Finishing and converting
Other Class II

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Below please find the individual breakdown of your chosen job title from the BPIF's 2005 Manpower Survey report.

For an overview of the full report 'Overview' from the list of individual occupations at www.printdata.org.uk

Introduction

These reports summarise the findings of the *BPIF/SPEF Manpower survey* for the UK in the pay week containing 6 September 2004. They are reference documents, which should assist companies in assessing their wage costs and making decisions about the recruitment and deployment of people. Also, they enable guidance and assistance to be given to member companies on wages' structures and earnings' levels. Finally, the data is an essential tool for negotiations at all levels.

The overview comprises:

- A summary of the main conclusions.
- An analysis of the composition of the industry's labour force.
- A summary of earnings by class, shift, location, company size and product sector.
- The distribution of shift premia paid to production employees in the industry.
- A comparison of wage data (by class and shift) from 2004 with that from 2003 on a matched sample* basis (i.e. companies which responded in both years).

**A matched sample analysis has been conducted to aid comparison in wages data on a like-for-like basis with the previous year. The matched sample includes only those companies that responded to the Manpower survey in both 2003 and 2004.*

The full report, which is unique to the printing, packaging and graphic communications industry, is issued free under confidential cover to all respondents, but carries a charge of £250 to non-participating members and is available to non-members at a charge of £500. The report is for the confidential information of recipients and must not be published in whole or in part without the permission of the BPIF.

These individual reports, available for around 40 production-based occupations, are available to buy and download from www.printdata.org.uk. These reports contain:

- Individual occupation earnings by shift, with differentials to enable users to calculate estimates for location, company size and product sector.
- A summary of the cash increases resulting from the 2005/2006 National Agreement.

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National Agreement

Only details of changes in the minimum grade rates and minimum earnings guarantee are detailed below. BPIF members can obtain further details of the National Agreement from the BPIF website (www.britishprint.com).

The following increases were agreed during the 2005 National Negotiations. They are due to be implemented (subject to a balloted approval of Amicus GPMS members) on and from 24 April 2005, or on the individual company's domestic settlement date where this differs from 24 April 2004 in accordance with an existing written house agreement to this effect.

Table 12a - National Agreement cash increases

Class	Cash wage increase
Craft/Class I	£x.xx
Class II	£x.xx
Class III	£x.xx
Small Offset	£x.xx

Table 12b - National Agreement minimum grade rates

Class	Minimum grade rate
Craft/Class I	£xxx.xx
Class II	£xx.xx
Class III	£xxx.xx
Small Offset	£xxx.xx

The Craft/Class I cash wage increase is added to the previous national minimum grade rate to give the new rate above. Class II and Class III increases are pro rata to the Craft/Class I increase.

The national minimum grade rates, given above, 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 the 'Part-time and temporary employees - minimum terms agreement' clause in the full National Agreement.*

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 £xxx.xx for a full standard working week. The minimum earnings guarantee does not apply to apprentices, trainees, learners, probationers and temporary employees.

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Wage differentials

The following differentials can be applied to the national figures to provide estimates of individual occupation earnings for location, company size or product sector.

Table 13 - Differentials

Product sector	Differential	Area	Differential
General printing	x.xx	North Eastern	x.xx
Book printing and binding	x.xx	North Western	x.xx
Periodicals	x.xx	Midland	x.xx
Cartons	x.xx	Eastern	x.xx
Flexible packaging	x.xx	South Western	x.xx
Manufactured stationery	x.xx	South Eastern	x.xx
Business forms	x.xx	London	x.xx
Trade Finishing	x.xx	Home Counties	x.xx
Newspapers	x.xx	Scotland	x.xx
Graphic reproduction	x.xx		
Security	x.xx		
Labels	x.xx		
Other (including inplants)	x.xx		

s = suppressed

Number of full time employees	Differential
0 - 9	x.xx
10 - 24	x.xx
25 - 49	x.xx
50 - 99	x.xx
100 - 149	x.xx
150 +	x.xx

For example:

If the national figures tell us that the average basic wage for a particular occupation on a day shift is £xxx.xx. Applying the above differentials for a general printing company with 50-99 employees in the North Western region involves the following calculation:

£xxx.xx X x.xx X x.xx X x.xx = £xxx.xx
Thus giving an estimated average basic wage of £xxx.xx.

Note: It does not matter in which order the differentials are applied.

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Make up of gross earnings (£pw)

National summary

Occupation	Shift	Number of firms	Number of employees	Average total wages	Average basic hours	Average overtime hours	Average basic wages	Average shift payment	Average overtime payment	Average gross earnings
Other Class II	Day	xx	xxx	xxx.xx	xx.x	x.x	xxx.xx	-	xxx.xx	xxx.xx
	Double day	xx	xxx	xxx.xx	xx.x	x.x	xxx.xx	xxx.xx	xxx.xx	xxx.xx
	Night	xx	xxx	xxx.xx	xx.x	x.x	xxx.xx	xxx.xx	xxx.xx	xxx.xx
	Treble	xx	xxx	xxx.xx	xx.x	x.x	xxx.xx	xxx.xx	xxx.xx	xxx.xx
	3x12 hour	xx	xxx	xxx.xx	xx.x	x.x	xxx.xx	xxx.xx	xxx.xx	xxx.xx
	Other	xx	xxx	xxx.xx	xx.x	x.x	xxx.xx	xxx.xx	xxx.xx	xxx.xx

Definitions used

Average total wages: The average sum paid for the standard week, that is, excluding overtime but including machine and other extras, house/merit monies, bonuses and shift premium payments where appropriate.

Average basic hours: The average hours in a standard week (including paid meal breaks) that are worked before overtime payments are made.

Average overtime hours: The average hours worked in excess of the standard week.

Average basic wages: The average sum paid for the standard week including machine extras, house/merit monies and bonuses but excluding shift and overtime payments.

Average shift payments: The average shift premium payment made for shift work during the standard week.

Average overtime payments: The average sum paid for work in excess of the standard week.

Average gross earnings: Average gross earnings include all payments made for all hours worked before any deductions are made. This figure is the sum of the average wage, shift and overtime payments.

Note: The data shown is an accurate representation of company responses. Data is suppressed where there are less than three companies reporting into a particular shift within each occupation. Average data is open to skewing by high or low values; contact the BPIF on the number given if you have any queries.

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