dependent on the ‘tier’ they live in, or if a lockdown is in effect, or if they have been contacted and instructed to shield.



To access Version 9 of the WISH COVID 19 guidance document click on the link below

[INFO-13-COVID19-and-waste-management-activities-issue-9-6-Jan-2021.pdf \(wishforum.org.uk\)](#)

Letter To Rish Sunak On Contractor Relief



Posted on: 8 January 2021

Date: 08/01/21

FAO: Rishi Sunak MP, Chancellor of the Exchequer

Cc: Michael Gove MP, Minister for the Cabinet Office

Dear Chancellor,

Re: Procurement Policy Notes 02/20 and 04/20–Supplier relief due to COVID 19

I am contacting you regarding the Cabinet Office guidance previously issued that was applicable to all contracting authorities, excluding Devolved Administrations, that expired on 31 October 2020.

The guidance specified that all contracting authorities should: “inform suppliers who they believe are at risk that they will continue to be paid as normal (even if service delivery is disrupted or temporarily suspended) “also” suppliers should agree to act on an open book basis and make cost data available to the contracting authority during this period. They should continue to pay employees and flow down funding to their subcontractors.”

This applied to all contracting authorities including central government departments, executive agencies, non-departmental public bodies, local authorities, NHS bodies and the wider public sector (excluding Devolved Administrations)

This guidance was instrumental in ensuring that suppliers received continuity of payment, which ultimately benefited GMB members who are now facing real hardship.

Throughout the pandemic, GMB has consistently raised concerns that contractors have not always played their part in protecting workers and slowing the spread of the virus.

Many central government contractors have failed to provide adequate Covid absence payments to their staff, relying instead on existing SSP sick pay terms which do not go far enough.



GMB has raised on several occasions the lack of equality and fairness across this sector and even produced an Equality Impact Assessment setting out where the government was failing low paid workers across the contracting sector.

GMB is of the view that all staff should receive full pay if they need to self-isolate, as is the case for those staff directly employed by government departments.

The issue is being acutely felt in healthcare settings. In March 2020, unions agreed with NHS Employers and the DHSC that all staff working in healthcare settings should continue to receive full pay should they be required to isolate due to Covid-19.

This agreement was extended to subcontractors. Since the expiry of the supplier relief, some contractors have ceased to pay their staff working in hospitals for Covid related absences.

Many GMB members are now being forced into attending work against Government advice as they cannot afford not to.

This is a serious public health concern, as inadequate sick pay arrangements are associated with higher infection rates.

This scenario is being replicated across contractors to many government departments and may contribute to the ongoing spread of the coronavirus.

The same guidance issued to NHS contractors in March needs to be issued across all government contractors as a matter of urgency and we need you to step in and do this and your department needs to underwrite the funding of this immediately.

The Government has now placed the whole of England in to national lockdown. This has once more brought about great uncertainty for GMB members who work within contracted services in the public sector such as hospitals, schools, job centres, prisons and prisoner transport.

Covid infection rates are at their highest ever level, and the majority of these skilled workers are low paid, female and many are from Black Asian Minority Ethnic backgrounds.

GMB are therefore demanding that the PPN Guidance is reinstated with immediate effect and that notification is served to all contractors regarding the payment of full pay for those on sick leave or Covid related absence.

I look forward to your response in order for us to reassure our members during these unprecedented times.

Yours sincerely,



