



Aerospace Sector

Pay & Conditions Survey



2006 Report



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Executive Summary:

- There are significant differences in rates of pay across all the bargaining groups at different companies and within the same company.
- There is no strategic national bargaining within the Aerospace sector.
- The local representatives are heavily involved in the process of negotiation for pay and terms and conditions at their workplaces.
- The highest proportion of pay deals within the sector are for two or three years, this is something companies use as a device to control their fixed costs.
- Within a range of uplifts recorded by respondents, 34% have indicated that they have settled for a 3% raise for 2006.
- EADS Astrium is the only company where all staff benefit from a profit sharing scheme.
- 36% of companies pay overtime at the rate of time and a half, Monday to Friday.
- 45% of companies have 33 days annual leave per year (this includes bank holidays)
- 81% of companies have only statutory provision for maternity, paternity, adoption and carers leave.
- 81% of companies have closed their final salary pension scheme to new entrants.

Introduction:

The UK based aircraft and aerospace industry is the second largest in the world and represents a significant driver of regional, national and global economic growth and productivity. The industry generates £8.6bn worth of revenue, and exports of £4.34bn. The sector employs a highly skilled workforce of almost 115,000 people and Amicus represents around 63,000 workers within the Aerospace industry. As part of the Amicus Engineering Pay survey, it was decided to survey the members working within the Aerospace industry separately. This decision was taken because the workers within the Aerospace sector have historically been the highest paid and highest qualified within the manufacturing sector.

The Aerospace sector is dominated by a few key employers. These include, amongst others; BAE Systems, Airbus UK, Rolls Royce, Smiths, Bombardier and Thales. The range of occupational groups is incredibly diverse and includes; engineers, welders, fitters, electricians, technicians and professional staff groups.

Methodology

To facilitate a comparison with the data collected from all the sectors within Amicus that were surveyed as part of the Amicus Engineering Pay Survey, a similar questionnaire was sent out to all the key representatives within the Aerospace sector.

The questionnaire asked the representatives for information on pay in relation to all the various bargaining groups within their companies. The questionnaire also asked a number of other questions regarding pensions, family friendly working and annual leave. We hoped that this would give us a snapshot of what is happening in the Aerospace sector, regionally and nationally at this present time.

Weekly Pay Rates

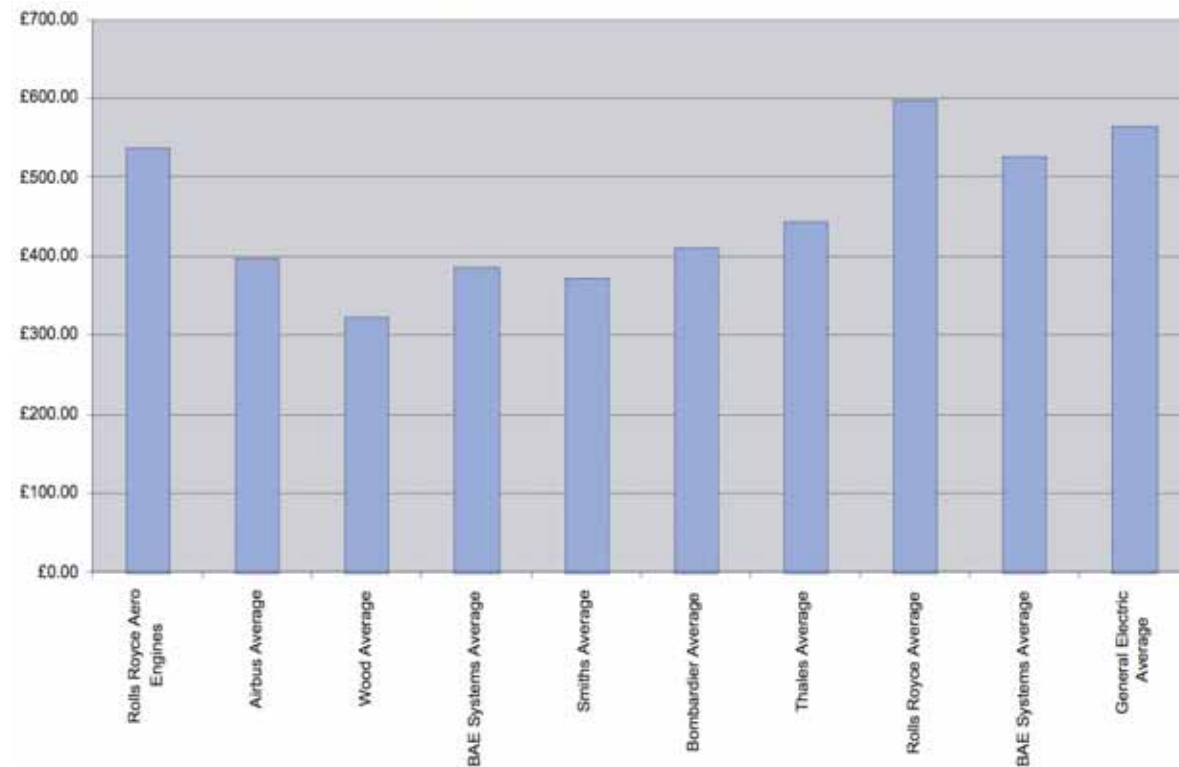
When comparing the pay rates across the aerospace sector it is clear that there are broad differentials amongst specific grades and across different workplaces. For example the table below shows the weekly pay rate for Skilled Fitters across the companies within the sector. These range from the lowest at £354.08 for fitters at Smiths Network 65, up to £600 per week at Rolls Royce Defence and at the top of the pay scale, EADS Astrium at £606 per week.

Aerospace Industry Skilled Fitters

Employer	Grade	Weekly Pay Rate
EADS Astrium	3	£606
Rolls Royce Defence	E	£600
Rolls Royce Ansty	A	£596
Smiths Aerospace	14	£552
Rolls Royce Aero Engines	D	£537
BAE Systems	613	£443.50
Messier Dowty	4	£410
Thales	9	£383.86
Woods Group GTS	1	£377.44
Bombardier-N Ireland	9.5	£370.83
Smiths-Network 65	Skilled	£354.08

It is also clear that the grading structure used by the employers are not compatible across the sector. Therefore, although we can compare the pay rates for skilled fitters across the sector, it should be noted that job descriptions and work responsibilities may vary across the sector. While the chart below shows the range of average pay rates for all groups in the Aerospace sector, the full data set of pay rates for all workers in the sector is located in the Appendix at the back of this report.

Aerospace Weekly Pay Rates



Pay Deals and Settlements

The information we received from the respondents of the survey showed a propensity for two or three year pay deals, with 34% of respondents recording a 3% uplift for 2006. The 12 month deals mentioned were for Rolls Royce Aero Engines at Bristol with 3.5%, Wood group GTS Ltd with a one year deal of 3% on all basic rates and shift pay, BAE Systems at Warton with 3% on basic pay and Thales with 2.5% on basic pay and shift premia. BAE Systems at Chadderton have recently submitted their pay claim for 2007, requesting an uplift that reflects market trends for all Aerospace companies.

Smiths Aerospace at Cheltenham have agreed an 18 month deal from April 2006. This comprises a 3.5% basic uplift + 50% of what is negotiated for Smiths UK in October 2006.

For those companies that have agreed a two year deal from 2005, Smith's Network 65 at Burnley have achieved RPI + 5% from August 2005 and 3.8% from August 2006. BAE Systems at Woodford in the North West have agreed a two year deal for their professional staff grades of 3% on basic + up to 5% bonus (not consolidated) for both years. For Airbus UK in Bristol the three stage deal over two years offered; £14 across the board for January 2006, £3.80 in January 2007 and £5.20 in June 2007. General Electric has a 6% deal over 27 months on basic pay rates and shift allowance.

Of those companies that have agreed a three year settlement, Bombardier at Belfast have paid a £750 across the board payment for 2004 and 2.5% of basic pay for both 2005 and 2006.

At Messier Dowty in the South West a three year deal was agreed to run from 2005 to 2007, this breaks down to a 3.2% uplift on basic pay + 0.5% productivity payment for 2005, and RPI + 0.75% individual attainment payment for both 2006 and 2007. The interesting point in this settlement is the change from a productivity payment across the board for 2005 to an individual attainment payment for 2006 and 2007.

The above figures show how the same company negotiates pay settlements at individual sites and different deals are done for the various bargaining groups within the sites. This shows there is no national bargaining within the sector and pay bargaining is fiercely negotiated locally.

Additional Payments

All respondents said their employers paid additional payments apart from Bombardier in Northern Ireland, Rolls Royce Aero and General Electric. Wood Group GTS are the only employer who pay a lead hand allowance of 10%. The most common additional payment is for Bonus payments. The chart below shows the range of Bonus payments currently being awarded and from which employer.

Bonus Payments

Employer	Payment
BAE Systems Brough	All bargaining groups, 3% for 2006 (paid in two stages), 3% for 2007
BAE Systems Warton	3% of basic
Smiths Aerospace Cheltenham	Employees on pay scheme get an annual percentage of pay up to max. 6.5%
Thales Glasgow	Up to £650 per year for all grades up to principal engineer
Rolls Royce Ansty	All groups get £500 per 13 weeks
Rolls Royce Defence Bristol	Up to £2,000 per annum
BAE Systems Woodford	All staff get 5% per annum
EADS Astrium	All staff are part of the EADS profit share scheme
BAE Systems Chadderton	All staff get an annual bonus of between 0-5%

Performance Related Pay and Pay Progression

Only one respondent said that their employer paid performance related pay. This is BAE Systems at Warton where their employee incentive scheme is based on business growth: either all staff get it or no staff get it. For pay progression, only Thales pays this, and they have a system whereby one incremental move per year is awarded to 20% of the total group based on performance.

Service Increment

Respondents were asked respondents whether their employer offered service increments. A number of employers did offer service related leave. The comparative information is in the chart below. It will be interesting to see what happens with this benefit now that the Age Discrimination legislation has been implemented, where any reward with age as a qualifying component has to be objectively justified if spread over more than 5 years. Many respondents mentioned that their companies are lobbying Government to retain the service related leave as an expression of gratitude for the employee staying with the company.

Employer	Increment	Qualifying Period
Airbus	1 day 1 day	After 10 yrs After 15 yrs
Wood Group	Two days leave 1 extra day 2 extra days	After 10 yrs After 15 yrs After 20 yrs
Messier-Dowty	8 hours leave 8 hours leave	After 10 yrs After 30 yrs
BAE Systems- all sites	1 day 1 day	After 5 years After 10 years
Smiths Aerospace	Up to 5 days	After 25 yrs
General Electric	5 days in total	1 day after 2 yrs, then an extra day each year up to 5 yrs until 5 full days extra are achieved

Shift Premia

The survey responses showed a number of varying shift premia paid across the sector. A number of employers do not pay shift premia, whereas some pay it for some work places and not others. At Airbus UK the manual workers receive either a 25% or a 33% shift premia depending on which shift they are working on. At Smiths Network 65 site, workers on the night shift receive 26.50%, on the early shift they receive 15% and on the late shift 25%.

For workers at Smiths Aerospace the night shift receive time plus 33%, on the link shift at Rolls Royce Defence the workers receive 26% and on the night shift at the same workplace the workers receive 30% shift premia payments. EADS Astrium workers get basic pay plus 20% for all hours worked on a double day shift and basic plus 33% for all hours worked on the night shift. Wood Group workers receive a backshift payment of 20% and a 33% payment for the night shift. At BAE Systems all staff receive a shift premia which varies across the various the different workplaces, bargaining groups and on the shift that is being worked.

Overtime Rate

All employers offer an overtime rate apart from Rolls Royce, and although there are differences in other benefits at the three Rolls Royce sites it is clear that the no overtime rate applies across all of the sites. The chart below shows the comparative data for the overtime rates paid at the different workplaces. 36% of Aerospace companies pay overtime at time and half for Monday – Friday working. Only at Messier Dowty was there a specific overtime rate for the grade of worker. This presented itself as £11.08ph for grade 4, £11.44ph for grade 5 and £11.08ph for grade 6 workers.

Aerospace Overtime Rates

Employer	Overtime Rate
Airbus UK	Monday – Friday 25% Saturday am 50% Saturday pm 50% Sunday 50% Bank holidays 50%
Wood GTS Group	Monday – Friday 50% Saturday 50% (first 4 hours, 100% after) Sunday 100% Bank holidays 100% + 1 day in lieu

BAE Systems Brough	Monday – Friday 40% Saturday am 40% Saturday pm 40% Sunday 40% Bank holiday 40% + 1 day in lieu
Smiths Network 65	Monday – Friday 50% Saturday am 50% Saturday pm 50% Sunday 50% No rate for bank holidays
Bombardier	15% for all categories
Messier Dowty	Grade 4 £11.08ph Grade 5 £11.44ph Grade 6 £11.08ph
BAE Systems Warton	Monday – Friday 25% Saturday am 50% Saturday pm 50% Sunday 50%
Smiths Aerospace	Monday – Friday 75% Saturday am 50% Saturday pm NIL Sunday 200%
Thales Glasgow	Monday – Friday 50% Saturday am 50% Saturday pm 50% Sunday 75% Bank holiday Time + half day in lieu
Thales Belfast	Monday – Friday 50% Saturday 50% Sunday 50% Bank holiday 50%
BAE Systems Woodford	Monday – Friday 25% Saturday 50% Sunday 50% Bank holiday Time + 50% TOIL
EADS Astrium	Monday – Friday 50% Saturday am 50% Saturday pm 50% Sunday 50% Bank holiday 50% + 1 day in lieu
General Electric	Monday – Friday 50% Saturday am 50% Sunday pm 50% Bank holidays 50% £150 for Christmas Day £75 Boxing Day £75 New Years Day
BAE Chadderton	Monday – Friday 50% Saturday 50% Sunday 50%

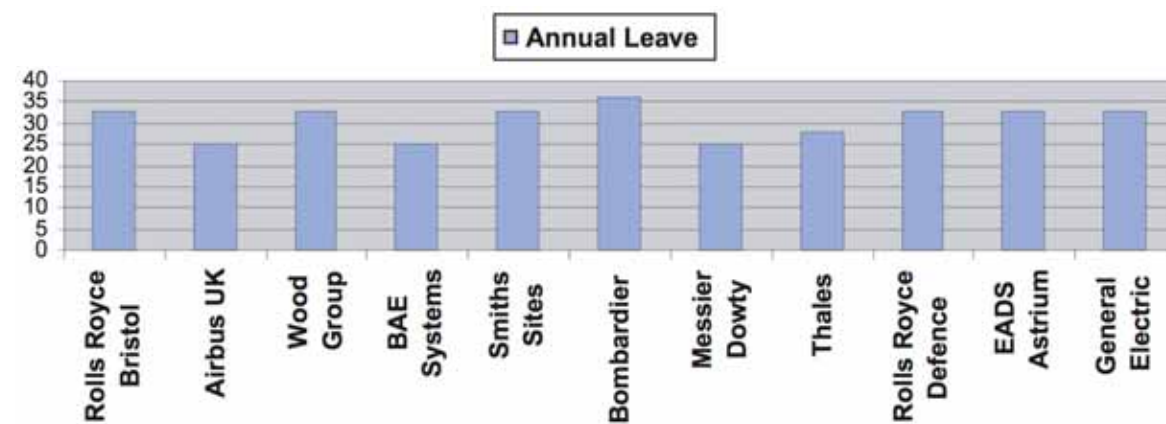
Annual Leave

There proved to be a surprisingly broad spectrum of holiday leave entitlement at the companies where our respondents worked. The smallest amount of leave was at the BAE Systems sites with 28 days for manuals who work a 4 day week but 33 days for staff who work 5 days.

A number of companies, (45%), receive 33 days annual leave and this includes; both the Smiths sites, the Wood Group (made up of 29 floating days and 4 fixed statutory days), EADS Astrium and Rolls Royce Defence at Bristol, where besides the 20 days annual leave and 8 bank holidays they also receive 5 premium days (of which 2 are fixed and 3 are floating). General Electric also receive 33 days. Of the other companies, Thales Glasgow site workers receive 28 days, Thales at Belfast receive 35 days in all, of which 17 days are fixed and 18 days floating. Bombardier came out top of the group with 36 days. The chart below shows all the data for comparative purposes.

It should also be noted that the annual leave entitlement recorded includes the bank holidays for all the respondents. Some company's record their leave entitlement in hours but for purposes of simplifying the comparative analysis all data was rounded up to the number of days.

Aerospace Annual Leave Entitlement



Family Friendly Policies

Amicus thought it would be useful to survey members within the Aerospace sector to see what family friendly policies have been implemented. We were especially keen to see any policies that had been negotiated over and above the statutory minimum. In a sector where the gender balance is predominantly male, we were never the less hoping to find that Government policy regarding maternity, paternity, adoption and carers leave would have been implemented and improved upon.

Most of the respondents recorded statutory provision only for the large majority of maternity, paternity, adoption and carers leave arrangements. Only four employers had above statutory provision; Wood GTS Group pay full pay for the first 6 weeks of maternity leave, 90% of full pay for the next 7 weeks and £200 for the period between 14 and 26 weeks. The same enhanced terms are also paid for adoption leave.

At EADS Astrium an extra two payments are made as well as statutory maternity pay (SMP). These are 100% salary for the first 6 weeks plus a 'returning bonus', paid irrespective of maternity leave taken. EADS will pay 50% of the difference between SMP received and the employee's basic salary in equal monthly instalments over the 12 months following the date of return to work. There is a 26 weeks qualifying period, the employee must return to work and the bonus will not be paid if the employee leaves EADS. As well as this, paternity pay is paid at full pay for the first week and statutory paternity pay (SPP) for the second week. Adoption pay is enhanced in the same way as maternity pay.

General Electric offer 13 weeks full pay and 13 weeks statutory pay for expectant mothers with a bonus if the employee returns to work after 6 months, there is no service requirement for this enhanced arrangement. Paternity leave is paid as full pay for the first week and statutory for the second week. However, adoption is only paid at the statutory level and is not enhanced like maternity pay and leave.

The Thales site in Glasgow offers up to 11 weeks maternity leave before the estimated week of confinement (EWC) plus up to 41 weeks leave after the date of the birth of the child, a maximum

leave period of 52 weeks. Expectant mothers receive 18 weeks maternity pay at 100% of salary, and an additional 22 weeks maternity pay at the lower rate of SMP. Paternity leave is 10 days and paid at 100% of salary for the first 5 days and 5 days at SPP. Adoption leave and pay is paid at the same rate as for maternity leave and pay.

These were the only examples in all the categories of above statutory provision for family friendly policies. A number of respondents indicated the right to a further 26 weeks maternity leave if the prospective mother had the sufficient qualifying period, giving a total of 52 weeks maternity leave.

There were no surprises in the survey responses and nothing that made us think that employers were working to increase their maternity, paternity, adoption and carers leave over and above the statutory provision. This is something Amicus would be keen to see re-negotiated with their employers.

Pensions

The Aerospace industry has not been immune to the changes and problems currently being experienced by the pensions industry. There are a number of existing final salary schemes that are now closed to new entrants and for many new employees within the sector, the only option is a money purchase scheme. This could have a significant effect on the existing schemes that are now closed to new entrants as there will be no new money going into the schemes and the only way the schemes can grow is through prudent fiscal investment.

An alternative to this scenario is happening at BAE Systems. The existing BAE final salary pension scheme is now closed to new entrants but the new scheme available to new entrants the BAE 100 scheme, is also a final salary scheme but also has a 3% contribution to a money purchase scheme and is contracted in to the UK State scheme. This is a broad brush approach to resolving the issue of closing existing pension schemes, but again with no new money going into the old scheme; it presents concerns about how the closed scheme will be maintained.

Rolls Royce have also closed their old scheme Rolls Royce Plan, and have started a new scheme that is also a final salary scheme, this is called the Rolls Royce Group Scheme and is open to all new entrants.

Employer	Final salary	Money Purchase	Other
Rolls Royce Aero, Ansty and Defence sites	Yes-Rolls Royce Plan-closed to new entrants		Rolls Royce Group Scheme-also a final salary, open to new entrants
Airbus UK	Yes-closed to new entrants	For new entrants	
Wood GTS Group	Yes-closed to new entrants	For new entrants	
BAE Systems Brough, Warton, Woodford and Chadderton sites	Yes-closed to new entrants		BAE 100 scheme-part final salary, part money purchase scheme (3%) + contracted in. BAE 2000 for former Marconi staff
Smiths Network 65	Yes-closed to new entrants	For new entrants	
Bombardier	Yes-open to all entrants		
Messier Dowty	Yes-closed to new entrants		All new entrants on a career average, re-valued earnings scheme
Smiths Aerospace	Yes-closed to new entrants	For new entrants	
Thales	Yes-closed to new entrants	For new entrants	
EADS Astrium	Yes - closed to new entrants	For new entrants	A mixture of final salary and money purchase
General Electric	YES-open to all		

Summary

The workers within the Aerospace industry are regarded as some of the most highly skilled and highly paid in the UK. This survey bears out the assertion regarding pay where workers are on a level with workers in the Motor Vehicles sector. The Aerospace industry enjoys the benefits of a procurement process with the MoD that awards lucrative contracts, and as such benefits from a highly skilled workforce that adds value to their workplace and the sector. Manufacturing production in general is having a quiet resurgence in the UK and the Aerospace sector is one of the key areas within manufacturing. For example the CBI's latest (November 2006) monthly industrial trends survey shows that UK manufacturing orders, output and exports are all up, representing the first positive balance since 1996 and the highest level since August 1995 (+7%)¹

There is evidence from our survey that shows there is a system of informal pay benchmarking that happens within the Aerospace sector. This is particularly useful when determining pay levels by region or company. It would also seem that with a significant skills gap in the sector there may be some wage inflation going on due to a shortage of key highly skilled staff. There is also evidence of golden handshakes and poaching of staff. Aerospace companies also offer specific recruitment and training schemes for apprentices and graduates.

Trade union density within the Aerospace sector is very high Amicus has over 63,000 members in the sector and this is increasing due to an excellent representative's network that recruits and organises within the companies in a pragmatic and strategic way. This is true of both manual and professional grades. The particular problems that happen in engineering in general, especially in the supply chain, where pay rates are low and working conditions are not so good, mostly due to the proliferation of small to medium employers, does not happen within the Aerospace sector. These are very large companies, which are highly unionised and as such have good terms and conditions. However, there is significant work to be done on improving family friendly policies within the sector.

The Aerospace sector is not immune to the changes that are happening in the pension's arena, with 81% of companies closing their final salary scheme to new entrants. There are some companies that have started new final salary schemes but the large majority have moved to money purchase schemes this could prove to be a significant issue in a sector that has a skills gap and where workers will look to see which companies have the best pension arrangements when deciding where to work.

The Aerospace sector and the range of highly skilled workers within the sector create a significant economic boost to the UK balance of payments. The products and services aimed at the defence and space sectors are exported all over the world. The intellectual integrity, research and innovation of the work done by the sector is recognised and acknowledged in the international arena, and the workers within the sector are instrumental in creating that level of dynamism.

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¹ CBI press Release at www.cbi.org.uk

Appendix

Aerospace Company Pay Rates

Rolls Royce

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Bristol Test Site	Defence Aerospace	Maintenance Fitter	D	£537

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Anstey, Coventry	Operations-Manuals	Skilled; Machinist, Maintenance, Inspection	A	£596
Anstey, Coventry	Operations-Manuals	Semi-skilled; Stores, Forklift	B	£496

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Bristol	Defence	Instrument Fitters	E	£600 approx
Bristol	Defence	Test Fitters, Inspectors, Millwrights	D	£570 approx
Bristol	Defence	Fuel Operators	C	
Bristol	Defence	Semi-skilled Storeman, Drivers	B	
Bristol	Defence	Semi-skilled Service Support, Operators	A	

Airbus UK

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Filton, Bristol	N/A	Team Leader	MO1	£487.75
Filton, Bristol	N/A	Skilled with quality approval	MO2	£407.75
Filton, Bristol	N/A	Skilled	MO3	£391.30
Filton, Bristol	N/A	Semi-skilled with quality approval	MO4	£357.70
Filton, Bristol	N/A	Semi-skilled	MO5	£345.50

Woods Group GTS Ltd

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Scotland	Machine Shop, site 4	Skilled Welder	1	£377.44
Scotland	Machine Shop, site 4	NDT Inspection	1	£377.44
Scotland	Machine Shop, site 4	Maintenance Fitter	1	£377.44
Scotland	Machine Shop, site 4	Skilled Plasma	1	£377.44
Scotland	Machine Shop, site 4	Semi-skilled Plasma	2	£341.14
Scotland	Machine Shop, site 4	Semi-skilled NDT	2	£341.14
Scotland	Machine Shop, site 4	Furnace Operator	3	£307.84
Scotland	Machine Shop, site 4	Balance Operator	3	£307.84
Scotland	Machine Shop, site 4	Shippine	4	£296.74
Scotland	Machine Shop, site 4	Clean Line	4	£296.74
Scotland	Machine Shop, site 4	Stores	4	£296.74
Scotland	Machine Shop, site 4	Blender	4	£296.74
Scotland	Machine Shop, site 4	Labourer	5	£226.07

BAE Systems

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Brough	Manual	Skilled Worker	613	£22,269-£23,852
Brough	Manual	1 st Year Skilled Worker	610	£22,040
Brough	Manual	Semi-skilled Grade 2	301	£17,609
Brough	Manual	Semi-skilled Grade 1	307	£19,002
Brough	Manual	Skilled Machinist	604-OPI	£21,580

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Warton	CS + S International, Group office + MASS	Professional Staff TS	9	315,449-£20,607
Warton	CS + S International, Group office + MASS	Professional Staff TS	8	£15,449-£28,342
Warton	CS + S International, Group office + MASS	Professional Staff TS	7	£22,506-£32,742
Warton	CS + S International, Group office + MASS	Professional Staff TS	6	£22,506-£32,742
Warton	CS + S International, Group office + MASS	Professional Staff TS	5	£30,389-£44,215

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Woodford	Professional Staff (PSG)	Admin/Clerical	A	£14,054-£15,461
Woodford	Professional Staff (PSG)	Technical Assistant	B	£16,304-£21,642
Woodford	Professional Staff (PSG)	Junior Engineer	C	£18,692-£24,594
Woodford	Professional Staff (PSG)	Senior Engineer	D	£22,063-£29,230
Woodford	Professional Staff (PSG)	Principle Engineer/Group Leader	E	£25,436-£33,585
Woodford	Professional Staff (PSG)	Junior Manager/Engineering Specialist	F	£29,230-£41,875

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Chadderton	Professional Staff (A)	Junior Administrator/Clerical	MIN – PZ MAX	£14,121 - £18,639
Chadderton	Professional Staff (B)	Senior Administrator/Storeman	MIN – PZ MAX	£16,382 - £21,746
Chadderton	Professional Staff (C)	Junior Engineer/Planner/Procurement Officer	MIN – PZ MAX	£18,782 - £24,712
Chadderton	Professional Staff (D)	Senior Planner/Senior Procurement Officer/Engineer	MIN – PZ MAX	£22,169 - £29,371
Chadderton	Professional Staff (E)	Senior Engineer/Procurement Engineer/Logistics Engineer/ Senior Draughtsman	MIN – PZ MAX	£25,558 - £33,747
Chadderton	Professional Staff (F)	Team Leader/Specialist Engineer	MIN – PZ MAX	£29,371 - £42,078

Smiths Aerospace

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Burnley	Network 65	Fitter, sheet metal	Skilled	£354.08
Burnley	Network 65	Fitter, sheet metal	Semi-skilled	£332.16
Burnley	Network 65	Engineer	Engineer	£436.53

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Cheltenham	Various	Engineer-Workshop Support	13-14	£28,749-£33,128
Cheltenham	Various	Technician	6-12	£21,000-£27,000
Cheltenham	Various	Supervisor	15	£35,000
Cheltenham	Various	Commercial-Office Admin	4-10	£20,000-£25,000

Bombardier

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Queens Island	N/A	Skilled	9.5	£370.83
Queens Island	N/A	Skilled Staff	8.5	£421.29
Queens Island	N/A	Staff	6.5	£547.54
Queens Island	N/A	Staff	7.5	£476.53
Queens Island	N/A	Semi-skilled	10.5	£329.79
Queens Island	N/A	Helpers	11.5	£302.77
Queens Island	N/A	Security	9.5	£432.64

Messier Dowty

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Cheltenham	MIL-COM Assembly	Skilled; Fitter, Machinist, Inspector, Electrician, Sheet Metal Worker, Facilities Trades	4-6	£21,326-£22,704
Cheltenham	MIL-COM Assembly	Skilled; Bench Fitter, Process Operator, Services Operator, Production Assistant	T-6	£18,295-£22,170
Cheltenham	MIL-COM Assembly	Semi-skilled Facilities Assistant	3-5	£16,563-£17,233
Cheltenham	MIL-COM Assembly	Semi-skilled; Production Assistant, Workmovers, Labourers	2-5	£16,236-£17,122
Cheltenham	MIL-COM Assembly	Unskilled HGV Driver	HGV 1 & 2	£17,495-£17,828
Cheltenham	MIL-COM Assembly	N/A	LNC2	£22,939
Cheltenham	MIL-COM Assembly	Technical	2	£21,567-£24,558
Cheltenham	MIL-COM Assembly	Technical	3	£23,028-£26,652
Cheltenham	MIL-COM Assembly	Technical	4	£24,049-£28,937
Cheltenham	MIL-COM Assembly	Technical	5	£25,583-£30,786
Cheltenham	MIL-COM Assembly	Technical	Training Grades	TOA=£20,544 TIA=£21,053

Thales

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Glasgow	Various	Administrators	2-5	£15,276-£20,710
Glasgow	Various	Technician	4-6	£19,497-£25,393
Glasgow	Various	Stores	2-3	£15,276-£18,465
Glasgow	Various	Engineer	7	95% of £25,842
Glasgow	Various	Senior Engineer	8.1	95% of £37,073
Glasgow	Various	Principle Engineer	8.2	95% of £37,073

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Belfast	Air Defence	Semi-skilled	10	£342.78
Belfast	Air Defence	Skilled	9	£383.86
Belfast	Air Defence	Technician	8	£434.40
Belfast	Air Defence	Senior Engineer	7	£491.36
Belfast	Air Defence	Executive Engineer	6	£564.68

EADS Astrium

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Stevenage	Staff and Manuals	Snr Manager Snr Expert	7	£953-£1905
Stevenage	Staff and Manuals	Manager/Expert	6	£690-£1381
Stevenage	Staff and Manuals	Group Leader/Specialist	5	£492-£1022
Stevenage	Staff and Manuals	Professional/Engineer	4	£387-£773
Stevenage	Staff and Manuals	Asst Engineer/Supervisor	3	£303-£606
Stevenage	Staff and Manuals	Admin/Technician	2	£248-£495
Stevenage	Staff and Manuals	Clerical/Operator	1	£248-£495

General Electric Aircraft Engine Services

Workplace/site	Bargaining Group	Occupation	Grade	Pay Rate
Cardiff	Manuals	Aircraft Engineer	A/E 1	£487.67
Cardiff	Manuals	Aircraft Engineer	A/E 2	£514.25
Cardiff	Manuals	Aircraft Engineer	A/E 3	£540.94
Cardiff	Manuals	Aircraft Engineer	A/E 4	£567.57
Cardiff	Manuals	NDT Engineer	NDT 1	£566.65
Cardiff	Manuals	NDT Engineer	NDT 2	£586.80
Cardiff	Manuals	NDT Engineer	NDT 3	£651.05
Cardiff	Manuals	NDT Engineer	NDT 4	£661.80
Cardiff	Manuals	NDT Engineer	NDT 5	£723.40
Cardiff	Manuals	Ops Support (Semi-skilled)	OPS 1	£263.17
Cardiff	Manuals	Ops Support (Semi-skilled)	OPS 2	£298.48
Cardiff	Manuals	Ops Support (Semi-skilled)	OPS 3	£355.30
Cardiff	Manuals	Ops Support (Semi-skilled)	OPS 4	£412.13

