



What do we pay?

Currently basic pay is a minimum of £6.00 per hour. This is for new staff whilst training i.e. for the first 13 weeks.

After 13 weeks, if training is successful, we pay a qualified order-picker pay rate of £6.70 per hour and an attendance bonus of £1.00 per hour.

There is also a weekend and nightshift premium of £1.95 per hour for the following hours:
2200-0600 Monday – Friday and 0600 Saturday – 0600 Monday.

You can also earn additional money on a pick rate bonus scheme which is paid weekly. The bonus scheme is only available to qualified order pickers (i.e. after training and probation). Only 85% is paid because there is a 15% allowance made for unavoidable delays whilst completing an order.

Attendance and sick pay:

It is important that your attendance is excellent. Any absence makes it hard to pass your training tests and probation period. If you are unavoidably absent from work, you will be entitled to SSP (Statutory Sick Pay). SSP is paid after the first 3 days of absence at the daily rate of £14.01. Usually you will need a doctor's note.

Holidays:

20 days are paid each year, building up at a rate of 1.66 days per month. Holiday pay is all paid at the base rate of £6.00 per hour. Holidays run from January to December and must be taken within this time. Holidays are allocated on a first-come-first-served basis. You will not, however, be able to book or take any holidays until after you have passed your probation period (13 weeks). All holidays must be taken within the current holiday year as you cannot add it onto the following year's holiday entitlement. No holidays are allowed in December.

Whilst working in the UK your wages will be taxed according to the UK's Inland Revenue rules. Initially, you will be given a BR (Base Rate) tax code so all your earnings are taxed at 22%. A further 11% (on earnings above £96.83) are deducted for National Insurance (NI) contributions.

You will be able to complete a P46 tax declaration (which Meridian will provide). Once you have signed this, and it has been processed, you will get a temporary tax code. That will allow you to earn £96 free of tax. After 4-6 weeks the Inland Revenue will give you a corrected tax code, which will let you reclaim any overpaid tax.

To check on the values of the £ sterling visit the currency converter at <http://www.forex.ch/converter.htm>

The pay-slips below are specimens. We can explain them at interview.

Example 1 shows a payslip for a new worker (training and on probation). They earn £6 per hour. For 4 weeks they pay a reduced rate of only £40 a week for accommodation.

Example 2 shows the payslip for a qualified order-picker. They have completed 13 weeks and they are working a weekend shift.



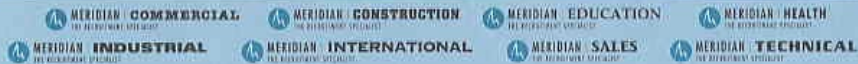
EU WORKER
1 ANYWHERE CLOSE
ANYWHERE TOWN
ANYWHERE
XX1 11X

NAME	PAY No.	TAX CODE	N.I. NUMBER	N.H.I. CODE	TAX WK.	W/ENDING	PAY DATE
EU WORKER	9999	503L/X	XX999999A	A	13	25/06/06	07/07/06
DESCRIPTION	HOURS	RATE	AMOUNT	PAYMENTS	TAX	DEDUCTIONS	NON-TAX ALLOWANCES
Standard Rate	40.00	6.00	240.00				
Rent/Utilities	1.00-	40.00	-40.00				
						Net Insurance	
						15.73	
					Taxable Pay	Ded. 1	
					240.00		
				Gross Pay	Tax Deducted		
				200.00	26.49	.00	
				Gross to Date	Tax to Date	Total Deductions	
				1716.01	193.13	42.22	NET PAY
							157.78

The above net pay will be credited to your account on

Any queries regarding this payment please telephone your local branch on

MESSAGES





EU WORKER
I ANYWHERE CLOSE
ANYWHERE TOWN
ANYWHERE
XX1 11X

NAME	PAY No.	TAX CODE	N.I. NUMBER	N.I.I. CODE	TAX WK	W/ENDING	PAY DATE
EU WORKER	9999	503L/X	XX999999A	A	8	25/06/06	07/07/06
DESCRIPTION	HOURS	RATE	AMOUNT	PAYMENTS	TAX	DEDUCTIONS	NON-TAX ALLOWANCES
Standard Rate	40.00	6.70	268.00				
BONUS	40.00	1.00	40.00				
SHIFT PREMIUM	24.00	1.95	46.80				
Rent/Utilities	1.00-	50.00	-50.00				
Home office Registrati	1.00-	10.00	-10.00				
						Not Insurance 28.36	
					Taxable Pay 354.80	Ded. 1	
			Gross Pay 294.80		Tax Deducted 51.57	.00	
			Gross to Date 2070.81		Tax to Date 244.70	Total Deductions 79.93	NET PAY 214.87

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