



## **Biffa I&C Pay Award Update 13/04/26**

Dear Colleagues

I am pleased to confirm that following a ballot of members the below offer has been **accepted.**

- Rates of pay to increase by 3.2% with effect from 1st April 2026
- Biffa Minimum Wage will increase to £12.91ph with effect from 1st April 2026 which applies to all employees including apprentices
- This increase is applicable to all grades covered by the Red Book
- Employees who have not harmonised onto Biffa terms and conditions (e.g. still on ex-Shanks or ex-Viridor terms) will receive a 2.5% increase in rates of pay
- The introduction of a tool allowance of £10 per week for colleagues with technician or fitter in their job title.
- An increase of 4.11% for Machine Operatives to £13.15ph
- An increase in the rate for overtime to 1.1 times pay on completion of 45 hours work.
- 45 hour guaranteed week for drivers and crew.

This offer was accepted by the Joint Unions with 63% in favour of accepting and 37% voting against.

The offer is backdated to the 1<sup>st</sup> April 2026 and back pay will be processed as soon as possible.

The award was achieved through extensive negotiations with your representatives, the more members we have the stronger our negotiating position. Please encourage your colleagues to join the GMB and improve our ability to achieve improvements for you.

<https://www.gmb.org.uk/join-gmb>

In Solidarity

Will Dalton  
GMB Regional Organiser