

DECEMBER
20 JAN 2014



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National Conference Agreement
Wage Increases from the first working day in January 2014

In accordance with the relevant clauses of the National Conference Agreement, an increase of 2.6% on all rates (including daywork contract rates) has been agreed. *This will apply to wages earned from the first working day of January 2014.* The new rates of pay are as follows:

<u>Minimum Wage Rates</u>	<u>Age</u>	<u>Rates</u>
	16	£180.56
	17	£206.33
	18 and over	£257.93

Agreement on Incentives/Time Study

All existing rates are to be increased by 2.6%. However, nobody should be paid less than the appropriate minimum rate.

Piecework Rates

The percentage plussage on **net** earnings will be increased by 2.6%.

Maternity Pay

Maternity pay will be improved to fall in line with current paternity pay arrangements. This means that maternity pay will be at 100% of average earnings (inclusive of statutory maternity pay) for the first two weeks.

Joint Consultative Committee

It was agreed that the industry should re-launch a Joint Consultative Committee to discuss matters of mutual interest which may include:-

- the revision and updating of the National Conference Agreement (NCA)
- training and development of employees
- sickness absence – statistics and practice
- holiday arrangements

The agreement covers one year. An amended version of the National Conference Agreement document will be circulated.

Steve McCool (signed) Steve McCool, National Officer, Community Trade Union

Richard Kottler (signed) Richard Kottler, Chief Executive, British Footwear Association

cc BFA members, Community members.

7 January 2014