

## Working for AGH Solutions

### Pay, Benefits & Pension

For new staff the current full time commencement salary in each pay bands are as follows:

#### 1. PAY BANDS (PRO RATA PER ANNUM)

##### 1st April 22 to 31st March 23

Grade A (start) = £18,546 (£9.49 per hour)  
Grade A (Year 1) = £18,741 (£9.58 per hour)  
Grade A (Year 2) = £18,937 (£9.96 per hour)  
Grade A (Year 3) = £19,132 (£9.78 per hour)  
Grade A (Year 4) = £19,525 (£9.99 per hour)  
Grade A (Year 5) = £19,918 (£10.19 per hour)  
Grade B = £22,388 (£11.45 per hour)  
Grade C = £27,442 (£14.04 per hour)  
Grade D = £33,067 (£16.91 per hour)  
Grade E = £35,800 (£18.31 per hour)  
Grade F = £41,065 (£21.00 per hour)  
Grade G = £46,330 (£23.70 per hour)  
Grade H = £51,594 (£26.39 per hour)  
Grade I = £56,859 (£29.08 per hour)

AGH Solutions is committed to improving pay for our lowest paid workers. The minimum pay for any role within AGH Solutions Ltd is £9.49 per hour; and increases will be considered to ensure the rate keeps in line with local pay rates.

### Pension Scheme

You will be automatically enrolled in the Company Pension scheme which is NEST (National Employment Savings Trust) if you meet the auto-enrolment criteria of earning a minimum of £10,000 per annum.

### Maternity Pay

If you qualify for Statutory Maternity Pay you will also be eligible to receive occupational maternity pay (OMP). This means for the first 12 weeks, you will be paid 100% of your average weekly earnings (AWE) before tax. For the remaining 27 weeks, you will be paid the statutory maternity rate or 90% of your AWE (whichever is lower). The Company will inform you of the applicable rate. If the average weekly earnings fall below the standard rate, SMP will be paid at 90% of your average weekly earnings throughout.

### Role Suitability Assessment Periods

Like all new employees you will have a probation period of 6 months during which both yourself and the Company will have an opportunity to assess whether the role is suitable for you. It is normal for an organisation to have an initial period of time to ensure that you are suited to the role, however we believe this should be a two-way process so that you equally have the same opportunity. An initial informal review will take place after 2 and 4 months with your line manager, with a formal review taking place before 6 months. Your appointment will be confirmed on the satisfactory completion of the 6 month assessment. During this period you will be given appropriate support and development to help you reach the required standards.

Extension of the assessment period may be granted, if necessary, to allow further time for the required standards to be achieved. However, if you are unable to reach the standard required during the initial 6 months or any subsequent extension, or the role doesn't meet your expectations during this period, both you and the Company have the option to terminate your employment by giving one week's notice.