



Pay Offer 2026 (Commercial Wheels and Way Forward)

Dear Colleague

As you will be aware, the joint trade unions have been in negotiations with management of Veolia since January this year regarding the 2026 pay claim.

Following the most recent meeting, which was held on 19 May, the company have now tabled the following offer:

- A **4% uplift** on the basic rates of pay set out in the Commercial Wheels and Way Forward Agreement for **Driver/Operatives** (and *Fitters who remain on those agreements*).
- The introduction of a **£1.50 payment for each RoRo Static Compactor serviced**.
- A **7% uplift** on the basic rates of pay set out in the Commercial Wheels and Way Forward Agreements for **Mobile Plant Operatives and Non LGV Drivers**, resulting in an hourly rate of £13.45.
- A **7% uplift** set out in the Commercial Wheels and Way Forward Agreements for **Drivers Mates**, resulting in an hourly rate of: ◦ £13.45 in Zone 2 ◦ £13.79 in Zone 1

Further Information

This offer is intended to recognise the contribution of colleagues covered by the Commercial Wheels and Way Forward Agreements, while also addressing specific roles where revised rates have been proposed. The **4% uplift** will apply, from **1 April 2026**, to the rates of pay set out in the Commercial Wheels and Way Forward Agreements for **Driver/Operatives** (and *Fitters who remain on those agreements*). In addition, Veolia is proposing the introduction of a new allowance, also effective from **1 April 2026**, of **£1.50 per RoRo Static Compactor serviced**. For **Mobile Plant Operatives and Non LGV Drivers**, Veolia is proposing a **7% increase**, effective from **1 April 2026**, bringing the hourly rate for these roles to **£13.45**. For **Drivers Mates**, the proposed **7% increase**, also effective from **1 April 2026**, would bring hourly rates to **£13.45** in Zone 2 and **£13.79** in Zone 1.

As can be read, the offer is for a one-year deal backdated to the April 2026 anniversary date.

This year negotiations have proved difficult due to the worldwide issues relating to the ongoing Ukrainian war and the more recent Iranian conflict, all of which are having global consequence and creating a difficult economic landscape, which affect workers and companies alike.

The 4% offer on base line rates of pay for all LGV Drivers & Fitters covered by the agreements represents an increase above the current nationally proclaimed inflation rates. The 7% uplift for Mobile Plant Operatives, Non LGV Drivers and Drivers Mates is inclusive of the National Minimum Wage Increase applied in April 2026

The company have agreed to the introduction of a compactor allowance (which the unions have been seeking over several years).

The trade unions argued the increase should also be applied to all current allowances, but your employer argued that due to the current economic outlook this would prove too much for them and have concentrated all new money on improving an increase on the base rate pay for all.

Considering the above, the joint trade unions have agreed to ballot all members while taking a neutral position. The unions are neither recommending acceptance nor rejection and will leave members to decide the merits of the offer.

Please note that, during this year's negotiations, the company made several offers to the unions. However, your negotiating committee rejected those offers on your behalf because it did not believe members would accept them.

The offer is now subject to a ballot of members, please see the attached ballot form that should be completed and returned ASAP. If you have received your ballot form via post, please return in the pre-paid envelope ASAP or if you have received your ballot from your site representative, return your completed form to your Rep, who will then collate all site ballot forms.

For your ballot form to count, it must be returned by no later than midday on Wednesday 24 June 2026.

Only members of the recognised trade unions are entitled to vote, so please use your vote. If you know of any colleagues who are not currently members, make them aware of this important issue and encourage them to become members. Unity is strength and more members means the Company takes more notice.

Once the ballot is completed the national result will be announced.

On behalf of the NJNC thank you for your continued support.

(If you are no longer employed by Veolia, please do not return the ballot form, but do contact your Unions office to make them aware of your change of employer)

Brian Hart
National Officer
UR TU

John McGookin
Acting National Officer
Unite

Rachel Harrison
National Officer
GMB

