

Wages & Benefits Structure: Permanent Contracts

Hourly Rate

Starting wages are £9.31 per hour, rising to £9.56 upon successful conclusion of probation. There are further pay increases in line with length of service. Pay is reviewed at least once a year and there is usually an annual pay rise for all workers linked to the Consumer Price Index rate of inflation.

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.

Sick Pay

Workers are entitled to up to 10 days (pro rata) per year of contractual full sick pay. Subsequent sickness absence is paid at 50% of full pay for a maximum of 6 months.

Group Income Protection

In the event of sickness absence lasting more than six months, this policy provides up to two years of sick pay at 50% of a worker's usual wage.

Critical Illness Cover

In the event of certain critical illnesses, our policy provides a payment, currently £20,000 but subject to review, to provide financial assistance to a qualifying worker.

Group Life Insurance

Currently £80,000 (or 10 times annual salary, whichever is lowest) but subject to annual review, to be paid under discretionary powers to a named beneficiary in the event of your death whilst a permanent employee of the Co-op (after successful completion of probation).

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 Plan

After probation the Co-op pays for the basic level of our healthcare plan. Workers may top this up with their own payments to access higher levels of healthcare plan or to add family members to the plan. Probationers may make their own payments to access the healthcare plan.

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.

Membership Loan

Member contracts require the investment of £500 into the Co-op. This is done by an automatic deduction of £5 per week (pro rata) from wages. 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%.

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.