

Revisions to
National Agreements

Wages and Conditions

To operate from 24 April 2008



I Revisions to National Agreements between the BPIF and Unite Graphical, Paper and Media Sector

To operate from 24 April 2008

1 National minimum grade rates

It is agreed that with effect from 24 April 2008, the following national minimum grade rates will be established in the national agreement.

- | | | |
|-----|---------------|---------|
| (i) | Craft/Class I | £280.96 |
| | Class II | £253.77 |
| | Class III | £238.09 |
- (ii) The minimum earnings guarantee will be set at a figure of £245.82 and will increase in future by whatever national increase is applied to the Class III minimum grade rate.
- (iii) The above national minimum grade rates are payable to regular and temporary* full-time adult employees and are accountable for shift and overtime calculations. In the case of part-time* employees the minimum grade rate will apply pro rata to the hours which they work.

Employees aged 18 or over, joining a company with no previous relevant experience in the industry shall receive the probationers rate of 12 weeks at 75% of the Class III national minimum grade rate.

** For conditions applicable to part-time and temporary employees see: Part-time and temporary employees - minimum terms agreement.*

2 Full cost recovery

Unite Graphical, Paper and Media Sector has accepted that the cost of the settlement can be recovered in full by efficiency and productivity improvements at company level. The full cost recovery clause is included in the Unite/BPIF Partnership Agreement.

II Wage increases for Unite Graphical, Paper and Media Sector members

To operate from 24 April 2008

1 Adults

accountable for shift and overtime calculations:

(a) Cash wage increase

Craft/Class I	£9.60
Class II	£8.64
Class III	£7.87
Small Offset	£8.64

(b) Minimum grade rates

Craft/Class I	£280.96
Class II	£253.77
Class III	£238.09
Small Offset	£253.77

2 Apprentices

Age at date of commencement of apprenticeship	% of Minimum Grade Rate	Apprentice wage rate from 24 April 2008
Under 20*	50%	£140.48
20 and over	80%	£224.77

Qualification	% of Minimum Grade Rate	Apprentice wage rate from 24 April 2008
NVQ Level 2	85%	£238.82

* In accordance with the legislation on the national minimum wage, apprentices aged under 20 who are in the second year of their apprenticeship, must by law receive the national minimum 'development' rate or above. From Oct 2007 this has risen to £4.60 per hour (equivalent to £172.50 for a standard 37.5 hour working week). This rate will rise in accordance with legislation.

N.B.: Apprentices (under 20) are exempt from national minimum wage legislation during the first 12 months of their training.

In companies where it is only possible for an apprentice to achieve a Level 2 NVQ, the qualified craft rate will apply when this is achieved. In all other cases the qualified craft rate will apply when the apprentice has achieved a Level 3 NVQ and a qualification certificate has been awarded.

3 Learners

- (a) Print finishers, Machine assistants & Small offset learners:

Age	% of Class III MGR	Increase from 24 April 2008	Minimum rate from 24 April 2008
16*	50%	£3.94	£119.05
16½	55%	£4.33	£130.95
17	60%	£4.72	£142.85
17½	67.5%	£5.31	£160.71
18 and over	100%	£7.87	£238.09
Small Offset 18 and over	100% of Class II	£8.64	£253.77

* In accordance with the legislation on the national minimum wage, 16 and 17 year old learners (above compulsory school leaving age) must by law receive the 'young workers' rate or above. From Oct 2007 this has risen to £3.40 per hour (equivalent to £127.50 for a standard 37.5 hour working week). This rate will rise in accordance with legislation.

- (b) Employees aged 18 and over joining a company with no previous relevant experience in the industry, shall serve a probationary period of 12 weeks at 75% of the Class III minimum grade rate.

This probationary rate requires consideration in regard to the national minimum wage. The probationary rate is currently above the national minimum wage 'development rate' (for workers aged 18 - 21 inclusive). However, it does fall below the 'adult' rate (for workers aged 22 and over). Therefore, in accordance with the legislation on the national minimum wage, learners aged 22 and over must by law receive the 'adult' rate or above. From Oct 2007 this has risen to £5.52 per hour (equivalent to £207.00 for a standard 37.5 hour working week). This rate will rise in accordance with legislation.

Further information on the national minimum wage can be found on:

<http://www.berr.gov.uk/employment/pay/national-minimum-wage/index.html>

4 Minimum earnings guarantee

The resulting rates of pay shall be subject to an overall provision that no adult employee covered by this agreement shall earn less than the minimum earnings guarantee (excluding overtime) of £245.82 for a full standard working week. The minimum earnings guarantee does not apply to apprentices, trainees, learners, probationers, and part-time and temporary employees.

III Revisions to photocomposition and machine classification extra rates

To operate from 24 April 2008

1 Photocomposition agreement

	Extra payable from 24 April
(a) Keyboards, with or without character display (including VDU), free-standing or on-line, producing justified or unjustified input for phototypesetting:	£21.49
(b) Keyboards, freestanding, with character display (including VDU) and operator programmable micro-processors capable of editing previously prepared material or page make-up, in addition to producing input as in (a) above:	£30.72
(c) Freestanding general purpose computers programmed for composition using on-line peripheral equipment such as ASR, VDU and VDT, magnetic tape, floppy discs, printers, magnetic discs, etc. (other than operations in (a) above):	£43.04
(d) Phototypesetting units, (excluding display headline equipment and manually operated composing machines). Operators in charge of one or two machines carrying out own processing and proofing:	
(i) mechanical (e.g. Monophoto, Fotosetter and similar):	£21.49
(ii) electronic (including justifying; hyphenation and other processing facilities):	£30.72
(iii) high speed electronic capable of producing over 150 characters per second output (260 8-point 11 pica lines per minute):	£43.04
(e) Handwork related to phototypeset output (film or paper) and, in relation to this, carrying out with complete flexibility: corrections, make-up*, imposition, proofing and operation of ancillary equipment (e.g. display and headline units):	£21.49
(f) Compositors operating specialised photo-composing systems providing the facilities for the automatic make-up of phototypeset matter together with the insertion of rule patterns (e.g. Formotype and similar), and carrying out own processing and proofing:	£30.72
(g) Readers (wholly engaged on reading of phototypeset proofs):	£21.49
(h) Display headline equipment and manually operated photocomposing machines:	£10.71

** including insertion of illustrations and make-up of repro proofs into page form when undertaken within a photocomposing department.*

2 Lithographers agreement - classification and rates

	Extra payable from 24 April
Class 2 Plate transfers for rotary machines:	£2.12
Class 3 Printers and transferrers in the ceramic section of the industry:	£5.68
Class 4 Operators of power offset proofing presses with automatic inking and damping:	£16.86
Class 5 Assembly/planning (imposition) and printing-down frame operators:	£14.76
Class 6 Hand processing (coating, developing and etching) and operators of automatic surface plate processors:	£12.70
Class 7 Operators of automatic plate processors with facilities for processing deep-etch and multi-metal plates, ready for use:	£14.76
Class 8 (a) Operators of Lithotex and similar step-and-repeat cameras, operators of Printex and similar step-and-repeat printing-down machines and operators of multi-transferring presses:	£16.86
(b) Automatic step-and-repeat machines (single or multi-image):	£21.12

3 Machine classification agreement

Band	Extra payable from 24 April	Band	Extra payable from 24 April
1	£4.46	21	£65.91
2	£7.54	22	£68.96
3	£10.61	23	£72.06
4	£13.66	24	£75.15
5	£16.74	25	£78.18
6	£19.84	26	£81.29
7	£22.91	27	£84.29
8	£25.93	28	£87.40
9	£29.02	29	£90.45
10	£32.12	30	£93.54
11	£35.17	31	£96.64
12	£38.26	32	£99.69
13	£41.37	33	£102.75
14	£44.40	34	£105.70
15	£47.43	35	£108.91
16	£50.55	36	£111.94
17	£53.65	37	£115.04
18	£56.66	38	£118.11
19	£59.73	39	£121.20
20	£62.88		

Note: When there is more than one minder on a machine, the first minder shall receive three-fifths of the machine extra, as set out in the tables above, and the second minder two-fifths. Any additional minder on the machine shall receive a payment equivalent to one-third of the machine extra.

First Minder, additional payment:		£9.22
Lithographic machine, additional payment each minder:		£4.61
Minders operating three hand-fed platens or two vertical cylinders, or two flat-bed machines up to and including 10,323 sq cm received the machine extra provided for each machine and a single additional payment:		£3.50
Reel-fed letterpress and gravure machine minders operating more than one machine with a maximum web width up to and including 432 mm shall, for each additional machine, receive a further payment of:		£4.61
Bronzing attachments:		£4.61
Numbering Devices:	4 - 10 (daily extra)	£0.90
	over 10 (daily extra)	£1.85

Folders and sheeters:

Minders in charge on a machine equipped with a fixed or variable folder and/or sheeter:		
(i) machines with a maximum web width above 432 mm and up to and including 1016 mm:		£3.50
(ii) machines with a maximum web width of over 1016 mm:		£6.88

Ultra violet curing and infra-red drying on sheet-fed litho machines:

Minder in charge of a machine with one or more UV curing and IR drying attachments (whether between printing units, on a delivery or freestanding) shall receive an additional payment for any week during the whole or part of which UV/IR attachments are in use as follows:

(i) machine with up to and including three printing units:		£11.84
(ii) machine with four or more printing units:		£16.86
and second minder:		£10.13

4 Printing machine assistants

Extra payable from 24 April 2008

	Number of operatives							
	1		2		3		4	
Category A	£4.61		£7.84	(£3.92)				
Category B	£9.22		£15.67	(£7.84)				
Category C	£12.28		£20.88	(£10.44)	£29.47	(£9.82)		
Category D	£17.64		£29.99	(£15.00)	£42.34	(£14.11)	£54.68	(£13.67)
Category E	£21.49		£36.53	(£18.27)	£51.58	(£17.19)	£66.62	(£16.66)
Category F	£24.59		£41.80	(£20.90)	£59.02	(£19.67)	£76.23	(£19.06)

Note: The figures in brackets represent the payments shared equally between the assistants.

Bronzing attachments:		£1.60
Numbering Devices:	4 - 10 (daily extra)	£0.36
	over 10 (daily extra)	£0.53
Folders and sheeters:	Maximum web 432 - 1016 mm	£1.24
	Maximum web over 1016 mm	£2.45
Ultra-violet ink curing and infra-red drying (sheet-fed litho/letterpress only):		£3.09

Vertical Miehles, automatic and hand-fed platens (London only)

One Verticle Miehle, or similar automatic machine:		£6.84
Presses:	Power Operated	£3.74
Hand Operated with mechanical inking:		£1.95
Automatic platens:	One machine	£4.46
	Two machines	£8.97
<i>The above rates include automatic feeders and anti-set-off sprays.</i>		
Bronzing attachments:		£4.61
Numbering devices:	up to 4 (daily extra)	£0.41
	5 - 10 (daily extra)	£0.78
	over 10 (daily extra)	£1.84

5 Counter check book, continuous stationery and reel-fed platen machine agreement

Points	Extra payable from 24 April	Points	Extra payable from 24 April
150 - 200	£10.25	451 - 500	£28.67
201 - 250	£13.37	501 - 550	£31.81
251 - 300	£16.41	551 - 600	£34.89
301 - 350	£19.51	601 - 650	£37.91
351 - 400	£22.60	651 - 700	£41.01
401 - 450	£25.65		

Continuing at £3.09 per 50 points from 24 April.

Lithographic machines, additional payment:	£4.59
Second minder's rate:	£9.67

6 Minders and operators in:

- Carton converting
- Flexible packaging
- Continuous stationery finishing
- Binding and finishing
- Manufactured stationery

Band	Extra payable from 24 April
1	£15.35
2	£23.05
3	£30.72
4	£43.04

7 Carton converting machine assistants

Band	Extra payable from 24 April
1	£4.93
2	£7.33
3	£9.67
4	£13.57