

SHARPAK PAY CLAIM & SHARPAK PAY OFFER

1. Above National Living Wage Rates

The company to return to the practice of paying a higher basic rate of pay than the current national living wage that it returned to last year. Sharpak, up until last year was an above minimum wage employer. So, returning to a higher than minimum wage rate would send a strong signal to your employees on the lowest pay at the factory. I am sure that this would be a morale boost

Unfortunately, we are unable to offer any further increase to the base living wage this year. The company continues to face significant commercial pressures, including rising energy costs, constrained selling prices, and challenges in securing new business. Overall performance has been below expectations, and despite our commitment to fair pay, the current financial situation limits our ability to offer further improvements at this time.

2. A 6% Increase For All Grades

For the company to consider a 6% pay increase to all the pay bandings. The company may think that this is a high percentage, but the company went through the time and investment of putting a new wage structure in place, but since introducing the new wage structure, the company has not maintained the differentials between its pay bands. Paying 6% would allow the pay bandings to have grown to show a truer difference between the grades

We acknowledge the request for a 6% increase across all pay bandings and understand the concern regarding the maintenance of differentials between grades. While we appreciate the investment made in establishing a new wage structure, the current financial climate presents real challenges. As noted, the company has been under sustained commercial pressure, and overall performance has not met expectations. At this time, we are not in a position to commit to a 6% uplift across all bands. Our offer is below, representing a 6.7% increase in grade 1 and 5.6% increase in grade 2 roles, 4.7% combined across all roles.

Grade	Job Role:	No. of staff	Mar-25	Proposed rates April 25 (no uplift & keeping min differentials)	% increase (F v E)
	Apprentice	0	£6.73		0.0%
Grade 1	Operations Cleaner	33	£11.44	£12.21	6.7%
	Operations Packer				
	Inline Packer	7			
	Yardperson				
	Packing Desk Operative				
Grade 2	Operations Line Support Operative	35	£11.84	£12.50	5.6%
	Operations Recycling Operative				
	Extrusion Line Support (level 1)	2			
	Extrusion Line Support (level 1) red circled	1	£14.67		
	Assistant Lead Packer				
	QA Inspectors				
	Warehouse FLT Operative				
Grade 3	Lead Packing Desk Operative	8	£12.37	£12.90	4.3%
	Operations Lead TPM Cleaner				
	Operations Lead Recycling Operative				
	Operations Setter 2				
	Warehouse HGV Driver				
Grade 4	Operations Lead Packer/Trainer	6	£12.93	£13.35	3.2%
	Extrusion Line support (level 2)				
	Operations Setter 3				
	Warehouse Team Leader				
T1	Operations Setter 4	3	£14.67	£15.00	2.2%
T2	Toolmaker	2	£14.60	£14.92	2.2%
	Extrusion Line Support (level 3)	0	£14.60	£14.92	2.2%
T3	Operations Senior Setter	3	£16.25	£16.61	2.2%
T4	Operations Lead Setter	3	£18.38	£18.78	2.2%
	Extrusion Technician	0	£18.38	£18.78	2.2%
T5	Operations Machine Technician/CI	1	£20.25	£20.70	2.2%
T5	Multi-Skilled Toolmaker	2	£20.25	£20.70	2.2%
T6	Multi-Skilled Engineer	8	£22.42	£22.91	2.2%

3. Full Sick Pay From Day One Of Sickness.

The Government are currently pushing legislation through Parliament and this is almost certainly going to be brought into employment law. By bringing it in now, the company will show that it has done a very good thing now, instead of the company being forced to bring it in later. This will lift morale within your employees.

At present, the company is not in a position to introduce full sick pay from day one. We have seen a marked increase in absence rates, both in absolute numbers and year-on-year, making the proposal financially unviable at this time. That said, we fully recognise the importance of supporting employee well-being and are actively developing alternative measures, including enhanced return-to-work support and improved wellbeing initiatives, to provide meaningful assistance where it is most needed.

4. Increased Annual Leave For Employees

This can be an extra days holiday added to the employee's entitlement, or a one off. An example of this is that some employers are giving their employee's an extra days holiday on their birthday.

We have not been able to secure approval for this at the current time. However, we remain open to revisiting our position in the next financial year, should company performance show sustained and measurable improvement.

5. Introduction Of A Holiday Buying Scheme

Once again, some employers are introducing the opportunity that allows their employees to buy up to an extra one week's annual leave per year. This is a popular scheme, but currently, the scheme is only in use by some companies for their white-collar workers only

After careful evaluation, we have determined that implementing a holiday buying scheme is not commercially viable at this time for our business, as the cost of temporary cover would exceed the financial benefits of the scheme. However, we remain open to reassessing this option in future negotiations and will continue to explore other ways to support work-life balance for our employees.