



Furniture Times



The Association for British Furniture Manufacturers

www.bfm.org.uk

www.greatbritishfurniture.co.uk

September 2 - 2010

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NEW MEMBERS

We are pleased to welcome into membership:

ELITE BEDDING COMPANY

2B INTERFACE LTD (*Associate*)

BFM & GMB agree pay freeze for 2010

The negotiations over the GMB claim for improvements for 2010 in wages and conditions have been protracted this year. A meeting in February gave rise to an agreement to put on hold any increase in wage rates or other terms until June 2010 when the industry's trading fortunes could be reviewed again.

The BFM negotiating team met with the GMB in September and it has now been agreed that there will be no improvement in wage rates or other terms under the National Labour Agreement in the 2010 calendar year.

The 2009 Agreement remains valid therefore apart from one change which was advised to you in an earlier update.

From 1st October this year, the National Minimum Wage rises from £5.80 per hour to £5.93 per hour. This means that from that date, the packer/porter/labourer time rate rises to the same level. There is no change in the journeyman/woman rate or Minimum Earnings Guarantee which remains

BFM Links

Press links for

- Suppliers to furniture trade
- Discounts on testing furniture
- Trade credit insurance
- Business insurance
- BFM logo & Membership Certificate

Business Links

Press links for

- Procurement - Supply2.gov
- Changes to the law affecting business
- Financial support for business



as it was as a result of the 2009 Agreement.

For details of the changes please see [BFM members' area](#) and Wages Agreement. A notice to be posted for employees is available too under the section on the National Labour Agreement.

At the September meeting, the GMB did say that while they had agreed to a freeze in 2010, their members expected improved wages and terms in 2011 and presented its claim accordingly. We are due to respond to the Union claim on 25th November 2010 and we will be calling a National Forum of members in advance of this to determine the negotiating team's brief. In the meantime if you want a copy of the claim please contact:

mikedimond@bfm.org.uk

Online Auction

By Order of the Liquidator's Agent:
Michael T. Collins & Co - Re: William Ball Ltd

Kitchen Furniture Manufacturer's Machinery, Plant, Stock & Equipment

CNC & STANDARD EDGE BANDING EQUIPMENT:
2002 HOMAG OPTIMAT KF26/08/A3/25 & 1999
HOMAG OPTIMAT KF26/07/A3/25 DOUBLE SIDED
EDGE BANDERS,
2004 BRANDT OPTIMAT KDN 540,
2004 BRANDT KTD 720,
2004 BRANDT PROFI LINE KDF 780

CNC MACHINING CENTRES:
2006 WEEKE VENTURE 3, 2x 2004 WEEKE BHC 280,
2002 BREMA GLR

DRILLING & MACHINING CENTRES:
6x VITAP SIGMA & ALFA SERIES DRILL/MACHINING
CENTRES

CNC & STANDARD SAWING:
HOLZMA HPL 11/43/22 CNC BEAM SAW, 2x
ALTENDORF PANEL SAWS

Waste Sawdust Disposal Plant: COMPONENTS BY
NORDFAB, FURCELL, WIESS & WEIMA, INCLUDING
DUST EXTRACTION, FILTER PLANT, CHIPPING PLANT,
FEED, COMPUTER CONTROLLED BOILER & COOLING
SYSTEM

Packaging Equipment: COMIL PACKAGING LINE, 2x EXCELL AUTO BAG BAGGING MACHINES, ACCU COUNT ADVANTAGE PACKING MACHINE, 2006 SIAT SW2L ROTARY PALLET WRAPPING SYSTEM, 13 VARIOUS AKEBOND, MOSCA, OPTIMAX & HAZEL BANDING MACHINES

Handling Equipment: 2004 STILL R 20-18 ELECTRIC FORK TRUCK, 2001 LINDE E30/02 FORK TRUCK, 27 VARIOUS PALLET TRUCKS INCLUDING BUILT IN DIGITAL SCALE STYLE

Plus: 3x COPRI SYSTEMS LARGE FRONT OF WAREHOUSE CANOPIES, LARGE QUANTITY OF OFFICE FURNITURE & COMPUTER EQUIPMENT, DISPLAY KITCHENS & ASSOCIATED GOODS

Stock: CIRCA £1,000,000 BOOK VALUE OF MANUFACTURED STOCK, PREDOMINANTLY KITCHEN RELATED INCLUDING DOORS & CABINET CARCASS COMPONENTS

Viewing: Tuesday 21st to Thursday 23rd September 2010

Auctions close from: Friday 24th September

Security Deposit required to register: £2000 or £5000

For full details will be available on the website from 13/09/10 at:

www.generalauctionsonline.co.uk

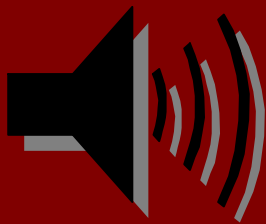
General Auctions Ltd

Tel: 020 8870 3909

Fax: 020 8946 8451

Email: admin@generalauctionsonline.co.uk

Web: www.generalauctionsonline.co.uk/



Equality Act 2010

[CLICK HERE FOR
Podcast on the Equality Act 2010](#)

The Government Equalities Office has announced the provisions of the Equality Act 2010 - which consolidates and harmonises complex discrimination legislation currently spread across dozens of Acts and statutory instruments.

The Act is significant in a number of ways, not least because it introduces new discrimination concepts as well as changes to certain definitions of what can constitute discrimination.

For example, more protection is now available to disabled people than ever before and it does not stop there – if an employee is not disabled but cares for someone who is, protection from discrimination extends to that employee. This is called associative discrimination.

The majority of the Act's provisions will come into force on 1st October 2010, and they include:

a basic framework of protection against direct and indirect discrimination, harassment and victimisation in services and public functions; premises; work; education; associations; and transport

improving protection from discrimination for people who are perceived to have, or are associated with someone who has, a protected characteristic (that is, protected in law because of their disability, age, sex, race etc)

harmonising the definition of indirect discrimination and extending protection from indirect discrimination to disability

introducing the new concept of 'discrimination arising from disability' – this is where someone is treated unfavourably because of the disability. There is no need for the disabled employee to show he/she suffered less favourable treatment compared to a non-disabled person with the same circumstances as was case before 1st October 2010. And, as such this makes it far easier to prove discrimination for the employee

preventing employers asking job applicants questions about health (including any disability) before making a job offer, except in specified circumstances

allowing hypothetical comparators for direct gender pay discrimination

making pay secrecy clauses unenforceable

introducing new powers for employment tribunals to make recommendations which benefit the wider workforce

The Government is also currently consulting on how best to implement a new single public sector equality duty, which brings together the existing gender, race



and disability duties and extends them to cover age, sexual orientation, gender reassignment, pregnancy and maternity, and religion or belief.

There are some provisions that are still being considered too, including:

- dual discrimination, i.e. a right to bring discrimination claims combining protected characteristics

- the socio-economic duty on public authorities

- the requirement on private sector employers to publish gender pay gap information

- positive action in recruitment and promotion

The Government states that it is considering 'how to implement these remaining provisions in the best way for business and for others with rights and responsibilities under the Act'.

We will be covering in more details certain aspects of the Equality Act 2010 in future issues

Equal Pay Guidance

The Equality and Human Rights Commission and the British Chambers of Commerce have produced joint guidance to help small and medium sized businesses examine their pay systems to ensure compliance with the law on equal pay. Among other things, it offers a brief guide on how to estimate whether different jobs are of equal value.

The guidance is intended to help a small organisation to examine whether its payroll complies with equal pay law in no longer than four hours.

The guidance provides an example spreadsheet showing how the necessary information about employees should be entered and compared. The guidance recommends that any pay differences between men and women doing equal work that cannot be justified should be addressed immediately.

It advises that a record should be kept of the causes of pay differences, whether they are considered

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justified, and why. The guidance also suggests repeating the exercise every few years to ensure continued compliance.

Further information:
[Equal Pay Guidance](#)



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