

AGREEMENT BETWEEN THE CWU AND QUADRANT CATERING LTD REGARDING QUADRANT PAY REVIEW 2007/08

INTRODUCTION

This agreement has been developed between Quadrant and the CWU as a rounded approach to each organisation's objectives and against the backdrop of the recognised difficult challenges facing Quadrant, balanced with the need to retain motivated and rewarded CWU represented grades.

SCOPE

The agreement covers all CWU represented grades for the 2007/08 pay award.

THE AGREED PAY AWARD

The structure of the agreement represents a package of improvements to terms and conditions over a 2-year period with the next pay/improved terms & conditions award, after the duration of this agreement, being due on the 1st April 2009. It is agreed that negotiations will commence well in advance of that date to ensure that agreement is reached consistent with those timescales.

YEAR 1

The first year of this agreement will attract a 4.5% increase in basic pensionable pay introduced on a phased basis, with 3% effective from the 1st April 2007 and 1.5% effective from the 1st October 2007. In recognition of the need to maintain the relevance of the London Weighting payments, those employees attracting such payments, both Inner and Outer, will receive a 3.7% increase (as opposed to 3%) from the 1st April 2007 and then further increases on that amount in line with the rest of this agreement.

YEAR 2

The second year of this agreement will attract a 3% increase in basic pensionable pay or the rate of inflation; whichever is the greater at that time. The award will be on a phased basis with two thirds of the amount paid from the 1st April 2008 and one third paid from the 1st October 2008, i.e. 2% from 1st April and 1% from the 1st October.

FAMILY FRIENDLY

The CWU's claim for improved terms and conditions sought to reflect on the whole package and not just pay alone, in response Quadrant have agreed to the following family friendly improvements.

- Maternity leave/pay will be increased from 26 weeks full pay to 39 weeks full pay.
- Adoption leave arrangements will be harmonised with maternity leave arrangements.
- Paternity leave/pay will be increased from 1 week to 2 weeks full pay.

Both parties agreed that the recruitment and retention arrangements as catered for by the 3 category pay system in Quadrant appears to be working and is responsive enough to not require any change at this moment in time. However, Quadrant has agreed to involve the CWU Area Quadrant representatives more fully in the process and inform them when areas are under consideration for an increase in category. It is equally agreed that both parties will re-consider the process in the 2009 pay/terms & conditions negotiations or earlier if an urgent problem should arise.

In regard to productivity it was agreed that the current arrangements are still in a fairly embryonic stage but appear to be evolving in a positive way, against that backdrop it was agreed to continue to jointly monitor progress to ensure that the arrangements do motivate and reward.

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Terry Pullinger
Assistant Secretary
Communication Workers Union

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Steve Buesden.
Director
Quadrant Catering Ltd.