RFL Group Terms and conditions for wholly owned subsidiaries

Terms and Conditions	
Pay	

Grade	Point	Basic Pay
A	1	£20,629
B	1	£21,000
	2	£23,000
C	1	£25,000
	2	£26,000
D	1	£27,000
	2	£29,000
E	1	£31,750
	2	£37,000
F	1	£40,000
	2	£44,500
G	1	£46,000
	2	£51,500
H	1	£54,000
	2	£58,500
I	1	£63,000
	2	£68,500
J	1	£70,000
	2	£80,250
K	1	£84,750
	2	£94,500
L	1	£101,000
	2	£111,000

All staff will progress to the next pay step point on the 3rd anniversary of their start date.

Grades J, K and L

After progression to the second pay point Grades J, K and L are annually earned points and will not be subject to pay protection. When a Staff member has not met the required level of performance and delivery for a given year, they will return to the 1st point of the grade subject to review after 12 months.

Probation Period	Permanent Contracts - 6 months Fixed Term Contracts - 3 months or less 1 month Up to 6 months 3 months Up to 9 months 4 months 12 months or more 6 months
Notice Period	Grades A-F 4 weeks Grades G-L 8 weeks
Hours (WTE)	37.5 per week
Enhancements	Unsocial hours from 20:00 – 06:00 Monday to Sunday will be eligible for an enhancement payment of 1.15 times hourly rate.
Annual leave	**Length of Service** / **Annual leave** / **Public holidays** Less than 5 years / 25 days per annum / 8 days 5 years / 26 days per annum / 8 days 10 years / 27 days per annum / 8 days
Pension	5% Employee Contribution 3% Employer Contribution
Sick pay	Occupational Sick Pay: • During the first year of service: 1 month full and 1 month half pay • During the 2nd year of service: 1 month full and 2 months' half pay • During the 3rd year of service: 2 months full and 2 months' half pay • During the 4th year of service: 3 months full and 3 months' half pay