

COMMERCIAL FINANCE PAY 2006 - DISTRIBUTION AGREED

Members will be aware that Amicus and the company recently reached agreement on pay 2006, conditional on the distribution of the pay pot.

Amicus met with the company on the 2 March and were able to finalise the pay deal for 2006, with agreement on the distribution, the key outcomes being:-

- Over 82% of staff receiving an increase in excess of inflation (R.P.I), with the latest published figure being 2.4%
- Almost 40% of staff receiving an increase in excess of 4%
- Significant shifts of staff towards the Market indicator (100% point) in each band.

How is your pay rise calculated?

As previously reported Amicus will be approaching the company regarding concerns around the C.F pay system and proposals to increase awareness and understanding amongst staff of how the pay system operates.

Your pay rise is calculated by assessing your salary and your % performance rating (Performance Indicator), against the 100% salary point (Market Indicator).

Any member can ask their manager for the Market Indicator for the role they undertake, along with their Performance Indicator.

Zero Tolerance on Zero Pay

29 staff received neither a pay rise or cash award and whilst this represents real progress in the campaign for Zero Tolerance on Zero Pay, this is still 29 staff too many in Amicus' view.

However the company have shared the breakdown of this population and the reasons for the nil awards relate to either performance issues or an existing salary that is in excess of the Performance Indicator.

Whilst Amicus will continue to strive to eradicate zero pay awards, performance is a key determinate when awarding pay. If any members are unhappy with the Performance Indicator they have been awarded, contact one of your JAORs or the helpline on 08081 449595.

Amicus would welcome feedback on the pay deal or any other issue in C.F. Please feel free to contact me on 01275 370000 or alternatively email at stuart.davies@amicustheunion.org

Additionally Amicus will be visiting all the CF sites throughout 2006, so again feel free to come and see us when we visit your site.

Not a Member?

Being part of a TUC affiliated independent trade union that has over a million members allows us the opportunity to offer you an unbeatable discounted rate on your membership. Membership subscriptions are £5.00 per month for full time staff and £2.50 for part time staff. In addition, you will receive the first three months of your membership completely free. To join visit our website on www.amicustheunion.org