

GMB Manufacturing Newsletter

ROM LIMITED SUCCESS

GMB members have won a pay increase but only after threatening to take industrial action, after over 10 years without an increase in basic pay Rom Limited who manufacture steel reinforcement bars for the construction industry are owned by multinational Steel Giant Celsa.

The 3 year deal gives members London weighting for the first time, a one off cash bonus of £250 in the first year, and recalculation of the bonus system worth an additional 22 pence per hour until new machinery is installed.

Effective from 1 July 2017, a London Weighting of £500 per annum.

Effective from 1 July 2018, a London Weighting of an additional £500 per annum = £1000

Effective from 1 July 2019, a London Weighting of an additional £500 per annum = £1,500

This represents 2.5% on basic pay for each of the 3 years.

Welfare facilities which are woefully inadequate are also to be revamped later in the year.

Other sites around the country are in dispute with Newport in the process of balloting and Sheffield currently taking strike action and action short of strike.

EAT FOOD WEMBLEY PLANT

GMB members at EAT have reason to celebrate following the Union recognition ballot held on the 18th May 2017.

The on-site ballot was conducted by ACAS on behalf of the Union, and the results were issued to EAT and GMB on 1st June. 75% voted in favour of recognition so GMB can now represent them in negotiations with the company.

AUGUST 2017

Dear Colleague
Welcome to the first E-Newsletter for all GMB Members in the Manufacturing Sector.

Please let me have any updates, news or stories within Manufacturing to share with members for the next newsletter.

The next Manufacturing meeting at the GMB Euston Office will commence at 10.30am on the 7th November 2017. All Officers, Branches and Activists within this section are invited to attend.

Please come along and help us to build and promote membership within Manufacturing.
I look forward to meeting you.

Shaun Graham

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GMB members at Bakkavor Meals London voted to accept company's final pay offer

After six months of intensive Pay and Conditions negotiations between the GMB and Bakkavor Meals London senior management, GMB members voted to accept the company's final offer of a two year pay deal. This Pay deal had been recommended by the GMB to its members at the end of lengthy negotiations and a very complex pay offer.

The offer accepted by GMB members through a democratic work place ballot, will see a significant uplift in pay rates for the base rate, semi-skilled, skilled and supervisory levels.

The GMB and the company commenced pay negotiations back in January 2017 and established a joint working party to review the various jobs Bakkavor Meals London have across all sites and agree job duties for these. The jobs that were identified by the working party were grouped together to create a 4-tier grade structure. Jobs were grouped together using a point-based system that was developed by the Hay Group, which is widely used by UK employers. The same criteria were used to evaluate all jobs to ensure fairness and consistency. The four grades in the proposed grade structure formulated are: Base, Semi-skilled, Skilled and Supervisory. The pay offer is linked to job grade structure and the aim is to offer pay rates that reflect those offered by chilled food manufacturers operating in the Greater London area.

As a result of the working party findings and through negotiations, the company agreed to vastly uplift the pay rates of the Base, Semi-Skilled, Skilled and supervisory grades.

Base rate operatives were uplifted to £7.65 an hour, Semiskilled uplifted to £8.30 per hour, skilled operatives uplifted to £9.00 per hour and Supervisory level uplifted to £10.00 per hour.

As a result of the job evaluation findings, over a thousand base rate operatives were uplifted from £7.50 per hour to £8.30 per hour and other subsequent jobs positions were uplifted in to the Skilled grades from the Semi-Skilled grades. Back pay from 1st January 2017 will also be honoured.

Also included in the pay offer was a 2% increase in pay for engineers and the Training department.

Working hours for the Asset Care Operators, Machine Minders, Process Controllers and Team Leaders will increase by 2.5 hours per week to meet the efficiency of the business.

The second year will see a 10p rate differential to National Living Wage and maintain rate differentials for the Semi-skilled, Skilled and Supervisory grades. What this means is a future increase to the living wage will see base rate operatives pay further increase by 10p per hour above the Living Wage and the differentials between all the grades will also rise.

As a result of grading structure and the job evaluation findings, 200 jobs have been created in the semi-Skilled, Skilled and Supervisory levels which open up the opportunity for GMB members to apply for to enhance their career progression.

This Pay and Conditions offer that has been accepted by the majority of GMB members at Bakkavor Meals London has been welcomed by GMB Regional Organiser Perry Phillips, who has been involved in the negotiations with the company alongside the local GMB Shop Stewards Committee. Perry said "the majority of GMB members will see a significant uplift in pay as a result of the new grading structure and the new higher pay rates that comes with it". This is really good news for GMB members at Bakkavor Meals London however, this is just the start of improving our members terms and conditions where we will endeavour to sit down with the company and discuss the on-going improvements.

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