



Following ACAS conciliation on Wednesday 19th June 2019, the following final offer was tabled by management from Caledonian Produce, part of the Bakkavor Group plc. GMB Scotland have agreed to ballot their members on this final offer and communicate this offer as the best that could be achieved through negotiation and conciliation.

The offer

- Proposal to increase base rates by further 1% on top of previous offer.
- This would move overall weighted increase from 3.6% to 4.6%.
- This represents an average increase that is x2.4 vs current cost of living increases.
- Offer conditional on the incorporation of one paid break. (Illustration shown below)
 - Staff would continue to get same time for breaks, one would be paid, other unpaid.
- The current dispute would be settled as a result of acceptance of this offer.
- This is the company's best and final offer

Illustration of paid break incorporation (pre any base rate move)

	Current	Incorporation of one paid break into pay rate
Time at Work	8hrs	8hrs
Time Working	7hrs & 4mins	7hrs & 4mins
Time Paid	8hrs	7hrs & 32mins
Rate for SO4	£8.21	£8.72
Earning per Shift	£65.68	£65.69

Summary of Final Offer

	2018 Actuals	Current	Inc %	Initial Offer	Inc %	Final Offer - 19th June	Inc %
SO4	£7.89	£8.21	4.1%	£8.21	4.1%	£8.29	5.1%
SO3	£8.15	£8.21	0.7%	£8.41	3.2%	£8.49	4.2%
SO2	£9.40	£9.40	0.0%	£9.60	2.1%	£9.70	3.1%
SO1	£10.24	£10.24	0.0%	£10.44	2.0%	£10.54	3.0%
Weighted Increase					3.6%		4.6%
Rates after Paid breaks Adjustment							
SO4						£8.81	
SO3						£9.02	
SO2						£10.31	
SO1						£11.20	

Signed by:

Kirk Connor

Kirk Connor
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 Caledonian Produce

Christina Lambie

Christina Lambie
 Organiser
 GMB Scotland



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