

Instructor seasonal package 2022

- Incentive scheme
 - Once an Instructor has been deemed to reach the appropriate level of proficiency and extra £70 per full month worked will be paid every calendar month thereafter until the end of the agreed contract. If they fulfil their agreed contract then this total will be added to their last payslip. To make it easy and simple to manage the following points will need to be remembered.
 - a) £70 per full month i.e. if he/she reaches the signed off level on 2nd March and finishes 28th November that will equate to 8 months x £70 = £560
 - b) This total will be taxed.
 - The end of the contract needs to be decided at the start of their contract.
- Remunerate for qualifications
 - An extra £50 per full calendar month for every qualification that the instructor has gained (as is current) no matter their age.
 - A full list will be agreed and distributed to all of the Ops team.
- Standard pay
 - When the instructor attains the sign off from the Senior Ops team then they will be put up to national minimum wage currently for 25 years and over.
 - 2nd season returners are offered free meals.
- Gaining NGB's
 - MoB will allocate a budget for long term instructors gaining more qualifications. A long term instructor will start in the months of February, March or April and finish in November.
 - These courses will be from our approved list and be part of the backbone of the training plan 2022.
 - If an instructor attends the NGB course and then decides to terminate their contract then the full expense of the course would be deducted from their final payslip.
 - Training programme to be publicised and agreed between Senior Ops for each instructor.
- Consistent wage every month
 - Any accumulation of hours over the average 41 hours per week will be added to the final payslip.
 - Transparency - each instructor needs to know how many holiday days they have left until the end of their contract.
- Uniform
 - Include a branded MoB fleece into the uniform package. If an Instructor decides to leave early then we will deduct this expense from their final payslip.
- Socials
 - Staff socials to be put in the diary at the beginning of the year. Depending on how the finances are going will depend on how much the company can spend.
 - On a wider scale socials may also include inviting all the staff on a trip down the Dart or giving them a chance to try the Tower Jump one afternoon and then a pub visit afterwards.