

Summer Isles Foods

Summary of Condition of Employment

JOB TITLE: You will be employed as a food production assistant and you will be required to carry out any other duties which may be assigned to you from time to time.

REMUNERATION: The basic rate of pay is the current minimum wage and you will be paid weekly in arrears on Friday direct into your bank account. You will only be paid for the hours you actually work in a week. You will be paid at basic rate for up to 40 hours per week and at time and a half for hours over 40. A workforce agreement is in place allowing the maximum of 48 hours per week to be averaged over the year.

In addition an attendance bonus of up to £20 per week may be payable on conditions separately notified. (see details below)

You will be provided with temporary chalet accommodation for which a deduction of £15 will be made weekly. The accommodation is provided for the period of your employment only and it is your responsibility to keep and leave the chalet clean and in good order. Any damage to the chalet or fittings would have to be made good by deduction from your wages. The cost of shared electricity, gas for heating and for the individuals food are the responsibility of the employee.

If you terminate your employment early the Company requires a week's notice, otherwise you will be liable for the full week's rental.

OVERTIME: In addition to normal factory hours (8.00--17.00) you will be required to work additional and/or different hours/days as required by the Company. The Company will endeavour to provide you with as much warning as possible of a requirement to work different hours and/or days or overtime, however due to the nature of the business some changes and/or overtime may be required at short notice.

SHORT-TIME WORKING: in the event of work shortages or other circumstances beyond the control of the company which prevent normal working, the company reserves the right to lay you off or impose short-time working to meet these circumstances. Payment during these times will be at the company's discretion but subject to statutory provisions.

HOLIDAY PAY: Holiday pay will accrue at the rate of 1.66 days per complete month worked (to be paid at the end of the agreed period of employment)

SICK PAY: You will be entitled to Statutory Sick Pay in accordance with legislation currently in force.