

# FTX Logistics Ltd

## Operator Pay Illustrations

	Basic	1 Year	2 Years	3 Years	5 Year and over
2022 Basic	£31,785	£31,785	£31,785	£31,785	£31,785
Performance Pay	£300	£300	£300	£300	£300
Progression Pay		£600	£600	£600	£600
Basic plus	£32,085	£32,685	£32,685	£32,685	£32,685
Reservist Training Bounty		£706	£1,544	£2,384	£2,794
<b>Total Estimated Annual Earnings before variables</b>	<b>£32,085</b>	<b>£33,391</b>	<b>£34,229</b>	<b>£35,069</b>	<b>£35,479</b>
Germany Uplift	-	-	-	-	-
Excess Hours	£2,040	£2,040	£2,040	£2,040	£2,040
Weekend Premiums	£1,065	£1,065	£1,065	£1,065	£1,065
Average Variable Pay	£3,105	£3,105	£3,105	£3,105	£3,105
<b>Total Estimated Annual Earnings without a deployment</b>	<b>£35,190</b>	<b>£36,496</b>	<b>£37,334</b>	<b>£38,174</b>	<b>£38,584</b>
Major Exercise Uplift		£10,595	£10,595	£10,595	£10,595
Excess Hours		£510	£510	£510	£510
Weekend Premiums		£265	£265	£265	£265
Average Variable Deployment Pay		£11,370	£11,370	£11,370	£11,370
<b>Total Estimated Annual Earnings with deployment</b>	<b>N/A</b>	<b>£44,761</b>	<b>£45,559</b>	<b>£46,439</b>	<b>£46,849</b>

## Notes to Operator Sponsored Reservist Remuneration – March 2022

**Basic Pay** - HET Operator Basic Pay is £31,785 per annum. This is paid in monthly amounts of £2,649.

**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.

**Progression Pay** – Operators undertake Fire Training and Blue Light Training and subsequent refresher training to qualify for two instalments of £300 (£600 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. 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 examples are based on 2021 averages.

**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 9.6 hours per day attract Excess Hours payments. The illustration numbers shown are using the 2021 calculation of excess hours based on a 4-week period.

**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.