



GMB PAY CLAIM - 2026

2026 Pay Claim submitted on behalf of GMB members employed within Biffa Municipal GMB National Agreement

24th February 2026

We write to confirm the detail of the GMB Union pay claim, for members employed by Biffa working on sites under the Municipal National Agreement.

Background to Pay Claim

Over the course of 2025 and continuing into 2026, Biffa Municipal workers have worked tirelessly while the cost of living continues to rise.

Headline twelve-month inflation rates in January 2025 were:

RPI: 3.8%

CPI: 3.0%

It has been claimed that RPI has a built-in bias towards reporting higher inflation. However, CPI underestimates inflation and RPI remains the rate that most comprehensively measures inflation including housing costs and is the most commonly used index for pay setting purposes.

Many of our members' costs continue to rise by RPI: several taxes (including vehicle excise duty), mobile phone contracts, rents, regulated rail fares, and Student Loans. Company repayments are all still increased by RPI.

GMB Members Survey - Biffa Municipal Pay - 2025/26

GMB conducted a survey of members for their aspirations for this year's pay award. Please see below,

The majority of GMB members stated that their aspiration for this years pay award is a minimum increase of 6% on all pay and allowances.

Additional priorities identified by the pay survey include, in order:

1. Increased Holiday Entitlement
2. Improved Bonuses including the Driver & 1 Bonus.
3. Improved Sick Pay
4. Paid Breaks

Summary of Pay Claim

- One year pay deal commencing from the April 2026 anniversary date.
- An increase of 6% on all rates of pay and allowances for all grades of workers covered by the agreement.
- An increase to holiday entitlements.
- Improvements to the current sick pay arrangements, including paying sick pay from day one.
- Improved bonuses for working difficult circumstances such as Driver & 1.

We look forward to meeting with you to discuss the above.

Kind regards,

Will Dalton
GMB National Officer