

# FTX Logistics Ltd

## Operator Pay Illustrations

	Basic	1 Year	2 Years	3 Years	5 Year and over
2018/19 Basic after probation	£29,112	£29,112	£29,112	£29,112	£29,112
Performance Pay	£250	£250	£250	£250	£250
Progression Pay			£500	£500	£500
<b>Basic plus</b>	<b>£29,362</b>	<b>£29,362</b>	<b>£29,862</b>	<b>£29,862</b>	<b>£29,862</b>
Reservist Training Bounty		£666	£1,471	£2,273	£2,636
Germany Uplift	£528	£528	£528	£528	£528
Excess Hours	£953	£953	£953	£953	£953
Weekend Premiums	£933	£933	£933	£933	£933
<b>Variable Pay</b>	<b>£2,414</b>	<b>£3,080</b>	<b>£3,885</b>	<b>£4,687</b>	<b>£5,051</b>
<b>Pay before deployments</b>		<b>£32,442</b>	<b>£33,747</b>	<b>£34,549</b>	<b>£34,913</b>
Major Exercise Uplift		£6,269	£6,269	£6,269	£6,269
<b>Total Estimated Annual Earnings</b>	<b>£31,776</b>	<b>£38,712</b>	<b>£40,017</b>	<b>£40,819</b>	<b>£41,182</b>

## Notes to Operator Sponsored Reservist Remuneration – August 2018

**Basic Pay** - HET Operator Basic Pay after probation is £29,112 per annum. This is paid in monthly amounts of £2,426.

**Performance Pay** – This is measured over six months and paid in two instalments of £125 (£250 per annum) Qualification is Sickness measured by the Bradford Score of 50 or less and for Discipline, no formal warnings in the period.

**Progression Pay** – Operators undertake Fire Training and Blue Light Training and subsequent refresher training to qualify for two instalments of £250 (£500 per annum)

**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.

**UK Weekend Premiums** – HET Tasks frequently involve start or finish on a Saturday or Sunday for which 50% or 100% premiums are paid

**Excess Hours** – HET Operators work average 48 hour weeks. For Working Time Regulations, this is measured over two six month fixed periods. Hours worked in excess of 48 per week but no more than 60 are reconciled over a four week period and attract Excess Hours payments.

**Major Exercise Uplift** – SRs currently serve on a rotational basis in Estonia for 4 months. 50% premiums are paid including post deployment R&R and Military Leave. This is usually exceeds £7,000 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 £666 (year 1) up to £2,636 (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. The above examples are 2018 averages based on real cases.