



Rachel Ho / HR Director, Municipal  
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Via E-Mail [rachel.ho@biffa.co.uk](mailto:rachel.ho@biffa.co.uk)

**12 February 2026**

Dear Rachel

**Biffa Commercial National Collective Agreement ('the Red Book') Pay Claim 2026**

I write to confirm the detail of the Joint trade unions pay claim, for members employed by Biffa, who are recognised under the Red Book National Collective Agreement:

- One year pay deal commencing on the April 2026 anniversary date.
- A substantial real terms pay increase on all current rates of pay and allowances.
- Improvements to the current sick pay arrangements.
- Average holiday pay to be paid on all holidays.
- The introduction of a daily non-taxable meal allowance.
- The introduction of a Technicians/Fitters tool allowance.
- The introduction of a LGV payment for Technicians/Fitters, who hold the relevant LGV licence and who undertake LGV driving duties as part of their role.
- A guaranteed weekly payment of 45 hours pay per week (Drivers and crew).
- An overtime rate to be established and paid at time and half, following the completion of 45 hours per week, for those workers who currently do not receive any overtime premium.

We look forward to discussing the above at the forthcoming pay review negotiations commencing 4 March 2026.

For and on behalf of the joint trade unions.

Brian Hart  
United Road Transport Union

