



Biffa Municipal National Agreement Pay Award Update 21/04/26

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 3.8% 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
- Employees who have not harmonised onto Biffa terms will receive an increase of 2.5%
- A commitment to review 'man down' payments and meet to discuss with GMB representatives by the end of June 2026
- The introduction of an Industrial Injury payment. The specific details including criteria will be provided separately.
- A quarterly meeting between representatives from GMB and Biffa

This offer was accepted with 70% in favour of accepting and 30% voting against.

The offer is backdated to the 1st 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 National Officer