

Wages & Benefits Structure: Permanent Contracts

Hourly Rate

Starting wages are £10.45 per hour, rising to £10.70 upon successful conclusion of probation. There are further pay increases in line with length of service. Pay is also reviewed annually and there may be agreed an annual pay rise (NB there is no guarantee of a pay rise following the annual review).

Staff Discount

Workers are eligible for a 25% discount at the Harvest shops, and a discount of between 10% and 20% on items purchased from the warehouse.

Holidays

Workers are entitled to 5.6 weeks paid holiday (pro rata) per working year, which includes bank holidays. For the first 6 months of employment holiday is accrued. There are increases of holiday entitlement in line with length of service: for each full year of service from the completion of your probation, you will receive an extra 2 days annual leave, up to a maximum 10 extra days after 5 full years of service.

Wage Bonus

Subject to a proposal and vote at a quarterly General Meeting of the membership of the Co-op, permanent workers may receive a wage bonus (NB there is no guarantee of a wage bonus and therefore this must not be relied upon as income).

Pension

Qualifying workers will be automatically enrolled into our business pension scheme (NEST). If you do not qualify you may make your own arrangements to pay into the business pension scheme.

Healthcare and Welfare Policies

Following probation, inclusion in society healthcare plan and group insurance policies including life insurance, critical illness cover and income protection (non-contractual).

Membership Loan

Membership requires the investment of £500 into the Co-op. This is done by an automatic deduction of £5 per week (pro rata) from wages after probation. Interest of 6.5% (subject to review) is paid out annually to members on their investments. Members may also borrow against the balance of their investment at an interest rate of 10%.

Wages & Benefits Structure: Temporary Contracts

Hourly Rate

Wages are £9.90 per hour. Pay rates are reviewed annually and there may be agreed an annual pay rise (NB, there is no guarantee of a pay rise following the annual review).

Staff Discount

Workers are eligible for a 25% discount at the Harvest shops, and a discount of between 10% and 20% on items purchased from the warehouse.

Holidays

Workers are entitled to 5.6 weeks paid holiday (pro rata) per working year, which includes bank holidays. For the first 6 months of employment holiday is accrued.

Pension

Qualifying workers will be automatically enrolled into our business pension scheme (NEST). If you do not qualify you may make your own arrangements to pay into the business pension scheme.

Wage Bonus

Subject to a proposal and vote at a quarterly General Meeting of the membership of the Co-op, qualifying temporary workers may receive a wage bonus. (NB there is no guarantee of a wage bonus and therefore this must not be relied upon as income).