

## SCHEDULE 42 – EMPLOYMENT

### Appendix 1 – First Employee List

	Employer	Date of Birth/Age	F/M	Job Title	Start Date/Continuity	Salary	Bonus/Benefits	Holiday entitlement	Hours of Work	Location of work	Notice Period
1	Waste Recycling Group Limited	60	M	Landfill Operative	19.02.1996	£7.26 ph £14,723.28	Bonus Scheme if targets met  Not member of Pension Scheme but eligible  Sick pay entitlement: 6 months full and 6 months half pay  Personal Accident Insurance	25 days holiday plus bank holidays	39 hours a week (plus overtime)	Skelbrooke Landfill Site	10 weeks
2	Waste Recycling Group Limited	55	M	Dry Waste Machine Operator	01.01.1986	£7.39 ph £14,986.92	Bonus Scheme if targets met  Member of Stakeholder Pension Scheme 5% Company contribution (max 6%)  Eligible for PHI  Sick pay entitlement – 6 months full and 6 months half pay  Personal Accident Insurance	25 days holiday plus bank holidays	39 hours a week (plus overtime)	Barnsley Transfer Station	12 weeks

	Employer	Date of Birth/Age	F/M	Job Title	Start Date/Continuity	Salary	Bonus/Benefits	Holiday entitlement	Hours of Work	Location of work	Notice Period
3	Waste Recycling Group Limited	58	F	Weighbridge Operator	29.01.2005	£7.51 £14,841.72	Bonus Scheme if targets met  Not a member of Pension Scheme  Sick pay entitlement: 6 months full and 6 months half pay	20 days plus bank holidays	7.15 am to 5 pm Monday to Friday and 7.15 am to 4.00 pm Saturday and Sunday  4 days on 4 days off	Barnsley Transfer Station	6 weeks
4	Waste Recycling Group Limited	31	F	Weighbridge Operator	12.07.2010	£7.51 ph £14,841.72	Bonus Scheme if targets met  Sick pay entitlement: 1 month full and 2 months half pay  (Maximum sick pay 6 months full pay, 6 months half pay benefit linked to length of service)	20 days plus bank holidays	7.15 am to 5 pm Monday to Friday and 7.15 am to 4.00 pm Saturday and Sunday  4 days on 4 days off	Barnsley Transfer Station	One week

#### Notes

- **Collective Agreements** – No collective agreements are in force in respect of the transferring employees.
- **Disciplinary and Grievance Procedures or Court or Tribunal cases in the last 2 years** - None

## Appendix 2 – Workforce Information

The **Proposed Workforce** and their indicative terms and rates of pay in relation to the initial provision of the Services are identified in the following table:

Job Title/ Description	Nos	Grade	Subject to shift work (Y/N)	Annual Basic Pay Rate	Anticipated Overtime / Holiday Cover	Company Pension Level	(Net) Employer Taxes and Other costs	Initial Annual Cost	Enhanced Terms (Y/N)
Operations Director	1	Management	No	£71,500	None	6%	10.2%	£83,520	No
Finance Manager	1	Management	No	£45,000	5%	6%	10.2%	£55,194	No
Administrator	2	Admin	No	£18,000	10%	6%	10.2%	£23,129	No
Construction Manager	1	Management	No	£55,000	5%	6%	10.2%	£67,459	No
Education Officer (CELO)	1	Admin	No	£30,000	None	6%	10.2%	£35,044	No
Maintenance Dept.									
ITS Maint. Manager	1	Operations	Yes	£50,000	10%	6%	10.2%	£64,247	No
Maint. Team Leader	1	Operations	Yes	£37,000	15%	6%	10.2%	£49,704	No
Multiskilled Technician	5	Operations	Yes	£30,000	15%	6%	10.2%	£40,300	No
Welder	1	Operations	Yes	£30,000	15%	6%	10.2%	£40,300	No
ITS Operations									

Supervisor	1	Operations	Yes	£37,000	None	6%	10.2%	£43,220	No
Control Room Operatives	6	Operations	Yes	£35,750	15%	6%	10.2%	£48,024	No
Multiskilled Operator	5	Operations	Yes	£25,000	15%	6%	10.2%	£33,583	No
Weighbridge Operator	5	Operations	Yes	£22,000	15%	6%	10.2%	£29,553	No
Security	1	Operations	Yes	£22,000	15%	6%	10.2%	£29,553	No
AD Plant Operators	4	Operations	Yes	£22,000	15%	6%	10.2%	£29,553	No
Barnsley Transfer Station									
Lead Skilled Operator	1	Operations	Yes	£28,000	15%	6%	10.2%	£37,613	No
Skilled Operator	3	Operations	Yes	£22,000	15%	6%	10.2%	£29,553	No
General Operator	3	Operations	Yes	£20,000	15%	6%	10.2%	£26,867	No

The **Remuneration Costs** being the monthly costs of employing the Relevant Employees who are expected to be engaged in the provision of the Service are:

Employee Reference - per Schedule 42 Appendix 1 (First Employee List)	Assumed to be engaged in provision of Service?	Assumed Shanks Waste Management salary (pa)	Remuneration Costs in excess of assumed Shanks Waste Management salary included in Base Case as at the date of the Contract
1	N	£0	£0
2	Y – Skilled Operator	£22,000	£0

3	Y – Weighbridge Operator	£22,000	£0
4	Y – Weighbridge Operator	£22,000	£0

The **Reorganisation Costs** being costs, including any lump sum payments, which have been agreed between the Parties for the purposes of any reorganisation are:

<b>Employee Reference - per Schedule 42 Appendix 1 (First Employee List)</b>	<b>Assumed to be engaged in provision of Service?</b>	<b>Assumed Reorganisation Costs included in Base Case as at the date of the Contract</b>
1	N	£32,221
2	Y	£0
3	Y	£0
4	Y	£0

