

Pay Negotiations Activity

Company Profile

Details of Employees

	Number	Pay	Hours	Holidays	Sick Rate
Manual Skilled	621	£374pw	39	26	8%
Manual Semi Skilled	192	£275pw	39	26	4%
Grade 1 Staff	231	£20457	37	26	5%
Grade 2 Staff	118	£22468	37	26	6%
Grade 3 Staff	59	£26286	37	26	3%
Execs	26	N/a	37	26	2%

Sick Scheme

The company pays sick pay of 90% of basic pay for a maximum of 12 weeks. The first two days of any absence period are unpaid.

Overtime

Overtime worked by all none executive workers attracts a premium rate of 25%.

Pension scheme

All employees are entitled to join the company pension scheme. This is a final salary scheme. Members of the scheme pay 5% of their salary to buy 1/80ths to a maximum of 2/3rds final salary. There is no company contribution.

Paternity leave

The company does not pay paternity leave. All employees are entitled to their unpaid time off under the 1999 Employment Rights Act, but no-one has as yet exercised that right.

Catering

The site has a canteen serving meals ranging in price depending on the selection. These vary from £1.10 to £2.50. It is estimated that around a third of the workforce use this facility.