

**GMB**

Mary Turner House,
22 Stephenson Way, Euston
London, NW1 2HD
020 7391 6700
info@gmb.org.uk
www.gmb.org.uk

Carl Lyon
Chief Operating Officer
Evri

6th June 2023

By email: carl.lyon@evri.com

2023 GMB Member Pay Claim

Dear Carl,

Thank you for the financial information recently received, I understand that more is to be supplied, which we welcome.

In advance of the upcoming pay negotiations for 2023 please see below our members' claim based on our recent membership survey, taking into account the impact of the current cost of living crisis and the Company performance over the past number of years.

The impact on UK workers of the current cost of living crisis has been well documented across the economy.

In order to avoid anecdotes and provide context to our claim, GMB has specifically asked members to detail impact of rising costs on them and their families over the past 12 months, with 65% reporting monthly cost increases of £200 or more per month which is simply staggering.

This is in stark contrast to the Company performance since 2020 with:

- Directors being paid £1.5M;
- Turnover up 170% (£860M - £1.46BN);
- After tax profits up 286% (£34M - £100M) and;
- Company dividends up 828% (£18M - £150M).

By any metric the Company performance coming out of Covid has been phenomenal, and in large part driven by Couriers, so it is on that basis that we are seeking the following:

A SINGLE FLAT RATE FOR PARCELS

- No lower than the equivalent flat rate meaning that no Courier suffers a detriment in pay compared to the previous 12 months (including misbands, admin fees, and amendments)

We believe that this will resolve many other issues but also enhance effectiveness.

By entirely removing the issue of misbands this will result in more parcels being delivered on Day 1, in turn resulting in lower levels of complaints from Clients/Customers.

The associated reduction in administration payments and resources devoted to handling misband queries would also represent further cost efficiencies.

A PAY INCREASE

Despite our contribution to the phenomenal Company performance, for too long Couriers have been undervalued and therefore underpaid. During Peak we are the Company's best friends as they look to shore up resources, but in February through August, the Company embarks on its annual practice of cutting rates across the network.

The cumulative effect of marginal rate increases, annual cuts and high interest rates, particularly over the past two years, has resulted in Couriers rates falling behind in real terms, with Couriers having to effectively self-fund an increase in earnings by achieving their own efficiencies and/or accepting more volume.

Therefore we are also seeking an additional rate increase of 20%.

IMPROVEMENT IN CONDITIONS

- Rate Protection – PRG/Round rates for all GMB members to be protected from rate cuts;
- Time on Task – This was part of the 2022 JNNF agreement, but has not been implemented due to Evri cancelling the new model discussions;
- Pay frequency – members have asked for pay to be more regular – e.g. 1st-31st of January, paid on x date in February; 1st-28th of February, paid on x date in March; 1st-31st of March, paid on x date in April; etc. – where the x date is the same date each month (e.g. 10th);
- DU opening times – DUs need to be open earlier in the morning, to allow couriers to be on the road by 8am. This in turn will reduce the possibility of backlog accruing due to reduced amount of time in the day available for the courier to deliver and;
- An increase to the Return to Depot payments, to reflect the actual amount of time taken, and expenses incurred by, the Couriers.

As a continuation of the points raised in last years' JNNF, we would also like to revisit the following items:

- The inclusion of Lifestyle couriers in the GMB agreement and;
- Additional holidays in relation to length of service.

We look forward to picking up these issues with you in the upcoming pay and conditions negotiations.

Yours sincerely



EAMON O'HEARN
NATONAL OFFICER