



FALCON FORUM – 23rd February 2023

Present – Peter McAllister, Kevin Campbell, Bruce McAdam, Mhairi Burt, Kerry Jackson, Wendy Rodgers, and Ranauld Wallace.

Apologies – Mary Kemp and Heather Aird

Business Update

It's a bit of a mixed bag, not much has changed since the communication session, times are tough with inflation in double figures and the economy in recession.

January was the worst performance against budget we have ever had, but February is looking much brighter with the orders from the prisons and the stock flowing much better. This year will be the last ARP contract, so its good news and bad news, there wont be any ARP contract next year but they will still need fryers and trolleys and we will fight to get their business. The wider market is really challenging our competitors have more stock we are being affected by shortages, we can't make professional induction this has cost us £958,000 in lost sales. We have lost fryer sales, but we are now playing catch up, but the competition are in a little bit better position. We are working on taking some of the costs out of the Dominator ranges, it looks a lot better, we will be launching it at the HRC show on the 20th & 21st March. From a new customer perspective that continues to do well we have well over 200 new dealers.

Since the last meeting we have put tea and coffee and fruit in the canteen

From a wage talk perspective, we have had two meetings, the mandate is 14% with this increase we wouldn't be able to trade. We have taken a different approach this year and asked the GMB for ideas around how we fund this with input from both sides. Discussions around holidays and sick pay over the Christmas holidays will delay the wage talks as we have had a failure to agree we need to deal with this first before we can continue with the wage discussions.

We are holding a pay and benefits forum for staff out with the scope of the collective bargaining agreement our first meeting will be held in March.

As our company Intranet is not easily accessible, we have started a company newsletter which is more readily available, posted on the notice boards and emailed out. Our first edition was earlier this month and every month going forward this is designed to improve communications.

Productivity

As we push towards the half year, January was a poor month for efficiency and February is not much better this is getting pretty serious from a productivity perspective. Its not about quality we are getting around 75% efficiency when good businesses are getting 90-95%. The reality is that it makes it difficult to fund any wage rise, there is less money and we are letting our customers down. The biggest anchor that ways us down is productivity.

Electric Car Scheme

Next week we are launching an Electric Car Scheme, you can lease a car inclusive of insurance, maintenance, tyres, road tax, servicing and breakdown cover paid via salary sacrifice. The monthly amount is taken from your gross salary, so you save on tax and national insurance. Launch communications will be issued next week with further information about the scheme.

Ideas for Charity Events

- Spin bike in the foyer
- Hot food once a month and donations to charity

Fun events

- Family factory open day
- Companywide team building day.

Other business

Four-day week – It's not a no go, it would be easier if we weren't a manufacturing site and would involve changes to our working practices and how we manage it. The GMB haven't proposed it, but we haven't ruled it out.

Kings Coronation - We have no plans to take the Monday following the coronation, but if anyone wants to have the day off then we have no issue with them using a floating day.

Deposit return scheme – This is due to be launched on the 16th August, this is when you buy a drink in a single use container you will pay a 20p deposit which you get back when you return your empty bottle or can. As cans and bottles are provided by 24-7 vending, we will let everyone know what plans they have in place for this when we get an update.

TV in the canteen – There are no plans to put a TV in the canteen.

Vending machine is too expensive can Falcon buy in drinks and crisps for people to buy - unfortunately this would be too difficult to manage and not something we would look to do. We have fruit available for everyone which is provided free and promotes health & wellbeing.

Hot water in the kitchen – It's been reported for repair.

Cleaning materials in the kitchen – We will arrange for more cleaning products to be available.

Birds – This is challenging but we are looking to try and minimise the number of birds on the roof.

Fans in the factory – We are planning on opening the vents which will cool the factory down.

Extra Microwave in the canteen – Wendy to look into this.

Showers revamped; we agree that this area needs improved but have no plans at this time.