

BASIC TERMS AND CONDITIONS OF EMPLOYMENT

What are the hours of work ?

Days : 8.00 am to 5.00 pm Monday to Thursday
 8.00 am to 12.15 pm Friday

Shifts : 6.00 am to 2.00 pm (Rotating weekly)
 2.00 pm to 10.00 pm

 6.00 am to 2.00 pm (Rotating weekly)
 2.00 pm to 10.00 pm
 10.00 pm to 6.00 am

Hours worked will depend upon job role.

If shifts are worked, 20% premium is paid for double days, and 30% premium is paid for working nights, on top of basic salary.

Is overtime payable?

Where applicable, and dependant upon job role and status, overtime is paid at premium rates.

What is the holiday entitlement?

The initial annual holiday entitlement is 20 days per annum, in addition to statutory holidays. The entitlement rises by one for each year of service to a maximum of 25 days.

Is there a probation period?

Upon joining the company, all employees are under a thirteen-week probationary period during which work performance, attendance and timekeeping are closely monitored.

Is there a uniform?

All employees wear a company uniform which is provided by the company and is worn at all times when on company premises.

Is there a pension scheme?

All employees are eligible to join the contributory pension scheme once they have successfully passed their probation period.

Is there a sick pay scheme?

Where applicable and dependant upon job role, the company operates a sick pay scheme based upon length of service and absence levels.