

# FTX Logistics Ltd

## Maintainer Pay Illustrations

	Basic	1 Year	2 Years	3 Years	5 Year and over
2022 Basic	£35,533	£35,533	£35,533	£35,533	£35,533
Performance Pay	£300	£300	£300	£300	£300
Basic plus	£35,833	£35,833	£35,833	£35,833	£35,833
Reservist Training Bounty		£706	£1,544	£2,384	£2,794
<b>Total Estimated Annual Earnings before variables</b>	<b>£35,833</b>	<b>£36,539</b>	<b>£37,377</b>	<b>£38,217</b>	<b>£38,627</b>
Germany Uplift	-	-	-	-	-
Excess Hours	£1,000	£1,000	£1,000	£1,000	£1,000
Weekend Premiums	£650	£650	£650	£650	£650
Average Variable Pay	£1,650	£1,650	£1,650	£1,650	£1,650
<b>Total Estimated Annual Earnings without a deployment</b>	<b>£37,483</b>	<b>£38,189</b>	<b>£39,027</b>	<b>£39,867</b>	<b>£40,277</b>
Major Exercise Uplift		£11,844	£11,844	£11,844	£11,844
<b>Total Estimated Annual Earnings with deployment</b>	<b>N/A</b>	<b>£48,383</b>	<b>£49,221</b>	<b>£50,061</b>	<b>£50,471</b>

## Notes to Maintainer Sponsored Reservist Remuneration – March 2022

**Basic Pay** - HET Maintainer Basic Pay is £35,553 per annum. This is paid in monthly amounts of £2,963.

**Performance Pay** – This is measured over six months and paid in two instalments of £150 (£300 per annum) Qualification is Sickness measured by the Bradford Score of 50 or less and for Discipline, no formal warnings in the period.

**Germany Uplift** – Employees may be assigned to operate HET in Germany on a rota basis. This attracts a 25% of Basic Pay premium. Accommodation and food allowances are provided. No assignments in the year 2021.

**UK Weekend Premiums** – HET Tasks frequently involve start or finish on a Saturday or Sunday for which 50% or 100% premiums are paid. The above example assumes 2 weekends in support of tasking.

**Excess Hours** – This is based on working 2 weekends in support of tasking and planned overtime.

**Major Exercise Uplift** – SRs currently serve on a rotational basis in Estonia for 8 months. 50% premiums are paid including post deployment R&R and Military Leave. This usually exceeds £10,000 before tax. Whilst on tour, Germany Uplift and UK Weekend Premiums will not be earned.

**Reservist Training Bounty** – This is an annual Reservist Bounty for which 35 Days Military Training days are required to be undertaken. This includes fitness tests and collective Exercises. Based on time served with credits transferred for recent service leavers. Four bands are paid annually in March from £706 (year 1) up to £2,794 (year 5 and over) before Tax and NI. This is equivalent to Reservist tax free published amounts.

Sponsored Reservists are always paid by their Contractor Employer.

Variable pay is not guaranteed and will vary depending on assignments, military deployments and workload.